



THE VALUE  
OF INNOVATION  
SINCE 1965

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# SUSTAINABILITY REPORT

20  
24

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# HIGHLIGHTS

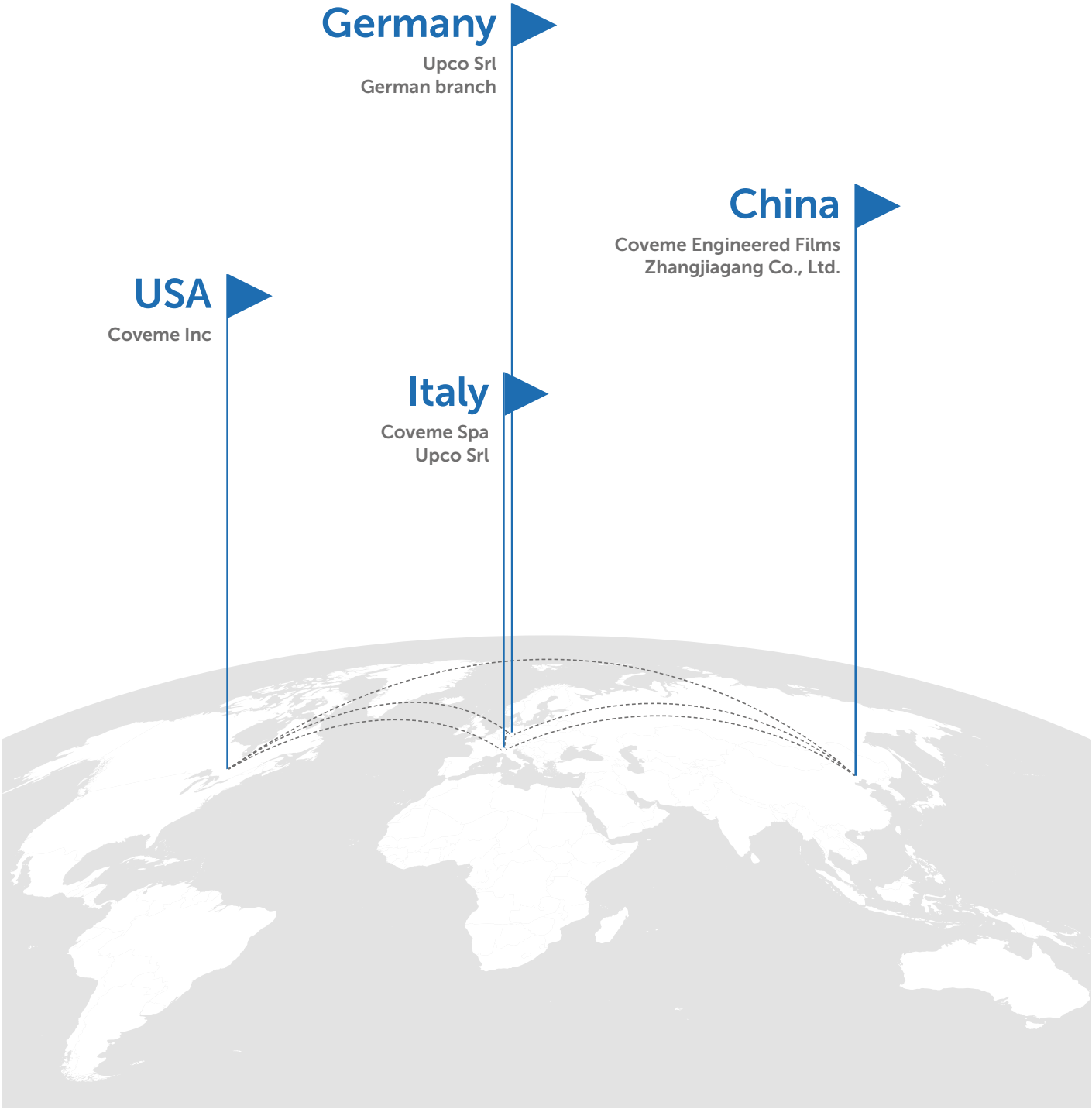
## Coveme group

|      |                                               |
|------|-----------------------------------------------|
| 2    | Production sites<br>in Italy and China        |
| 12   | State-of-the-art<br>production lines          |
| 60   | Years of experience<br>in PET film conversion |
| 3    | High-tech<br>R&D laboratories                 |
| 300  | Workers in Italy,<br>China and Germany        |
| 113M | € in economic<br>value generated              |

Coveme si è sottoposta a:



## World presence



# LETTER TO STAKEHOLDERS

Dear Stakeholders,

with the publication of the third edition of its Sustainability Report, the Coveme Group renews its commitment to responsible, transparent and long-term growth. This document represents, not only a report of the results achieved, but also a concrete demonstration of the desire to integrate sustainability into every dimension of our business.

2024 marked a year of consolidation and strategic vision. In a complex and constantly evolving global context, we continued to invest in innovation, people's well-being and environmental responsibility, strengthening our role as a conscious and proactive industrial player. This process of strengthening also includes the merger of Serf into the Coveme Group, completed in 2024. The transaction represented an important step in further consolidating the organisational structure and enhancing the Group's operational capabilities.

Amongst the major initiatives launched in 2024, we would like to highlight three particularly significant projects currently in progress:

- **The defining of the 2026–2028 ESG Plan**, which will guide our actions in the coming years, with a structured approach to sustainability based on three strategic pillars.
- **The development of an ESG-focused supply chain analysis**, aimed at integrating sustainability criteria into procurement processes and promoting continuous improvement along the supply chain.
- **The advancement of LCA analyses and the development of low-impact products**. The project for measuring the carbon footprint of products through LCA (Life Cycle Assessment) analyses continued, with the aim of extending emissions calculations to the entire range. At the same time, Coveme continues to promote recycled, recyclable and low-impact solutions, strengthening its commitment to a more sustainable supply chain.

These actions are supported by an ongoing commitment that continues over time. In 2024, energy efficiency improvements to our facilities continued and the project to build a company cafeteria at the Gorizia headquarters was completed.

All of these achievements are the result of collective effort, the passion and expertise of our people, who contribute daily to building a more sustainable future.

On behalf of the Board of Directors, we would like to express our sincere thanks to all those who, with expertise, responsibility and dedication, contribute every day to the sustainable growth of the Coveme Group. It's thanks to the joint commitment of our employees, partners and stakeholders that we can confidently face the challenges of the present and build a more informed and resilient future together.



The President  
**Pier Luigi Miciano**



The Chief Executive Officer  
**Amedeo Maccolini**

# THE COVEME GROUP: A STORY THAT STARTED LONG AGO

# 01

## 1.1 COMPANY IDENTITY

[GRI 2-1]

### Our history

The Coveme Group is a privately held company founded in 1965 in Bologna, with over 60 years of experience in the transformation and treatment of polyester film. Founded as a distributor of flexible insulating materials for the electrical and electromechanical sectors, the Group has evolved over time, expanding its international presence and diversifying the industrial applications of its products.

The Group processes polyester film through processes that include surface treatments, functional coatings, heat stabilisation and lamination, making this material a high-performance technical support for numerous industrial sectors.

Its innovation-driven entrepreneurial approach has led to expansion into new markets and the launch of strategic projects, including investment in an industrial start-up dedicated to next-generation coatings. Furthermore, in line with the principles of the circular economy, Coveme has developed a range of environmentally sustainable products made from recycled polyester (rPET), contributing to reducing the environmental impact throughout the life cycle of the materials.

One of the major milestones achieved is the opening of the first production plant in China in 2011, making Coveme the first European company in the sector to operate industrially in the Asian market. The plant is equipped with advanced production technologies, supporting a strategy focused on quality and internationalisation.

To date, the Group:

- has **two production sites**, located in Italy (Gorizia) and China (Zhangjiagang);
- manages **three Research and Development laboratories** in Italy, Germany, and China;
- operates **12 production lines** for processing technical films;
- is present on the **global market** with an international sales network and a consolidated customer base in the photovoltaic, electronics, electromechanical, medical and automotive sectors.

Coveme production plant in Gorizia





Milestones

1965

FOUNDATION OF THE COVEME GROUP

The Coveme Spa Group was founded in Bologna, Italy and began distributing flexible insulating materials for the electrical and electromechanical industries.

1991

SPECIALIZATION IN TCA TREATMENT

Installation of a TCA treatment line for the production of film for prepaid cards and the reprographic industry.

1976

PRODUCTION OF INSULATION MATERIALS

Beginning of the production of flexible laminates for electrical insulation for the Italian and European markets.

1996

OPENING OF THE GORIZIA PLANT

Opening of the new plant in Gorizia, Italy, specializing in the conversion of high-performance polyester film. Expansion into new market sectors: printed labels and projection transparencies.

1984

EXPANSION IN THE EUROPEAN MARKET

Il Gruppo espande le sue attività in tutta Europa, distribuendo il film di poliestere per l'industria alimentare ed altri settori industriali.

1998

NEW TECHNOLOGIES FOR A GLOBAL MARKET

The company invests human and financial resources in research projects that lead to the development of new production technologies to compete in a global market.

2000/  
2002

HIGH-TECH PRODUCT INNOVATIONS

Development of treated and heat-stabilised polyester film substrates for printing flexible circuits for the automotive industry, biomedical sectors and RFID applications.

2007

INNOVATION/AFFIRMATION IN THE PHOTOVOLTAIC SECTOR

Launch of a revolutionary, high-performance polyester film for the protection and insulation of photovoltaic modules.

2018

INVESTMENTS IN A NEW INDUSTRIAL START-UP

The Coveme Group invests in Upco, an industrial start-up dedicated to next-generation coatings. The research centre is located in Germany, where a specialist team develops new technologies, whilst production is based at the Gorizia plant.

2023

LINE 11 OPENING

In April 2023, a new, state-of-the-art production line with cutting-edge, solvent-free coating technologies will be inaugurated at the Gorizia plant. This line is dedicated to various industrial sectors: automotive, biomedical, digital and screen printing, industrial printing and furniture.

2004

INCREASE IN PRODUCTION CAPACITY

Implementation of new production technologies and increased production capacity. Development of new transfer-release films for screen printing on fabrics and flocking.

2011

OPENING OF THE BACKSHEET PRODUCTION FACTORY IN CHINA

The Group opens its second production facility in Zhangjiagang, near Shanghai; it is the first Chinese facility of a European company producing backsheets for solar panels.

2020

IMPORTANT LEADERSHIP IN ENVIRONMENTALLY-SUSTAINABLE PRODUCTS AND THE CIRCULAR ECONOMY

Coveme launches a new range of ECO products made from recycled polyester (rPET) and develops an innovative coating free of formaldehyde, chromium stearate and phthalates.

2024

SERF S.R.L. MERGER INTO COVEME

During financial year 2024, Coveme Italia S.p.A. Coveme Group completed the merger of Serf S.r.l.

2005

CUTTING DEPARTMENT EXPANSION

The Coveme Group's cutting department is expanded, incorporating Serf, with the aim of increasing the service of cutting plastic films and laminates to size and in various formats, based on specific requests and orders

2016/  
2018

IMPLEMENTATION OF SOPHISTICATED TECHNOLOGICAL PLANTS

Inauguration of two new production lines in Gorizia with the most sophisticated coating and heat-stabilisation technologies in a protected chamber. Opening of a sales office in India to support the development of these rapidly growing markets.

2022

SIGNIFICANT ON-SITE INSPECTION OF A PHOTOVOLTAIC SYSTEM, CONNECTED TO THE GRID IN 2009

Coveme's dyMat® PYE® backsheets protecting 730 kW of solar modules on a parking garage roof in Italy reveal an incredibly intact backside of the module, with no change in colour or gloss. This is particularly significant given the location's remarkably high albedo conditions.

# Our mission

The Coveme Group's strategic objective is to continuously strengthen its presence on international markets by investing in innovative, high-performance products, advanced technologies and expanding its production capacity.

Alongside this vision of industrial growth, the company pursues a sustainability-oriented path, committing to the development of recyclable products and the use of materials with a reduced environmental impact. Production processes are designed to be increasingly efficient and environmentally friendly, with the aim of promoting a circular economy model that takes into account the entire life cycle of products, including their end-of-life.

This commitment to a sustainable future translates into concrete actions, both on the daily operational level and in the definition of long-term development plans. The Group aims to generate shared value not only for the organisation, but also for the territories and communities in which it operates, contributing to the responsible growth of its industrial ecosystem. To this end, the company has identified the following pillars as the cornerstone of its mission and vision:

Operation headquarter in Bologna



## PURPOSE

**Developing advanced and reliable solutions for a better life**

In pursuit of the highest standards of quality of life and product reliability, the Coveme Group is committed to promoting the adoption of transparent, robust processes consistent with its business model.



## INNOVAZIONE

**The ability to innovate, imagine and design innovative solutions**

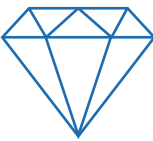
The Group's commitment to innovation, both in terms of products and processes, is its cornerstone. Continuous innovation allows the company to reach larger and more diverse markets, offering new, high-performance products for industrial sectors characterised by intense technological activity and rapid expansion and transformation.



## RELIABILITY

**The strength and ability to deliver on commitments to partners and the team**

Operating in a complex global environment, the Coveme Group recognises the crucial importance of building strong relationships with customers and suppliers, considering them essential for shared and profitable progress. Innovation, respect for the environment and strong partnerships are the pillars that consolidate the Group's reputation, combining the quality of its products with a commitment to sustainability and environmental responsibility.



## TRANSPARENCY

**Communicating its principles to consolidate and promote the company's credibility**

The Coveme Group places transparency at the heart of its corporate ethics, considering it essential for conveying its values and strengthening its credibility. Through open and honest communication, the company is committed to sharing the principles of sustainability and innovation that guide it, thus strengthening trust with partners and customers and promoting a responsible and internationally respected business model.



## PASSION

**Pursuing its visions and goals with interest**

Passion is the driving force that drives the Group to pursue its visions and goals, fuelling a constant focus on innovation and sustainability. This impetus is reflected in the company's daily commitment, which translates into the pursuit of excellence and a tangible contribution to the development of advanced and responsible industrial solutions.



## RESPECT

**for people, the environment and society**

The Coveme Group promotes responsible conduct in every aspect of its business, recognising the importance of generating, not only economic, but also social and environmental value. Attention to the well-being of its employees, respect for human rights throughout the supply chain and the promotion of fair and inclusive practices are central to the way the company operates and builds its relationships.



## SUSTAINABILITY AND CIRCULAR ECONOMY

The Group is committed to creating a sustainable present and future both inside and outside the company: its primary market is renewable energy through the production of backsheet films for the protection of photovoltaic panels. However, its commitment to environmental protection extends beyond the type of products it produces, to how they are made. This is reflected in its production processes, the technologies it adopts and its relationships with partners.

Group  
organizational  
structure  
in 2024

[GRI 2-2]

Coating and thermal stabilization  
production line

**Coveme S.p.A.** (also referred to in the report as Coveme and Coveme Italy) is a company with headquarters in Gorizia, Italy. It is controlled by the holding company MH&RE, based in Bologna.

Production is structured across 12 lines, divided between two sites and supported by three research and development laboratories, as well as two pilot lines.

The administrative headquarters in Bologna supports the registered office and production facility in Gorizia, where the plant is located with eight production lines dedicated to the creation of various types of products for a wide variety of end-use sectors. One of the research laboratories and a pilot line are also located in Gorizia.

Coveme Engineered Films Zhangjiagang Ltd. (a subsidiary of Coveme S.p.A., also referred to as **Coveme China** in the report) is the Group's second production site, located in Zhangjiagang, China. The plant hosts four production lines and its activities, focused on the photovoltaic sector, are supported by a second research laboratory.

**Upco Srl** is a commercial company founded in 2018, with the aim of researching and developing innovative coatings for the surfaces of faced panels used in the production of furnishing accessories such as kitchens, doors, wardrobes and flooring.

The company has a permanent establishment in Germany, called **UPCO German Branch**, located in Herolstatt, which also operates a Research and Development (R&D) laboratory dedicated to the development of new technological solutions.

**Upco Italy S.r.l.** (also referred to as Upco Italy in the report) has its operational headquarters and production plant within the parent company in Gorizia, Italy.

During financial year 2024, Coveme Italia S.p.A. Coveme Group completed the merger of Serf S.r.l.



MH&RE Holding



Coveme SpA, Italy



Coveme SpA,  
German Branch



Coveme America  
Inc, USA

Coveme  
Engineered Films  
Zhangjagang Ltd,  
China

Upco Italy Srl

Upco Srl



Upco Srl,  
German Branch

100%

100%

100%

100%

75%

# 1.2 OUR BUSINESS

[GRI 2-1, 2-6, 416-2]

Coveme specialises in the processing and transformation of polyester film, which is treated to acquire specific characteristics and adapt to multiple industrial applications. Its main areas of use include:

- back-protection of photovoltaic modules;
- electrical insulation of motors, transformers and generators, including those for electric mobility;
- production of biomedical strips;
- image transfer printing on fabrics;
- production of flexible printed circuits;
- surface finishing in the furniture sector;
- production of highly durable labels;
- use in industrial and automotive printing systems.

The two production plants in Gorizia (Italy) and Zhangjiagang (China) house a total of 12 production lines, which enhance the properties of polyester film through processes such as lamination, coating, surface treatments, heat stabilisation and cutting. These treatments give the film customised technical characteristics, such as:

- thermal and mechanical resistance;
- printability and surface adhesion;
- dimensional stability;
- hydrophilic and antibacterial properties, amongst others.

The production processes can be combined in a modular manner, enabling the creation of fully customised solutions based on specific customer needs.

All materials are subjected to continuous testing and data traceability for each batch is guaranteed for a period of five years. Production relies on an automated lean organisation system, aimed at maximising efficiency and quality. In 2024, there were no incidents of non-compliance regarding product safety.

The plant operations are supported by three research and development laboratories with cutting-edge machinery and professional expertise. Gorizia is home to the historic R&D laboratory, the main research centre, which collaborates with two other dedicated centres: in China, specialist researchers focus primarily on products for the photovoltaic sector, whilst in Germany, activities focus on the study and development of new technologies for innovative coatings.

This structure allows the Coveme Group to maintain a high level of innovation, ensuring the technological competitiveness of its products and the ability to promptly respond to the challenges of an ever-evolving market.

## Our production plants and processes

Gorizia  
Plants

MANUFACTURING  
PROCESSES

3

Laminators

2

Spreading lines

2

Etching lines

3

Heat stabilisation furnaces

SLITTING

3

Cutting into formats

10

Cutting into bobbins

Zhangjiagang  
Plants

MANUFACTURING  
PROCESSES

4

Laminators

SLITTING

1

Cutting into formats

5

Cutting into bobbins

Length of the spreaders  
up to 2250 mm

Length of the laminators  
up to 1800 mm

Thickness of the base films  
12-350 µm

Thickness of the finished product  
up to 900 µm

**Note:** A production line can have various types of manufacturing processes combined

# Our products and brands

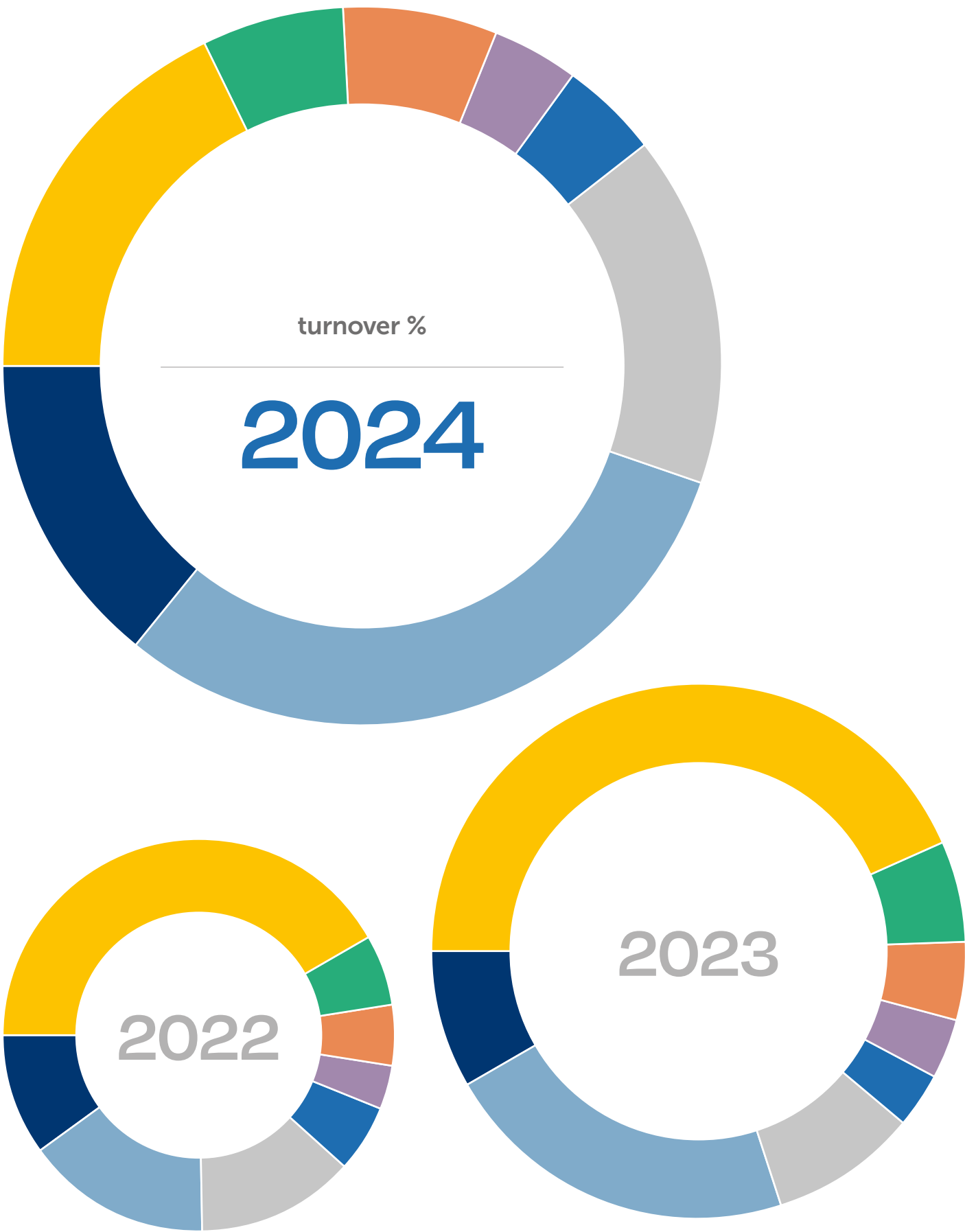
The Coveme Group's products are divided into four main business areas, all aimed at industrial customers operating in the business-to-business market: the Film division, the Electrical Insulation division, the Photovoltaic division and the Upco division.

These four divisions share a common base: polyester film, which is the raw material from which Coveme's various products are made. Thanks to the expertise developed over the years, the company engineers polyester film to adapt it to a wide range of end-use applications, meeting the needs of technologically advanced and diverse markets.

Applications range from renewable energy, graphic and industrial printing, microelectronics, household appliances, automotive, sports and fashion, furniture panels, and intelligent logistics systems

| Sector                                                                                                                         | 2022 <sup>(1)</sup> | 2023   | 2024     |
|--------------------------------------------------------------------------------------------------------------------------------|---------------------|--------|----------|
|  Photovoltaic                                  | 41,70%              | 43,59% | ↓ 18,04% |
|  Biomedical                                    | 6,05%               | 5,93%  | ↑ 6,33%  |
|  Transfer & Release                           | 4,84%               | 4,92%  | ↑ 6,80%  |
|  Labelling                                   | 3,58%               | 3,64%  | ↑ 4,03%  |
|  Circuit Boards                              | 5,60%               | 3,13%  | ↑ 4,50%  |
|  Miscellaneous Industrial Applications (MIA) | 13,03%              | 9,04%  | ↑ 15,78% |
|  Electrical Insulation                       | 15,41%              | 21,59% | ↑ 30,59% |
|  Furniture (Upco)                            | 9,80%               | 8,15%  | ↑ 13,93% |

(1) The data compared to 2022 have changed as a result of the introduction of an additional sector category (Furniture-Upco) in the calculation of the percentage distribution of Coveme's products.



## Film division

The Film division includes various types of products and end-use markets:



### FLEXIBLE CIRCUIT BOARDS

Polyester films or laminates that support flexible circuits in FIM, NFC, RFID and FPC devices, ensuring flatness, stability and high adhesion to conductive inks. The Group's films for flexible circuitry are used in automotive electronics, avionics, consumer electronics, home appliances, home automation circuits, apparel and smart wearable devices.



### BIOMEDICAL

Polyester films printable with conductive and enzymatic inks, hydrophilic films for the production of electronic circuits and reaction points in biosensors. The films are incorporated into biomedical diagnostic devices, such as glucose test strips in diabetes kits, sensor strips for in vitro diagnostics and ECG/EKG electrodes.



### LABELLING

High-performance printable polyester films, designed for the production of durable labels with high mechanical and chemical resistance. Applications range from the steel industry to hazardous materials drums, from labels for fruit and vegetables and agriculture to those for household appliances, electronics and barcode printing.



### TRANSFER & RELEASE

Transparent and release polyester films for digital and screen printing. The films are used as carriers for printing and transferring images and decorations onto fabrics or other substrates in various market sectors: fashion apparel and sportswear, artificial leather for bags, shoes and accessories and decorations for interior design.



### VARIOUS INDUSTRIAL APPLICATIONS

Polyester films suitable for receiving water-based, solvent-based and hot melt adhesives and systems, resins and abrasive coatings. Applications range from decorative paper laminates and backing films for abrasive discs and belts, also used as a substrate for the production of splicing tapes, printed electronic membranes and adhesive tapes.

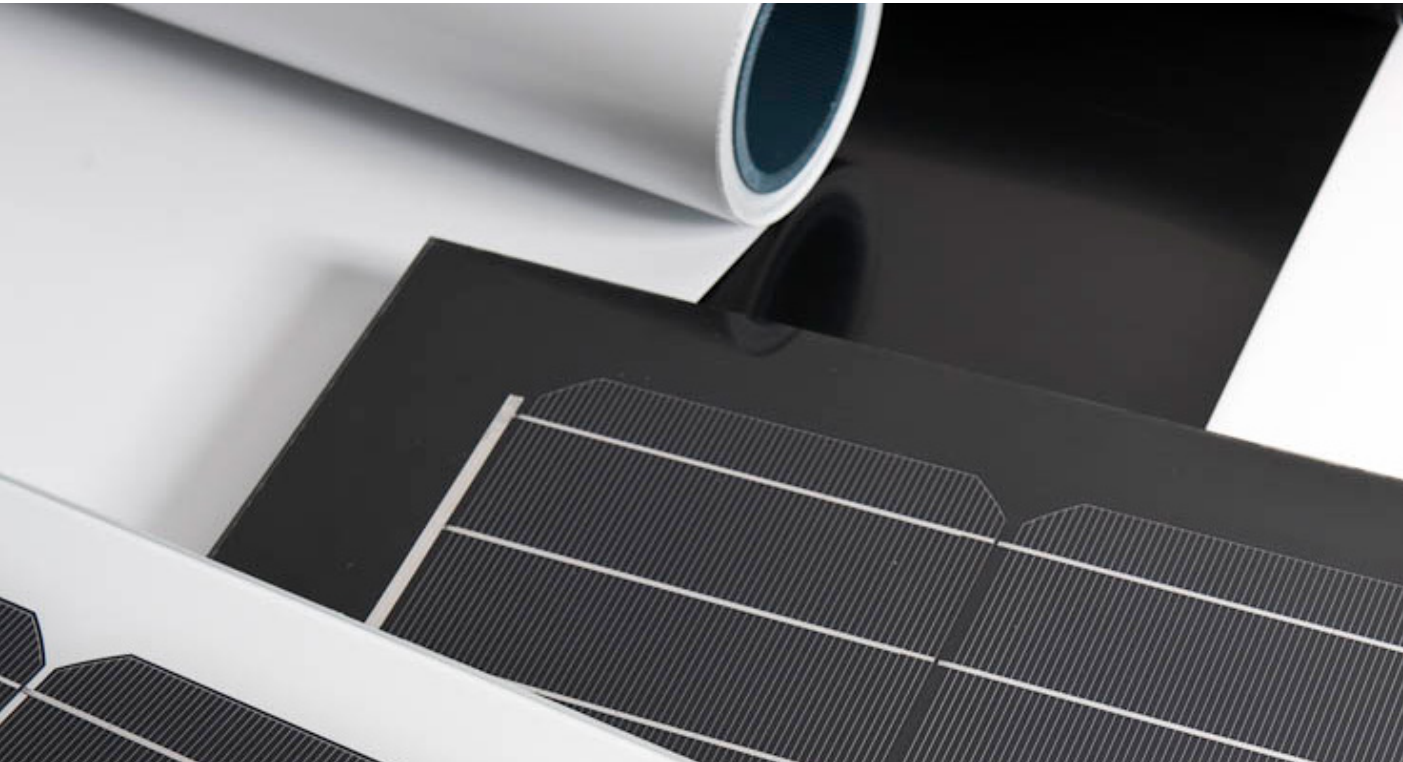


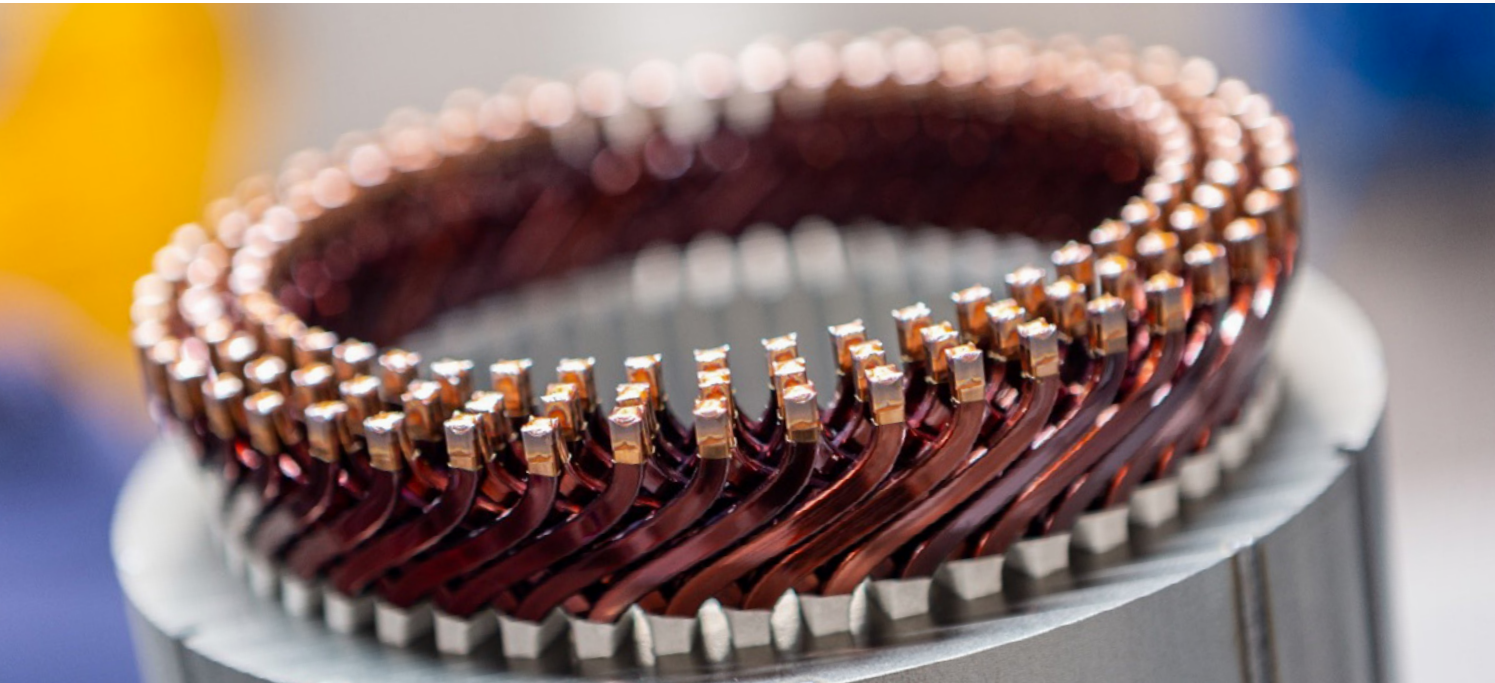
### FLEXO & OFFSET

Films for industrial printing systems made with high-performance materials. The ideal substrate for achieving maximum productivity with excellent print quality. Used in the production of mounting tapes, photopolymer plates, blankets and press films.

## Photovoltaic division

The Group develops and produces multilayer and single-layer polymer laminates, back-sheets and frontsheets for the protection of solar panels. These laminates ensure the proper functioning of solar modules for up to 30 years, protecting them from humidity and atmospheric agents and ensuring electrical insulation. These high-performance backsheets and frontsheets are used to protect solar modules in all types of photovoltaic module installations and with all cell types currently on the market. The Group was the first manufacturer in the world to introduce backsheets made from recycled polyester tapes (rPET).





## Electrical insulation division

In the field of electrical insulation, the Coveme Group was founded in the early 1970s as a DuPont distributor for Nomex® and Kapton®. Subsequently, the close collaboration also evolved into the industrial field, allowing the Group to develop its own high-performance products, including films, laminates and pre-pregs for the flexible electrical insulation of motors, generators and transformers.

In recent years, research and development has focused on new products for the automotive industry, particularly for electric car engines.



## Innovative coating development - Upco

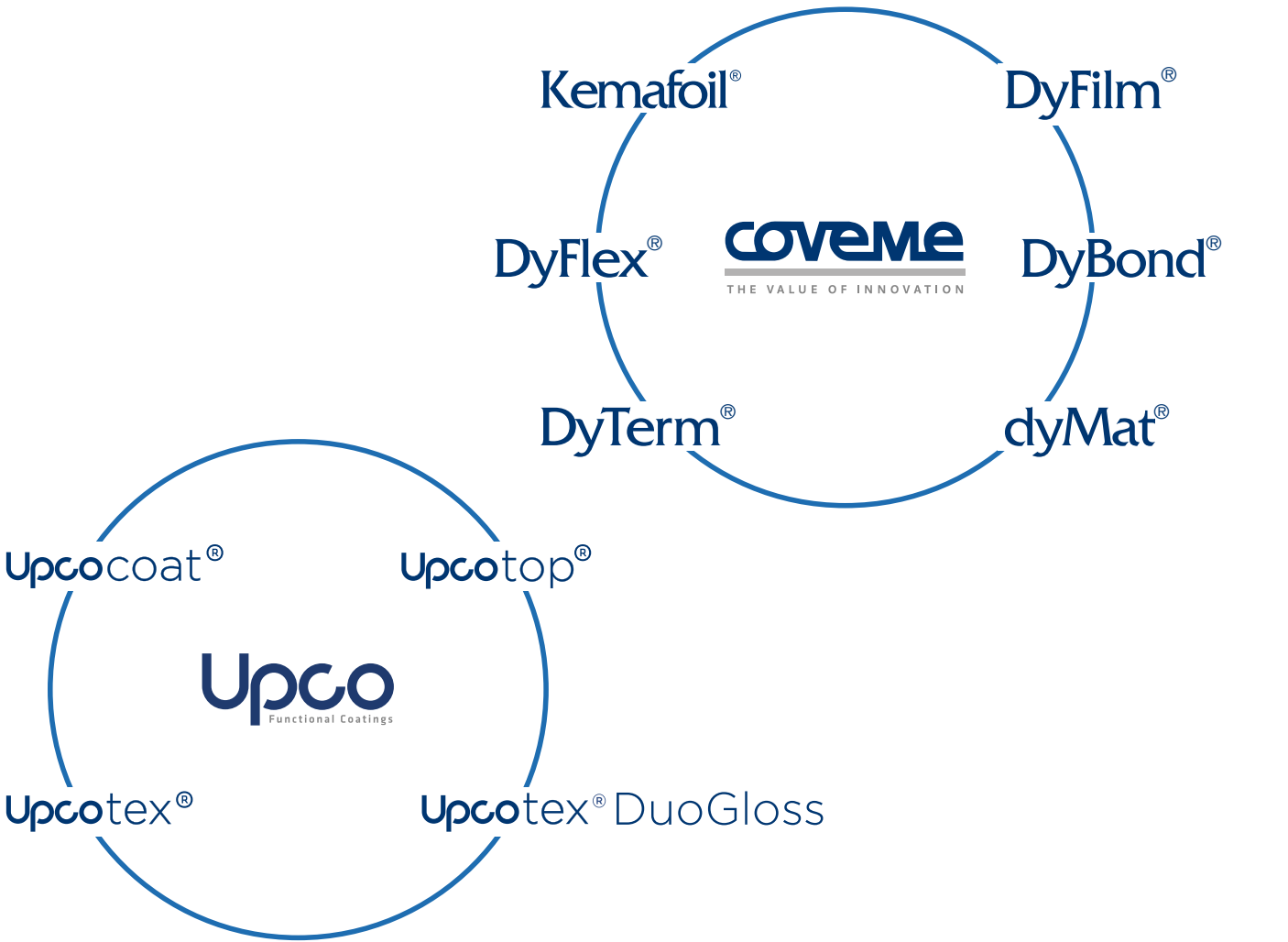
The main properties conferred to surfaces by Upco products are: scratch resistance, UV resistance, antimicrobial and anti-fingerprint properties, chemical resistance, stain resistance and others. The primary target markets are faced panels for the production of furnishing accessories such as kitchens, doors, cabinets and flooring.

## Certifications

Coveme and Upco products have international quality certifications specific to the target sectors:

|                                                                                     |                                                                                     |                                                                                           |
|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|
|  | <b>UL</b> certification for electrical insulation and photovoltaics                 |                                                                                           |
|  |  | <b>Oeko-tex</b> certification and <b>CPSIA</b> compliance for the textile printing market |
|  |  | <b>TUV Rheinland</b> and <b>TUV Sud</b> certification for the photovoltaic market         |

## The Coveme and Upco brands



# Our markets and distribution network

Coveme products serve a wide variety of market sectors. The main sectors include:

- Renewable energy
- Medical biosensors
- Smart logistics systems
- Automotive
- Electromechanical industry
- Interior design industry
- Furniture industry
- Consumer electronics
- Home appliances
- Building and architectural engineering
- Sports and fashion industry
- Computer and industrial printing

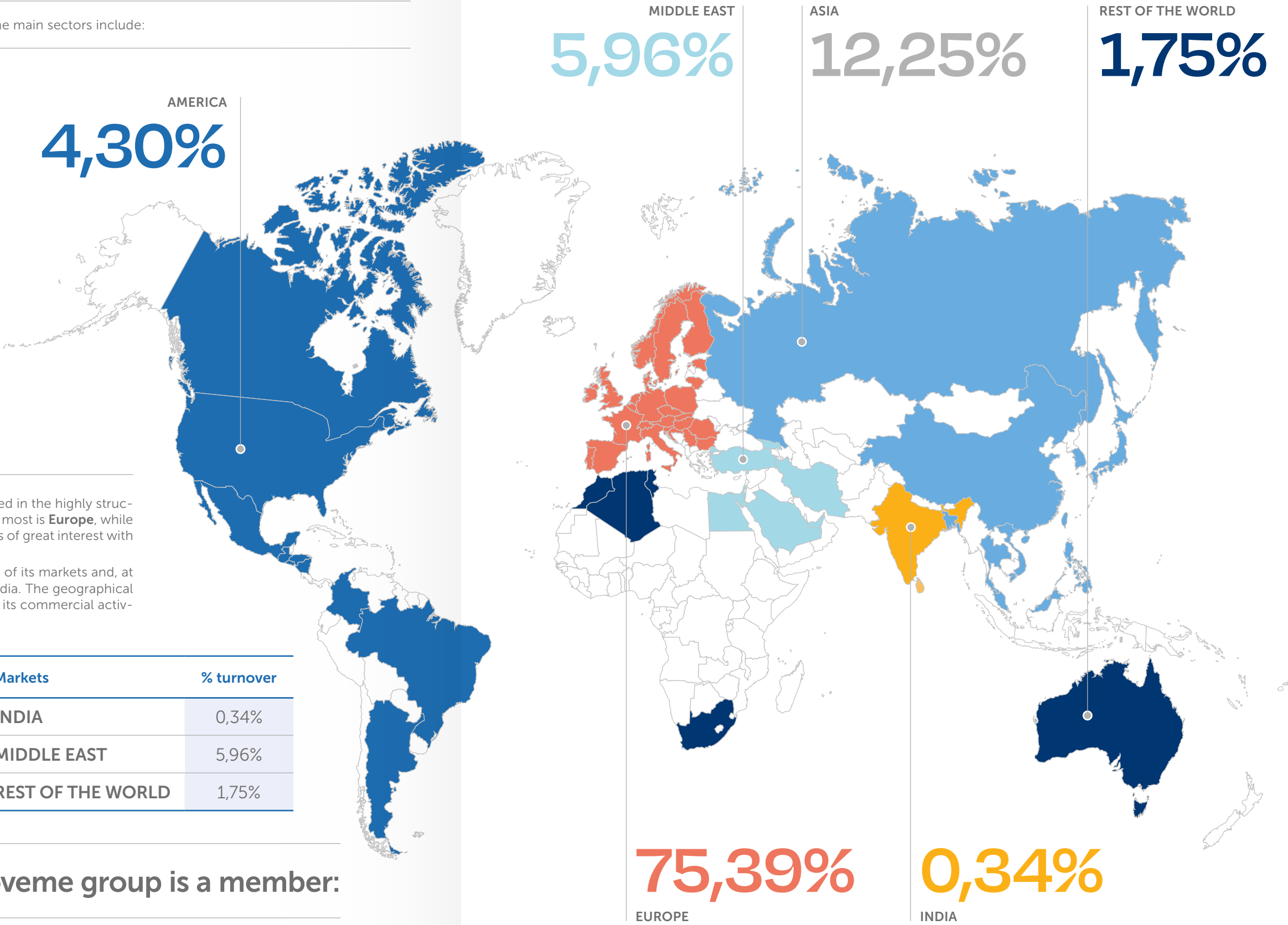
The Group's presence in highly diversified markets is reflected in the highly structured global distribution of its products. The market it serves most is **Europe**, while the **Americas**, **Asia** and the **Middle East** represent other areas of great interest with significant growth potential.

The Coveme Group continues to invest in the development of its markets and, at the same time, is approaching emerging markets such as India. The geographical distribution of revenue therefore reflects a diversification of its commercial activities on a global scale.

| Markets | % turnover |
|---------|------------|
| AMERICA | 4,30%      |
| ASIA    | 12,25%     |
| EUROPE  | 75,39%     |

| Markets           | % turnover |
|-------------------|------------|
| INDIA             | 0,34%      |
| MIDDLE EAST       | 5,96%      |
| REST OF THE WORLD | 1,75%      |

## Association of which the coveme group is a member:



# 1.3 THE CREATION AND DISTRIBUTION OF VALUE FOR STAKEHOLDERS

[GRI 201-1]

Analysing the creation and distribution of economic value is a fundamental tool for understanding the overall economic impact generated by the Coveme Group. This indicator provides a clear view of the wealth produced through corporate activities and its redistribution amongst key stakeholders, contributing to the economic development of the communities and territories in which the Group operates. The economic value generated and distributed is calculated according to the G.B.S. (*Gruppo di Studio per il Bilancio di Sostenibilità*) [Sustainability Reporting Study Group] guidelines, in accordance with international standard GRI 201-1. This indicator considers a series of economic components, including revenues, operating costs, employee compensation, community contributions (donations and social investments) and profits.

Through this approach, Coveme is able to highlight the net added value generated by its ordinary, ancillary, and extraordinary activities, offering a transparent representation of its contribution to the economy and society. The analysis also allows the distribution of wealth amongst different stakeholder categories in the reporting year to be monitored, strengthening the Group's commitment to equitable, inclusive and sustainable growth.

By calculating the economic value generated, the distribution of wealth in the various areas during the reporting year can be considered:

## 1. VALUE DISTRIBUTED TO THE COMMUNITY

In terms of donations, sponsorships and membership fees, as well as donations and sponsorships to non-profit organisations and associations that generate social value for communities by promoting social, cultural or environmental causes.

## 2. VALUE DISTRIBUTED TO SHAREHOLDERS

In terms of the return earned by investors who have provided risk capital to the company to finance its activities.

## 3. VALUE DISTRIBUTED TO CAPITAL PROVIDERS

In terms of interest paid to financial institutions or creditors who have provided financing to the company in the form of loans or other forms of debt.

## 4. VALUE DISTRIBUTED TO THE PUBLIC ADMINISTRATION

In terms of taxes and duties paid to the public administration, such as income tax, VAT and local taxes, through which the company contributes to public revenue and the financing of services.

## 5. COSTS FOR SERVICES

In terms of payments made to suppliers of goods and services to the company, economic value supporting the ecosystem of business partners.

## 6. VALUE DISTRIBUTED TO EMPLOYEES

In terms of remuneration, including salaries, wages, bonuses and benefits, paid to the company's employees. It is a fundamental form of wealth distribution, as it contributes to the well-being and economic stability of employees.

| Economic Value directly generated and distributed<br>[GRI 201-1] | 2022        | 2023        | 2024        |
|------------------------------------------------------------------|-------------|-------------|-------------|
| Economic value generated                                         | 150.658.573 | 126.072.944 | 113.187.034 |
| Production value                                                 | 149.041.627 | 125.062.662 | 111.661.099 |
| Income from equity investments                                   | 33.054      | 38.767      | 55.586      |
| Other financial income                                           | 1.583.892   | 971.515     | 1.470.349   |
| Economic value distributed                                       | 135.629.622 | 114.477.731 | 103.965.911 |
| Operating costs                                                  | 116.560.744 | 97.385.533  | 86.238.578  |
| Value distributed to employees                                   | 16.269.894  | 15.591.987  | 16.094.489  |
| Value distributed to capital providers                           | 894.369     | 1.260.118   | 1.114.092   |
| Value distributed to the Public Administration                   | 840.011     | 132.975     | 440.008     |
| Value distributed to shareholders                                | 1.000.000   | -           | -           |
| Value distributed to the community                               | 64.604      | 107.118     | 78.744      |
| Economic value withheld                                          | 15.028.951  | 11.595.213  | 9.221.123   |



# GOVERNANCE FOR SUSTAINABLE LEADERSHIP

02

## HIGHLIGHTS

ISO

ISO 9001, 14001 and 45001  
are the ISO standards  
with which the Integrated  
Management System complies

IATF

IATF 16949:2016  
certification

>35%

ESG performance  
35% higher than the industry  
average according  
to the Ecovadis rating

## 2.1 GROUP GOVERNANCE

[GRI 2-9, 2-23, 2-27]

The Coveme Group has a consolidated organisational structure, with a management and control system based on well-defined key roles, aimed at ensuring responsible management and long-term value creation

**The Board of Directors** is responsible for the ordinary and extraordinary management of the company. It defines strategic guidelines, assesses the adequacy of the organisational, administrative and accounting structure and monitors the company's overall performance. Furthermore, it balances the interests of shareholders with the pursuit of common-benefit goals.

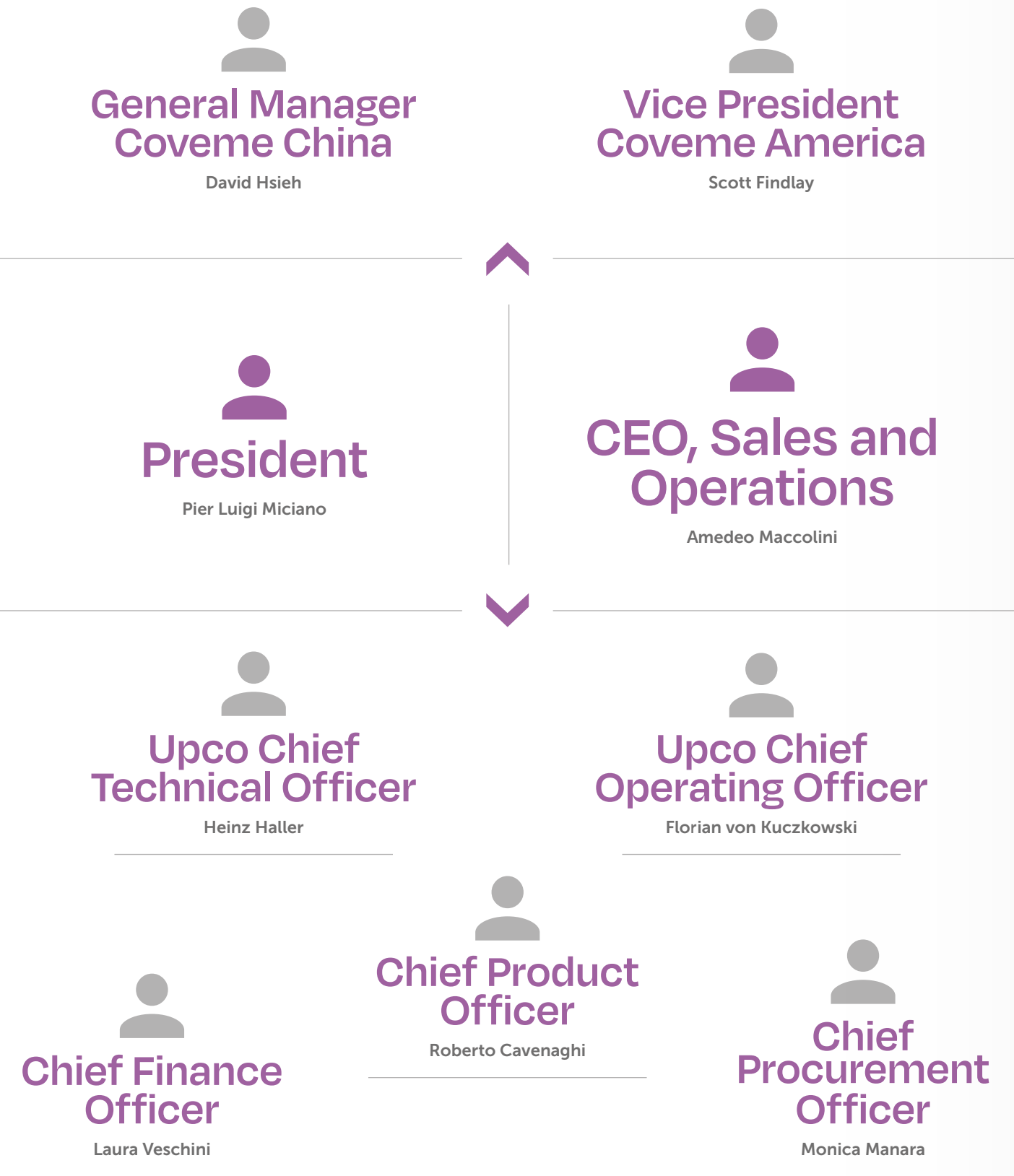
**The Chief Executive Officer** is delegated by the Board of Directors to manage the company's ordinary and extraordinary activities. He is responsible for implementing the legal provisions regarding occupational health and safety, as well as environmental matters.

**The Board of Statutory Auditors** oversees the directors' activities. It ensures that management and administrative activities are carried out in compliance with the law and the company's articles of association.

**The President**, in the performance of his duties, implements the strategies of Coveme and the Group in line with the pursuit of the objective of long-term value creation, taking into account the interests of stakeholders.

In accordance with applicable laws, auditing activities are entrusted to an independent external auditing firm. This ensures impartial and professional oversight of the company's financial operations.

Governance structure



Integrity and ethics in corporate management

[GRI 205-3, 406-1]

Integrity and ethics in corporate management are essential principles for the Coveme Group. Activities are organised in compliance with an Integrated Management System, designed to consider both the operating context and the needs of stakeholders, thus promoting responsible and sustainable management.

Management has conducted an in-depth analysis of the context in which the Group's companies operate, with the aim of identifying the external and internal factors that may influence the achievement of the Integrated System's objectives. This approach allows for structured guidance

in corporate decisions, with particular attention to risk prevention and the exploitation of opportunities.

The Group is committed to ensuring transparent, responsible conduct that respects the rights of all stakeholders, including employees, customers, suppliers and local communities, fostering an inclusive and ethical work environment consistent with corporate values.

An integrated approach

Coveme production plant in Gorizia

The Integrated Manual is the primary reference for implementing the Integrated Management System. It outlines the guidelines, operating procedures and evaluation criteria necessary to ensure effective management that complies with applicable regulations. Context analysis and process definition enable a systematic assessment of risks and opportunities for improvement, fostering proactive and structured action. The Manual is subject to periodic review and is updated whenever significant changes occur in the operational or regulatory environment.

Within this framework, Management resolutely pursues the following objectives:

- meet the needs and expectations of customers and stakeholders;
- ensure compliance with applicable regulations and promote a safe and healthy work environment;
- protect the environment through sustainable policies and practices.

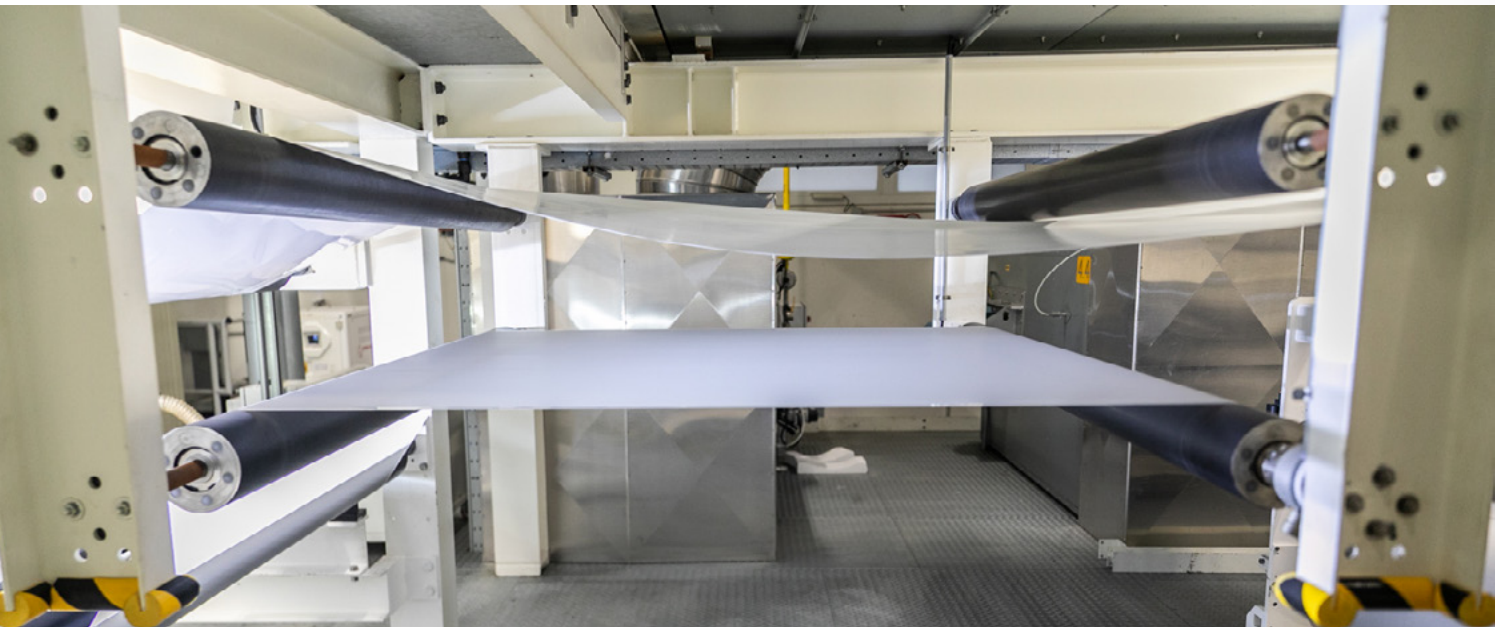


Additional objectives are identified during the periodic Management Review and are integrated into the continuous improvement plans for quality, the environment and safety.

To achieve these objectives, the Management is committed to:

- providing customers with products that comply with agreed-upon specifications, corporate social responsibility criteria, applicable standards and applicable laws;
- continuously monitoring customer satisfaction to improve perceived quality and the company's performance;
- communicating, understanding and applying the Integrated Policy at all levels of the company and make it available to interested parties through the company website;
- continuously improving the Integrated Management System in accordance with ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 standards;
- ensuring the availability of the resources necessary to maintain and improve the Integrated Management System, including staff competence and awareness and technological updates in the relevant operational areas;
- defining the responsibilities and authorities necessary to ensure the effective implementation of the Integrated Management System;
- periodically monitoring the compliance, adequacy and implementation of the integrated system through internal audits;
- ensuring compliance with the rules set by the Integrated Management System and applicable regulations;
- supporting continuous improvement through activities and projects aimed at increasing customer satisfaction, improving environmental performance and maintaining healthy and safe work environments;
- promoting activities aimed at reducing environmental impacts, including product life cycle assessments;
- monitoring the performance of strategic suppliers to ensure product and service compliance;
- systematically maintaining infrastructure, equipment and machinery, ensuring their availability and safety;
- guiding and supporting staff, encouraging collaboration and active participation;
- protecting and supporting workers who report critical health, safety and environmental issues;
- empowering organisational members regarding the importance of their role in achieving corporate objectives.

Detail of production line 11



# Organisation, management and control model

The Organisation, Management and Control Model (Model 231) is a tool adopted by the Coveme Group to prevent the commission of the crimes set forth in Legislative Decree 231/2001.

The Model was introduced in 2018 and is regularly updated to reflect organisational, procedural and regulatory changes. The latest update was approved by the Board of Directors on 11 April 2025. The Group, in its commitment to responsible and transparent corporate management, is committed to ensuring compliance with and observance of the provisions set forth in the Model, such as:

- identifying activities at risk of crime;
- adopting internal protocols to prevent unlawful conduct;
- methods for managing financial resources aimed at preventing unlawful conduct;
- reporting obligations to the Supervisory Body, responsible for monitoring the implementation and effectiveness of the Model;
- the availability of confidential channels for reporting non-compliant conduct;
- a disciplinary system aimed at sanctioning any breaches of the provisions of the Model and the Code of Ethics.

The risk analysis was conducted according to the principles of UNI ISO 31000, ISO 73 and ISO/IEC 31010 standards, through a risk assessment process that allowed us to identify and evaluate risks based on the probability and severity of their consequences, defining subsequent preventive or corrective measures.

No cases of corruption or similar incidents were recorded in 2024.

Training on Model 231 has been provided continuously over the years. In 2024, it involved all staff at the Gorizia and Bologna offices, confirming Coveme's ongoing commitment to promoting a culture of organisational responsibility.

Coveme warehouse in Gorizia



The code of ethics

The Coveme Group's Code of Ethics represents the fundamental framework for promoting responsible conduct in all corporate activities. It is founded on values such as legality, fairness, integrity, respect for people and the environment, diligence, impartiality, transparency and confidentiality.

First adopted in 2018 and updated in 2023, the Code has been distributed to all staff and is available on the corporate website. The document:

- defines the rights and moral duties of those working within and on behalf of the Group;
- promotes ethical conduct, strengthening trust with stakeholders;
- represents the company's commitment to a sustainable and responsible future.

The Presidency is responsible for promoting its implementation and dissemination, monitoring the effective understanding and management of any reports. The Code's application methodology includes:

- organisational analysis to integrate ethical principles across various corporate areas;
- internal discussion to consolidate a shared culture;
- the introduction of behavioural norms consistent with the operational structure.

Upco line control panel

In 2024, no incidents of discrimination or breaches of human rights were reported within the Group's activities.



2.2 OUR SUSTAINABILITY JOURNEY

[GRI 2-12, 2-13, 2-14, 2-17]

The Coveme Group confirms its commitment to a sustainable growth model capable of integrating environmental, social and economic dimensions within its corporate strategy. This commitment translates into concrete initiatives aimed at reducing the impact of the Group's activities, whilst promoting a shared culture of sustainability at all levels of the organisation.

In recent years, the Group has developed a process to strengthen the integration of ESG (Environmental, Social and Governance) principles into its daily operations, promoting the evolution towards a more informed and responsible management model.

To ensure the effective governance of sustainability issues, a dedicated team has been set up comprising strategic figures within the organisation. This team is responsible for:

- coordinating and monitoring the progress of sustainable initiatives;
- gathering and organising ongoing and future proposals;
- assessing the impacts generated by company activities;
- raising awareness within the organisation of the need for continuous improvement in ESG performance.

The team's activities are shared monthly with the highest corporate governance body, to which the progress against planned objectives is presented and proposals for corrective or improvement actions are submitted. This structured discussion method allows sustainability to be integrated into the Group's decision-making processes and strategic planning.

The approach adopted reflects the Coveme Group's desire to more consciously measure and redefine its impact, assuming increasing responsibility towards the environment, people and communities in which it operates.

The Coveme Group operates within a constantly evolving market, in which the demands and expectations of regulators, investors and all stakeholders are rapidly evolving in favour of the adoption of innovative strategic lines, both in the way the company plans for the future and in the business models it adopts.

In this sense, a strategic approach to managing sustainability issues has become essential for pursuing competitiveness in the short, medium and long term.

As part of a process to strengthen its competitive strategy, Coveme has therefore begun the definition of a three-year ESG plan capable of managing impacts, risks and opportunities through a concrete, structured and operational commitment. The plan is therefore based on the Group's desire to increasingly systematically integrate environmental, social and governance (ESG) criteria into its decision-making processes and industrial operations.

Sustainability standards

The Coveme Group relies on international sustainability assessment standards and has achieved several certifications over the years.

CERTIFICATIONS



SO 14001:2015

This certification, the result of the voluntary adoption of an environmental management system in 2012, demonstrates the Group's commitment to and ability to contribute to a sustainable growth model that places environmental concerns at its core. The Coveme, Upco and Coveme Engineered Films Zhangjiagang plants are ISO 14001:2015 certified.



ISO 45001:2018 (SDGs 3, 8)

With a systemic approach, the certification guides the company in risk management, regulatory compliance management, the dissemination of increasingly safe work practices and worker health assessments. It demonstrates an ongoing commitment towards ensuring adequate working conditions that are attentive to worker well-being. The Coveme Engineered Films Zhangjiagang plants are ISO 45001:2018 certified.



ISO 9001:2015

The Group is certified in the quality management standard. The Coveme, Upco and Coveme Engineered Films Zhangjiagang plants are ISO 9001:2015 certified.



IATF 16949:2016

This is a quality certification for the automotive market, a standard for automotive industry suppliers that certifies full compliance with global quality standards.

RATINGS



Ecovadis

Since 2021, the Coveme Group has undergone an annual sustainability assessment by Ecovadis, a leading international platform for monitoring corporate ESG (environmental, social and governance) performance.

In 2024, Coveme achieved a bronze medal, placing in the top 82nd percentile of the market. The overall score achieved was 63/100, 35% higher than the industry average, confirming Coveme's solid and ongoing commitment to sustainability.

This recognition represents an important milestone for Coveme and a stimulus to continue its path of continuous improvement of its ESG performance.

2.3 MATERIALITY ANALYSIS

The materiality analysis is an essential tool for clearly, transparently and strategically defining the information to be included in the Sustainability Report. The objective is to effectively report the most significant impacts generated by the Group's activities on the economy, the environment and people, as well as to identify the topics deemed priority for sustainable development.

In line with the GRI Standards, the analysis was divided into four main phases:

ANALYSIS OF THE OPERATING CONTEXT

An in-depth analysis of the Coveme Group's internal and external sources and value chain was conducted, taking into account the specific characteristics of the sector and business model.

IDENTIFICATION OF CURRENT AND POTENTIAL IMPACTS

The impacts that have already occurred or that are in progress (current), as well as those that may occur in the future (potential), were mapped, taking into account the Group's activities along the entire value chain.

IMPACT SIGNIFICANCE ASSESSMENT

The impacts were assessed according to the criteria established by the GRI standard, specifically, severity for current impacts and severity combined with the probability of occurrence for potential impacts.

PRIORITISATION OF MATERIAL TOPICS

The topics were classified based on the relevance of the identified impacts, resulting in a set of material topics that represent the priority areas for the Group's reporting and strategic action.

## Methodological approach

The prioritisation process allowed the Coveme Group to identify the material topics to be reported in the Sustainability Report. From a methodological perspective, priority was assigned to the main negative and positive impacts, assessing them based on their severity and probability of occurrence. Indeed, the significance of a current impact is defined by its severity, whilst the significance of a potential impact is defined by both its severity and the probability of its occurrence.

Specifically, identifying the severity of an impact takes into account three aspects:

- **Severity scale:** the dimension that indicates how serious the negative impact is or how beneficial the positive impact is for people or the environment;
- **Scope:** relating to the scope and extent of the identified impact. This variable is measurable based on how widely the impact is generated along the company's value chain;
- **Irremediability:** the dimension that indicates how much the negative impacts can be remedied, i.e., returning the environment or affected people to their previous state.

Where the impact is to be considered potential, along with the three variables listed, probability is applied, i.e., the possibility that the impact will occur in the short, medium or long term.

The probability of an impact considers the measures taken by the company to prevent and mitigate impacts. It takes into account the risks associated with the business, analysing factors relating to governance structures, the presence of procedures for managing human and workers' rights, sustainability due diligence processes, etc.

Furthermore, geographic risk, which could increase the likelihood of an impact, is also taken into account.

Detail of production line 11



## Issues identified

The results of this initial materiality assessment allow the Coveme Group to consciously guide its strategic decisions in the sustainability field, focusing on the areas with the greatest impact. The adoption of an integrated methodology, which also includes the principles of Enterprise Risk Management, has allowed for a transversal and in-depth view of the issues relevant to the Group to be obtained.

Over time, one of the organisation's primary objective has become the constant monitoring of the impacts generated by its business activities, with the aim of identifying any critical issues, implementing corrective measures, and promoting continuous improvement of its environmental, social and economic performance.

The path undertaken is constantly evolving. In line with its adaptation to future ESRS standards, Coveme also developed a Dual Materiality analysis in 2024, capable of identifying risks and opportunities relating to sustainability issues. This analysis aims to further strengthen the organisation's alignment with the most advanced ESG criteria and ensure robust, transparent and integrated reporting.

The following table shows the results of the Impact Materiality assessment process, with a list of the material topics identified, broken down by thematic area and associated with:

- the relevant GRI standards;
- the Sustainable Development Goals (SDGs) of the 2030 Agenda, the United Nations' global action plan to address major economic, environmental and social challenges by 2030.

## Material topics

### Environment

- Fight against climate change
- Environmental pollution management
- Water resource management
- Responsible waste management
- Innovation, sustainability and product circularity

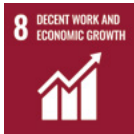
### Social

- Safeguarding human rights and protecting occupational safety and wellbeing
- Customer focus: transparency of information, data confidentiality and access to quality products
- Development of the territory and of local communities

### Governance

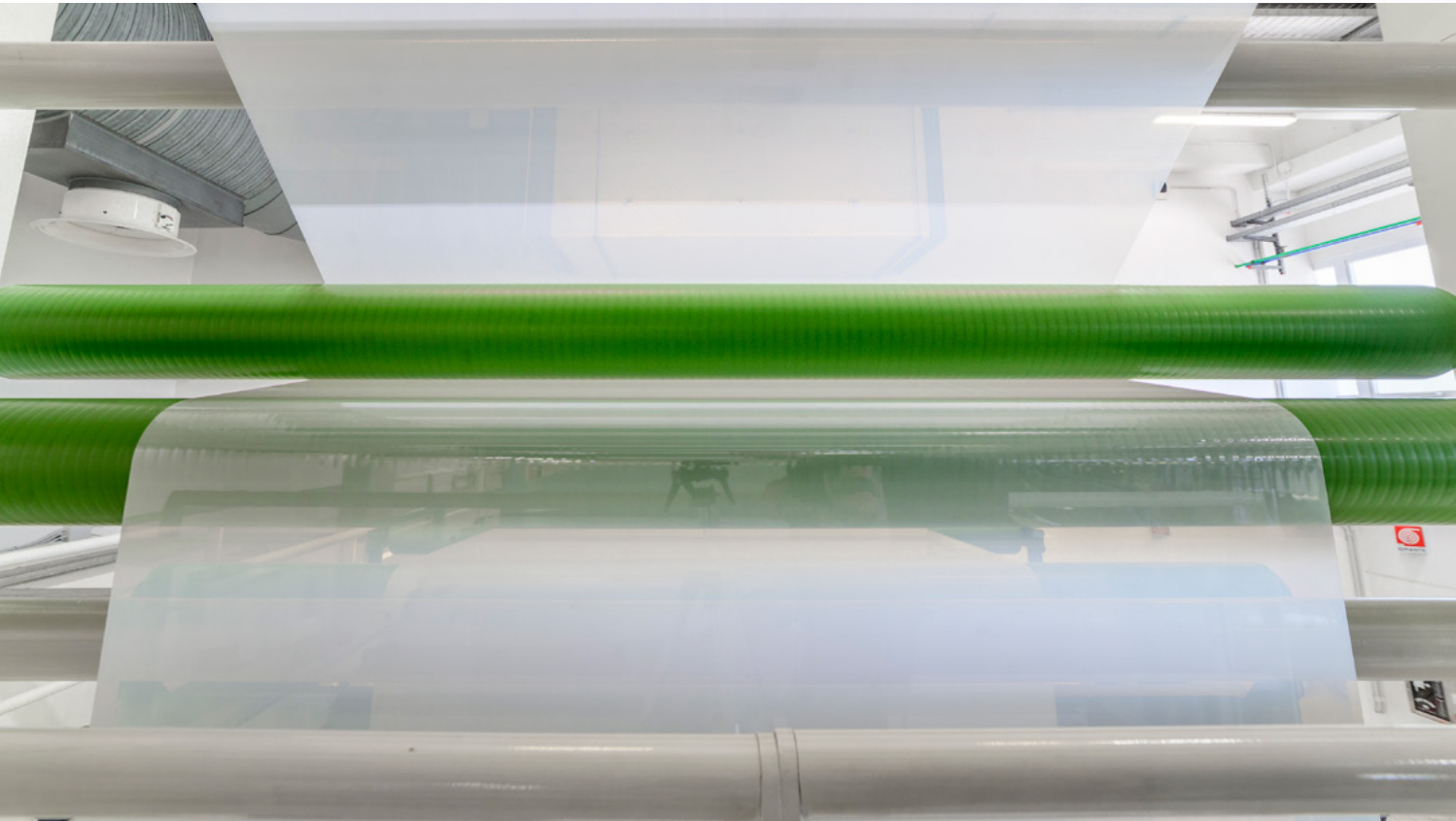
- Sustainable supply chain management
- Sustainable strategy and governance

| SCOPE                                                                                              | MATERIAL TOPIC                                     | DESCRIPTION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | GRI INDICATORS                                                                                                                                                                                                                                                                              | SDGs                                                                                                                                                                       |
|----------------------------------------------------------------------------------------------------|----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br>Environment | Fight against climate change                       | <p>The procurement, transportation, and production processes required to manufacture Coveme products involve energy consumption from non-renewable sources and the associated greenhouse gas emissions. The company is committed to promoting the implementation of solutions aimed at improving energy savings and the use of renewable sources.</p> <p>For further information, please refer to section <b>4.3 Energy and Emissions.</b></p>                                                                                                                          | <p><b>302-1:</b> Energy consumption within the organisation</p> <p><b>305-1:</b> Direct greenhouse gas emissions (Scope 1)</p> <p><b>305-2:</b> Indirect greenhouse gas emissions (Scope 2)</p> <p><b>305-3:</b> Other indirect greenhouse gas (GHG) emissions (Scope 3)</p>                | <br> |
|                                                                                                    | Environmental pollution management                 | <p>Atmospheric emissions include pollutants which have a negative impact on air quality and ecosystems, including human and animal health. Emissions and pollutants may be released both during activities downstream in the supply chain and in Coveme's production processes, Coveme invests in technologies that can prevent the generation of these factors, promoting initiatives and programmes to modernise machinery and reduce the levels of pollutants produced.</p> <p>For further information, please refer to section <b>4.3 Energy and Emissions.</b></p> | <p><b>305-7:</b> Nitrogen oxides (NOx), zinc oxides (SOx) and other relevant atmospheric emissions</p>                                                                                                                                                                                      | <br> |
|                                                                                                    | Water resource management                          | <p>Water consumption within Coveme's plants, albeit limited, may represent an impact for the territory in which the company operates, especially if located in a water-stress area, with consequences on availability for the local community.</p> <p>Being aware of the potential impact, the Group focuses on compliance with the current legislation and makes efficient use of water resources.</p> <p>For further information, please refer to section <b>4.4 water consumption.</b></p>                                                                           | <p><b>303-1:</b> Interactions with water as a shared resource</p> <p><b>303-2:</b> Management of Impacts associated with water discharge</p> <p><b>303-3:</b> Water uptake</p> <p><b>303-4:</b> Water discharge</p>                                                                         |                                                                                       |
|                                                                                                    | Responsible waste management                       | <p>During production and logistics procedures, Coveme generates different categories of waste.</p> <p>To mitigate the environmental impact of waste disposal, the company undertakes to use sustainable practices aimed at reducing waste generation during the production process.</p> <p>For further information, please refer to section <b>4.5 Waste management.</b></p>                                                                                                                                                                                            | <p><b>306-1:</b> Waste generation and significant waste-related impacts</p> <p><b>306-2:</b> Management of significant waste-related impacts</p> <p><b>306-3:</b> Waste generated</p> <p><b>306-4:</b> Waste not destined for landfill</p> <p><b>306-5:</b> Waste destined for landfill</p> |                                                                                       |
|                                                                                                    | Innovation, sustainability and product circularity | <p>Coveme pays a lot of attention to researching innovative solutions for manufacturing its products in an environmentally sustainable manner, by continually investing in the research and development of polyester film applications and by dedicating resources to improving the entire product range.</p> <p>For further information, please refer to section <b>4.2 Materials.</b></p>                                                                                                                                                                             | <p><b>301-1:</b> Materials used based on weight and volume</p>                                                                                                                                                                                                                              |                                                                                       |

| SCOPE                                                                                         | MATERIAL TOPIC                                                                                   | DESCRIPTION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | GRI INDICATORS                                                                                                                                   | SDGS                                                                                                                                                                                                                                                                |
|-----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br>Social | Safeguarding human rights and protecting occupational safety and wellbeing                       | <p>By operating globally and maintaining relations with suppliers based in multiple countries, Coveme invests in controls aimed at protecting its employees from potential episodes of abuse and disputes in the workplace, discrimination, lack of health and safety practices and any other type of breach of human rights, thus fostering a healthy and welcoming work environment.</p> <p>For further details, please refer to paragraph <b>3.3 Occupational health and safety</b>.</p> | <b>401-1:</b> Hiring of new employees and employee rotation                                                                                      | <br><br> |
|                                                                                               |                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>401-2:</b> Benefits for full-time employees that are not available to fixed-contractor part-time employees                                    |                                                                                                                                                                                                                                                                     |
|                                                                                               |                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>401-3:</b> Parental leave                                                                                                                     |                                                                                                                                                                                                                                                                     |
|                                                                                               |                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>403-1:</b> Occupational health and safety management system                                                                                   |                                                                                                                                                                                                                                                                     |
|                                                                                               |                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>403-2:</b> Hazard identification, risk assessment and incident investigation                                                                  |                                                                                                                                                                                                                                                                     |
|                                                                                               |                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>403-3:</b> Occupational health services                                                                                                       |                                                                                                                                                                                                                                                                     |
|                                                                                               |                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>403-4:</b> Worker participation and consultation in occupational health and safety programmes and related communication                       |                                                                                                                                                                                                                                                                     |
|                                                                                               |                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>403-5:</b> Training of workers on occupational health and safety                                                                              |                                                                                                                                                                                                                                                                     |
|                                                                                               |                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>403-6:</b> Occupational health promotion                                                                                                      |                                                                                                                                                                                                                                                                     |
|                                                                                               |                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>403-7:</b> Preventing and mitigating impacts in terms of occupational health and safety directly associated with business relations           |                                                                                                                                                                                                                                                                     |
|                                                                                               |                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>403-8:</b> Workers covered by an occupational health and safety management system                                                             |                                                                                                                                                                                                                                                                     |
|                                                                                               |                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>403-9:</b> Accidents in the workplace                                                                                                         |                                                                                                                                                                                                                                                                     |
|                                                                                               |                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>403-10:</b> Occupational diseases                                                                                                             |                                                                                                                                                                                                                                                                     |
|                                                                                               |                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>406-1:</b> Episodes of discrimination and measures taken                                                                                      |                                                                                                                                                                                                                                                                     |
|                                                                                               |                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>404-1:</b> Average number of training hours per year per employee                                                                             |                                                                                                                                                                                                                                                                     |
|                                                                                               |                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>404-3:</b> Percentage of employees who periodically receive performance and professional development assessments<br>Corrective measures taken |                                                                                                                                                                                                                                                                     |
|                                                                                               | Customer focus: transparency of information, data confidentiality and access to quality products | <p>To address the challenges present on the market, Coveme works to create innovative and quality products, guaranteeing all of its customers maximum safety and providing transparency regarding the production process.</p> <p>For further details, please refer to paragraph <b>1.2 Our business</b>.</p>                                                                                                                                                                                | <b>416-2:</b> Episodes of non-conformity relating to health and safety impacts of products and services                                          |                                                                                                                                                                                |
|                                                                                               |                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>418-1:</b> Substantiated complaints regarding breaches of customer privacy and loss of customer data                                          |                                                                                                                                                                                                                                                                     |
|                                                                                               | Development of the territory and of local communities                                            | <p>Coveme supports the community in which it operates through social initiatives to create positive impacts on the territory and the people comprising the social fabric.</p> <p>For further details, please refer to paragraph <b>3.5 Focusing on and supporting the community</b>.</p>                                                                                                                                                                                                    | <b>204-1:</b> Proportion of spending to local suppliers                                                                                          |                                                                                                                                                                                |

| SCOPE                                                                                          | MATERIAL TOPIC                      | DESCRIPTION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | GRI INDICATORS | SDGS                                                                                |
|------------------------------------------------------------------------------------------------|-------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-------------------------------------------------------------------------------------|
| <br>Governance | Sustainable supply chain management | <p>Coveme’s supply chain is a key element in terms of impacts generated that provides results for the company itself; the company therefore acknowledges the importance of constantly monitoring the effectiveness of its actions taken in managing suppliers by implementing initiatives and programmes aimed at establishing profitable and transparent relationships with such stakeholders.</p> <p>For further details, please refer to paragraph <b>2.5 Supply chain management.</b></p> | Non-GRI        |  |
|                                                                                                | Sustainable strategy and governance | <p>Coveme undertakes to conduct its business by following principles of integrity, transparency and sustainability, in order to create value at all levels of the company and to achieve the pre-established ESG goals set in its strategic development plans.</p>                                                                                                                                                                                                                            | Non-GRI        |  |

Coating production line detail



In-line quality control via camera



Stakeholders

The Coveme Group maintains an ongoing and structured dialogue with an extensive network of stakeholders, distributed along the entire value chain and across the various geographical contexts in which it operates. This network includes individuals both internal and external to the organisation who, in various capacities, contribute to value creation.

Over time, Coveme has identified the main areas of interaction and impact with its stakeholders, grouping them in line with the three pillars of sustainable development, People, Planet and Profit and with the Goals of the United Nations 2030 Agenda.

- Active stakeholder engagement is a fundamental lever for developing responsible corporate strategies. Specifically:
- **The Group's people** are considered a key resource. The corporate culture values active participation, well-being and a positive and collaborative work environment.
  - **Suppliers** of raw materials play a strategic role in the value chain. Coveme fosters long-term relationships with partners who share its ethical principles and sustainability goals.
  - **Product development partners**, such as universities, research centres and technical professionals, represent a priority channel for innovation. These collaborations enable the integration of advanced scientific expertise and accelerate the introduction of sustainable solutions.
  - **Customers** recognise Coveme as a reliable partner, not only for the quality of its products and services, but also for the values the company embodies. This strengthens mutual trust and consolidates its market position.

To support this approach, the Group has mapped its most relevant stakeholders, identifying the main communication channels and sustainability issues addressed for each. The following table shows the results of this mapping activity.



Communication channels and sustainability issues

| STAKEHOLDER CATEGORY         | COMMUNICATION CHANNELS                                     | SUSTAINABILITY ISSUES                                   |
|------------------------------|------------------------------------------------------------|---------------------------------------------------------|
| Employees                    | Assemblies                                                 | Health and safety of employees                          |
|                              | Corporate noticeboard                                      | Human rights and community relations                    |
|                              | Team building                                              | Legal and Regulatory Management                         |
|                              | Awareness survey                                           | Employee involvement, diversity and inclusion           |
|                              | Social networks                                            | Energy management                                       |
| Raw material suppliers       |                                                            | Materials                                               |
|                              | Meetings                                                   | Anti-corruption                                         |
|                              | Trade shows                                                | Procurement chain management                            |
|                              | Website                                                    | Product planning and life cycle management              |
|                              | Social networks                                            | Health and safety of employees                          |
| Product development partners |                                                            | Greenhouse gas emissions                                |
|                              |                                                            | Salute e sicurezza dei dipendenti                       |
|                              | Collaborations with universities and research institutions | Progettazione del prodotto e gestione del ciclo di vita |
|                              | Collaborations with internal researchers                   | Materiali                                               |
|                              |                                                            | Gestione del contesto legale e normativo                |
| Customers                    | Meetings                                                   | Water and wastewater management                         |
|                              | Trade shows                                                | Health and safety of employees                          |
|                              | Website                                                    | Climate change                                          |
|                              | Webinars                                                   | Employee involvement, diversity and inclusion           |
|                              | Social networks                                            | Energy management                                       |
|                              | Magazine articles                                          | Human rights and community relations                    |
|                              | Communication through product packaging                    | Product planning and life cycle management              |
|                              | Emails                                                     | Anti-corruption                                         |
|                              | Telephone calls                                            | Procurement chain management                            |
|                              | Messaging                                                  | Materials                                               |
|                              |                                                            |                                                         |
|                              |                                                            |                                                         |

| STAKEHOLDER CATEGORY                              | COMMUNICATION CHANNELS                              | SUSTAINABILITY ISSUES                         |
|---------------------------------------------------|-----------------------------------------------------|-----------------------------------------------|
| Policy makers                                     | Weekly meetings for the Chinese context             | Water and wastewater management               |
|                                                   | MISE - sharing of research and development projects | Greenhouse gas emissions                      |
| European Union - research and development tenders |                                                     | Health and safety of employees                |
|                                                   |                                                     | Employee involvement, diversity and inclusion |
|                                                   |                                                     | Energy management                             |
|                                                   |                                                     | Human rights and community relations          |
|                                                   |                                                     | Product planning and life cycle management    |
|                                                   |                                                     | Anti-corruption                               |
|                                                   |                                                     | Procurement chain management                  |
|                                                   |                                                     | Materials                                     |
| Local community                                   | Social Networks                                     |                                               |
|                                                   | Sponsorships                                        | Talent attraction                             |
| Charity marathons                                 |                                                     | Human rights and community relations          |
|                                                   | Internships                                         |                                               |
| Workshops in schools                              |                                                     |                                               |
|                                                   |                                                     |                                               |
| Banks and insurance companies                     | Meetings                                            | Water and wastewater management               |
|                                                   | Conferences                                         | Health and safety of employees                |
| Mail, miscellaneous messaging                     |                                                     | Climate change                                |
|                                                   |                                                     | Employee involvement, diversity and inclusion |
|                                                   |                                                     | Energy management                             |
|                                                   |                                                     | Human rights and community relations          |
|                                                   |                                                     | Product planning and life cycle management    |
|                                                   |                                                     | Anti-corruption                               |
|                                                   |                                                     | Procurement chain management                  |
|                                                   |                                                     | Materials                                     |

| STAKEHOLDER CATEGORY | COMMUNICATION CHANNELS                                                | SUSTAINABILITY ISSUES                               |
|----------------------|-----------------------------------------------------------------------|-----------------------------------------------------|
| Future generations   | Collaborations with schools                                           | Health and safety of employees                      |
|                      | Sports team sponsorships                                              | Human rights and community relations                |
|                      | Collaborations with universities                                      | Brand reputation on environmental and social issues |
|                      | Support actions for children and families                             |                                                     |
| Media                | Articles on sustainability in industry magazines for 4 business units |                                                     |
|                      | LinkedIn for youth engagement                                         | Miscellaneous social issues                         |
|                      | Association with trade show magazines                                 |                                                     |
|                      | Trade shows relating to product features                              |                                                     |



# 2.4 SUPPLY CHAIN MANAGEMENT

[GRI 204-1]

In defining its strategies, the Coveme Group carefully considers the economic, social and environmental implications of its supply chain, recognising its central role in achieving ESG goals. The approach taken aims to reconcile competitiveness and sustainability, promoting a responsible and resilient development model.

In this context, relationships with suppliers take on strategic importance. Coveme is committed to building strong relationships with partners who share its values and respect high standards in terms of quality, work ethics, environmental protection and social responsibility.

The main criteria adopted for selecting and assessing suppliers include:

- geographical proximity to the plants, to promote the local economy and reduce logistics-related emissions;
- possession of recognised certifications, such as ISO 14001 for environmental management and ISO 45001 for occupational health and safety.

In 2024, the procurement strategy favoured local suppliers, with a share of purchases equal to approximately:

- 9% of the total value of purchases at the Gorizia plant (Italy),
- 82% at the Zhangjiagang production site (China).

At the same time, to ensure constant quality control, the Group applies the provisions of the Integrated Manual, which governs the entire raw materials procurement process, by:

- electing reliable and high-performance materials;
- collaborating with established and qualified suppliers;
- adopting sampling and verification systems on incoming materials;
- tracing raw materials through batch identification numbers.

During production, each batch is associated with specific raw materials and plant configurations, subject to documented controls and specific checks to ensure compliance with technical requirements. All relevant documentation, including that intended for customers, is generated and transmitted in compliance with quality and transparency criteria.

## Sustainable procurement

In 2024, Coveme initiated a structured process of analysing its supply chain, with the aim of increasingly systematically integrating ESG (environmental, social and governance) criteria into its procurement processes. This approach allows for a multidimensional assessment of suppliers, not just focusing on the financial component, but also considering their potential impact on the overall sustainability of the Group and its products.



SOCIAL  
RESPONSIBILITY:  
A LEVER FOR  
COMPANY  
DEVELOPMENT

03

HIGHLIGHTS

73

New hires

2

Scholarships for advanced training courses awarded to internal staff

16000+

Hours of training provided to its employees

[GRI 2-7, 2-8, 2-19, 2-20, 401-1, 401-3, 405-1]

Coveme has established itself as a leading company in the surface treatment and polyester film conversion sector, thanks to a process founded on technological excellence, continuous innovation and the centrality of customer relationships. Company performance is the result of an ongoing commitment to developing tailored solutions and, above all, the contribution of our people, the expertise and dedication of whom are a fundamental asset at every level of the organisation.

Since its founding, Coveme has placed the development of its people at the heart of its strategy, promoting a corporate culture rooted in the local community and oriented towards respect for workers' rights, social justice and cooperation. Human capital is considered a key resource for creating shared value and is supported through professional and personal growth paths aligned with ethical principles and the company's vision.

Continuous training, active participation and operational autonomy are key elements for strengthening internal skills and generating a positive impact. In this context, Coveme reaffirms its commitment to promoting respect for human rights, combating all forms of discrimination and ensuring equal opportunities, in accordance with the principles enshrined in the United Nations Universal Declaration of Human Rights.

Inclusion, equity and respect for individuals are cornerstones of our organisational culture: the Group promotes open and respectful work environments, encouraging the elimination of economic and social barriers that limit individual freedom.

Protecting occupational health and safety is a top priority: worker well-being is pursued through preventative policies, ongoing investment and proactive management of work environments, going well beyond mere regulatory compliance.

Coveme encourages the active and responsible participation of its people, enhancing social dialogue and supporting trade union freedom as a tool for internal cohesion.

Local attention also translates into initiatives aimed at promoting social inclusion and employment, particularly for young people and vulnerable individuals, partly as a result of collaboration with local organisations and institutions.

# 3.1 COVEME PEOPLE

## Breakdown and features

People represent a strategic pillar for the success and development of the Coveme Group. Each resource is selected and valued for their skills, aptitude and professionalism, actively contributing to the achievement of company objectives.

Human resources management is based on a clear definition of roles and an internal organisation that promotes collaboration and synergistic work amongst teams. This approach allows each employee to fully express their potential, operating in a cohesive environment aligned with the Group's shared values and vision.

In response to production requirements, in 2024 Coveme reinstated an operational management model based on a continuous production cycle, replacing the previous five-day workweek shift system implemented in 2023. This structural change was accompanied by a strengthening of the company's workforce, which was necessary to ensure efficient coverage of the new shifts and ensure continuity of production flow. Expanding the workforce represents a strategic lever to support industrial growth and consolidate the Group's production capacity.

Following the incorporation of Serf into Coveme Italia, which was completed in 2024, the employment data shown in the following tables reflect this organisational change. Specifically, for 2022 and 2023, Serf is presented separately, whilst for 2024 the related data has been integrated and consolidated within Coveme Italia.

Total number of employees by contract type, gender and group company (as at 31 december)

| 2024                             |       | Coveme Italy | Upco Italy | Coveme China | Upco German branch |
|----------------------------------|-------|--------------|------------|--------------|--------------------|
| Permanent Contract               | Women | 40           | -          | 23           | 3                  |
|                                  | Men   | 174          | 9          | 26           | 4                  |
| Fixed Contract                   | Women | 4            | -          | 2            | -                  |
|                                  | Men   | 3            | -          | 7            | 1                  |
| Employees with on-call contracts | Women | -            | -          | -            | -                  |
|                                  | Men   | -            | -          | -            | -                  |
| Total permanent contracts        |       | 214          | 9          | 49           | 7                  |
| Total fixed contracts            |       | 7            | -          | 9            | 1                  |
| Total on-call contracts          |       | -            | -          | -            | -                  |
| Total female employees           |       | 44           | -          | 25           | 3                  |
| Total male employees             |       | 177          | 9          | 33           | 5                  |
| Total                            |       | 221          | 9          | 58           | 8                  |

| 2023                             |       | Coveme Italy | Upco Italy | Serf | Coveme China | Upco German branch |
|----------------------------------|-------|--------------|------------|------|--------------|--------------------|
| Permanent Contract               | Women | 40           | 1          | -    | 22           | 3                  |
|                                  | Men   | 128          | 10         | 34   | 33           | 4                  |
| Fixed Contract                   | Women | 2            | -          | -    | 6            | -                  |
|                                  | Men   | -            | -          | -    | 10           | 1                  |
| Employees with on-call contracts | Women | -            | -          | -    | -            | -                  |
|                                  | Men   | -            | -          | -    | -            | -                  |
| Total permanent contracts        |       | 168          | 11         | 34   | 55           | 7                  |
| Total fixed contracts            |       | 2            | -          | -    | 16           | 1                  |
| Total on-call contracts          |       | -            | -          | -    | -            | -                  |
| Total female employees           |       | 42           | 1          | -    | 28           | 3                  |
| Total male employees             |       | 128          | 10         | 34   | 43           | 5                  |
| Total                            |       | 170          | 11         | 34   | 71           | 8                  |

| 2022                             |       | Coveme Italy | Upco Italy | Serf | Coveme China | Upco German branch |
|----------------------------------|-------|--------------|------------|------|--------------|--------------------|
| Permanent Contract               | Women | 38           | 1          | -    | 22           | 3                  |
|                                  | Men   | 131          | 8          | 33   | 32           | 5                  |
| Fixed Contract                   | Women | 1            | -          | -    | 6            | -                  |
|                                  | Men   | 5            | -          | 1    | 11           | -                  |
| Employees with on-call contracts | Women | -            | -          | -    | -            | -                  |
|                                  | Men   | -            | -          | -    | -            | -                  |
| Total permanent contracts        |       | 169          | 9          | 33   | 54           | 8                  |
| Total fixed contracts            |       | 6            | -          | 1    | 17           | -                  |
| Total on-call contracts          |       | -            | -          | -    | -            | -                  |
| Total female employees           |       | 39           | 1          | -    | 28           | 3                  |
| Total male employees             |       | 136          | 8          | 34   | 43           | 5                  |
| Total                            |       | 175          | 9          | 34   | 71           | 8                  |

| Total number of employees by full-time, part-time, gender and group company<br>(as at 31 december) |       |                 |               |                 |                       |
|----------------------------------------------------------------------------------------------------|-------|-----------------|---------------|-----------------|-----------------------|
| 2024                                                                                               |       | Coveme<br>Italy | Upco<br>Italy | Coveme<br>China | Upco German<br>branch |
| Full-time                                                                                          | Women | 30              | -             | 25              | 3                     |
|                                                                                                    | Men   | 177             | 9             | 33              | 4                     |
| Part-Time                                                                                          | Women | 14              | -             | -               | -                     |
|                                                                                                    | Men   | -               | -             | -               | 1                     |
| Total full-time contracts                                                                          |       | 207             | 9             | 58              | 7                     |
| Total part-time contracts                                                                          |       | 14              | -             | -               | 1                     |
| Total female employees                                                                             |       | 44              | -             | 25              | 3                     |
| Total male employees                                                                               |       | 177             | 9             | 33              | 5                     |
| Total                                                                                              |       | 221             | 9             | 58              | 8                     |

| 2023                      |       | Coveme<br>Italy | Upco<br>Italy | Serf | Coveme<br>China | Upco German<br>branch |
|---------------------------|-------|-----------------|---------------|------|-----------------|-----------------------|
| Full-time                 | Women | 32              | 1             | -    | 28              | 3                     |
|                           | Men   | 128             | 10            | 34   | 43              | 4                     |
| Part-Time                 | Women | 10              | -             | -    | -               | -                     |
|                           | Men   | -               | -             | -    | -               | 1                     |
| Total full-time contracts |       | 160             | 11            | 34   | 71              | 7                     |
| Total part-time contracts |       | 10              | -             | -    | -               | 1                     |
| Total female employees    |       | 42              | 1             | -    | 28              | 3                     |
| Total male employees      |       | 128             | 10            | 34   | 43              | 5                     |
| Total                     |       | 170             | 11            | 34   | 71              | 8                     |

| 2022                      |       | Coveme<br>Italy | Upco<br>Italy | Serf | Coveme<br>China | Upco German<br>branch |
|---------------------------|-------|-----------------|---------------|------|-----------------|-----------------------|
| Full-time                 | Women | 33              | 1             | -    | 28              | 3                     |
|                           | Men   | 136             | 8             | 34   | 43              | 3                     |
| Part-Time                 | Women | 6               | -             | -    | -               | -                     |
|                           | Men   | -               | -             | -    | -               | 2                     |
| Total full-time contracts |       | 169             | 9             | 34   | 71              | 6                     |
| Total part-time contracts |       | 6               | -             | -    | -               | 2                     |
| Total female employees    |       | 39              | 1             | -    | 28              | 3                     |
| Total male employees      |       | 136             | 8             | 34   | 43              | 5                     |
| Total                     |       | 175             | 9             | 34   | 71              | 8                     |

| Number of employees by work category, age range and group company<br>(as at 31 december) |       |                 |               |                 |                       |
|------------------------------------------------------------------------------------------|-------|-----------------|---------------|-----------------|-----------------------|
| 2024                                                                                     |       | Coveme<br>Italy | Upco<br>Italy | Coveme<br>China | Upco German<br>branch |
| Executives                                                                               | Women | 2               | -             | -               | -                     |
|                                                                                          | Men   | 3               | -             | 1               | -                     |
| Managers                                                                                 | Women | 3               | -             | 5               | -                     |
|                                                                                          | Men   | 15              | -             | 4               | 2                     |
| Office workers                                                                           | Women | 39              | -             | 6               | 3                     |
|                                                                                          | Men   | 28              | 1             | 7               | 3                     |
| Manual labourers                                                                         | Women | -               | -             | 14              | -                     |
|                                                                                          | Men   | 131             | 8             | 21              | -                     |
| Total                                                                                    |       | 221             | 9             | 58              | 8                     |

| 2023             |       | Coveme Italy | Upco Italy | Serf | Coveme China | Upco German branch |
|------------------|-------|--------------|------------|------|--------------|--------------------|
| Executives       | Women | 1            | -          | -    | -            | -                  |
|                  | Men   | 2            | -          | -    | 1            | -                  |
| Managers         | Women | 5            | -          | -    | 6            | -                  |
|                  | Men   | 15           | -          | -    | 5            | 2                  |
| Office workers   | Women | 36           | 1          | -    | 5            | 3                  |
|                  | Men   | 23           | 1          | 2    | 7            | 3                  |
| Manual labourers | Women | -            | -          | -    | 17           | -                  |
|                  | Men   | 88           | 9          | 32   | 30           | -                  |
| Total            |       | 170          | 11         | 34   | 71           | 8                  |

| 2022             |       | Coveme Italy | Upco Italy | Serf | Coveme China | Upco German branch |
|------------------|-------|--------------|------------|------|--------------|--------------------|
| Executives       | Women | 2            | -          | -    | -            | -                  |
|                  | Men   | 2            | -          | -    | -            | -                  |
| Managers         | Women | 4            | -          | -    | 6            | -                  |
|                  | Men   | 15           | -          | -    | 5            | 2                  |
| Office workers   | Women | 33           | 1          | -    | 4            | 3                  |
|                  | Men   | 22           | 1          | 2    | 7            | 3                  |
| Manual labourers | Women | -            | -          | -    | 18           | -                  |
|                  | Men   | 97           | 7          | 32   | 31           | -                  |
| Total            |       | 175          | 9          | 34   | 71           | 8                  |

Total number of non-employee workers by group company (as at 31 december)

| Lavoratori interinali | 2022 | 2023 | 2024 |
|-----------------------|------|------|------|
| Coveme Italy          | 15   | 9    | 26   |
| Upco Italy            | 9    | 2    | 8    |
| Serf                  | 7    | 6    | -    |
| Coveme China          | -    | -    | -    |
| Upco German branch    | -    | -    | -    |
| Total                 | 31   | 17   | 34   |



| Number of employees by work category, age range and group company<br>(as at 31 december) |                         |              |            |              |                    |  |
|------------------------------------------------------------------------------------------|-------------------------|--------------|------------|--------------|--------------------|--|
| 2024                                                                                     | Age                     | Coveme Italy | Upco Italy | Coveme China | Upco German branch |  |
| Executives                                                                               | < 30 years              | -            | -          | -            | -                  |  |
|                                                                                          | Between 30 and 50 years | 1            | -          | 1            | -                  |  |
|                                                                                          | > 50 years              | 4            | -          | -            | -                  |  |
| Managers                                                                                 | < 30 years              | -            | -          | -            | -                  |  |
|                                                                                          | Between 30 and 50 years | 3            | -          | 9            | 1                  |  |
|                                                                                          | > 50 years              | 15           | -          | 1            | 1                  |  |
| Office workers                                                                           | < 30 anni               | 11           | -          | 2            | -                  |  |
|                                                                                          | Between 30 and 50 years | 40           | 1          | 9            | 3                  |  |
|                                                                                          | > 50 years              | 16           | -          | -            | 3                  |  |
| Manual labourers                                                                         | < 30 years              | 14           | 1          | 4            | -                  |  |
|                                                                                          | Between 30 and 50 years | 63           | 6          | 26           | -                  |  |
|                                                                                          | > 50 years              | 54           | 1          | 6            | -                  |  |
| Total                                                                                    |                         | 221          | 9          | 58           | 8                  |  |

| 2023             | Age                     | Coveme Italy | Upco Italy | Serf | Coveme China | Upco German branch |
|------------------|-------------------------|--------------|------------|------|--------------|--------------------|
| Executives       | < 30 anni               | -            | -          | -    | -            | -                  |
|                  | Tra 30 e 50 anni        | -            | -          | -    | 1            | -                  |
|                  | > 50 anni               | 3            | -          | -    | -            | -                  |
| Managers         | < 30 years              | -            | -          | -    | -            | -                  |
|                  | Between 30 and 50 years | 5            | -          | -    | 10           | 1                  |
|                  | > 50 years              | 15           | -          | -    | 1            | 1                  |
| Office workers   | < 30 anni               | 13           | -          | -    | 6            | -                  |
|                  | Between 30 and 50 years | 31           | 2          | 2    | 6            | 3                  |
|                  | > 50 years              | 15           | -          | -    | -            | 3                  |
| Manual labourers | < 30 years              | 9            | 4          | 3    | 5            | -                  |
|                  | Between 30 and 50 years | 44           | 5          | 15   | 38           | -                  |
|                  | > 50 years              | 35           | -          | 14   | 4            | -                  |
| Total            |                         | 170          | 11         | 34   | 71           | 8                  |

| 2022             | Age                     | Coveme Italy | Upco Italy | Serf | Coveme China | Upco German branch |
|------------------|-------------------------|--------------|------------|------|--------------|--------------------|
| Executives       | < 30 years              | -            | -          | -    | -            | -                  |
|                  | Between 30 and 50 years | -            | -          | -    | -            | -                  |
|                  | > 50 years              | 4            | -          | -    | -            | -                  |
| Managers         | < 30 years              | -            | -          | -    | -            | -                  |
|                  | Between 30 and 50 years | 3            | -          | -    | 10           | 1                  |
|                  | > 50 years              | 16           | -          | -    | 1            | 1                  |
| Office workers   | < 30 anni               | 7            | -          | -    | 5            | 1                  |
|                  | Between 30 and 50 years | 34           | 2          | 2    | 6            | 2                  |
|                  | > 50 years              | 14           | -          | -    | -            | 3                  |
| Manual labourers | < 30 years              | 14           | 2          | 3    | 6            | -                  |
|                  | Between 30 and 50 years | 54           | 5          | 17   | 40           | -                  |
|                  | > 50 years              | 29           | -          | 12   | 3            | -                  |
| Total            |                         | 175          | 9          | 34   | 71           | 8                  |

| Total number of newly hired employees by age range, gender and group company<br>(as at 31 december) |                         |              |            |              |                    |  |
|-----------------------------------------------------------------------------------------------------|-------------------------|--------------|------------|--------------|--------------------|--|
| 2024                                                                                                | Age                     | Coveme Italy | Upco Italy | Coveme China | Upco German branch |  |
| Women                                                                                               | < 30 years              | 3            | -          | -            | -                  |  |
|                                                                                                     | Between 30 and 50 years | 6            | -          | -            | -                  |  |
|                                                                                                     | > 50 years              | 1            | -          | -            | -                  |  |
| Men                                                                                                 | < 30 years              | 9            | -          | -            | -                  |  |
|                                                                                                     | Between 30 and 50 years | 31           | 1          | 2            | -                  |  |
|                                                                                                     | > 50 years              | 20           | -          | -            | -                  |  |
| Total women hired                                                                                   | < 30 years              | 10           | -          | -            | -                  |  |
| Total men hired                                                                                     | Between 30 and 50 years | 60           | 1          | 2            | -                  |  |
| Total                                                                                               |                         | 70           | 1          | 2            | -                  |  |

| 2023              | Age                     | Coveme Italy | Upco Italy | Serf | Coveme China | Upco German branch |
|-------------------|-------------------------|--------------|------------|------|--------------|--------------------|
| Women             | < 30 years              | 4            | -          | -    | 2            | -                  |
|                   | Between 30 and 50 years | 2            | -          | -    | -            | -                  |
|                   | > 50 years              | 1            | -          | -    | -            | -                  |
| Men               | < 30 years              | 6            | 2          | 1    | 1            | -                  |
|                   | Between 30 and 50 years | 3            | 1          | 2    | 1            | -                  |
|                   | > 50 years              | -            | -          | -    | -            | -                  |
| Total women hired | < 30 anni               | 7            | -          | -    | 2            | -                  |
| Total men hired   | Between 30 and 50 years | 9            | 3          | 3    | 2            | -                  |
| Total             |                         | 16           | 3          | 3    | 4            | -                  |

| 2022              | Age                     | Coveme Italy | Upco Italy | Serf | Coveme China | Upco German branch |
|-------------------|-------------------------|--------------|------------|------|--------------|--------------------|
| Women             | < 30 years              | 1            | -          | -    | 1            | -                  |
|                   | Between 30 and 50 years | 2            | -          | -    | -            | 1                  |
|                   | > 50 years              | 1            | -          | -    | -            | -                  |
| Men               | < 30 years              | 8            | 1          | 1    | 2            | 1                  |
|                   | Between 30 and 50 years | 7            | 3          | 3    | 1            | -                  |
|                   | > 50 years              | -            | -          | 2    | -            | -                  |
| Total women hired | < 30 years              | 4            | -          | -    | 1            | 1                  |
| Total men hired   | Between 30 and 50 years | 15           | 4          | 6    | 3            | 1                  |
| Total             |                         | 19           | 4          | 6    | 4            | 2                  |

| Total number of employees who left the organisation by gender, age range and group company (as at 31 december) |                         |              |            |              |                    |  |
|----------------------------------------------------------------------------------------------------------------|-------------------------|--------------|------------|--------------|--------------------|--|
| 2024                                                                                                           | Age                     | Coveme Italy | Upco Italy | Coveme China | Upco German branch |  |
| Women                                                                                                          | < 30 years              | 2            | -          | -            | -                  |  |
|                                                                                                                | Between 30 and 50 years | 3            | 1          | 2            | -                  |  |
|                                                                                                                | > 50 years              | 3            | -          | 1            | -                  |  |
| Men                                                                                                            | < 30 years              | 4            | 1          | 1            | -                  |  |
|                                                                                                                | Between 30 and 50 years | 5            | 1          | 11           | -                  |  |
|                                                                                                                | > 50 years              | 2            | -          | -            | -                  |  |
| Total female sabbaticals                                                                                       | < 30 years              | 8            | 1          | 3            | -                  |  |
| Total male sabbaticals                                                                                         | Between 30 and 50 years | 11           | 2          | 12           | -                  |  |
| Total                                                                                                          |                         | 19           | 3          | 15           | -                  |  |

| 2023                     | Age                     | Coveme Italy | Upco Italy | Serf | Coveme China | Upco German branch |
|--------------------------|-------------------------|--------------|------------|------|--------------|--------------------|
| Women                    | < 30 years              | -            | -          | -    | 1            | -                  |
|                          | Between 30 and 50 years | 2            | -          | -    | -            | -                  |
|                          | > 50 years              | 2            | -          | -    | 1            | -                  |
| Men                      | < 30 years              | 5            | -          | 1    | -            | -                  |
|                          | Between 30 and 50 years | 7            | 1          | 1    | 2            | -                  |
|                          | > 50 years              | 5            | -          | 1    | -            | -                  |
| Total female sabbaticals | < 30 years              | 4            | -          | -    | 2            | -                  |
| Total male sabbaticals   | Between 30 and 50 years | 17           | 1          | 3    | 2            | -                  |
| Total                    |                         | 21           | 1          | 3    | 4            | -                  |

| 2022                     | Age                     | Coveme Italy | Upco Italy | Serf | Coveme China | Upco German branch |
|--------------------------|-------------------------|--------------|------------|------|--------------|--------------------|
| Women                    | < 30 years              | 1            | -          | -    | -            | -                  |
|                          | Between 30 and 50 years | 4            | -          | -    | 2            | -                  |
|                          | > 50 years              | 2            | -          | -    | -            | -                  |
| Men                      | < 30 years              | 1            | -          | -    | 2            | -                  |
|                          | Between 30 and 50 years | 6            | 2          | 2    | 4            | -                  |
|                          | > 50 years              | 4            | -          | 1    | -            | 1                  |
| Total female sabbaticals | < 30 years              | 7            | -          | -    | 2            | -                  |
| Total male sabbaticals   | Between 30 and 50 years | 11           | 2          | 3    | 6            | 1                  |
| Total                    |                         | 18           | 2          | 3    | 8            | 1                  |

Number of employees who made use of parental leave in 2024 and number of employees who returned to work in 2024

| 2024                                                                                                                         | Coveme Italy | Upco Italy | Coveme China |
|------------------------------------------------------------------------------------------------------------------------------|--------------|------------|--------------|
| Number of employees with right to maternity leave                                                                            | 51           | 1          | 1            |
| Number of employees with right to paternity leave                                                                            | 187          | 10         | 1            |
| Number of employees who made use of maternity leave                                                                          | 1            | -          | 1            |
| Number of employees who made use of paternity leave                                                                          | 3            | 2          | 1            |
| Number of employees who returned to work after maternity leave                                                               | 2*           | -          | 1            |
| Number of employees who returned to work after paternity leave                                                               | 4*           | 2          | 1            |
| Number of employees who returned to work after maternity leave and who were still employed 12 months after returning to work | 1            | -          | -            |
| Number of employees who returned to work after paternity leave and who were still employed 12 months after returning to work | 4            | 1          | 1            |
| Number of employees who are due to return to work after maternity leave                                                      | 2            | -          | 1            |
| Number of employees who are due to return to work after paternity leave                                                      | 4            | 2          | 1            |
| Return-to-work rate                                                                                                          | 100%         | 100%       | 100%         |
| Retention rate                                                                                                               | 83%          | 100%       | 100%         |

\*The figure includes two employees who returned from parental leave between 2023 and 2024.



## Remuneration Policies

The Coveme Group's Board of Directors plays a central role in defining remuneration policies for members of the governance body, including the President and the Chief Executive Officer. The remuneration structure for these positions includes a fixed component accompanied by a variable component, which in turn is linked to the achievement of strategic objectives and performance results defined annually.

Regarding management, remuneration policies are designed to promote effective and responsible management of the organisation's economic, environmental and social impacts.

The remuneration of executives is also divided into a fixed and a variable component, structured according to the MBO (Management by Objectives) model, which directly links results achieved to financial incentives, promoting behaviour that is consistent with corporate and sustainability objectives.

# 3.2 EMPLOYEE WELL-BEING

[2-30, 401-2, 406-1]

Employee well-being is a priority within the Coveme Group's strategy. The company consistently invests resources to ensure a healthy, inclusive work environment that promotes a good work-life balance.

The main measures taken include the benefits and protections provided by the National Collective Bargaining Agreement (CCNL), which include health insurance coverage, disability and invalidity insurance, as well as full compliance with parental leave provisions. All employees of Coveme Italia and Upco Italia are covered by collective bargaining agreements.

Even at its foreign offices in Germany and China, Coveme ensures compliance with local employment regulations, implementing contracts compliant with the laws and practices in force in their respective countries, with the aim of ensuring equal treatment and adequate protection for all Group staff.

In 2024, measures to support well-being and flexible working practices were confirmed. The smart working programme, which allows employees at the Bologna office to work remotely one day a week, is an initiative in this direction. At the Gorizia production plant, however, where the nature of the work requires continuous attendance, flexible working hours have been confirmed, with the option of reducing the lunch break to end shifts earlier.

Furthermore, a new company canteen was opened in 2024 at the Gorizia plant, which has been in operation since September. Compared with the previous facility, which was smaller and relied on externally prepared meals, the new canteen is equipped with an in-house kitchen and a dedicated chef.

This investment has significantly improved the quality of service and increased flexibility in meeting employee dietary needs, helping to create a more welcoming work environment that is attentive to employee well-being.

Also in 2024, an agreement was launched with the Benefits app, a digital platform through which employees of Coveme Italia and Upco Italia can access exclusive discounts on a wide range of brands and consumer products. The initiative aims to offer an additional tool to support workers' procurement power, expanding opportunities for well-being even outside of the workplace.

Lastly, it should be noted that no incidents of discrimination against employees were recorded in 2024.

Upco production line detail



# 3.3 OCCUPATIONAL HEALTH AND SAFETY

[GRI 2-26, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, 403-10]

## Impact Assessment

The Coveme Group is actively committed to ensuring the health and safety of all of its workers, promoting working conditions that ensure well-being, protection and a quality work environment. Prevention and risk management are central elements of the company's strategy in this area.

As part of the responsible management of its operations, the Group takes a systematic approach to mapping and assessing potentially negative impacts relating to occupational health and safety. Particular attention is paid to the prevention of accidents and occupational diseases associated with specific operational activities.

In addition, potential environmental risks relating to emergency scenarios such as fires, increased traffic near plants or potential noise emissions are regularly analysed. These aspects are monitored through structured procedures to ensure a timely and effective response and minimise any impact on people, the local area and local communities.

## Impact management at Italian Facilities

With the aim of ensuring effective management of occupational health and safety, Coveme has adopted a structured corporate policy formalised within the Integrated Quality, Safety and Environment System Manual. This document represents Management's solid commitment to complying with current regulatory requirements and pursuing international standards for occupational health, safety and environmental protection.

The approach taken is also based on ongoing dialogue with customers and other stakeholders, through structured satisfaction monitoring activities, gathering feedback, analysing specific needs and sharing corporate objectives. These elements are integrated into the operational and risk assessment, contributing to the definition of active continuous improvement plans for the needs and expectations of customers and other stakeholders.

Through periodic management reviews, the Management critically analyses previously defined health and safety objectives, assessing the results achieved and identifying the necessary actions to promote performance in this area.

## PREVENTION ACTIONS

Coveme has implemented a structured set of actions aimed at ensuring a safe and protected work environment, strengthening the prevention and management of occupational risks. Specifically, during work phases involving the introduction of new hazardous chemicals, a preventive assessment process involving the Prevention and Protection Service (SPP) is activated. This process allows for the analysis of both potential environmental impacts and any obligations related to environmental authorisations (AIA). Based on the findings, corrective or supplementary measures are identified, including the adoption of new personal protective equipment (PPE) or technical interventions on plants, in order to improve safety conditions for workers and the environment.

MONITORING SYSTEM

Coveme adopts a continuous monitoring system to assess the effectiveness of the implemented health and safety measures. The indicators required by the safety management system are collected and analysed on a monthly basis, allowing for timely monitoring of the company's performance against established objectives.

The monitored indicators include: the number of near-miss reports, the number of dressings and injuries, as well as the accident frequency index (FI) and severity index (SI). The currently set objectives include: at least 6 near-miss reports per year, a frequency index (FI) below 20 and a severity index (SI) that must not exceed 0.2.

Updated results are shared monthly with staff by posting the data on department noticeboards, promoting transparency and active worker participation in the company's prevention system.

Coveme production plant in Zhangjiagang, China



Impact management at the Zhangjiagang plant

The Coveme plant in Zhangjiagang, China, adopts a structured occupational health and safety management system, in line with the requirements of the ISO 45001 standard. With this in mind, regularly scheduled inspections are conducted to prevent risks and ensure the safety of production activities.

Particular attention is paid to the use of special equipment, for which precise and detailed records of the conditions of use are required. Audit and control activities ensure that each device is used compliantly, minimising potential risks to workers and infrastructure.

The management protocol adopted represents a solid commitment to accident prevention and the promotion of a safe and protected work environment for all facility staff.

PREVENTION MEASURES

Emergency drills are also regularly organised at the Zhangjiagang plant. These include simulated fire evacuations, management of electrical faults or special equipment malfunctions and response to potential leaks of hazardous chemicals. At the same time, a systematic and in-depth analysis of the plant's main risks is conducted, with the aim of identifying, assessing and taking appropriate control measures.

Within the production departments, safety is supported by clearly visible signs and informational posters, designed to be easily understood even in emergency situations.

To protect the health of workers, every new employee is required to undergo a medical examination aimed at preventing occupational diseases before starting work. A second examination is also performed when the employment contract is terminated. Furthermore, annual occupational risk monitoring is conducted in the highest-risk areas. The results of these assessments are communicated to employees to ensure maximum awareness of the hazards present and the measures taken to mitigate them.

MONITORING SYSTEM

In the case of events with negative impacts on health and safety, an in-depth analysis of the circumstances that led to them is initiated. The process involves a detailed investigation and the preparation of a formal report, followed by the immediate implementation of corrective actions to address the identified issues. Upon completion, specific inspections are conducted in the affected operational areas or those at potential risk to prevent further recurrences. Once the corrective measures have been implemented, training sessions and specific assessments are organised for all staff. The goal is to reinforce the safety culture, promote informed conduct and consolidate preventive practices, contributing to a safer and more responsible work environment.

The Zhangjiagang plant also adopts a series of measures that complement those implemented at the Italian site, including:

- the establishment of periodic health and safety objectives, with monthly follow-ups to verify compliance;
- the implementation of regular inspections and specific checks relating to safety aspects;
- the monitoring and preventive supervision of so-called "special operations", which, in some cases, must be authorised by the Health and Safety Manager before their execution, in order to prevent potential accidents.

# Health and safety management

The Coveme plants located in Gorizia and Bologna adopt an Occupational Health and Safety Management System compliant with the international standard ISO 45001:2018. This system provides a structured framework for improving safety conditions, reducing occupational risks and promoting the health and well-being of workers.The Management System has been implemented in full compliance with current legislation, taking into account both the organ- isational characteristics and risks associated with individual production sites.

A continuous mapping of workers' activities and workplaces allows for a systematic assess- ment of potential impacts on health and safety, enabling effective preventive measures to be planned and implemented. In this way, Coveme is committed to ensuring a safe, inclusive and sustainable work environment for all employees.

The Appendix provides updated details of the types of activities performed, broken down by each Group plant.

## HAZARD IDENTIFICATION AND RISK ASSESSMENT PROCESSES

Within the Coveme Group, hazard identification and risk assessment are carried out based on a thorough understanding of production processes, directly involving exposed workers.

Key elements of the system include:

- the assessment of risks resulting from the introduction of new equipment, with the draft- ing or updating of operating instructions and subsequent training of the staff involved;
- the active involvement of operators in drafting procedures and selecting work equipment;
- the establishment of clear organisational charts and the assignment of responsibilities through formal appointments, which increase awareness of roles and controls to be im- plemented.
- Regular internal and external audits are conducted to check the effective implementation of company procedures and safety regulations.

The hazard reporting system requires workers to inform their supervisors, who then forward the report to the relevant company departments. Communication can occur via the company portal, email or reports from the on-duty supervisor. To ensure confidentiality and prevent potential retaliation, a whistleblowing channel regulated by Organisational Model 231 is also active.

In the event of accidents, near misses or minor incidents, an internal investigation is initiated with the direct involvement of the affected individuals. The analysis concludes with the prepa- ration of a report and the definition of corrective or improvement actions, which are subse- quently integrated into the company improvement plan.

## ANALYSIS OF ACCIDENTS AND OCCUPATIONAL ILLNESSES

The Group constantly monitors the main types of accidents and occupational illnesses that can occur at its plants. The most common risks include accidental contact with hazardous substances and mechanical accidents related to the use of work equipment.At the Chinese plant, further potential critical issues are exposed, including corneal opacity and respiratory tract irritation, attributable to inadequately protected exposure to volatile chemicals.

Monitoring is carried out through the collection and analysis of specific indicators: number of accidents, classification by type and their frequency and severity rates. A detailed summary of this data, referring to all Group sites, is provided in the following section.

### Hours worked, total number of workplace accidents and accident rate

Following the merger completed in 2024, Serf's accident data for that year have been inte- grated into the Coveme company's data.

| Occupational accidents |                                                     | u.m.  | 2022    | 2023    | 2024    |
|------------------------|-----------------------------------------------------|-------|---------|---------|---------|
| Coveme Italy           | Hours Worked                                        | Hours | 299.408 | 297.128 | 364.181 |
|                        | Total number of accidents                           | no.   | 2       | 3       | 3       |
|                        | Total number of accidents with serious consequences | no.   | -       | -       | -       |
|                        | Accident rate                                       | Rate  | 6,67    | 10,10   | 8,24    |
|                        | Serious accident rate                               | Rate  | -       | -       | -       |
| Upco                   | Hours Worked                                        | Ore   | 31.362  | 24.435  | 24.141  |
|                        | Total number of accidents                           | no.   | 2       | -       | 1       |
|                        | Total number of accidents with serious consequences | no.   | -       | -       | -       |
|                        | Accident rate                                       | Rate  | 63,77   | -       | 41,42   |
|                        | Serious accident rate                               | Rate  | -       | -       | -       |
| Serf                   | Hours Worked                                        | Hours | 70.268  | 67.463  | -       |
|                        | Total number of accidents                           | no.   | 1       | 4       | -       |
|                        | Total number of accidents with serious consequences | no.   | -       | -       | -       |
|                        | Accident rate                                       | Rate  | 14,23   | 59,29   | -       |
|                        | Serious accident rate                               | Rate  | -       | -       | -       |

In the three-year period from 2022 to 2024, no accidents were recorded at the Upco Ger- man Branch nor at the Coveme China plants. Furthermore, during the same period, no cases of occupational illnesses were reported at any of the Coveme Group's sites.

Workplace safety management is based on an integrated approach, combining a retrospec- tive analysis of past incidents with in-depth knowledge of production processes by operators and safety staff. This method allows for the precise identification of the causes of adverse events and the definition of targeted preventive measures to minimise the risk of recurrence. Regarding the use of chemicals in production processes, the company has defined opera- tional guidelines that govern the safe use of hazardous compounds, the introduction of new substances and the management of applicable regulatory requirements. These procedures ensure the responsible management of chemicals, in compliance with the highest safety standards for the protection of occupational health and the environment.

At the Chinese plant, risk identification and preventive analyses of any latent critical issues are conducted regularly, with the aim of preventing accidents in production areas. In parallel, health checks are conducted, such as medical examinations to detect any occupational dis- eases and tests to identify risk factors related to the work environment.

HAZARDS

Risks that could potentially cause injuries with serious consequences were identified through analysis of the safety data sheets for the chemicals used and a study of accidents that occurred in previous years. Based on this evidence, specific preventive measures were implemented following the hierarchy of controls to minimise exposure and potential impacts.

The main hazards identified include:

- **Hazardous substances:** to limit the risks, the organisation has centralised some acid transport facilities, thus reducing the number of hazard points and number of people exposed. Each substance is associated with a specific set of personal protective equipment (PPE) and staff receive targeted training.
- **Chemical substances:** The main chemical substances include ethyl acetate, epoxy resins and hardening agents, which pose acute toxicity, fire and explosion risks. The measures taken include engineering prevention systems, emergency measures and the controlled use of PPE.
- **Work equipment:** Safety measures and training are implemented for the safe use of machinery and operating tools.

Risks that could potentially cause occupational diseases have also been analysed:

- **Noise:** Following instrumental measurements, specific PPE, training programmes and collective measures, such as soundproof booths, have been introduced.
- **Chemical risk:** A risk assessment was conducted through environmental measurements, followed by containment measures, such as localised extraction systems and closed booths for handling substances.

Slitting department of the Gorizia plant



HEALTH MONITORING AND HEALTH PROMOTION

To ensure uniform and consistent health surveillance, the Italian offices of the Coveme Group employ a shared company doctor. This enables a uniform health protocol to be adopted, which includes periodic check-ups for all workers, as well as the participation of the doctor in risk assessments, providing technical support and operational guidance. The doctor is also available for any individual requests from employees.

The confidentiality of health information is ensured by a digital staff management system based on Zucchetti Safety software. Data access is profiled by function: only authorised staff can access sections containing sensitive data. At the Chinese plant, however, data relating to workers' occupational health is centrally archived by the HR office and is accessible only to the relevant employee.

Coveme also promotes access to healthcare services outside of work through an agreement with Faschim, a healthcare fund that allows employees to access medical care outside of work.

A recreation room has been set up at the Coveme Engineered Films Zhangjiagang plant, where employees can enjoy sports and leisure activities, including table tennis and badminton, thus contributing to their overall mental and physical well-being.

EMPLOYEE INVOLVEMENT IN HEALTH AND SAFETY ISSUES

During the onboarding process, the Prevention and Protection Service (Servizio di Prevenzione e Protezione - SPP), shared between Coveme and Upco, provides structured initial training. This training includes both general content and specific modules tailored to the company's activities, with the aim of improving employee adherence to assigned tasks.

The training is periodically refreshed, particularly when new equipment or substances are introduced, to ensure that employees are always informed of potential risks and the most appropriate safety measures.

At the Coveme Engineered Films Zhangjiagang plant, safety training is divided into three levels, each lasting eight hours, designed for new hires. Every year, all employees receive updates on occupational hazards, the characteristics of the chemicals used and the procedures to be followed in the event of fires or explosions. Attendance is mandatory and actively monitored.

Involvement is not limited to training. Employees also participate in developing operating instructions when new equipment is introduced, thus helping to ensure that technical documents are realistic and meet operational needs. In China, involvement also extends to drafting company procedures, through the participation of two employee representatives in management system working groups. These representatives sign the follow-up to the adopted documents.

At the Gorizia headquarters, an Environment and Safety Committee is in operation, meeting every three months, with the participation of representatives from the Prevention and Protection Service, human resources, technical services and Health and Safety Officers (Rappresentanti dei Lavoratori per la Sicurezza RLS). A similar committee is also operational at the Chinese headquarters.

In 2024, the previous year's initiative to set up a restricted committee meeting on a monthly basis was confirmed. This initiative aims to provide ongoing updates on planned activities, monitor the progress of OSH initiatives and coordinate short-term improvement actions.

# 3.4 PROFESSIONAL TRAINING OF EMPLOYEES

[GRI 404-1, 404-3]

The Coveme Group believes it is essential to invest in developing the technical, managerial and personal skills of its employees to ensure high-quality product standards, maintain competitiveness and foster a dynamic and innovative work environment.

Throughout 2024, the company continued to expand its training programme, offering a range of opportunities in various functional areas. The training programmes included re-fresher courses for technical and transversal skills, in-depth training on management systems, production time and cost analysis and the use of management software.

The Group actively supports the professional growth of its employees, including by funding scholarships for master's degrees and advanced training programmes. These opportunities are aimed at employees who stand out for their merit and motivation and are activated upon recommendation by area managers, who identify specific skill development needs in line with the organisation's strategic objectives. In 2024, two advanced training master's programmes were launched at the Bologna Business School to support the development of key skills. This initiative is part of the Group's broader commitment to ongoing training, the development of internal potential and the promotion of a corporate culture geared towards learning and innovation.

Average number of training hours per year per employee, by gender, category and group company (as at 31 december)

Following the merger completed in 2024, data relating to Serf's training hours for that year have been integrated into Coveme's data.

| 2024                                          | Coveme Italy | Upco Italy | Coveme China | Upco German branch |
|-----------------------------------------------|--------------|------------|--------------|--------------------|
| by Executives                                 | 4,89         | -          | -            | -                  |
| by Managers                                   | 5,50         | -          | 4,00         | -                  |
| by Office Workers                             | 3,71         | -          | 5,38         | 5                  |
| by Manual Labourers                           | 7,39         | 8,19       | 2,57         | -                  |
| by female employees                           | 2,39         | -          | 2,88         | 10                 |
| by female employees                           | 6,93         | 7,28       | 3,88         | -                  |
| Average number of training hours per employee | 6,03         | 7,28       | 3,45         | 3,75               |

| 2023                                          | Coveme Italy | Upco Italy | Serf | Coveme China | Upco German branch |
|-----------------------------------------------|--------------|------------|------|--------------|--------------------|
| by Executives                                 | 13,08        | -          | -    | -            | -                  |
| by Managers                                   | 1            | -          | -    | 3,64         | -                  |
| by Office Workers                             | 6,77         | 1          | 8,75 | 5,33         | -                  |
| by Manual Labourers                           | 8,51         | 2          | 1,92 | 1,53         | -                  |
| by female employees                           | 4,24         | -          | -    | 1,58         | -                  |
| by female employees                           | 9,65         | 2          | 2,32 | 3,86         | -                  |
| Average number of training hours per employee | 8,31         | 1,82       | 2,32 | 2,48         | -                  |

| 2022                                          | Coveme Italy | Upco Italy | Serf | Coveme China | Upco German branch |
|-----------------------------------------------|--------------|------------|------|--------------|--------------------|
| by Executives                                 | 7,11         | -          | -    | -            | -                  |
| by Managers                                   | 9,88         | -          | -    | 3,64         | 12,50              |
| by Office Workers                             | 8,98         | -          | 5,25 | 5,82         | 12,50              |
| by Manual Labourers                           | 6,58         | 34,57      | 2,69 | 1,47         | -                  |
| by female employees                           | 7,08         | -          | -    | 1,58         | 25,00              |
| by female employees                           | 7,58         | 30,25      | 2,84 | 3,86         | 5,00               |
| Average number of training hours per employee | 7,47         | 26,89      | 2,84 | 2,48         | 12,50              |

Monitoring and evaluation of acquired skills

The Coveme Group adopts a structured performance evaluation system, considering it a key element in human resources management. Periodic assessments allow us to monitor individual performance trends and are a strategic tool for assigning promotions, rewards and recognition, as well as for promptly identifying training needs.

The objective of this process is twofold: on the one hand, to ensure objective and transparent measurement of employee performance and, on the other, to identify potential areas for improvement that can be addressed with targeted training programmes. This approach enables training activities to be targeted according to actual needs, promoting professional development consistent with roles and company objectives.

Continuous monitoring of acquired skills also enables the effectiveness of implemented training strategies to be assessed and opportunities for growth and improvement to be identified on both the individual and organisational levels.

Throughout 2024, 100% of employees at Coveme Italia, Upco Italia and Coveme China were involved in performance assessment and professional development processes.

Surface well opened in Kenya by Coveme in collaboration with Save the Children



3.5 CARE AND SUPPORT FOR SOCIETY

[GRI 2-28]

For the Coveme Group, enhancing local communities and supporting communities are fundamental pillars of its corporate social responsibility strategy. Awareness of the impact the company can have in the contexts in which it operates translates into a solid commitment to initiatives that promote social cohesion, inclusion and sustainable development, both locally and globally.

In the Isonzo area, the Group continues to support the Sant'Andrea di Gorizia neighbourhood through numerous initiatives. Coveme confirms its support for the local Juventus football team, recognising sport as an important educational tool for the development of new generations and renews its collaboration with the cultural association Skultura 2001, committed to the creation of public art works.

In 2024, these include the contribution to the commemorative sculpture of Saint Francis, which will be installed at the Kostanjevica convent, a site of historical and cultural significance in preparation for Gorizia-Nova Gorica, European Capital of Culture 2025. The statue will be blessed on 4 October 2025, on the feast of Saint Francis, Patron Saint of Italy. Also locally, the Group supported the Slovenian Language Comprehensive Institute, strengthening its commitment to cultural and linguistic inclusion.

In 2024, the Group confirmed its contribution to social, health and charity initiatives. These include LILT, Aiuto Materno, Luisa Valentini and Onlus Dishub, active respectively in oncology research, support for families with young children and paediatric disabilities.

Furthermore, in the Bologna area, support continued for BSL San Lazzaro, a basketball association committed to the sports training of children and youth.

- Coveme continued its focus on charity in 2024. The organisations supported are:**
- Associazione Aiutiamoli a Vivere, through the distribution of Christmas packages for autistic children;
  - Fondazione Veronesi, with its support for the panettone campaign dedicated to children;

On a national level, Coveme provides ongoing support to the Telethon Foundation and its research projects on rare genetic diseases and to Lega Del Filo d'Oro, an Italian foundation for the deaf and blind. Internationally, Coveme is committed to projects with a strong social impact: in addition to ongoing support for the NGO Save the Children (which is working in Afghanistan in 2024) and the James Non Morirà association in Ethiopia, the Group supports the Diamo un taglio alla sete association, which is building water wells in Kenya to ensure access to safe water resources for local communities.

Through these numerous initiatives, the Coveme Group reaffirms its commitment to being a responsible actor, making a solid and ongoing contribution to the well-being of the territories and communities in which it operates.



ENVIRONMENTAL  
RESPONSIBILITY  
TO PROTECT  
THE PLANET

04

HIGHLIGHTS

2

Active LCA studies  
on photovoltaic  
and industrial products

-340

Tonnes of waste generated  
compared with 2023

1090

GJ of electricity produced  
by the installed photovoltaic  
panels

# 4.1 ENVIRONMENTAL SUSTAINABILITY AT COVEME

The Coveme Group recognises the environmental responsibility inherent in its production activities and is committed to limiting negative externalities, particularly those relating to the use of natural resources and fossil fuel energy sources, which result in the release of greenhouse gases. In this context, the company takes a proactive approach to reducing its environmental impact, with the aim of contributing to the protection of natural resources and the preservation of the planet.

To support this commitment, Coveme has implemented an internal procedure aimed at defining responsibilities and operating methods for the identification and periodic assessment of significant environmental aspects, as well as for the analysis of risks and opportunities associated with environmental impacts generated or avoided throughout its processes.

The analysis takes into account both direct environmental aspects, such as water use, atmospheric emissions, energy and raw material consumption, waste management, noise, impact on soil and the ozone layer, as well as indirect impacts, including induced traffic, construction site activities and external suppliers.

This approach is based on the precautionary principle and the systemic management of environmental risks, ensuring that all direct or indirect company activities are assessed for their potential impact on people and the environment. The environmental analysis includes the assessment of infrastructure, production processes, service facilities, material depots and emissions treatment systems.

For each environmental aspect, impacts, risks, and opportunities are assessed, identifying those that are significant and critical. Based on this assessment, environmental objectives, improvement targets, operating instructions and, where necessary, corrective or preventive actions are defined. Aspects deemed non-significant are monitored through operational procedures and targeted controls within the environmental management system.

In line with European objectives for the ecological transition, Coveme promotes the development of sustainable products and solutions with a view to a circular economy. To this end, it has initiated life cycle assessments of its products, including an LCA (Life Cycle Assessment).

Photovoltaic panels for self-consumption of production line



# 4.2 MATERIALS

[GRI 301-1]

The Coveme Group recognises the environmental relevance associated with the use of raw materials in its production processes and takes a responsible approach in theselection, procurement, and subsequent use phases. Conscious material management is a key element in reducing environmental impact along the entire value chain.

With a view to continuous improvement, the company is committed to optimising procurement activities, favouring transparent channels, reliable suppliers and, where possible, logistics solutions with a lower environmental impact. This allows emissions associated with the transportation of raw materials to be limited, whilst simultaneously promoting positive interactions with the local economic fabric.

The safety of the materials used is guaranteed by rigorous selection and control procedures, which include analysing regulatory and technical documentation relating to the chemicals used, assessing their potential effects on health and the environment. At the same time, preventive measures are taken to protect workers, including the use of personal protective equipment and the adoption of risk management plans.

Through sharing best practices and actively engaging its stakeholders, suppliers, customers and partners, the Group is committed to introducing materials with better environmental performance, contributing to the development of an increasingly sustainable production model.

The main material used by Coveme is polyester, a technical polymer that forms the basis of almost all of the company's processes, thanks to its versatility and resistance. In 2024, total polyester consumption amounted to approximately 11,957 tonnes.

Following the merger completed in 2024, the data relating to the materials used by Serf for that year have been integrated into the Coveme company data.

The following are the most significant materials used by the Group, classified according to their renewable or non-renewable nature:

| NON-RENEWABLE           | Unit of measurement | 2022   | 2023   | 2024   |
|-------------------------|---------------------|--------|--------|--------|
| Polyesters              | t                   | 16.430 | 17.420 | 11.957 |
| Solvents                | t                   | 1.150  | 932    | 672    |
| Adhesives               | t                   | 925    | 1.052  | 340    |
| Polyethylenes           | t                   | 1.725  | 1.415  | 263    |
| Plastic                 | t                   | 397    | 222    | 212    |
| Miscellaneous chemicals | t                   | 288    | 177    | 368    |
| Aluminium               | t                   | 37     | 8      | 6,4    |
| Total                   | t                   | 20.952 | 21.226 | 13.818 |

| RENEWABLE | Unit of measurement | 2022  | 2023  | 2024  |
|-----------|---------------------|-------|-------|-------|
| Wood      | t                   | 805   | 766   | 783   |
| Paper     | t                   | 525   | 342   | 345   |
| Total     | t                   | 1.330 | 1.108 | 1.128 |

Transition to a circular economy

Coveme continues to invest in research and development to promote circular economy models by integrating their principles into its production processes. To this end, the company is working on projects involving suppliers and industrial partners, such as the study of processes aimed at recovering internal and customer waste.

Furthermore, the company has introduced recycled PET (rPET) into its divisions' product range, primarily derived from the recycling of post-consumer plastic bottles. The percentage of recycled polyester can vary from 70% to 90%, depending on the specific product. This range allows customers to reduce their environmental footprint without sacrificing quality, responding to a growing demand for sustainable solutions across the entire value chain.

The Coveme Group maintains two active Life Cycle Assessment (LCA) studies, in line with the ISO 14040 standard, to assess the environmental impacts throughout the life cycle of its products. Specifically, the climate-altering emissions associated with the production of a laminate for the photovoltaic market and a TCA-treated film intended for industrial use were analysed. The aim of the analyses is to identify the most impactful stages and identify opportunities for improvement. These studies support the company in developing a data-based strategy aimed at reducing emissions throughout the entire supply chain.

Transfer film for digital printing system



4.3 ENERGY AND EMISSIONS

[GRI 302-1, 302-3, 305-1, 305-2, 305-7]

The group's energy consumption

The Coveme Group, aware of the importance of energy in its production activities, has embarked on a journey towards energy self-sufficiency through the use of renewable sources. Specifically, the company has demonstrated its commitment by installing solar panels to generate energy for self-consumption.

At its Bologna headquarters, Coveme meets 100% of its energy needs with solar energy. This result not only demonstrates the reduction in dependence on traditional energy sources, but also represents a solid contribution to reducing greenhouse gas emissions, in line with global climate change mitigation goals.

Following the merger completed in 2024, Serf's energy consumption data for that year have been integrated into Coveme's data.

TOTAL CONSUMPTION OF PURCHASED ELECTRICITY (GJ)

|  Purchased electricity consumption | 2022   | 2023   | 2024   |
|------------------------------------------------------------------------------------------------------------------------|--------|--------|--------|
| Coveme Italy and Upco Italy                                                                                            | 35.326 | 31.983 | 36.863 |
| Coveme China                                                                                                           | 12.018 | 11.422 | 9.479  |
| Serf                                                                                                                   | 2.540  | 2.361  | -      |
| Upco German branch                                                                                                     | 80     | 87     | 25     |
| Total purchased electricity consumption                                                                                | 49.965 | 45.854 | 46.367 |

| TOTAL FUEL CONSUMPTION<br>FROM NON-RENEWABLE SOURCES (GJ)                                               |         |         |         |
|---------------------------------------------------------------------------------------------------------|---------|---------|---------|
|  Compressed natural gas | 2022    | 2023    | 2024    |
| Coveme Italy and Upco Italy                                                                             | 126.932 | 78.898  | 134.930 |
| Coveme China                                                                                            | 28.619  | 30.453  | 22.660  |
| Serf                                                                                                    | 1.228   | 926     | -       |
| Upco German branch                                                                                      | 176     | 188     | 193     |
| Total purchased electricity consumption                                                                 | 156.955 | 110.465 | 157.782 |

| TOTAL FUEL CONSUMPTION<br>FROM NON-RENEWABLE SOURCES (GJ) <sup>1</sup>                                                   |         |         |         |
|--------------------------------------------------------------------------------------------------------------------------|---------|---------|---------|
|  Total energy consumption <sup>2</sup> | 2022    | 2023    | 2024    |
| Coveme Italy and Upco Italy                                                                                              | 162.258 | 110.881 | 171.792 |
| Coveme China                                                                                                             | 44.875  | 45.369  | 32.139  |
| Serf                                                                                                                     | 3.768   | 3.287   | -       |
| Upco German branch                                                                                                       | 256     | 275     | 217     |
| Total purchased electricity consumption                                                                                  | 211.157 | 159.812 | 204.149 |

1) It should also be noted that, for 2024, the fuel consumption of the company fleet relating to the companies Coveme Italia, Upco Italia and Coveme China was as follows:

- Diesel: 39,368 litres;
- Petrol: 3,050 litres.

2) In 2024, the calculation methodology was updated to more accurately include the contribution of steam purchased from Coveme Engineered Films Zhangjagang, resulting in data updates for 2022 and 2023.

| ELECTRICITY GENERATED (GJ)                                                                                     |       |      |       |
|----------------------------------------------------------------------------------------------------------------|-------|------|-------|
|  electricity generated (GJ) | 2022  | 2023 | 2024  |
| Electricity generated from renewable sources and sold                                                          | 333   | 314  | 412   |
| Bologna Plant                                                                                                  | 224   | 253  | 249   |
| Gorizia Plants                                                                                                 | 109   | 61   | 163   |
| Electricity generated from renewable sources and consumed                                                      | 709   | 613  | 678   |
| Bologna Plant                                                                                                  | 171   | 161  | 136   |
| Gorizia Plants                                                                                                 | 538   | 452  | 542   |
| Total electricity produced                                                                                     | 1.042 | 927  | 1.090 |

|  Energy intensity rate | 2022        | 2023        | 2024        |
|-------------------------------------------------------------------------------------------------------------|-------------|-------------|-------------|
| Total energy consumption (GJ/k)                                                                             | 211.157     | 159.812     | 204.149     |
| Revenues from sales and services (€)                                                                        | 141.364.655 | 126.993.586 | 104.243.334 |
| Energy intensity rate                                                                                       | 0,15%       | 0,13%       | 0,20%       |

# Group emissions

During 2025, the Group calculated its Scope 1 and Scope 2 greenhouse gas (GHG) emissions for 2024, which are included in this report. This activity is part of a process aimed at strengthening environmental reporting and promoting greater awareness of the impact of its activities. Accurate measurement of emissions is a fundamental prerequisite for identifying areas of intervention and defining effective mitigation strategies. The calculation of Scope 3 emissions, relating to the value chain, is scheduled for the second half of 2025.

To ensure compliance with international standards, the analysis and calculation of emissions were conducted following the guidelines of the Greenhouse Gas Protocol (GHG Protocol), the international reference standard for calculating and reporting greenhouse gas emissions. This protocol offers a comprehensive methodological framework for measuring and managing GHG emissions associated with company operations.

Following the merger completed in 2024, Serf's greenhouse gas emissions data for that year were integrated into Coveme's data.

# GHG protocol

The GHG Protocol outlines five principles designed to support and guide emissions reporting and reflect the outcome of a collaborative process involving stakeholders from various fields.

## 1. PRINCIPLE OF RELEVANCE

Ensuring that the calculation adequately reflects the company's GHG emissions and meets the decision-making needs of users, both internal and external to the company.

## 2. PRINCIPLE OF COMPLETENESS

Reporting all significant and relevant emission sources to ensure that the data provided is complete and representative of the emissions impact. It is important to disclose and justify any specific exclusions.

## 3. PRINCIPLE OF CONSISTENCY

Using consistent methodologies to enable meaningful comparisons of emissions over time. Transparently documenting any changes in data, in accordance with the GHG Protocol guidelines, in methods or in other relevant factors of the time series.

## 4. PRINCIPLE OF TRANSPARENCY

Addressing all relevant issues factually and consistently, based on a clear verification trail. Disclosing any relevant assumptions and make appropriate references to the calculation methodologies and data sources used.

## 5. PRINCIPLE OF ACCURACY

Ensuring that the quantification of GHG emissions does not systematically overestimate or underestimate actual emissions, to the best of our ability and that uncertainties are reduced as far as practicable. Achieving sufficient accuracy to allow users to make decisions with reasonable confidence regarding the integrity of the information reported.

# Scope 1 Emissions

Direct greenhouse gas (GHG) emissions, classified as Scope 1, originate from sources owned or under the direct control of the Coveme Group. These include, but are not limited to, emissions generated by the internal combustion of boilers, furnaces and vehicles owned or operated by the Group, as well as emissions from chemical processes carried out using process equipment owned or controlled by the Group, such as the combustion of solvents.

The majority of emissions are attributable to the use of natural gas, which accounts for approximately 82% of the total and is used primarily for heating buildings and in some production processes. An additional 5% is associated with the combustion of solvents, resulting from the industrial processes specific to the Group's core business.

## LE EMISSIONI DIRETTE DI GAS SERRA

| Scope 1 Emissions (tCO <sub>2</sub> eq) | 2023  | 2024  |
|-----------------------------------------|-------|-------|
| Natural gas                             | 5.898 | 8.333 |
| Diesel                                  | 85    | 99    |
| Petrol                                  | 32    | 6     |
| Refrigerant gases                       | 1     | 261   |
| Solvent combustion <sup>3</sup>         | 1.014 | 506   |
| Other                                   | -     | -     |
| Total                                   | 7.031 | 9.225 |

3) During 2024, the methodology for calculating emissions from solvent combustion was updated to improve accuracy and representativeness. In line with this update, the 2023 data was also recalculated according to the new approach to ensure comparability. For the Gorizia production sites, emissions were quantified based on analytical data obtained from measurements. For the Chinese site, emissions are estimated based on currently available data. A data collection system is also planned for this site to standardise the calculation in the future.

## Scope 2 Emissions

Emissions classified as Scope 2 are recognised as an indirect source of greenhouse gas emissions. This classification is due to the fact that, although they result from operations conducted by the Coveme Group, they do not occur within the facilities owned or under the direct control of the organisation itself.

Rather, these emissions occur at external power generation facilities. Specifically, Scope 2 emissions include those associated with the consumption of energy in the form of electricity, steam, heat and cooling, used in the operations of the Coveme Group.

### SCOPE 2 MARKET-BASED

| Emissions (tCO <sub>2</sub> eq)           | 2023  | 2024  |
|-------------------------------------------|-------|-------|
| Emissions from electricity consumption    | 6.013 | 6.734 |
| Emissions from thermal energy consumption | 212   | 590   |
| Total indirect emissions                  | 6.225 | 7.325 |

Market-based Scope 2 emissions for 2024 amount to 7,325 tCO<sub>2</sub>eq, 92% of which are generated by electricity consumption, used in production processes, whilst the remaining 8% refers to emissions generated by thermal energy consumption.

### SCOPE 2 LOCATION-BASED

| Emissions (tCO <sub>2</sub> eq)           | 2023  | 2024  |
|-------------------------------------------|-------|-------|
| Emissions from electricity consumption    | 4.661 | 3.910 |
| Emissions from thermal energy consumption | 212   | 590   |
| Total indirect emissions                  | 4.873 | 4.500 |

Location-based Scope 2 emissions for 2024 amount to 4,500 tCO<sub>2</sub>eq, of which 87% are emissions from electricity consumption, used in production processes, whilst the remaining 13% refers to emissions generated by thermal energy consumption.

## Other polluting emissions

In addition to generating greenhouse gases, the Coveme Group is also responsible for emitting other pollutants into the atmosphere, which can have significant environmental impacts. Amongst these, the main pollutants are:

- total organic compounds (TOC), released particularly during the use of solvents in production processes;
- nitrogen oxides (NOx), generated following specific phases of the production cycle;
- carbon monoxide (CO), produced by the combustion of carbon-containing materials, such as gasoline, diesel fuel or coal.

To rigorously manage these emissions, the Group adopts a continuous and detailed monitoring system, ensuring timely control of its emissions impact. Currently, emissions are quantified using a conservative approach, based on the assumption that operating conditions are consistently maintained at the most environmentally hazardous levels. This deliberately conservative method allows for a preliminary estimate of emissions, providing a safety margin that takes into account any fluctuations or uncertainties in production processes.

Following the merger completed in 2024, Serf's data relating to polluting emissions that year have been integrated into the Coveme company's data.

|  Polluting emissions (kg) | 2022   | 2023   | 2024   |
|--------------------------------------------------------------------------------------------------------------|--------|--------|--------|
| Total organic compounds (TOC)                                                                                | 15.848 | 10.278 | 16.872 |
| Nitrogen oxides (NOx)                                                                                        | 2.611  | 2.916  | 3.461  |
| Carbon Monoxide (CO)                                                                                         | 30.852 | 21.458 | 36.690 |

Film for biomedical sensor



# 4.4 WATER CONSUMPTION

[GRI 303-1,2,3,4,5]

Despite its low consumption levels, the Group recognises the importance of sustainable water management, given the potential impact on local ecosystems and availability in surrounding communities. For this reason, water use is constantly monitored and addressed with an approach aimed at reducing environmental impacts and optimising processes.

## The group's interaction with water resources

The Coveme Group's use of water resources varies depending on the production processes and operational needs of the various companies.

At the Upco Italia site, water is used exclusively for toilets. Water is drawn from the aqueduct network, and wastewater management, similar to urban wastewater, is entrusted to Coveme, which handles collection and disposal through the sewer system.

At the Upco Germany site, water use is similarly limited to toilets, supplied from the aqueduct network.

The same applies to the Coveme Engineered Films Zhangjiagang plant in China, where water is used exclusively for sanitation purposes.

At Coveme's production facilities, water drawn from the aqueduct is used not only for civil purposes but also for three main activities:

- producing blends, which involves reverse osmosis treatment to obtain demineralised water;
- washing systems and equipment, an activity that generates liquid waste that is periodically collected and sent to purification plants;
- using scrubber towers to reduce exhaustion, producing liquid waste that is temporarily stored before purification.

Water consumption is monitored by reading the main meter and partial meters dedicated to individual systems.

The plant is also equipped with a rainwater management system. First flush rainwater is collected by two systems, stored, treated to remove oily particle, and then conveyed to the sewer system. Second flush rainwater is disposed of as surface discharge or dispersed in seepage wells. At the Coveme warehouse, rainwater collected in the yard is treated by a first rainwater system, whilst second rainwater is disposed of in the sewer system. The portions of the yard not included in the collection system are designated for subsurface irrigation, using a network of drainage pipes installed under the pavement.

Laminate for the protection of flexible photovoltaic modules



## Managing water-related impacts

The Coveme Group takes a responsible approach to managing the impacts of water use, with actions tailored to the specific needs of each operating site.

For the Bologna sales office and Upco Italia, environmental impacts are considered negligible and, therefore, the two units are not currently included in the reporting scope for water withdrawal and discharge data. Specifically, for Upco Italia, an analysis conducted as part of the ISO 14001 certification confirmed the low environmental risk associated with its activity.

At Coveme's production facilities, the main impacts result from the potential risk of contamination of the sewer system or subsoil. To prevent these impacts, annual discharge checks are carried out and specific procedures are adopted for the management of any environmental emergencies. These practices are an integral part of the ISO 14001-certified environmental management system, which ensures a systematic approach aimed at continuous improvement.

Through these measures, the Group is committed to ensuring the efficient and responsible use of water resources, actively contributing to environmental protection.

## Processes for identifying future objectives

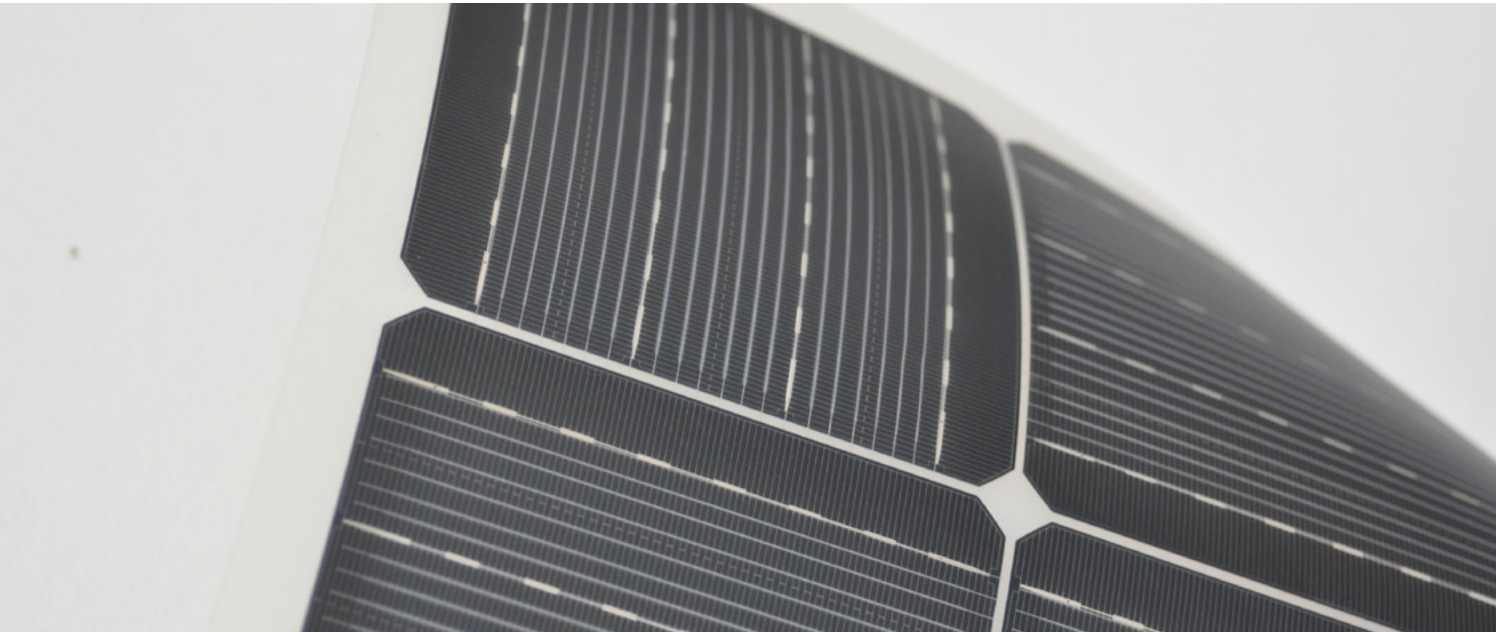
Although the Group's water consumption is low, particularly at non-production sites, Coveme has formalised monitoring processes to define future objectives for increasingly efficient management of the resource.

In line with the provisions of Decree AIA<sup>4</sup>, Coveme has adopted a performance indicator that measures the volume of water consumed per square metre of treated film. The data, collected on a half-yearly basis through a network of partial meters installed at the points of greatest absorption, allows for a timely analysis of process efficiency and consumption trends over time.

This approach allows the Group to identify potential areas for improvement and to define specific objectives for optimising water consumption in the near future.

At the Upco site, where water is used exclusively for civil purposes, no further monitoring systems are planned. However, even in this case, the Group adopts responsible behaviour, ensuring a careful and proportionate use of the resource.

Laminate for electrical insulation of motors and transformers



4) The Integrated Environmental Authorisation (AIA) is the provision authorising the operation of a facility, in which one or more of the activities specified by Legislative Decree 152/06 are carried out. It pursues the objective of ensuring a high level of protection for the environment as a whole and, to this end, provides measures to avoid, where possible, or reduce emissions into the air, water and soil, or reduce waste production, identified on the basis of Best Available Technologies (BAT).

## Water uptake

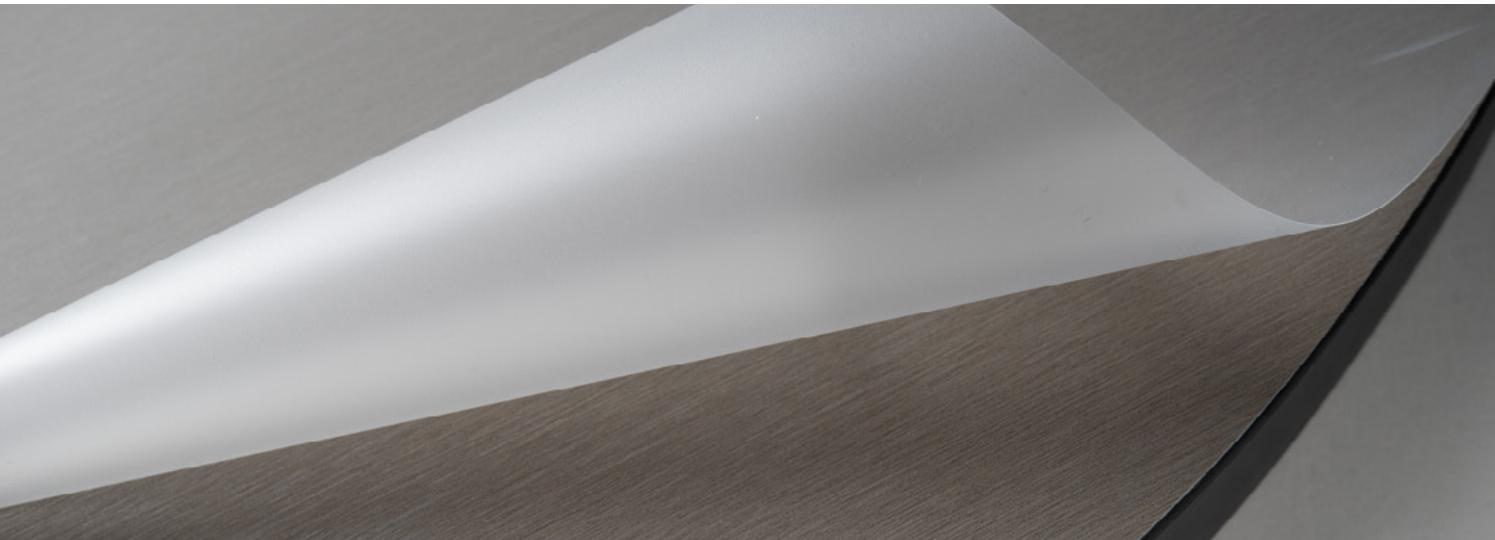
During 2024, water uptake by the Coveme plant accounted for approximately 81% of the Group's total, confirming the close correlation between resource use and production activities.

Compared with 2023, there was a 27% increase in withdrawal volumes, in line with the reintroduction of the seven-day continuous production cycle, which was already active in 2022. The 2024 values are in fact consistent with those recorded that year.

Overall, the Group's water uptake shows a 19% increase compared with the previous year.

| Water uptake by source (m³)                | 2022   | 2023   | 2024   |
|--------------------------------------------|--------|--------|--------|
| Coveme Italy                               | 24.513 | 17.424 | 24.785 |
| Collected from rain water                  | 1.465  | 2.147  | 3.631  |
| Total uptake from third parties (aqueduct) | 23.048 | 15.277 | 21.154 |
| Serf                                       | 786    | 2.181  | -      |
| Collected from rain water                  | 171    | 578    | -      |
| Total uptake from third parties (aqueduct) | 615    | 1.603  | -      |
| Upco German branch                         | 1.006  | 1.219  | 1.302  |
| Collected from rain water                  | 924    | 1.100  | 1.219  |
| Total uptake from third parties (aqueduct) | 82     | 119    | 83     |
| Coveme China                               | 4.800  | 4.740  | 4.402  |
| Collected from rain water                  | -      | -      | -      |
| Total uptake from third parties (aqueduct) | 4.800  | 4.740  | 4.402  |
| Total                                      | 31.105 | 25.564 | 30.489 |

Release film for surface finishing of furniture panels



## Water discharge and management

In addition to the volume withdrawn from the aqueduct network, the reporting of uptake also includes the amount of rainwater collected and subsequently discharged into the sewer system, as detailed in the paragraph "Water Discharge and Management" below. First flush rainwater, collected at the plants, is stored in special tanks and subjected to a preliminary filtration treatment to separate the oily fractions before being conveyed to the sewer system. This type of water is not suitable for reuse and is not used in company processes.

The Coveme Group adopts rigorous management of water discharges, in compliance with Legislative Decree 152/2006, which defines specific limits for the protection of surface water and soil. This regulation is scrupulously applied at Coveme plants.

At the Group's other operating sites, wastewater is treated like urban wastewater and is managed according to the procedures established for civil wastewater, ensuring adequate treatment and helping to reduce the impact on local water resources.

| Water discharge by destination (m³)                      | 2022   | 2023   | 2024   |
|----------------------------------------------------------|--------|--------|--------|
| Coveme Italy                                             | 7.135  | 7.742  | 13.767 |
| Water discharge into waterways (community sewage system) | 7.135  | 7.742  | 13.767 |
| Serf                                                     | 786    | 2.181  | -      |
| Water discharge into waterways (community sewage system) | 786    | 2.181  | -      |
| Upco German branch                                       | 1.006  | 1.219  | 1.302  |
| Water discharge into waterways (community sewage system) | 1.006  | 1.219  | 1.302  |
| Coveme China                                             | 3.848  | 3.800  | 3.522  |
| Water discharge into waterways (community sewage system) | 3.848  | 3.800  | 3.522  |
| Total                                                    | 12.775 | 14.942 | 18.591 |

Diamond paper for electrical insulation

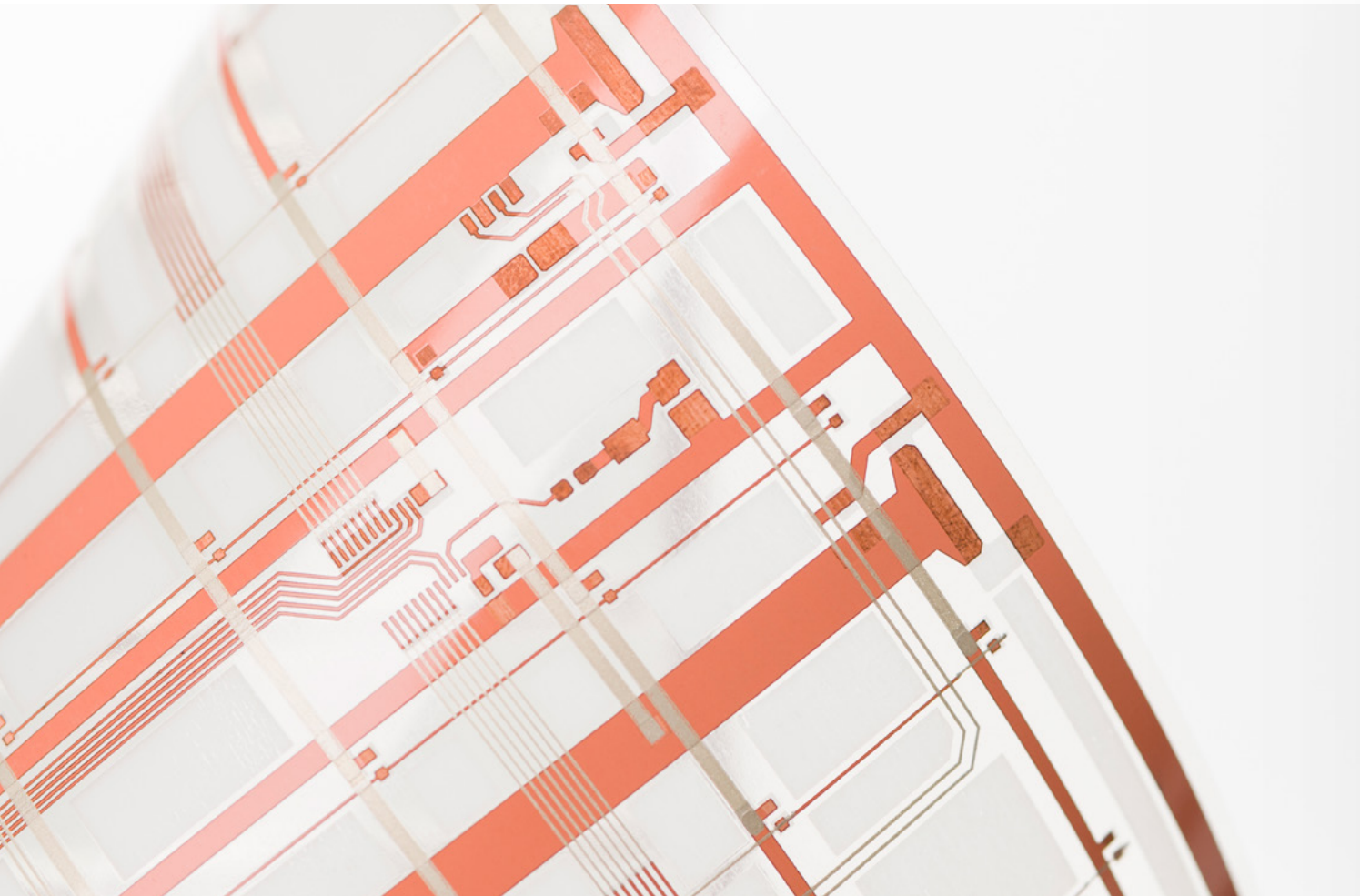


# Water consumption

Following the merger completed in 2024, Serf's water consumption data (including water uptake and discharges) for that year were integrated into Coveme's data.

| Water consumption (m³) | 2022   | 2023   | 2024   |
|------------------------|--------|--------|--------|
| Coveme Italy           | 17.378 | 9.682  | 11.018 |
| Serf                   | -      | -      | -      |
| Upco German branch     | -      | -      | -      |
| Coveme China           | 952    | 940    | 880    |
| Total                  | 18.330 | 10.662 | 11.898 |

Film printed with a copper circuit



# 4.5 WASTE MANAGEMENT

[GRI 306-1,2,3,4,5]

In developing its industrial operations, the Coveme Group is committed to adopting practices aimed at minimising the environmental impacts of waste production and management. Aware of the need to reduce, reuse and recycle as much as possible, the Group promotes the creation and implementation of innovative and responsible solutions throughout the production cycle.

## Main types of waste

The Group's manufacturing activities generate both hazardous and non-hazardous waste. Mixed packaging is generated from the raw material acceptance stage; coating and lamination processes, on the other hand, generate hazardous waste, such as solvents, alcohols and contaminated containers. Specifically, processes using acidic or alcoholic aqueous mixtures generate wash water that requires specific treatments. Whilst packaging waste depends partly on suppliers, the majority of waste is directly related to operational activities. Hazardous waste management is particularly important, given the need to prevent health and environmental risks. The Group therefore applies rigorous management strategies aimed at ensuring maximum safety and compliance with current regulations.

## POTENTIAL ENVIRONMENTAL IMPACTS ASSOCIATED WITH WASTE PRODUCTION

In compliance with the ISO 14001 standard, the Group has implemented a structured waste management system at its Italian sites (Coveme and Upco Italia), with a thorough assessment of the impacts associated with waste generation, handling and storage. Specific company procedures have been defined, including spill prevention and containment measures, with emergency kits (absorbent pads, containment barriers and pipeline balloons) provided. Qualified staff have been trained to safely manage any environmental emergencies. The Coveme Engineered Films Zhangjiagang plant also operates in accordance with ISO 14001 certification and Chinese environmental regulations. Waste is initially stored in a dedicated warehouse, according to criteria aimed at preventing air, soil and water pollution. Furthermore, waste transportation is monitored via a national platform, with GPS control, to ensure traceability and the correct final destination. Contractors present on site must also adhere to established company procedures. Waste production is monitored semi-annually. The data gathered is correlated with production volume using intensity indicators (tonnes of hazardous andnon-hazardous waste per square metre of treated film). This enables the Group to monitor the evolution of environmental impacts and identify potential areas for improvement. During the disposal process, Coveme prioritises suppliers that offer recovery solutions, such as recycling and purification. External companies operating within the plants must comply with company procedures, particularly regarding the correct classification and temporary management of waste based on CER codes. Through these actions, the Group is committed to promoting a more circular industrial model, progressively reducing its environmental impact and strengthening its responsibility in the transition to a sustainable economy.

MEASURES TAKEN TO PREVENT WASTE PRODUCTION AND MANAGE THE IMPACTS THEREOF

The Coveme Group adopts strategic criteria and measures aimed at minimising the environmental impact associated with waste generation.

One of the main actions implemented is the reuse of packaging: pallets are reused throughout the various stages of the production cycle, whilst cardboard flanges and sleeves, if undamaged, are recovered for subsequent use. Particular attention is also paid to waste separation to facilitate recycling. For example, caps and flanges are collected separately to ensure proper recycling.

In compliance with Legislative Decree 116/2020, which implements EU directives on waste and packaging, Coveme has introduced an information system based on QR codes shown on the transport document. Scanning the code provides detailed information on the type of packaging and the correct disposal methods, facilitating the identification of waste flows and ensuring compliance with current regulations.

Continuous monitoring of specific environmental indicators, including the ratio between waste generated and production volumes, enables the effectiveness of reduction and improvement policies to be assessed. Additionally, container recovery is an important factor: for example, containers used for chemical products are reused to contain cleaning solvents, thus contributing to the extension of the life cycle of the materials used.

These practices demonstrate the Group's commitment to preventing environmental impacts by promoting the principles of the circular economy.

WASTE MANAGEMENT PROCEDURES

Waste management is regulated by a specific company procedure, which defines the operating methods and regulatory requirements to ensure efficient and compliant disposal. The Group uses only qualified waste disposal companies and intermediaries.

Coveme plants operate under an Integrated Environmental Authorisation (Autorizzazione Integrata Ambientale - AIA) regime, which requires three-yearly inspections by the competent authorities. In addition to these checks, annual audits are conducted as part of the ISO 14001-certified environmental management system. These tools ensure ongoing monitoring of regulatory compliance and confirm the Group's commitment to responsible waste management.

Film for printed RFID label



Laminate for motor insulation

GATHERING AND MONITORING OF WASTE-RELATED DATA

Within Coveme's plants, waste management is supported by an environmental procedure that covers the entire waste life cycle: from production to final disposal.

The data is collected and analysed in relation to production volumes, representing an indicator required by the AIA. This monitoring activity allows us to measure the efficiency of the practices adopted and identify potential areas for improvement.

Similar indicators are also used at Upco, which correlate the quantity of waste generated with the products manufactured. This approach allows us to obtain a quantitative view of the impacts and guide reduction strategies.

The data is reported in the Waste Appendix.

Following the merger completed in 2024, the data relating to waste generated by Serf for that year were integrated into the Coveme company data.

| Total weight of waste generated (t) | 2022  | 2023  | 2024  |
|-------------------------------------|-------|-------|-------|
| Coveme Italy                        | 3.230 | 2.495 | 3.640 |
| Serf                                | 1.238 | 1.102 | -     |
| Upco Italy                          | 365   | 296   | 339   |
| Upco German branch                  | 3     | 5     | 3     |
| Coveme China                        | 547   | 613   | 188   |
| Total                               | 5.383 | 4.511 | 4.170 |

| Total weight of waste intended for recycling (t) | 2022  | 2023  | 2024  |
|--------------------------------------------------|-------|-------|-------|
| Coveme Italy                                     | 1.076 | 1.034 | 2.208 |
| of which hazardous                               | 42    | 29    | 136   |
| of which non-hazardous                           | 1.034 | 1.004 | 2.072 |
| Serf                                             | 1.232 | 1.097 | -     |
| of which hazardous                               | -     | -     | -     |
| of which non-hazardous                           | 1.232 | 1.097 | -     |
| Upco Italy                                       | 303   | 270   | 330   |
| of which hazardous                               | 27    | 34    | 78    |
| of which non-hazardous                           | 276   | 237   | 253   |
| Upco German branch                               | 3     | 5     | 3     |
| of which hazardous                               | -     | -     | -     |
| of which non-hazardous                           | 3     | 5     | 3     |
| Coveme China                                     | 547   | 613   | 188   |
| of which hazardous                               | 47    | 33    | 37    |
| of which non-hazardous                           | 500   | 580   | 151   |
| Total                                            | 3.161 | 3.019 | 2.730 |

| Total weight of waste intended for disposal (t) | 2022  | 2023  | 2024  |
|-------------------------------------------------|-------|-------|-------|
| Coveme Italy                                    | 2.154 | 1.461 | 1.432 |
| of which hazardous                              | 2.153 | 1.460 | 1.400 |
| of which non-hazardous                          | 1     | 1     | 31    |
| Serf                                            | 6     | 5     | -     |
| of which hazardous                              | -     | -     | -     |
| of which non-hazardous                          | 6     | 5     | -     |
| Upco Italy                                      | 61    | 26    | 8     |
| of which hazardous                              | 61    | 26    | 8     |
| of which non-hazardous                          | -     | -     | -     |
| Upco German branch                              | -     | -     | -     |
| of which hazardous                              | -     | -     | -     |
| of which non-hazardous                          | -     | -     | -     |
| Total                                           | 2.222 | 1.492 | 1.440 |

# TASKS APPENDIX

[GRI 403-1] The tasks broken down by the various plants are described below:

| Coveme Italy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Upco<br>(Italy, German branch)                                                                                                                                                                                                                                                                                                                                                                 | Coveme China                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Warehouse Staff:</b><br/>Receiving, handling, loading and unloading raw materials. Unloading, packaging and delivering cut products for subsequent shipment;</p> <p><b>Preparation Room Attendant:</b><br/>Preparation of mixtures used on production lines and management of the chemical warehouse;</p> <p><b>Production Staff:</b><br/>Management of production lines;</p> <p><b>Maintenance Staff:</b><br/>Plant maintenance activities;</p> <p><b>Quality Control Staff:</b><br/>Quality control through specific laboratory tests;</p> <p><b>Research and Development Staff:</b><br/>Laboratory research and development to find innovative production solutions;</p> <p><b>Office Workers:</b><br/>Administrative activities.</p> <p><b>Slitting Staff:</b><br/>Unpacking, loading and setting up rolls on the slitter machine according to cutting specifications.</p> | <p><b>Production Staff:</b><br/>Preparing the coating machine, loading the mix and setting parameters. Monitoring and supervising the coating process until the finished rolls are unloaded. Cleaning of production lines and handling of scraps and waste.</p> <p><b>Research and Development Staff:</b><br/>Laboratory research and development to find innovative production solutions.</p> | <p><b>Warehouse Staff:</b><br/>Receiving, handling, loading and unloading raw materials. Unloading, packaging and delivering cut products for subsequent shipment;</p> <p><b>Preparation Room Attendant:</b><br/>Preparation of mixtures used on production lines and management of the chemical warehouse;</p> <p><b>Production Staff:</b><br/>Management of production lines;</p> <p><b>Maintenance Staff:</b><br/>Plant maintenance activities;Quality Control Staff: Quality control through specific laboratory tests;</p> <p><b>Research and Development Staff:</b><br/>Laboratory research and development to find innovative production solutions;</p> <p><b>Office Workers:</b><br/>Administrative activities.</p> |

# WASTE APPENDIX

[GRI 306-3] The Appendix includes a table detailing the weight of waste generated by Group companies in tonnes, along with its destination and hazardousness.

## COVEME SPA

Weight of waste generated in tonnes with its destination and hazardousness

| Descrizione rifiuto                                                                                               | Peso (ton) | Destinazione | Pericolosità  |
|-------------------------------------------------------------------------------------------------------------------|------------|--------------|---------------|
| Aqueous washing solutions and mother liquors                                                                      | 47,35      | D9           | HAZARDOUS     |
| Aqueous washing solutions and mother liquors                                                                      | 431,61     | D15          | HAZARDOUS     |
| Other organic solvents, washing solutions and mother liquors                                                      | 37,66      | D15          | HAZARDOUS     |
| Other organic solvents, washing solutions and mother liquors                                                      | 98,05      | R13          | HAZARDOUS     |
| Aqueous washing solutions and mother liquors                                                                      | 564,00     | D15          | HAZARDOUS     |
| Aqueous washing solutions and mother liquors                                                                      | 301,22     | D9           | HAZARDOUS     |
| Other blends and reaction residues                                                                                | 10,47      | D15          | HAZARDOUS     |
| Other emulsions                                                                                                   | 5,12       | D15          | HAZARDOUS     |
| Filters contaminated with hazardous substances                                                                    | 0,99       | R13          | HAZARDOUS     |
| Rags contaminated with hazardous substances                                                                       | 15,05      | R13          | HAZARDOUS     |
| Discarded equipment containing hazardous components other than those listed above                                 | 0,54       | R13          | HAZARDOUS     |
| Organic waste containing hazardous substances                                                                     | 9,30       | R13          | HAZARDOUS     |
| Inorganic waste containing hazardous substances                                                                   | 0,05       | R13          | HAZARDOUS     |
| Lead-acid batteries                                                                                               | 0,28       | R13          | HAZARDOUS     |
| Other insulating materials containing or consisting of hazardous substances                                       | 3,28       | D5           | HAZARDOUS     |
| Packaging containing residues of hazardous substances or residues contaminated by such substances                 | 11,86      | R13          | HAZARDOUS     |
| Discarded equipment other than those listed under the items above                                                 | 0,87       | R13          | NON HAZARDOUS |
| Absorbent items, filter materials, rags and protective clothing, other than those mentioned under item (15.02.02) | 0,20       | R13          | NON HAZARDOUS |
| Components removed from discarded equipment other than those listed in the items above                            | 0,10       | R13          | NON HAZARDOUS |
| Iron and steel                                                                                                    | 105,82     | R13          | NON HAZARDOUS |
| Paper and cardboard packaging                                                                                     | 85,70      | R3           | NON HAZARDOUS |

| Descrizione rifiuto                                        | Peso (ton) | Destinazione | Pericolosità  |
|------------------------------------------------------------|------------|--------------|---------------|
| Wood packaging                                             | 629,68     | R13          | NON HAZARDOUS |
| Mixed material packaging                                   | 76,91      | R13          | NON HAZARDOUS |
| Plastic packaging                                          | 20,09      | R13          | NON HAZARDOUS |
| Insulating materials other than those listed above         | 0,07       | R13          | NON HAZARDOUS |
| Plastic                                                    | 4,92       | R13          | NON HAZARDOUS |
| Inorganic waste, other than that listed above              | 3,85       | R13          | NON HAZARDOUS |
| Aqueous liquid waste other than that mentioned in 16.10.01 | 29,18      | D15          | NON HAZARDOUS |
| Mixed waste from demolition and construction activities    | 5,96       | R13          | NON HAZARDOUS |
| Organic waste, other than that listed above                | 1,80       | R13          | NON HAZARDOUS |
| Organic waste, other than that listed above                | 1,25       | D15          | NON HAZARDOUS |
| Plastic waste                                              | 1135,67    | R13          | NON HAZARDOUS |
| Glass                                                      | 0,33       | R13          | NON HAZARDOUS |

UPCO ITALY

Weight of waste generated in tonnes with the relevant destination and hazardousness

| Waste description                                                                                 | Weight (tonne) | Destination | Hazardousness |
|---------------------------------------------------------------------------------------------------|----------------|-------------|---------------|
| Aqueous washing solutions and mother liquors                                                      | 67,01          | R13         | HAZARDOUS     |
| Aqueous washing solutions and mother liquors                                                      | 8,28           | D15         | HAZARDOUS     |
| Packaging containing residues of hazardous substances or residues contaminated by such substances | 10,89          | R13         | HAZARDOUS     |
| Plastic waste                                                                                     | 209            | R3          | NON-HAZARDOUS |
| Plastic waste                                                                                     | 36,84          | R13         | NON-HAZARDOUS |
| Mixed material packaging                                                                          | 2,50           | R12         | NON-HAZARDOUS |
| Absorbent items, filter materials, rags and protective clothing, other than those listed above    | 4,24           | R13         | NON-HAZARDOUS |

COVEME ENGINEERED FILMS ZHANGJIAGANG

Weight of waste generated in tonnes with its destination and hazardousness

| Waste description                                                | Quantity | Destination | Hazardousness |
|------------------------------------------------------------------|----------|-------------|---------------|
| Organic solvents                                                 | 33,00    | D10         | HAZARDOUS     |
| Absorbent items, filter materials, rags, and protective clothing | 3,40     | D10         | HAZARDOUS     |
| Packaging materials (25L)                                        | 0,42     | R15         | HAZARDOUS     |
| Packaging films                                                  | 3,77     | R3          | NON-HAZARDOUS |
| Paper packaging                                                  | 32,48    | R3          | NON-HAZARDOUS |
| Cardboard                                                        | 1        | R3          | NON-HAZARDOUS |
| Adhesive packaging films                                         | 4,35     | R3          | NON-HAZARDOUS |
| Discarded pallets                                                | 6,89     | R3          | NON-HAZARDOUS |
| Plastic containers                                               | 0,02     | R3          | NON-HAZARDOUS |
| Plastic packaging                                                | 103      | R3          | NON-HAZARDOUS |

UPCO GERMAN BRANCH

Weight of waste generated in tonnes with the relevant destination and hazardousness

| Waste description     | Quantity | Destination | Hazardousness |
|-----------------------|----------|-------------|---------------|
| Other waste           | 0,62     | R1          | NON-HAZARDOUS |
| Organic waste         | 0,06     | R3          | NON-HAZARDOUS |
| Paper waste           | 0,91     | R3          | NON-HAZARDOUS |
| Carton waste          | 1,19     | R3          | NON-HAZARDOUS |
| Mixed light packaging | 0,18     | R3          | NON-HAZARDOUS |

# METHODOLOGICAL NOTE

[GRI 2-2, 2-3, 2-4, 2-5]

COVEME S.p.A. takes responsibility for its business and is aware that all processes and activities can impact sustainable development.

To demonstrate its commitment to a sustainable development plan and to make information available to all stakeholders in a clear and transparent manner, the company is publishing its third sustainability report.

The Sustainability Report is prepared in accordance with the “Global Reporting Initiative Sustainability Reporting Standards” defined by the GRI - Global Reporting Initiative, which are currently the most widespread and internationally recognised standard for non-financial reporting, in compliance with the 2021 GRI Standards.

At the same time, the Coveme Group is guided by the SDGs (Sustainable Development Goals) action programme, the 17 sustainable development objectives, signed in 2015 by the governments of the 193 UN member countries. In this way, the company has been able to identify significant impacts on the economy, the environment and society and communicate with all stakeholders according to globally recognised standards.

The reporting period is 2024. Following the update to the data collection and aggregation methodology, appropriate notes have been included in the document to justify any trends or revisions to the data entered for 2023.

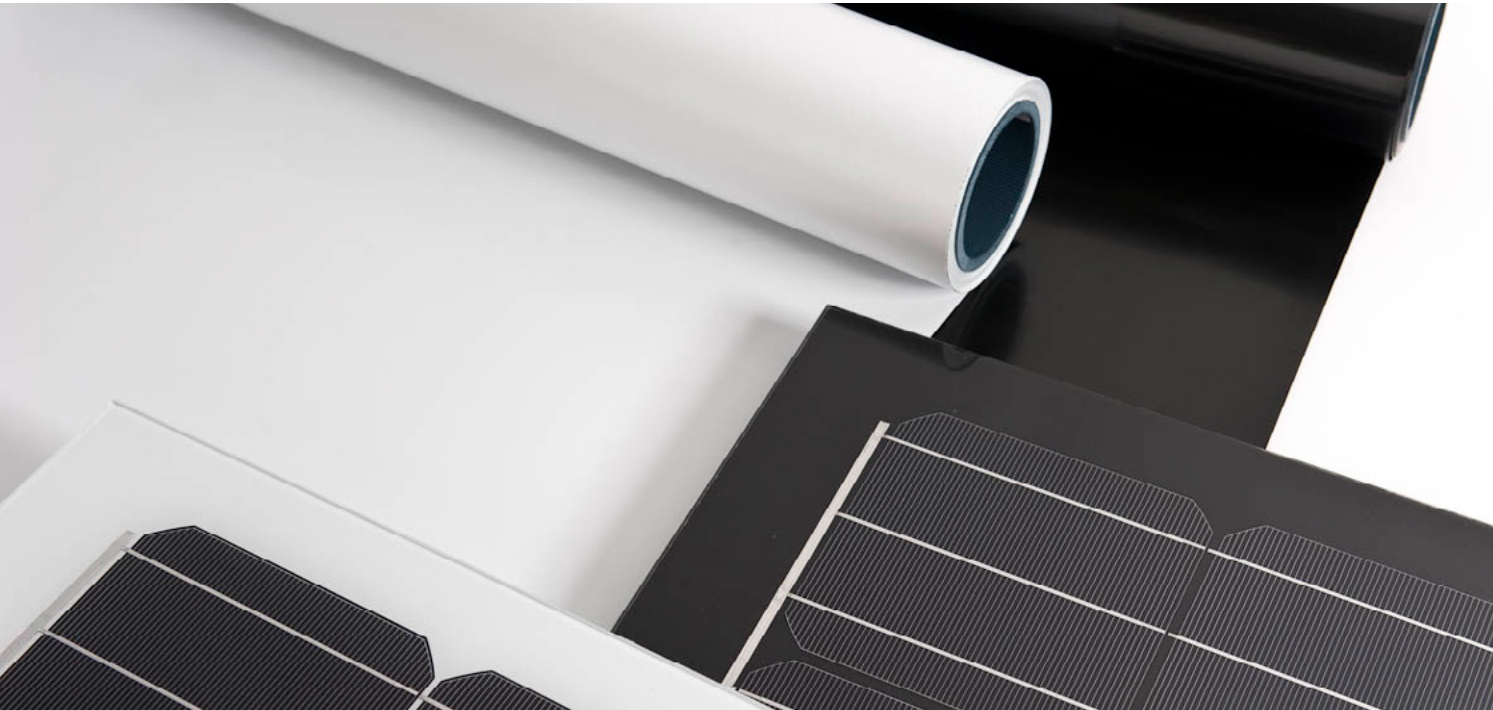
The sustainability report will be updated annually, with the aim of providing accurate and up-to-date information on the company’s sustainability performance. The document will not be subject to external evaluation.

The reporting scope includes all plants belonging to the Coveme Group. The Group has its headquarters in Gorizia, with production activities distributed between two sites: Gorizia (Italy) and Zhangjiagang (China). The Group also includes Upco, a company specialising in coatings and finishes, with headquarters in Gorizia and with a research centre in Germany.

The incorporation of Serf into Coveme Italia was completed in 2024. Consequently, whilst Serf data was reported separately for 2022 and 2023, starting in 2024, this data has been integrated and consolidated within Coveme Italia. Therefore, any changes in trends compared with previous years may also be affected by this change in the reporting scope.

The preparation of this document is a process that required the involvement of various corporate departments and management teams in the following phases:

- **Description of Significant Projects and Initiatives:** Once the material topics have been identified, the corporate departments must provide a detailed description of the projects and initiatives undertaken to address these topics.
- **Data Collection, Analysis and Consolidation:** Corporate departments collect data relating to sustainability topics and analyse it to ensure its accuracy and completeness. This data collection process may be supported by specially created data collection forms and corporate information systems.
- **Verification and Validation of Information:** Before information is included in the SustainabilityReport, a verification and validation process is required. Each company department or division is responsible for ensuring that the data and information relating to their area of expertise are accurate.



Backsheet for the protection of solar panels

Lastly, with the exception of Coveme America, the entities included in the sustainability reporting scope coincide with those considered in the financial reporting.

Coveme America was not included because, at the reporting date, its level of activity was not significant in terms of the Group’s overall economic, environmental, and social impact.

For further details on objectives, indicators, and results achieved, or to comment on this document, please send a request to: [info@coveme.com](mailto:info@coveme.com).

This document was published on: 29/07/2025.

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# GRI TABLE

**Declaration of Use**  
COVEME S.p.A. has reported the information cited in this GRI Content Index for the period from 1 January 2024 to 31 December 2024, with reference to the GRI Standards.  
**GRI 1 used**  
GRI 1 - Core Principles - 2021 Version

| GRI STANDARD                    | DISCLOSURE                                                               | LOCATION                                                                           |
|---------------------------------|--------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| GRI 2: General Disclosures 2021 | 2-1 Organisational Details                                               | 1.1 - Company Identity - Our Story - Our Mission                                   |
|                                 |                                                                          | 1.2 - Our Business                                                                 |
| GRI 2: General Disclosures 2021 | 2-2 Entities included in the organisation’s sustainability reporting     | 1.1 - Company Identity – Group Organisational Structure 2024                       |
|                                 |                                                                          | Methodological Note                                                                |
| GRI 2: General Disclosures 2021 | 2-3 Reporting period, frequency and point of contact                     | Methodological Note                                                                |
| GRI 2: General Disclosures 2021 | 2-4 Review of Information                                                | Methodological Note                                                                |
| GRI 2: General Disclosures 2021 | 2-5 External assurance                                                   | Methodological Note                                                                |
| GRI 2: General Disclosures 2021 | 2-6 Activities, Value Chain and Other Business Relationships             | 1.2 - Our Business - Our Products and Brands - Our Markets and Production Networks |
| GRI 2: General Disclosures 2021 | 2-7 Employees                                                            | 3.1 - Coveme’s People                                                              |
| GRI 2: General Disclosures 2021 | 2-8 Non-employee workers                                                 | 3.1 - Coveme’s People                                                              |
| GRI 2: General Disclosures 2021 | 2-9 Governance Structure and Breakdown                                   | 2.1 - Group governance                                                             |
| GRI 2: General Disclosures 2021 | 2-10 Appointment and selection of the highest governing body             | 2.1 - Group governance                                                             |
| GRI 2: General Disclosures 2021 | 2-11 Chairman of the highest governing body                              | 2.1 - Group governance                                                             |
| GRI 2: General Disclosures 2021 | 2-12 Role of the highest governing body in controlling impact management | 2.2 - Our Sustainability Journey                                                   |

|                                 |                                                                     |                                                                                            |
|---------------------------------|---------------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| GRI 2: General Disclosures 2021 | 2-13 Delegation of Impact Management Responsibilities               | 2.2 - Our Sustainability Journey                                                           |
| GRI 2: General Disclosures 2021 | 2-14 Role of the highest governing body in sustainability reporting | 2.2 - Our Sustainability Journey                                                           |
| GRI 2: General Disclosures 2021 | 2-17 Collective Knowledge of the Highest Governing Body             | 2.2 - Our Sustainability Journey                                                           |
| GRI 2: General Disclosures 2021 | 2-19 Remuneration Guidelines                                        | 3.1 - Coveme’s People                                                                      |
| GRI 2: General Disclosures 2021 | 2-20 Procedure for Determining Remuneration                         | 3.1 - Coveme’s People                                                                      |
| GRI 2: General Disclosures 2021 | 2-22 Sustainable Development Strategy Statement                     | Letter to Stakeholders                                                                     |
| GRI 2: General Disclosures 2021 | 2-23 Policy Commitment                                              | 2.1 - Group Governance - Organisation, Management and Control Model - Code of Ethics       |
| GRI 2: General Disclosures 2021 | 2-24 Supplementation of Policy Commitments                          | 2.1 - Group Governance - Organisation, Management and Control Model - Code of Ethics       |
| GRI 2: General Disclosures 2021 | 2-25 Negative Impact Mitigation Processes                           | 2.3 - Materiality Analysis - Identified Topics                                             |
| GRI 2: General Disclosures 2021 | 2-26 Mechanisms for requesting clarifications and raising concerns  | 3.3 - Occupational Health and Safety - Hazard Identification and Risk Assessment Processes |
| GRI 2: General Disclosures 2021 | 2-27 Compliance with Laws and Regulations                           | 2.1 - Group Governance - Organisation, Management and Control Model                        |
| GRI 2: General Disclosures 2021 | 2-28 Membership of Associations                                     | 3.5- Care and Support for Society                                                          |
| GRI 2: General Disclosures 2021 | 2-29 Approach to Stakeholder Involvement                            | 2.3 - Materiality Analysis - Stakeholders                                                  |
| GRI 2: General Disclosures 2021 | 2-30 Collective Bargaining Agreements                               | 3.2 - Employee Well-Being                                                                  |
| GRI 3: Material Topics 2021     | 3-1 Process for Determining Material Topics                         | 2.3 - Materiality Analysis                                                                 |

| ECONOMIC VALUE GENERATED AND DISTRIBUTED |                                                         |                                                           |
|------------------------------------------|---------------------------------------------------------|-----------------------------------------------------------|
| GRI STANDARD                             | DISCLOSURE                                              | LOCATION                                                  |
| GRI 201: Economic Performance 2016       | 201-1 Economic Value Directly Generated and Distributed | 1.3 - Creation and Distribution of Value for Stakeholders |

| ANTI-CORRUPTION                        |                                                         |                                                                     |
|----------------------------------------|---------------------------------------------------------|---------------------------------------------------------------------|
| GRI STANDARD                           | DISCLOSURE                                              | LOCATION                                                            |
| GRI 3 - Material Topics - 2021 Version | 3-3 Material Topics Management                          | 2.1 - Group Governance - Organisation, Management and Control Model |
| GRI 205: Anti-Corruption 2016          | 205-3 Confirmed Corruption Incidents and Measures Taken | 2.1 - Group governance                                              |

| MATERIALS                              |                                           |                 |
|----------------------------------------|-------------------------------------------|-----------------|
| GRI STANDARD                           | DISCLOSURE                                | LOCATION        |
| GRI 3 - Material Topics - 2021 Version | 3-3 Material Topics Management            | 4.2 - Materials |
| GRI 301: Materials 2016                | 301- 1 Materials Used by Weight or Volume | 4.2 - Materials |

| ENERGY                                |                                                  |                            |
|---------------------------------------|--------------------------------------------------|----------------------------|
| GRI STANDARD                          | DISCLOSURE                                       | LOCATION                   |
| GRI 3 - Material Topics– 2021 Version | 3-3 Material Topics Management                   | 4.3 - Energy and Emissions |
| GRI 302: Energy 2016                  | 302-1 Energy Consumption within the Organisation | 4.3 - Energy and Emissions |
| GRI 302: Energy 2016                  | 302-3 Energy Intensity                           | 4.3 - Energy and Emissions |

| WATER AND TRIBUTARIES                  |                                                    |                         |
|----------------------------------------|----------------------------------------------------|-------------------------|
| GRI STANDARD                           | DISCLOSURE                                         | LOCATION                |
| GRI 3 - Material Topics - 2021 Version | 3-3 Material Topics Management                     | 4.4 - Water Consumption |
| GRI 303: Water and Tributaries 2018    | 303-1 Interactions with Water as a Shared Resource | 4.4 - Water Consumption |
| GRI 303: Water and Tributaries 2018    | 303-2 Water Discharge-Related Impacts Management   | 4.4 - Water Consumption |
| GRI 303: Water and Tributaries 2018    | 303-3 Water Uptake                                 | 4.4 - Water Consumption |
| GRI 303: Water and Tributaries 2018    | 303-4 Water Discharge                              | 4.4 - Water Consumption |
| GRI 303: Water and Tributaries 2018    | 303-5 Water Consumption                            | 4.4 - Water Consumption |

| EMISSIONS                             |                                                                                    |                            |
|---------------------------------------|------------------------------------------------------------------------------------|----------------------------|
| GRI STANDARD                          | DISCLOSURE                                                                         | LOCATION                   |
| GRI 3 - Material Topics– 2021 Version | 3-3 Material Topics Management                                                     | 4.3 - Energy and Emissions |
| GRI 305: Emissions 2016               | 305-1 Direct Greenhouse Gas (GHG) Emissions (Scope 1)                              | 4.3 - Energy and Emissions |
| GRI 305: Emissions 2016               | 305-2 Indirect Greenhouse Gas (GHG) Emissions (Scope 2)                            | 4.3 - Energy and Emissions |
| GRI 305: Emissions 2016               | 305-7 Nitrogen Oxides (NOx), Sulphur Oxides (SOx) and Other Relevant Air Emissions | 4.3 - Energy and Emissions |

WASTE

| GRI STANDARD                           | DISCLOSURE                                                   | LOCATION               |
|----------------------------------------|--------------------------------------------------------------|------------------------|
| GRI 3 - Material Topics - 2021 Version | 3-3 Material Topics Management                               | 4.5 - Waste Management |
| GRI 306: Waste 2020                    | 306-1 Waste Generation and Significant Waste-Related Impacts | 4.5 - Waste Management |
| GRI 306: Waste 2020                    | 306-2 Significant Waste-Related Impacts Management           | 4.5 - Waste Management |
| GRI 306: Waste 2020                    | 306-3 Waste Generated                                        | 4.5 - Waste Management |
| GRI 306: Waste 2020                    | 306-4 Waste not sent to Landfill                             | 4.5 - Waste Management |
| GRI 306: Waste 2020                    | 306-5 Waste sent to Landfill                                 | 4.5 - Waste Management |

THE SUPPLY CHAIN

| GRI STANDARD                           | DISCLOSURE                                         | LOCATION                      |
|----------------------------------------|----------------------------------------------------|-------------------------------|
| GRI 3 - Material Topics - 2021 Version | 3-3 Material Topics Management                     | 2.5 - Supply Chain Management |
| GRI 204: Procurement Practices 2016    | 204- 1 Proportion of Spending with Local Suppliers | 2.5 - Supply Chain Management |

EMPLOYMENT

| GRI STANDARD             | DISCLOSURE                                                                                         | LOCATION                  |
|--------------------------|----------------------------------------------------------------------------------------------------|---------------------------|
| GRI 401: Employment 2016 | 401- 1 Hiring of New Employees and Employee Turnover                                               | 3.1 - Coveme’s People     |
| GRI 401: Employment 2016 | 401-2 Benefits for full-time employees that are not available for temporary or part-time employees | 3.2 - Employee Well-Being |
| GRI 401: Employment 2016 | 401-3 Parental Leave                                                                               | 3.1 - Coveme’s People     |

OCCUPATIONAL HEALTH AND SAFETY

| GRI STANDARD                                 | DISCLOSURE                                                                                                           | LOCATION                                                                                                                                     |
|----------------------------------------------|----------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 3 - Material Topics - 2021 Version       | 3-3 Material Topics Management                                                                                       | 3.3 - Occupational Health and Safety - Impact Assessment - Impact Management at Italian Plants - Impact Management at the Zhangjiagang Plant |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational Health and Safety Management System                                                               | 3.3 - Occupational Health and Safety - Health and Safety Management                                                                          |
| GRI 403: Occupational Health and Safety 2018 | 403-2 Hazard Identification, Risk Assessment and Incident Investigation                                              | 3.3 - Occupational Health and Safety - Hazard Identification and Risk Assessment Processes                                                   |
| GRI 403: Occupational Health and Safety 2018 | 403-3 Occupational Health Services                                                                                   | 3.3 - Occupational Health and Safety - Health Monitoring and Health Promotion                                                                |
| GRI 403: Occupational Health and Safety 2018 | 403-4 Worker participation and consultation on occupational health and safety programmes and related communication   | 3.3 - Occupational Health and Safety - Employee involvement in health and safety issues                                                      |
| GRI 403: Occupational Health and Safety 2018 | 403-5 Occupational Health and Safety Employee Training                                                               | 3.3 - Occupational Health and Safety - Employee involvement in health and safety issues                                                      |
| GRI 403: Occupational Health and Safety 2018 | 403-6 Occupational Health Promotion                                                                                  | 3.3 - Occupational Health and Safety - Employee involvement in health and safety issues                                                      |
| GRI 403: Occupational Health and Safety 2018 | 403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relationships | 3.3 - Occupational Health and Safety - Employee involvement in health and safety issues                                                      |
| GRI 403: Occupational Health and Safety 2018 | 403-9 Workplace Accidents                                                                                            | 3.3 - Occupational Health and Safety - Employee involvement in health and safety issues                                                      |
| GRI 403: Occupational Health and Safety 2018 | 403-10                                                                                                               | 3.3 - Occupational Health and Safety - Employee involvement in health and safety issues                                                      |

TRAINING

| GRI STANDARD                           | DISCLOSURE                                          | LOCATION                                                                                  |
|----------------------------------------|-----------------------------------------------------|-------------------------------------------------------------------------------------------|
| GRI 3 - Material Topics - 2021 Version | 3-3 Material Topics Management                      | 3.4 - Professional Training of Employees                                                  |
| GRI 404: Training and Coaching 2016    | 404-1 Average number of training hours per employee | 3.4 - Professional Training of Employees                                                  |
| GRI 404: Training and Coaching 2016    | 404-3                                               | 3.4 -Professional Training of Employees<br>- Monitoring and assessment of acquired skills |

DIVERSITY AND EQUAL OPPORTUNITIES

| GRI STANDARD                                    | DISCLOSURE                                                    | LOCATION                  |
|-------------------------------------------------|---------------------------------------------------------------|---------------------------|
| GRI 405: Diversity and Equal Opportunities 2016 | 405-1 Diversity within Governing Bodies and Amongst Employees | 3.1 - Coveme Group People |

NON-DISCRIMINATION

| GRI STANDARD                     | DISCLOSURE                                                     | LOCATION                                                                                              |
|----------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|
| GRI 406: Non-Discrimination 2016 | 406-1 Episodes of discrimination and corrective measures taken | 2.1 - Group governance - Integrity and ethics in running the company<br><br>3.2 - Employee well-being |

CUSTOMER HEALTH AND SAFETY

| GRI STANDARD                        | DISCLOSURE                                                                                                | LOCATION           |
|-------------------------------------|-----------------------------------------------------------------------------------------------------------|--------------------|
| GRI 416: Customer Health and Safety | GRI 416-2: Incidents of non-compliance relating to the health and safety impacts of products and services | 1.2 – Our Business |



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SUSTAINABILITY



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