

Sustainability report

Year 2024



Company overview

Energy management and GHG emissions

Material procurement and efficiency

Worker health and safety

Product quality and customer satisfaction

Responsible supply chain management

Research, development and innovation

INTRODUCTION

This document represents a voluntary non-financial reporting tool, designed to provide a comprehensive overview of WEIGHTPACK S.r.l.'s (hereinafter also "WEIGHTPACK") performance with regard to ESG topics. The objective of this first Sustainability Report is to collect and communicate the key issues related to the sustainability impacts associated with the company's activities and to illustrate how the company addresses them.

In a global context marked by increasingly complex environmental, social, and economic challenges, WEIGHTPACK firmly believes that adopting sustainable practices is not only an important responsibility, but also an opportunity to innovate and thrive in the long term. This represents the company's long-standing vision of sustainable development.

Through this document, the company aims to provide a comprehensive view of its policies, initiatives undertaken, goals achieved, and challenges faced along its sustainability journey, ranging from the management of environmental impacts to the promotion of an inclusive and safe working environment, as well as ensuring ethical, transparent, and responsible conduct.

REFERENCE STANDARDS AND FRAMEWORKS

The entire reporting process has been carried out in accordance with the voluntary European sustainability reporting standard developed by EFRAG. WEIGHTPACK has decided to prepare this report on a voluntary basis, while adhering to a structured framework for reporting environmental, social, and governance performance, with the aim of promoting transparency and comparability of information among companies.

The key performance indicators (KPIs) included in the report have been selected in compliance with the EFRAG standard, ensuring coverage of the three main ESG dimensions. In line with the principles set out in the Standard, this report enables compliance with the following objectives:

- to provide relevant information on how the organization's activities may impact people or the environment, and on how environmental and social matters have affected or may affect the company's financial position or financial performance;
- to provide information that is relevant, faithful, comparable, understandable, and verifiable.

Accordingly, this document also represents an appropriate source of information to meet the needs and expectations of the organization's lenders, business partners, and customers.

SELECTION CRITERIA

The data presented in this document refer to the fiscal period from January 1st to December 31st, 2024. Where available, comparative information relating to previous years is also included.

COMPANY OVERVIEW

“In an ever-changing global landscape, it is essential to recognise the importance of respecting those around you. [...] The world is changing rapidly, so it is essential to evolve quickly, and that means making daily improvements”

Carlo Corniani, Founder

COMPANY OVERVIEW

CORPORATE RESPONSIBILITY

Weightpack S.r.l. was founded in Goito (Mantua) in 2002 and is an Italian company specialising in the design, manufacture and maintenance of net weight filling and capping machines for liquid and granular products. The company was founded in 1976 by Carlo Corniani, who developed the world's first electronically controlled net weight filling machine.

Over time, the company has consolidated its position in the market. In 2012, the organisation expanded its international presence with the establishment of two foreign branches: Weightpack, Inc. in Virginia (USA) and Weightpack Beijing in Beijing (China) have strengthened the company's ability to serve customers globally.

MISSION

Our company's mission is to develop filling and capping machinery, accompanied by a tailor-made service. Our business is focused on ensuring quality and continuity in production. We prioritise customer satisfaction by offering innovative and efficient technologies.

VISION

The industrial packaging market is increasingly moving towards more efficient solutions that reduce waste, optimise resources and ensure production continuity. Technological evolution is driving the sector towards integrated, intelligent and customisable systems that can quickly adapt to new materials, formats and regulatory standards.

COMPANY POLICY

Weightpack's company policy, adopted in 2022, is based on three fundamental pillars: Quality, Environment and Social Responsibility. Published on the company website, it serves as a methodological reference for all corporate strategies and actions, ensuring consistency between stated values and operational practices. This framework guides the entire sustainability report, promoting an approach geared towards the continuous improvement of the organisation's social, environmental and economic performance.

COMPANY OVERVIEW

GENERAL INFORMATION

GENERAL BASIS FOR THE PREPARATION OF SUSTAINABILITY STATEMENTS

The Sustainability Report is a standalone document and refers to the company Weightpack S.r.l. (hereinafter also referred to as 'Weightpack'), located in Mantua, in Via Strada Bardelletta, identified with VAT number 01974940205. The purpose of this document is to ensure clear and transparent reporting of the company's economic, environmental, social and governance performance. It has been prepared in accordance with the principles and guidelines set out in the European Sustainability Reporting Standards (ESRS) to ensure that information is structured, comparable and transparent for all stakeholders. The document covers operations relating to the 2024 calendar year, including, where available and relevant, data relating to the 2023 year to support a broader and comparative analysis of company dynamics.

DISCLOSURE IN RELATION TO SPECIFIC CIRCUMSTANCES

The report complies with section 6.4 of ESRS 1 with regard to the definition of short, medium and long periods. The metrics used are based on direct sources only, rather than proxies or indirect sources. There are no sources of estimation or uncertainties to report. In comparison with the previous year, the main change is the adoption of ESRS accounting standards in place of GRI. No material errors have been identified in previous periods. Furthermore, no option has been exercised to omit information required by ESRS E4, S1, S2, S3 or S4, and the entire financial statements have been prepared in accordance with ESRS principles.

ROLE OF THE ADMINISTRATIVE, MANAGEMENT AND CONTROL BODIES

Weightpack's governance is led by a Board of Directors composed of five male members. The Board is responsible for defining strategic guidelines and supervising management. An internal management committee, comprising ten department heads (90% male, 10% female), provides support for the decision-making process. Although there are no bodies formally dedicated to ESG management, the coordination of sustainability activities is entrusted to the Quality department, which collaborates with all company functions to collect and manage the data necessary for reporting.

COMPANY OVERVIEW

GENERAL INFORMATION

INFORMATION PROVIDED AND SUSTAINABILITY ISSUES ADDRESSED BY THE ADMINISTRATIVE, MANAGEMENT AND CONTROL BODIES

Weightpack recognises the growing importance of ESG issues and entrusts the Board of Directors with the strategic assessment of the related impacts, risks and opportunities that emerged from the double materiality analysis. The Quality department is responsible for coordinating the sustainability process, facilitating the collection and sharing of information between company departments. Although there is no formalised ESG committee, the company adopts a cross-functional approach, with the aim of progressively integrating environmental, social and governance issues into its strategy and decision-making processes.

INTEGRATION OF SUSTAINABILITY-RELATED PERFORMANCE INTO INCENTIVE SYSTEMS

Weightpack does not currently have any incentive systems linked to the achievement of ESG objectives. Before introducing an MBO model, it will be necessary to define clear, relevant and measurable KPIs in line with the company's strategic objectives.

DUE DILIGENCE STATEMENT

Weightpack recognises the importance of ESG due diligence as a tool for identifying, preventing and managing the negative impacts of its activities, both internally and along the value chain. In response to the growing attention from stakeholders and the market, the company intends to integrate this process into its future strategies, ensuring structured monitoring of the environmental and social impacts associated with the entire supply chain.



COMPANY OVERVIEW

GENERAL INFORMATION

RISK MANAGEMENT AND INTERNAL CONTROLS ON SUSTAINABILITY REPORTING

Weightpack has implemented a structured approach to managing risks related to sustainability reporting, with the aim of ensuring a complete and reliable report that complies with ESRS standards. The company has enlisted the support of an ESG consulting firm to ensure methodological consistency and data accuracy, while promoting cross-functional collaboration to ensure traceability and timeliness of information.

STRATEGY, BUSINESS MODEL AND VALUE CHAIN

Weightpack specialises in the design and manufacture of automatic primary packaging machines, with a particular focus on high-precision net weight filling machines. The solutions offered are highly customisable and aim to ensure efficiency, reliability and waste reduction. The offering also includes a comprehensive after-sales service covering maintenance, technical support, upgrades and repairs. The company operates on a global scale in a variety of sectors, including food, cosmetics, pharmaceuticals and chemicals, thanks to a network of over 720 machines installed and supported by two international branches (USA and China). In 2024, Weightpack employed 96 people. The value chain commences with a network of predominantly Italian suppliers, is founded on the internal experience and expertise of its employees, and culminates in international customers operating in sectors where quality and safety are paramount. Among the stated ESG objectives, the company has identified ISO 45001 certification for occupational health and safety as a key target for 2025.

STAKEHOLDER INTERESTS AND PERSPECTIVES - GENERAL ASPECTS

In 2024, Weightpack strengthened its dialogue with its stakeholders, promoting transparent and participatory communication. An internal questionnaire was circulated for the purpose of gathering feedback on the working environment, valuing employee contributions and identifying areas for improvement. Externally, relationships with stakeholders such as customers and suppliers are based on solid commercial relationships, which are central to the company's competitiveness and reputation. Furthermore, as part of the double materiality analysis, an ESG questionnaire was circulated to both internal and external stakeholders. The aim of this initiative was to map priorities and perceptions on the main economic, social and environmental impacts.








COMPANY OVERVIEW

GENERAL INFORMATION

MATERIAL IMPACTS, RISKS, OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

In 2024, Weightpack conducted a double materiality analysis to identify the most relevant ESG issues, assessing them both for their environmental, social and governance impact ("inside-out") and for their financial implications for the company ("outside-in").

The analysis revealed the following issues, which are doubly relevant, linked to ESRs standards and Sustainable Development Goals (SDGs):

ISSUE	RELATED ESRs PRINCIPLES	RELATED SDGs
Responsible energy consumption and supply	E1-2; E1-4; E1-5; E1-9	
Materials procurement and efficiency	E5-1; E5-2; E5-3; E5-5	
GHG emissions	E1-1; E1-2; E1-3; E1-4; E1-5; E1-6; E1-7; E1-8; E1-9	
Employee health and safety	S1-14	
Product quality and customer satisfaction	S4	
Responsible supply chain management	G1-2; G1-6	
Research, development and innovation	MDR	

COMPANY OVERVIEW

GENERAL INFORMATION

DESCRIPTION OF THE PROCESS FOR IDENTIFYING AND ASSESSING MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

In 2024, Weightpack conducted a double materiality analysis to identify and prioritise the ESG issues most relevant to the company and its stakeholders, in accordance with ESRS 1 standards and EFRAG IG 1 guidelines.

The analysis took into consideration two perspectives:

- Inside-out (impact materiality): an assessment of the effects that the company's activities have on the environment, society and governance.
- Outside-in (financial materiality): the analysis of how ESG issues can affect the company's economic and financial performance in the short, medium and long term.

The methodology involved:

- The identification of potentially relevant issues by cross-referencing regulatory sources (e.g. SASB), sector benchmarks and company specifics.
- The process of activating stakeholder engagement is to be achieved through the administration of questionnaires to both internal (Board of Directors, senior management, employees) and external (customers, suppliers, public bodies, credit institutions, local communities) parties.
- The assignment of scores from 1 to 5 to each issue based on magnitude and probability, both in terms of impact and financial implications.

The assessments were weighted according to the strategic importance of each stakeholder category. The result was a mapping of ESG priorities for the organisation, which proved useful for guiding strategies, investments and reporting. The final identification of issues that are doubly relevant, i.e. relevant in terms of both impact and financial risk/opportunity, was also a key success.

ENERGY MANAGEMENT & GHG EMISSIONS



MATERIAL IMPACTS, RISKS, OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

Weightpack attaches increasing value to the integration of ESG objectives into incentive systems, while currently maintaining a primary focus on economic and production criteria. The company has initiated the implementation of sustainability-oriented parameters, including waste reduction and enhanced safety measures within the supply chain. Although a climate resilience analysis has not yet been formalised, management recognises the importance of addressing climate change risks and plans to include them in future incentive systems to encourage sustainability- and adaptation-oriented behaviours and solutions.

DESCRIPTION OF PROCESSES FOR IDENTIFYING & ASSESSING CLIMATE-RELATED IMPACTS, RISKS AND OPPORTUNITIES

Weightpack is aware of the climate impact generated by its production processes and is committed to closely monitoring greenhouse gas (GHG) emissions and energy consumption throughout the life cycle of its machines. The company adopts technical solutions geared towards efficiency and sustainability right from the design stage. Although it has not yet formalised a structured analysis of climate risks and opportunities, it recognises the importance of integrating these aspects into future strategies, focusing on technologies with low environmental impact and the use of renewable sources.

ENERGY MANAGEMENT & GHG EMISSIONS

POLICIES RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION

Weightpack's environmental policy, in accordance with ISO 14001:2015 and ISO 14064-1:2019 standards, promotes the integration of sustainable development into business processes, with the aim of reducing GHG emissions through renewable sources, energy efficiency and decarbonisation. This policy applies to the entire organisation without exception, with responsibility for implementation and improvement lying with the Management.

It involves both internal and external stakeholders in the generation of shared value, and is communicated transparently via the company website and notices posted at the headquarters, reinforcing the culture of sustainability.

ACTIONS AND RESOURCES RELATED TO CLIMATE CHANGE POLICIES

Weightpack has planned a series of measures with a view to reducing its environmental impact, with a particular focus on energy efficiency and decarbonisation. These measures include the completion of LED relamping, the replacement of the vehicle fleet with electric cars (BEVs), measures relating to compressed air (repairs and pressure optimisation), and the scheduled switching off of lights and equipment during periods of inactivity. These initiatives, supported by estimates of investments, operating costs and CO₂ reductions, demonstrate a concrete and structured approach to sustainability and climate change adaptation.

ENERGY MANAGEMENT & GHG EMISSIONS

CLIMATE CHANGE MITIGATION AND ADAPTATION OBJECTIVES

Weightpack has embarked on a structured process to monitor and reduce its greenhouse gas emissions, with the aim of setting a formal reduction target by 2030. The activity is based on the UNI EN ISO 14064-1:2019 and GHG Protocol standards and currently covers Scope 1 and Scope 2 emissions, with both location-based and market-based analyses. The measurement of Scope 3 emissions, linked to the value chain, will be developed at a later stage to expand the scope of the emissions inventory.

GREENHOUSE GAS (GHG) EMISSIONS

Market-based calculation method

GHG Protocol Categories Total [tCO ₂ eq]	BASELINE		
	2022	2023	2024
Scope 1	119,66	128,38	144,17
Scope 2	92,19	106,92	107,56
Total Scope 1 + 2	211,84	235,30	251,73
Direct emissions from biomass	0,00	0,00	0,31

Location-based calculation method

GHG Protocol Categories Total [tCO ₂ eq]	BASELINE		
	2022	2023	2024
Scope 1	119,66	128,38	144,17
Scope 2	55,13	47,80	48,08
Total Scope 1 + 2	174,79	176,18	192,25
Direct emissions from biomass	0,00	0,00	0,31

Weightpack has defined a greenhouse gas (GHG) emissions inventory according to the "Operational Control" approach, including Scope 1 (direct) and Scope 2 (from imported energy) emissions. These have been assessed using both Location Based and Market Based methodologies. The integration of Scope 3 will be scheduled at a later date, contingent on the outcome of a technical analysis. 2022 has been designated as the baseline year for calculating climate performance and for the future definition of the 2030 reduction target. The alignment between the inventory and the targets will be achieved in accordance with methodological consistency, using standard metrics and an evidence-based approach.

ENERGY MANAGEMENT & GHG EMISSIONS

ENERGY CONSUMPTION AND MIX

Weightpack's approach to managing its energy consumption is rigorous, with the aim of ensuring accurate control over the energy sources used, monitoring their evolution over time, and preparing the information basis for the implementation of efficiency and decarbonisation policies.

The company carries out a complete periodic census of the energy carriers used at the plants under its direct operational control, thus establishing the baseline reference for future planning, which is shown in the table below:

Category	Vector	U.M.	2023	2024
Fuels from non-renewable sources	Natural gas	Sm ³	39.770	43.618
	Diesel	LITRES	18.590	18.667
	Petrol	LITRES	843	4.265
Fuels from renewable sources	HVO Diesel	Sm ³	0,00	129,00
Imported energy	Electricity	kWh	213.064	214.871
Internal production from renewable sources	Electricity produced	kWh	45.636	46.890
Energy sold	Electricity sold	kWh	5.887	6.637

MATERIAL PROCUREMENT AND EFFICIENCY

DESCRIPTION OF PROCESSES TO IDENTIFY AND ASSESS THE USE OF MATERIAL RESOURCES AND THE IMPACTS, RISKS AND OPPORTUNITIES RELATED TO THE CIRCULAR ECONOMY

Weightpack employs a systematic and coordinated approach to evaluate and oversee the environmental, social and economic ramifications across the entire value chain. The double materiality analysis is supported by sector benchmarks, consultations with internal and external stakeholders, and assessment tools based on impact magnitude and probability.

The key business areas involved in the transition to a circular economy model are Research & Development, Product Engineering and After-Sales, which focus on eco-design, reparability and extending the useful life of machines. The use of recyclable materials, waste reduction and packaging reuse are all evidence of the company's commitment to minimising its environmental impact.

Failure to prioritise sustainability would incur reputational, regulatory and financial risks, as well as a more significant environmental impact. However, adopting circular solutions can offer a range of benefits, including enhanced competitiveness, cost savings and environmental advantages. It is important to note that this transition may initially present challenges related to costs, organisational complexity and regulatory adjustments.

An analysis of the critical stages of the value chain has identified the main impacts on procurement, production, logistics, use and end-of-life of products. This offers Weightpack the opportunity to intervene with targeted strategies to strengthen the resilience of its business model and align itself with growing ESG expectations.

MATERIAL PROCUREMENT AND EFFICIENCY

POLICIES RELATING TO RESOURCE USE AND THE CIRCULAR ECONOMY

Weightpack does not currently have a separate environmental policy dedicated to the circular economy and resource management, but these aspects are referred to in general terms in the 2022 Company Policy and the Code of Ethics in force since 2024. The latter recognises the importance of responsible use of resources and the circular economy. The company is considering developing these guidelines into a more structured document that defines specific objectives, responsibilities and commitments in line with its sustainability strategy.

ACTIONS AND RESOURCES RELATED TO RESOURCE USE AND THE CIRCULAR ECONOMY

In 2024, Weightpack launched initiatives for the recycling and reuse of packaging and wooden pallets, with the aim of reducing waste and optimising the use of resources. It is anticipated that these activities will continue and consolidate in 2025, in line with a circular economy approach. While specific data on dedicated investments is not yet available, the company confirms its commitment to allocate adequate resources. These actions are part of a process of continuous improvement, consistent with the company's established environmental practices.



RESOURCE USE AND CIRCULAR ECONOMY TARGETS

Weightpack is currently conducting an in-depth analysis to integrate strategies for sustainable resource use and the circular economy, but has not yet defined specific objectives due to operational and structural complexities. The company adopts a pragmatic, long-term approach, constantly monitoring regulations and technological innovations. We are pleased to inform you that tools are currently being developed to measure the effectiveness of the actions taken, assess impacts and seize opportunities. Although no specific timeframe has yet been set for formalising the objectives, Weightpack intends to do so once the current analysis phase has been completed.

MATERIAL PROCUREMENT AND EFFICIENCY

RESOURCE OUTFLOWS

Weightpack is a trusted manufacturer of net weight filling and capping machinery, serving key sectors such as food, chemicals, pharmaceuticals and personal care. The solutions are compatible with glass, can, PET and HDPE containers. They are designed to handle sensitive, flammable or corrosive products. The machinery is constructed from conductive materials and durable protective coatings, often equipped with fume extraction systems to ensure safety and durability. The offering is complemented by maintenance, support and spare parts services to support the entire product life cycle.

Product group	Expected durability company products	Market/Sector average durability	% product repair rates	% product recycling rates	% product packaging recycling rates
Filling and capping machinery	20 anni	20 anni	100	99	99

In order to estimate the quantity of resources used, Weightpack refers to the mass specifications reported in the technical drawings. An aggregate calculation of mass and volume is then performed with the aid of PDM (Product Data Management) software. This procedure provides an integrated view of the characteristics and quantity of materials coming out of the production processes.

In 2024, Weightpack generated a total of 23,711 kg of non-hazardous waste, primarily comprising metal scrap, plastics, electronic components and packaging materials. No hazardous waste was recorded. The entire quantity was sent for disposal, without recycling or recovery, with the exception of 1,150 kg in stock intended for recovery. Monitoring was carried out through the MUD Environmental Communication, with data supplemented by information from disposal partners. The company is committed to improving the management of waste streams, especially those critical to the sector, with a view to sustainability and circularity.

WORKER HEALTH AND SAFETY

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

In accordance with the ESRS S1 standard, Weightpack recognises the health and safety of employees as a matter of dual importance, assessed from both a direct employee-impact perspective (inside-out) and in terms of its economic and reputational implications (outside-in). The company has adopted an integrated safety management system that includes qualified personnel, continuous training and the promotion of a culture of prevention. This approach not only reduces risks and potential legal costs, but also creates value by strengthening the company's image and improving its ability to attract and retain talent in a competitive market.

PROCESSES FOR INVOLVING ITS WORKERS AND WORKER REPRESENTATIVES IN IMPACTS

Weightpack has adopted a specific document called 'Management of context, risks and stakeholders' to ensure effective management of occupational health and safety issues. This document systematically analyses potential business impacts and risks, including, among others, those related to the protection of workers' health and safety. It also identifies the control measures planned and implemented, with the aim of monitoring their effectiveness and supporting the definition of future strategies.

POLICIES RELATING TO THE COMPANY WORKFORCE

Although Weightpack does not have a formal health and safety policy, it addresses the issue through its Company Regulations, Code of Ethics and Company Policy, which apply to the entire organisation. Management oversees their implementation, with the support of the figures required by law (Employer, RSPP, RLS, Supervisors). The approach is consistent with the ISO 9001 standard and the relevant National Collective Labour Agreement. In terms of human rights, the company is guided by national regulations and international conventions (ILO, UN), promoting inclusiveness and non-discrimination. The documents are available to the public and are updated via the website, notice board and e-mail. Furthermore, a whistleblowing channel is in place for the purpose of reporting any violations or negative impacts on human rights.

PROCESSES TO REMEDY NEGATIVE IMPACTS AND CHANNELS FOR ITS WORKFORCE TO RAISE CONCERNS

Weightpack provides its employees with various communication channels for reporting concerns and needs, including: direct dialogue with Human Resources, discussions with the RLS (Workers' Safety Representative) on safety issues, a whistleblowing system, an ethics committee and an institutional email address. We are committed to maintaining a safe and healthy work environment for all employees. To this end, we collaborate closely with the relevant parties, including the RLS, the HSE Manager, the RSPP [Responsabile dei Servizi di Prevenzione e Protezione], and the Employer, to ensure that our practices are up to standard and meet the highest safety standards. In 2024, a questionnaire on well-being was administered, and in 2025, a section dedicated to confidential channels is planned to be added to encourage the reporting of internal concerns and needs.

WORKER HEALTH AND SAFETY

TAKE MEASURES REGARDING MATERIAL IMPACTS ON ITS WORKFORCE, APPROACHES TO MANAGING RELEVANT RISKS AND PURSUING MATERIAL OPPORTUNITIES RELATED TO ITS WORKFORCE, AS WELL AS THE EFFECTIVENESS OF SUCH ACTIONS

Weightpack's strategic initiatives for 2024 included the following:

1. DESIGN OF MACHINERY AND TOOLS

A review of the Weightpack product assembly process was carried out, with a particular focus on safety issues. The aim of this review was to reduce the risk to employees and ensure the lowest possible level of danger.

2. CREATION OF NEW PEDESTRIAN WALKWAYS

Special pedestrian paths were created for employees to use. This allowed them to move around the site safely without having to wear safety footwear.

3. IMPLEMENTATION OF PROCEDURES FOR MANAGING EXTERNAL VISITORS

A specific procedure has been developed and subsequently disseminated, with the aim of ensuring maximum safety when receiving external visitors.

OBJECTIVES RELATING TO THE MANAGEMENT OF SIGNIFICANT NEGATIVE IMPACTS, THE ADVANCEMENT OF POSITIVE IMPACTS AND THE MANAGEMENT OF MATERIAL RISKS AND OPPORTUNITIES

Weightpack aims to achieve ISO 45001 certification in 2025 and to implement an internal system (company suggestion box) for collecting complaints, comments and suggestions, with a view to promoting transparent and participatory communication.

WORKER HEALTH AND SAFETY

CHARACTERISTICS OF THE COMPANY'S EMPLOYEES

The data relating to Weightpack's personnel has been processed on the basis of extracts from an internal Excel file managed by the HR department, according to the Head Count logic. All employees are bound by the National Collective Labour Agreement (CCNL) and are employed in Italy. As at December 31st, 2024, 1.04% of the workforce consisted of employee representatives. The data is aligned with the statutory financial statements and reflects the situation at the end of the financial year. For further quantitative details, please refer to the specific supporting tables.

GENDER	2024	AVERAGE NUMBER OF EMPLOYEES BY GENDER	2024	CONTRACT TYPE	2024	TURNOVER 2024	NEW HIRES	DEPARTURES
Women	15	Women	16,5	Fixed term	2	Men	6	4
Men	81	Men	80	Permanent	94	Women	0	1
Total	96			Full-time	88	% turnover (terminations/average workforce)	5,70%	
				Part-time	8			

CHARACTERISTICS OF NON-EMPLOYEES IN THE ENTERPRISE'S OWN WORKFORCE

The data presented below relates to non-employee personnel at Weightpack. This data has been extracted from the internal Excel file and represents a snapshot as at December 31st, 2024. The data is presented in Head Count. For further quantitative information on Weightpack's resources, please refer to the following table.

2024	MEN	WOMEN
External contractors	8	0
Interns	2	1
Self-employed workers	2	0
Total non-employees	12	1

WORKER HEALTH AND SAFETY

HEALTH AND SAFETY METRICS

As part of its policies, Weightpack gives absolute priority to ensuring the physical and cultural integrity of each individual, as well as to enhancing the relational dynamics of the working environment.

For more information on quantitative health and safety data, please refer to the following table.

Percentage of workers covered by a health and safety management system based on legal requirements and/or recognised standards or guidelines	100%
Number of deaths in the workforce due to occupational accidents and diseases	0
Number of fatalities in its workforce due to occupational accidents	0
Number of deaths in own workforce due to occupational health problems	0
Number of recordable accidents at work for own workforce	1
Recordable accident rate for own workforce	5,56%
Number of recordable occupational illnesses among its workforce	0
Number of days lost due to accidents at work and deaths due to accidents at work, occupational diseases and deaths due to occupational diseases	14

INCIDENTS, COMPLAINTS & SERIOUS IMPACTS ON HUMAN RIGHTS – GENERAL

As evidence of the measures already in place, in 2024 there were no serious problems relating to human rights violations or incidents of discrimination involving its workforce.

PRODUCT QUALITY AND CUSTOMER SATISFACTION

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

Product quality and safety, as well as customer well-being, are issues of dual importance for Weightpack (ESRS S4 standard), both for their direct impact on the customer experience (inside-out perspective) and for the financial implications related to risks and opportunities (outside-in perspective). The company's effective management of these aspects, through rigorous controls, audits and certified protocols, enables it to prevent complaints, disputes and reputational damage. This, in turn, helps to strengthen customer loyalty, market expansion and brand strength. Operational and metric insights will be provided in the following paragraphs.

POLICIES RELATING TO CONSUMERS AND END USERS

Weightpack adopts an integrated policy that combines quality, environment and corporate responsibility, without excluding any area of operation. Its implementation is overseen directly by senior management and adheres to the principles of the ISO 9001 standard. The company maintains a Quality Management System geared towards continuous improvement, with the aim of satisfying customers and stakeholders, monitoring risks and seizing opportunities. The policy is available to the public on the institutional website and reflects the commitment to comply with national regulations and international principles, including those promoted by the ILO and the UN.

PRODUCT QUALITY AND CUSTOMER SATISFACTION

PROCESSES FOR ENGAGING CONSUMERS AND END USERS REGARDING IMPACTS

Weightpack incorporates customer expectations into its strategic planning using a structured approach, supported by dedicated tools for managing context, risks and stakeholders. These are frequently sourced from ISO standards. Customer involvement occurs at every stage of the commercial relationship lifecycle: from the quotation phase (with support from the sales and technical departments) to project execution (managed by project managers) and after-sales support (through ticketing and spare parts management). It is standard procedure to analyse serious reports at management level. Currently, satisfaction is monitored indirectly through operational indicators, but by 2025, a specific questionnaire is expected to be launched to collect direct feedback and further improve the service offered.



PROCESSES TO REMEDY NEGATIVE IMPACTS AND CHANNELS FOR CONSUMERS AND END USERS TO RAISE CONCERNS

Weightpack employs a structured approach to prevent and manage negative impacts on the customer and end-user experience through dedicated channels (telephone, e-mail, ticketing) and an integrated report management system. Each issue is systematically recorded, tracked and addressed as a priority through the use of an identification ticket. This process ensures transparency, constant monitoring and timely intervention. The system, which has been operational since August 2024 and is currently being integrated into the ISO 9001 Management System, provides an archive for each machine produced with a history of interventions. Customer awareness is reinforced through technical training during the installation and testing phases.



PRODUCT QUALITY AND CUSTOMER SATISFACTION

ADOPTION OF MEASURES REGARDING MATERIAL IMPACTS ON CONSUMERS AND END USERS, AS WELL AS APPROACHES TO MANAGING RELEVANT RISKS AND PURSUING MATERIAL OPPORTUNITIES RELATED TO CONSUMERS AND END USERS

The above-mentioned file entitled "context management, stakeholder risks" lists the actions taken and objectives set by Weightpack for the years 2024 and 2025. For the year 2025, the Company plans to implement a questionnaire aimed at directly monitoring customer satisfaction.

DESCRIPTION OF THE METRICS USED TO ASSESS PERFORMANCE AND EFFECTIVENESS IN RELATION TO MATERIAL IMPACTS

Weightpack's ticketing system is a key tool for monitoring after-sales service performance. In 2024, reports and complaints were handled, with an analysis based on the type of problem and resolution times. This approach enables the assessment of operational effectiveness, improvement in service quality, optimisation of resource use and enhancement of customer satisfaction and trust. Consequently, it also contributes to risk management and the efficiency of the after-sales process.



RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Weightpack considers supply chain management to be a strategic pillar, integrating operational, environmental and social criteria to ensure quality, production continuity and sustainability. Since 2022, a formal procurement management procedure has been in place, governing the selection, evaluation and monitoring of suppliers based on objective criteria (e.g. certifications, punctuality, non-compliance, turnover).

Suppliers are classified as reliable, to be monitored or unreliable, with corrective actions planned for critical cases. In 2025, the following plans are in place: a cycle of audits at 11 strategic suppliers, product mapping of the supply chain and the introduction of the Supplier Code of Conduct, which will become a prerequisite for new suppliers. In the two-year period 2026-2027, audits are expected to be extended, general supply conditions defined and the Code of Conduct extended to existing suppliers, thus promoting a system based on transparency, legality and shared responsibility.

SUPPLIER RELATIONS AND IMPACTS ON THE SUPPLY CHAIN

Weightpack is committed to fostering a culture of responsible collaboration with our suppliers, underpinned by principles of transparency and shared objectives. The company's policy encourages the active involvement of the supply chain in environmental protection, promoting the use of materials certified according to eco-design principles. From a social standpoint, suppliers are obliged to respect human rights and ensure safe working conditions. In this context, the introduction of the Code of Conduct for suppliers will serve as an additional tool for formalising these commitments, extending ESG criteria throughout the value chain.

PAYMENT PRACTICES

Weightpack recognises the importance of prompt and reliable payment practices, and while we do not have a formalised payment policy, we adhere to well-established principles of punctuality and respect for deadlines. This approach is intended to ensure stability in the company's relationships with suppliers. There are no ongoing legal disputes regarding late payments.

RESEARCH, DEVELOPMENT AND INNOVATION

Weightpack considers research, development and innovation (R&D) to be a strategic lever for competitiveness and sustainability, with the aim of improving the efficiency, precision and environmental impact of its technological solutions. R&D activities, coordinated by the General Management and developed in synergy between the technical, production and commercial departments, focus on the optimisation of filling machines, digitalisation and the adoption of advanced technologies. In 2024, the company introduced:

» VOLUMETRIC FILLING

Volumetric filling systems with weight control, suitable for non-homogeneous products.

» FORMAT CHANGE IMPROVEMENT

Tool-less equipment to reduce format changeover times and improve safety.

» WEIGHTPACK NEXT

The "Weightpack Next" project, funded by the "Ricerca & Innova" call for proposals, which integrates AI, advanced automation and high-efficiency motors.

» POWDERS FILLING

Solutions for filling powders with anti-adhesive treatments.

» 3D PRINTER

3D printing projects with high-strength filaments.



The R&D management system includes periodic reviews, structured internal communications and close collaboration with customers, suppliers and technology partners. The company participates in international trade fairs and events and organises internal workshops to align innovation, production capacity and commercial objectives. This participatory approach aims to generate shared value and position Weightpack as a dynamic, sustainable and technologically advanced company.

Thanks for your attention



www.weightpack.com



+39 0376 689 255



info@weightpack.com