



Sustainability Report

2025

www.coster.com
linkedin.com/company/coster-group



about this report

methodological note

This document is Coster's ninth Sustainability Report, presenting the key highlights of the company's environmental, social, and governance performance for the year 2025, aligned with its commitment to Corporate Social Responsibility across the entire value chain.

This report has been prepared "with reference to" the 2025 consolidated edition of the Global Reporting Initiative (GRI) Standards, as included in the Annual Report dated December 31, 2025.

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

Unless otherwise indicated or required by context, the terms "Coster," "Coster Group," "Group," and "Company" refer to all entities consolidated under Coster Tecnologie Speciali S.p.A. The term "Customer," as used in this report, denotes the end user of our products or services.

For this edition, no changes have been made to the reporting scope compared to the 2024 Report, as no organisational changes occurred in 2025. The exclusions of Coster Asia Pacific Pte Ltd and RxPack S.r.l. are also confirmed, in continuity with previous reports.

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

table of contents

about this report	1
a message from the board	3
2025 sustainability highlights	4
key achievements	4
recognitions & subscriptions	6
a message from our CI&SO	8
about Coster	10
governance	12
organization	12
sustainability structure	14
sustainability strategy	16
pillars	16
materiality assessment	18
sustainability roadmap	20
products	22
overview	22
innovation	23
innovations spotlight	24
manufacturing excellence - IT focus	30
social	32
Coster's People	32
social responsibility - education first	34
environment	36
highlights	36
environmental data	38
GRI content index	40

a message from the board



Bernard MSELLATI
President and CEO



Martina SEGATTA
Vice President

Sustainability is fully embedded in our corporate vision and driven across the Group through a structured approach aligned with the GRI Standards (Core Level). Our stakeholders remain at the centre of our model, fostering long-term relationships based on trust, transparency, and the creation of shared value across the value chain.

In 2025, we achieved important milestones strengthening our governance and responsible business approach, including the Women's Business Enterprise certification, which recognises the Group's majority women-owned, managed, and controlled structure. We also continued to reinforce our compliance and ethical sourcing frameworks through the maintenance of key certifications and voluntary assessments.

Our environmental commitment remains a core pillar of our strategy. We confirmed the use of 100% renewable electricity across all Group sites and advanced new on-site renewable energy projects, further supporting our long-term decarbonisation pathway. These efforts were complemented by continued international recognition, including the EcoVadis Gold Medal and an A- score within the CDP Climate Change program, confirming our position among leading companies in our sector.

We continued to progress on circular economy and resource efficiency initiatives through long-standing global programmes and initiatives aimed at reducing environmental impact across the value chain. Innovation remains a key driver, with our R&D activities focused on materials, processes, and product development in line with evolving regulatory frameworks such as the EU PPWR, supporting the transition towards more sustainable solutions.

Our people remain at the heart of our organization. Through our global programmes dedicated to well-being, inclusion, and community engagement, we continue to foster a culture where individuals can grow, contribute, and feel part of a shared purpose.

Looking ahead, 2026 will mark the 60th anniversary of our Costertec site, our centre of excellence for fragrance applications. This milestone represents not only an important moment of pride, but also a renewed commitment to continue building the future of our industry with the same passion and dedication that has defined our history. At the same time, 2026 will also represent a landmark year for the entire sector, marking a century since the breakthrough that paved the way for modern aerosol technology—an occasion to reflect on how this innovation has adapted over time and continues to play a relevant role in an ever-evolving industrial and societal landscape.

We remain committed to growing responsibly and creating long-term value for all our stakeholders. We thank you for your continued trust and support.

2025 sustainability highlights

key achievements

58% reduction in S1 & S2 emissions vs 2021	4 targets approved in SBTi	Solar self-consumption improvement raised to 2% of total consumption
75% reduction waste to landfill vs 2022	17% reduction of water consumption vs 2022	Total PCR consumption: nearly 500 tonnes
Group Quality certification ISO 9001:2015	Women's business enterprise certification	78% ISO 14001 certification (UK added)

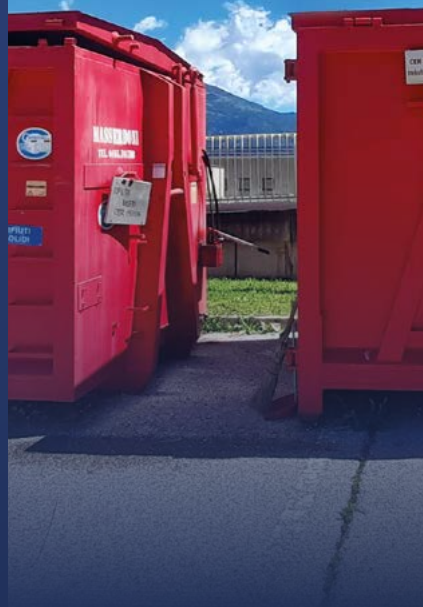
PCR conversion

A flagship spraycap project migrated with 270 tonnes of PCR resins involved annually.



Zero Waste to Landfill

Two new Group's plants (UK and B&S) gained ZWL certification and now 63 is the percentage of waste at Group level managed under ZWL standard.



The WAVE AI project

Proprietary AI platform supporting internal processes and knowledge sharing across the organization.



Leaf

Full-plastic, recyclable, ultra-light dispenser pump.



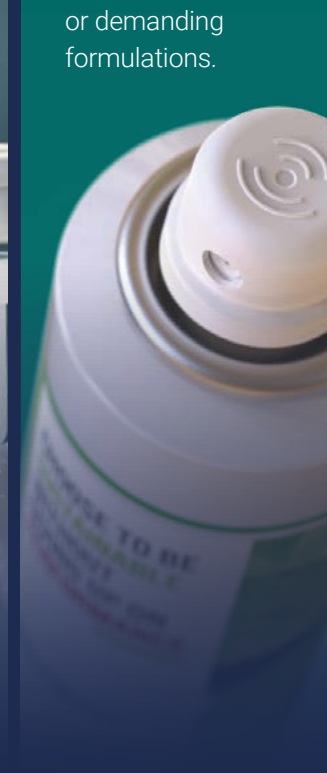
mBOV

First metered dose Bag On Valve with an integrated metering system.



CosterEco Regulator

Reliable spray performance using compressed gases, even with complex or demanding formulations.



MPO 2.0

Enhanced perfumery pump platform with improved sealing and high-temperature testing resistance.



2025 sustainability highlights

recognitions & subscriptions

During the past year, Coster earned several prestigious recognitions that highlight our active participation in global industry networks. These achievements demonstrate our ongoing commitment to operational excellence and reinforce our reputation as a trusted partner in the sector. In addition, Coster engages in several collaborative programmes focused on pollution prevention and environmental impact reduction, while providing sustainability-related information through recognised customer and industry platforms to promote transparency and support informed decision-making throughout the value chain.



WBE
women owned,
managed and
controlled business



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



CDP A- rating
for effective climate action and commitment to transparency



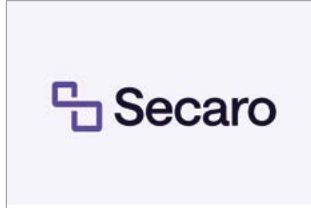
4x SBTi targets
for ambitious climate targets and commitment to science-based goals



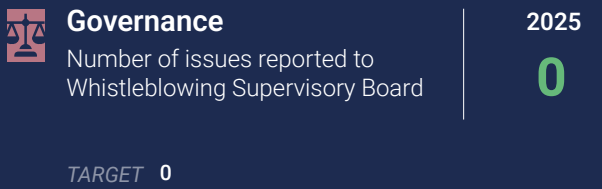
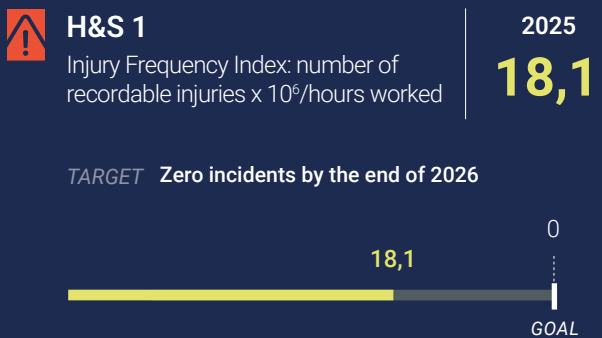
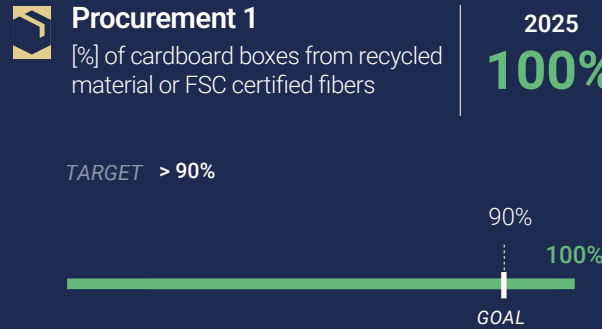
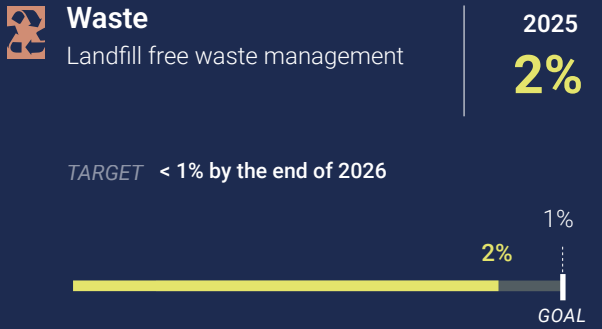
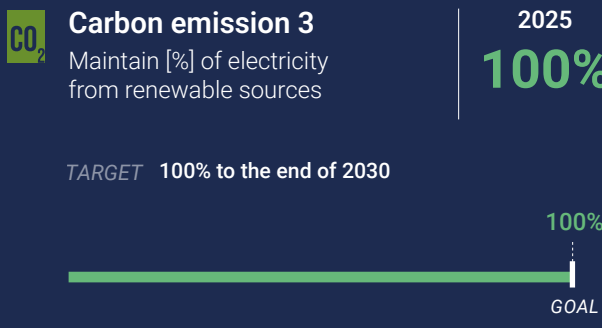
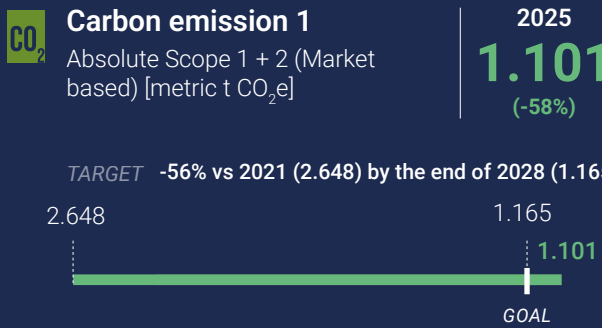
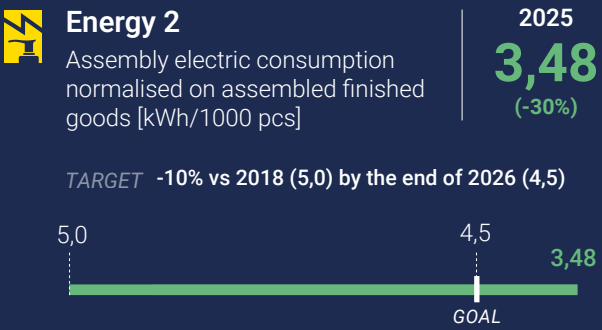
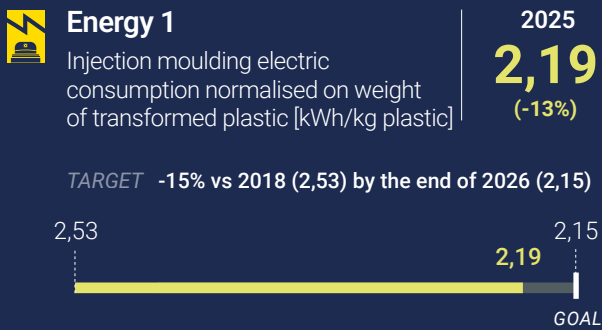
Ellen MacArthur Foundation
proudly signatories since 2020



Operation Clean Sweep program
committed to eliminating plastic resin loss



SECARO
primary data for our customers



a message from our CI&SO

2025 represented a year of tangible progress in strengthening our operational approach to sustainability, with a clear focus on innovation, environmental performance, and people engagement. We continued to advance our circular economy strategy by further embedding eco-design principles across our product portfolio, in alignment with the new EU Packaging and Packaging Waste Regulation (PPWR).



Andrea RAINERI
Chief Innovation
& Sustainability Officer

Our R&I efforts have increasingly focused on developing lighter, more efficient, and fully recyclable solutions, combining high performance with reduced environmental impact. Among the key achievements, we advanced innovative dispensing systems such as the Metered BOV and completed pilot developments including CosterEco Regulator and Daphne—solutions designed to optimize material use, enhance functionality, and improve recyclability. In parallel, we expanded the use of post-consumer recycled plastics in selected components, supporting our ambition to reduce virgin material consumption and overall product footprint.

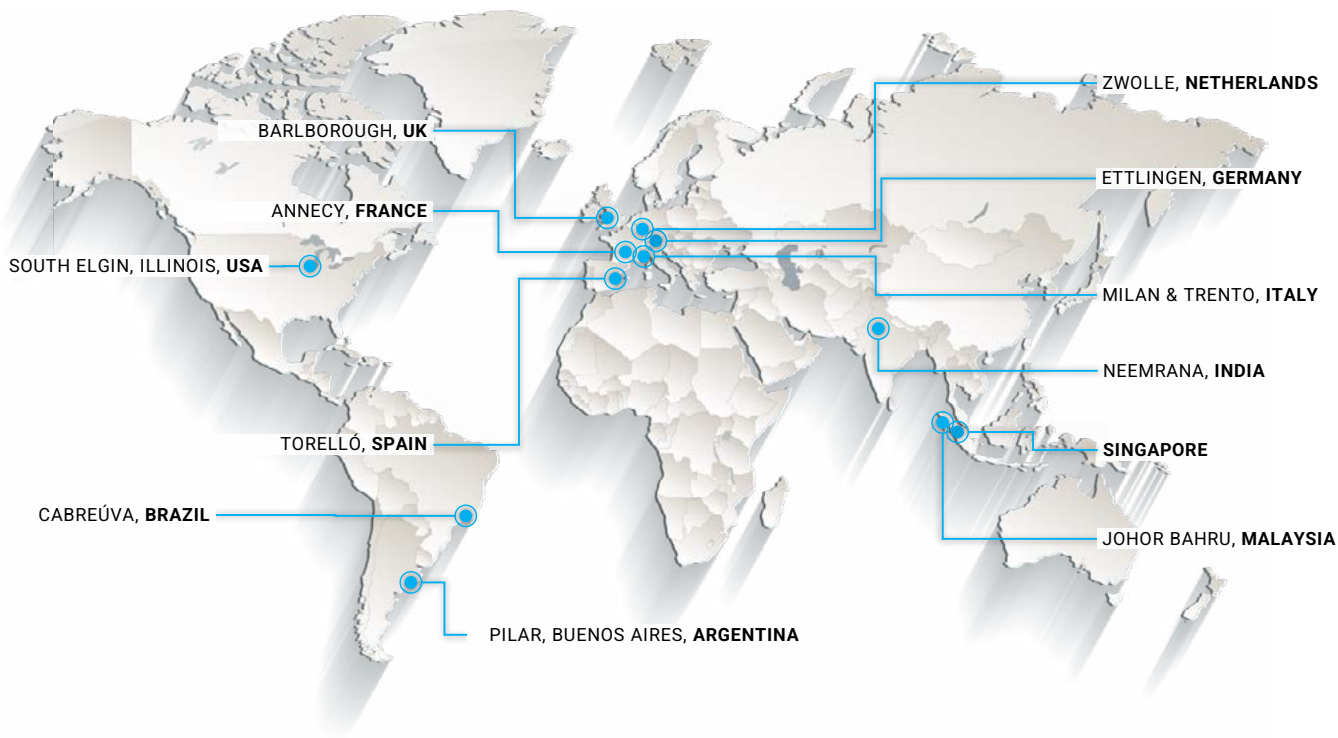
On the environmental side, we reinforced our waste management practices, maintaining the “Zero Waste to Landfill” certification and extending it to additional international sites. Notably, our Italian Packaging Division achieved a significant milestone by sending zero waste to landfill or incineration throughout the year. We also joined the Operation Clean Sweep® program, strengthening internal awareness and implementing concrete measures to prevent plastic pellet loss into the environment.

Health and safety remained a top priority. In 2025, we introduced the Group Safety Pyramid, a structured tool to enhance the collection, monitoring, and analysis of key safety performance indicators across all sites, fostering a more proactive and data-driven safety culture.

Our commitment to people and communities continued through CosterCares and the Together for Better initiative. With 2025, we successfully concluded the first edition of the program, delivering impactful activities focused on employee well-being, inclusion, and local community support. Building on this experience, a new and enriched edition will be launched in 2026, incorporating feedback and ideas from our people to further strengthen engagement and social impact.

These achievements reflect our ongoing commitment to integrating sustainability into our products, processes, and culture, as we continue to move forward with determination toward our long-term goals.

about Coster



Distinctive within the industry, Coster stands out as one of the few players combining the production of aerosol and dispensing packaging components with the design and manufacturing of filling equipment, leveraging a solid and well-established expertise across the value chain.



Family and women-owned



17 manufacturing sites



269 M turnover



10% Capex/turnover ratio



> 4 billion products



Founded in Italy in 1963, Coster has grown into a multinational leader in spray packaging and aerosol filling technologies.

With a workforce of around 1,000 full-time employees and operations spanning 11 countries across four continents, the Group offers a broad portfolio of solutions, including aerosol valves, spray caps and actuators, spray pumps, dispensers, aerosol filling equipment, and anodizing services. Headquartered in Northern Italy, Coster operates a global industrial network across Europe, Latin America, Southeast Asia, and the United States.

With more than sixty years of experience, Coster is also an integral part of this industry's development journey and a key protagonist in the story of aerosol technology, contributing to its ongoing evolution as the industry approaches its 100-year milestone in 2026. This long-standing heritage places the company within the historical progression of a technology that has continuously shaped and adapted to changing industrial and consumer needs.

Driven by a strong focus on innovation and sustainability, the company continues to invest in advanced and future-oriented solutions. Building on its heritage and expertise, Coster remains a trusted partner for customers seeking reliable, responsible, and high-quality dispensing systems.

governance

organization

Empowered leadership of a women-owned enterprise



Coster continues to be led under a woman-owned governance structure, with its Vice President—also the principal shareholder—guiding the Group’s strategic vision and development. In 2025, this long-standing identity was formally reinforced through the achievement of the “Women’s Business Enterprise” certification, marking an important step in the recognition of the company’s ownership and leadership model. Alongside this milestone, Coster remains engaged in the WE-Connect International network, strengthening its connections with global corporate buyers and women-owned businesses worldwide.

Coster Group governance framework: structured leadership in action

The governance architecture of the Group is built around a dual-committee system. Strategic oversight is entrusted to the Strategic Committee (COSTRAT), chaired by the CEO and President, who acts as legal representative of the company. Execution and cross-functional coordination are ensured by the Executive Committee (COMEX), which translates strategic priorities into operational plans and manages alignment across geographies and functions. Both bodies are formally appointed by the CEO and President and ratified by the Board of Directors.



Integrity-based governance model and Code of Ethics



Coster Tecnologie Speciali S.p.A. operates under a structured compliance framework aligned with Italian Legislative Decree 231/2001, designed to prevent misconduct and ensure responsible corporate behaviour. The model is implemented across all Group entities and supported by ongoing training activities, internal controls, audit processes, a disciplinary system, and an independent supervisory body. At its core lies the Code of Ethics, which defines principles, conduct expectations, and risk areas, reinforcing a shared culture of accountability and integrity across the organization.

Supplier Code of Conduct: aligning responsibility across partners



The Group’s Supplier Code of Conduct translates Coster’s sustainability and CSR principles into clear expectations for its supply base. It establishes a common set of standards covering ethical business practices, respect for human and labour rights, environmental responsibility, and transparency. Adherence to these principles is a prerequisite for collaboration and is considered essential for the continuity of long-term supplier relationships.

Whistleblowing: ensuring secure and transparent reporting



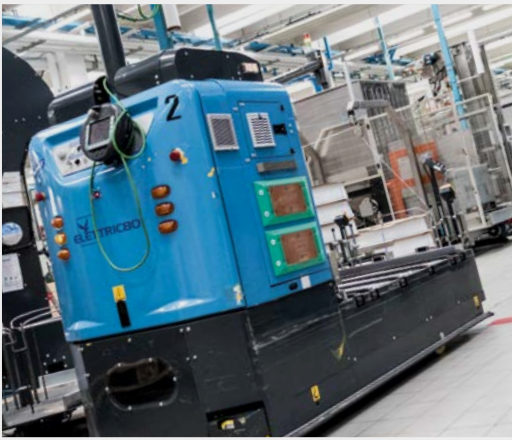
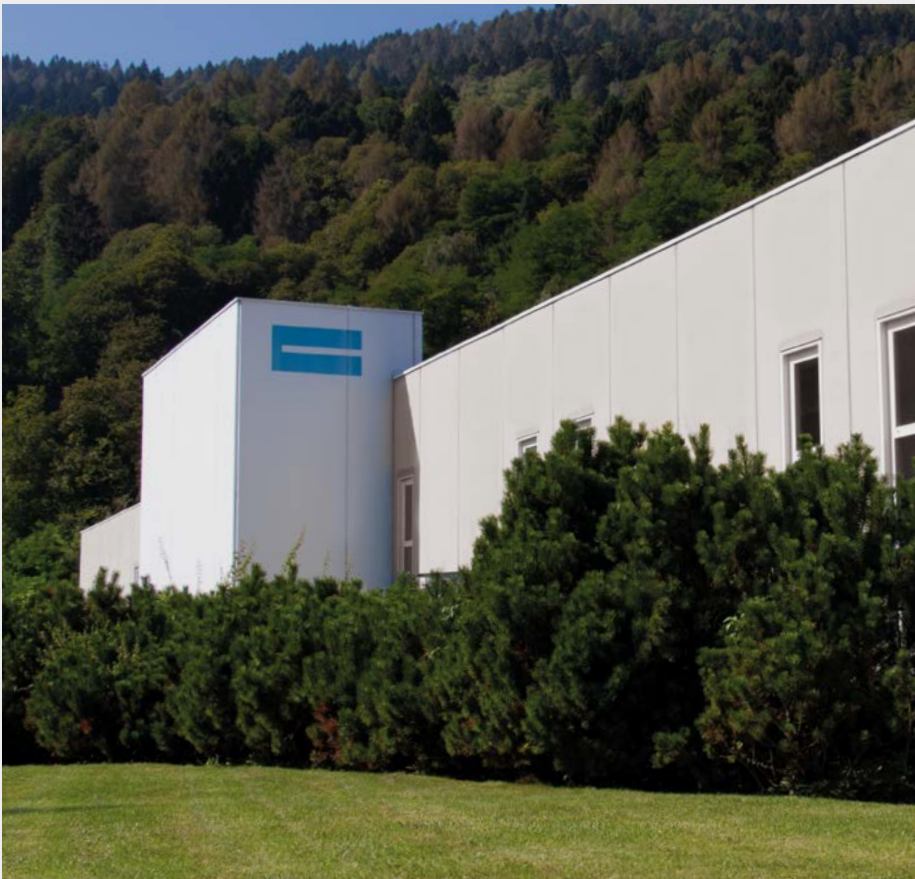
Coster has implemented IntegrityLog as its dedicated whistleblowing system, offering secure and confidential reporting channels accessible via the internal CNN platform and the public website. The system allows multiple reporting options, ensures anonymity where required, and guarantees full data protection. All reports are reviewed by trained specialists within the Group’s Whistleblowing Committee at headquarters, in line with applicable regulations and whistleblower protection standards.

governance

sustainability structure

Sustainability governance and oversight model

The Group’s sustainability strategy is guided by a dedicated **Sustainability Board**, which ensures consistency with regulatory developments and alignment with long-term business priorities. Its responsibilities include defining the strategic roadmap, monitoring regulatory evolution, reviewing sustainability KPIs, approving key projects, and overseeing the preparation of the annual sustainability report. Operational responsibility is entrusted to the Chief Innovation & Sustainability Officer, who reports directly to the CEO and coordinates the integration of environmental, social, and economic dimensions across the Group. Supporting this structure, a network of Sustainability Champions—coordinated by the Group Sustainability Manager—follows the implementation of the roadmap, tracks performance indicators, and promotes the development of new initiatives across functions and sites.



David SANCHEZ
Group Sustainability Manager

Sustainability commitment and guiding principles

Coster embeds sustainability at the centre of its corporate vision, aligning its approach with internationally recognised frameworks, including the UN Rio Declaration and the Sustainable Development Goals (SDGs). Among the 17 global goals, the Group prioritises those most relevant to its activities—SDGs 4, 7, 8, 9, 12, and 13—integrating them into its strategic and operational priorities. The sustainability framework is further grounded in the principles of ISO 26000 and ISO 20400, which guide responsible conduct, sustainable procurement, and value chain accountability. Through the application of the precautionary approach, Coster proactively manages environmental and social risks while fostering transparency, collaboration, and continuous improvement as key drivers of its long-term sustainable development.

sustainability strategy

pillars

Our sustainability strategy is built on a structured and integrated approach centred around three key pillars: Product, Manufacturing Excellence, and People. These areas guide our actions in reducing environmental impact, strengthening operational performance, and promoting a responsible and inclusive corporate culture.

Product



Sustainability and innovation are core drivers of our product development activities. Coster focuses on designing efficient and high-performance solutions that respond to evolving market needs while minimizing environmental impact. Through eco-design principles, we continuously work to reduce material usage by optimizing component weight and eliminating unnecessary elements. At the same time, we work on the research of alternative materials and dispensing systems that offer improved environmental performance. **Life Cycle Assessments (LCA)** are systematically applied to evaluate impacts across the entire product lifecycle, supporting informed design choices. The integration of post-consumer recycled (PCR) resins, along with the development of mono-material, POM-free, and fully recyclable components, further strengthens our portfolio of sustainable solutions.

Manufacturing Excellence



Coster continues to enhance its industrial model through advanced automation and digitalization, supported by a strong engineering culture. Building on long-standing Industry 4.0 principles, the Group leverages integrated digital platforms such as SAP S/4HANA, MES, and WMS to ensure seamless data flow and operational efficiency. Real-time monitoring enables more responsive and data-driven decision-making, while advanced LGV systems and automation solutions improve productivity and traceability across processes. In parallel, the Group has accelerated the adoption of **corporate Artificial Intelligence** solutions to optimize operations and support predictive analysis. This is complemented by the implementation of advanced **vulnerability assessment** systems, aimed at strengthening cybersecurity and ensuring the resilience and reliability of digital infrastructures.



People

People remain at the centre of Coster's strategy. The Group is committed to providing a safe, inclusive, and engaging workplace that supports both professional and personal development. Key initiatives include training programs, continuous improvement in health and safety performance, and activities aimed at fostering diversity and inclusion. Through the CosterCares program, the company promotes social responsibility and supports local communities, contributing to the creation of a motivated workforce and a positive social impact aligned with its sustainability objectives.

sustainability strategy

materiality assessment

The assessment of material topics remains a key element in guiding Coster’s sustainability strategy, supporting the alignment between business priorities and stakeholder expectations, while enabling the identification of risks, opportunities, and areas of impact.



Marco GATTI
Chief Financial Officer

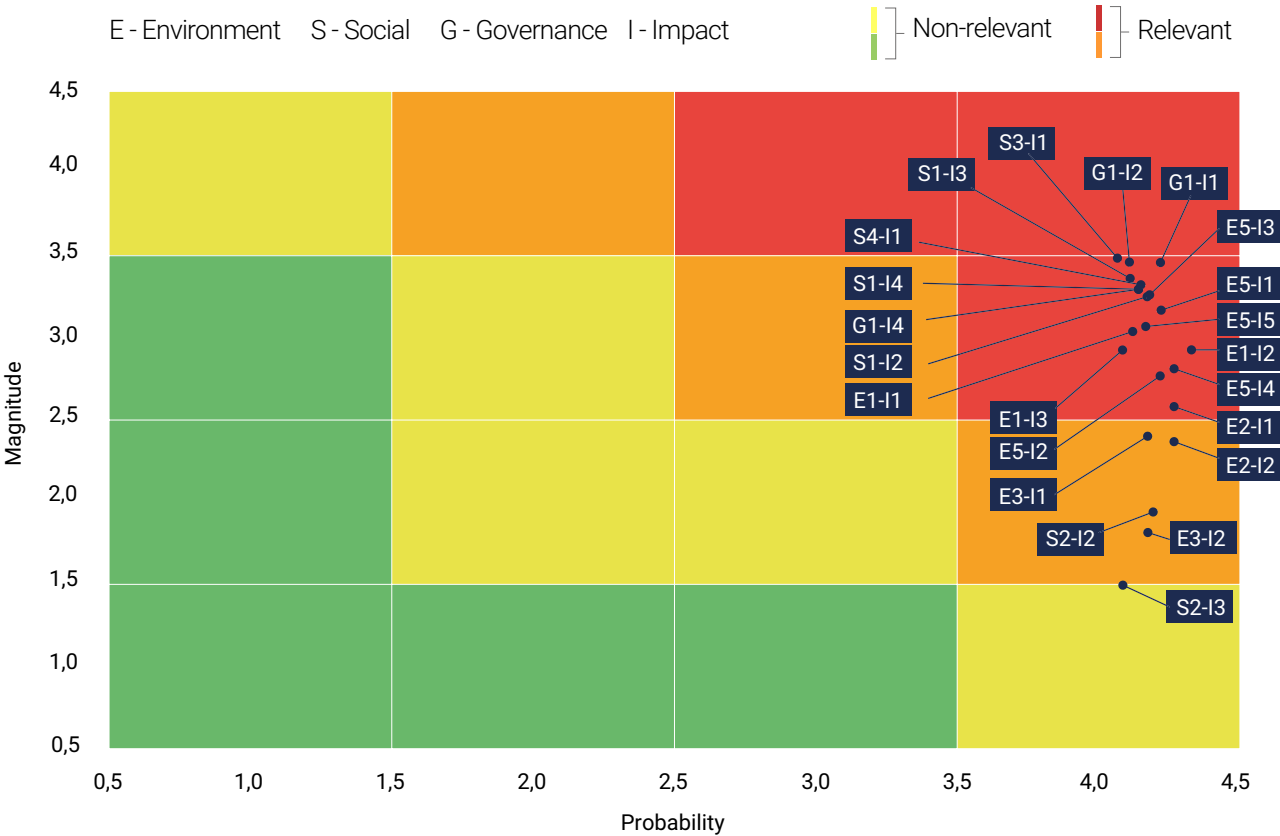
In 2025, Coster carried out its first **Double Materiality Assessment**, in line with the evolving regulatory landscape of sustainability reporting and in consideration of the updated scope and simplification measures introduced at EU level under the Corporate Sustainability Reporting Directive (CSRD). This process reflects a broader path of alignment with emerging best practices and reporting standards. The analysis covered both impact materiality and financial materiality, ensuring a comprehensive evaluation of how the Group affects—and is affected by—environmental, social, and governance factors.

The methodology followed a structured four-step approach: an initial analysis of the internal and external context, including value chain mapping and review of external sources; the identification and classification of Impacts, Risks, and Opportunities (IROs); the evaluation of their relevance through stakeholder engagement and internal working groups; and the definition of the final list of material topics based on established thresholds.

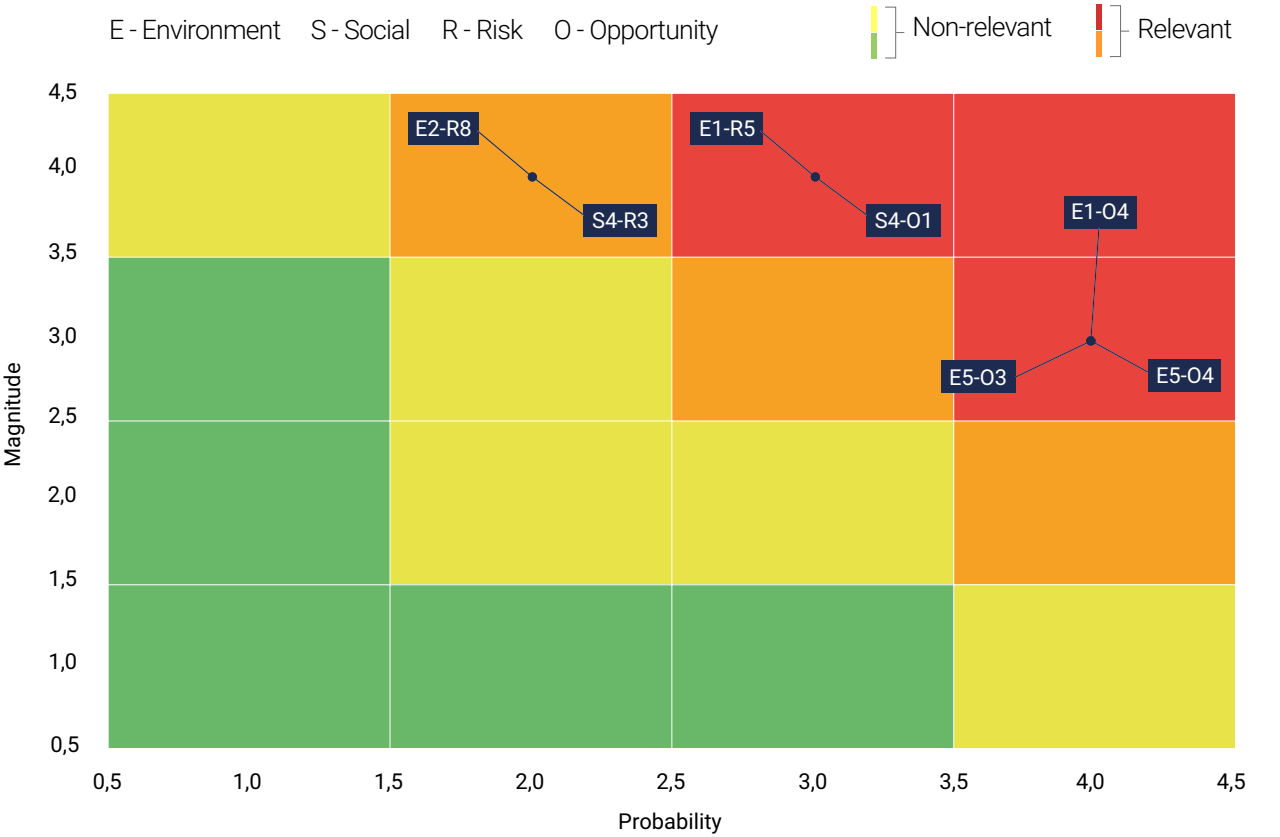
Stakeholder involvement played a central role in the process. Key categories - including customers, suppliers, local communities, majority shareholders, and employees - were engaged through dedicated on-line questionnaires, ensuring a broad and representative perspective.

The results of the assessment identified 22 relevant impacts and 7 relevant risks and/or opportunities, alongside 20 non-relevant impacts and 30 non-relevant risks and/or opportunities. These outcomes provide a robust foundation for defining strategic priorities and reinforcing the Group’s sustainability roadmap.

Heatmap impact



Heatmap risk-opportunities



sustainability strategy

sustainability roadmap



In 2025, Coster continued the implementation of its Sustainability Roadmap 2023–2030, ensuring its ongoing alignment with evolving global challenges, regulatory developments, and market expectations. The defined KPIs remain closely connected to the outcomes of the Double Materiality Assessment, reflecting the most relevant impacts, risks, and opportunities identified for the Group.

In addition to the KPIs presented below, further indicators and targets are disclosed throughout this report in accordance with the requirements of the GRI Standards, ensuring a comprehensive and transparent overview of the Group’s sustainability performance.

2030

- Scope 3 SBTi Target reduction

2028

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

2026

- Zero Waste to Landfill (worldwide)
- Full extension of environmental certifications (ISO 14001)
- Carbon transition plan
- Extended ISCC+ certifications
- CosterCares 2nd edition
- Net zero targets

2025

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

products

overview

With more than sixty years of experience, Coster Group is recognized worldwide as a leader in the development and production of high-performance filling equipment and an extensive portfolio of spray and dispensing packaging solutions serving sectors such as personal care, cosmetics, pharmaceuticals, food, and home care.

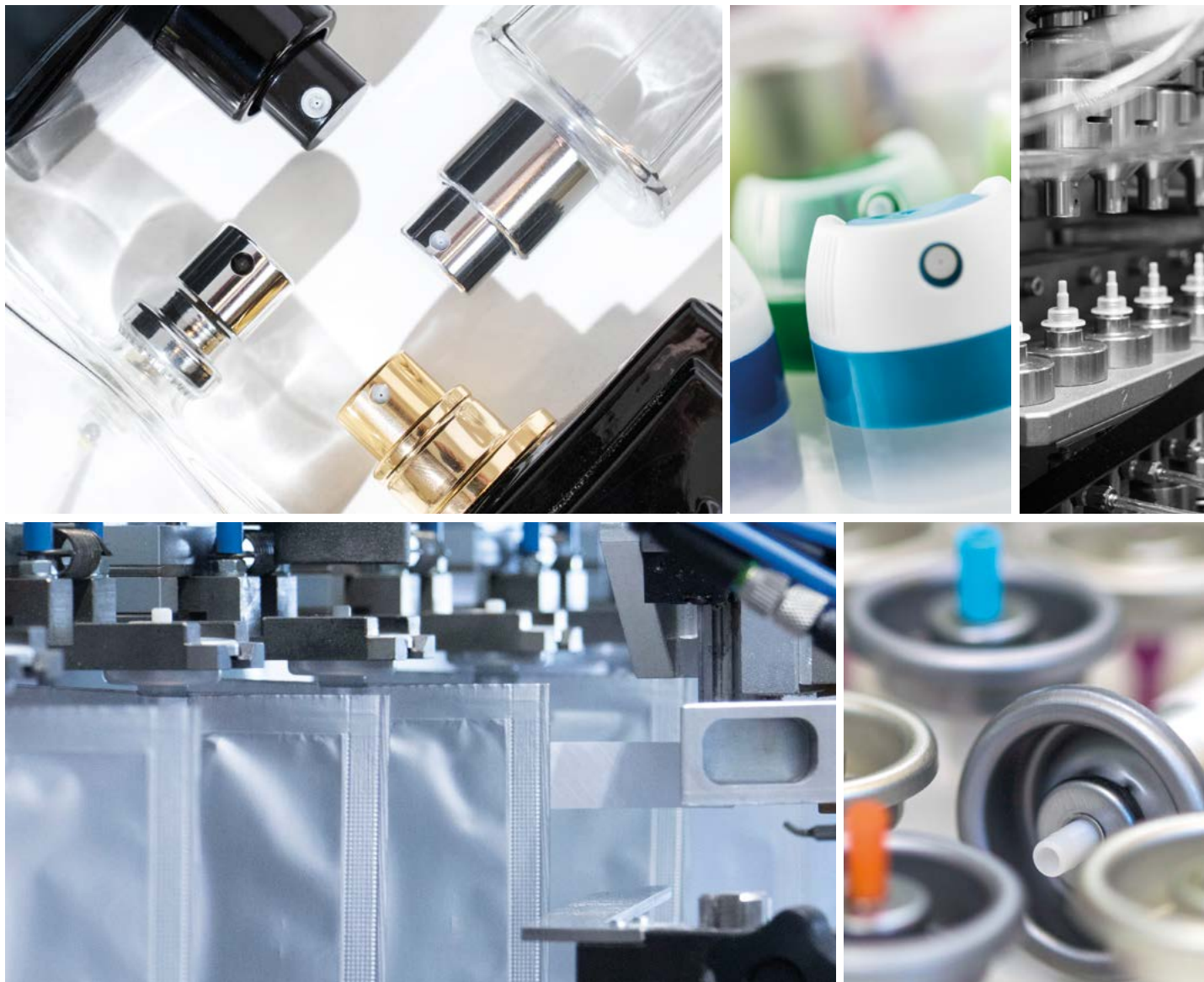
 aerosol valves	 bag on valves	 1" actuators	 spray caps	 button actuators
 fragrance pumps	 spray pumps	 dispenser pumps	 filling machines	 anodization

Strongly committed to sustainability, Coster carries out detailed Life Cycle Assessments (LCAs) through SimaPro and the Ecoinvent database, in alignment with ISO 14040–44 guidelines. These cradle-to-grave analyses consider all key environmental impacts, including carbon footprint, and support evaluations between virgin materials and PCR plastics. To ensure product recyclability, Coster partners with accredited organizations and leading industry schemes such as cyclos-HTP and RecyClass.



innovation

At Coster, purposeful innovation is enabled by the Innovation & Sustainability team, which brings together design, engineering, and sustainability to convert market needs into scalable solutions. Headquartered in Italy and operating through a global footprint, the function is organized into three complementary units: **Discovery & Innovation, Technical Development**, and, since 2025, **Product Technical Management**. The introduction of Product Technical Management strengthens Coster’s value-chain engagement by establishing a single, customer-focused global entry point for technical topics: it acts as the first point of contact to provide consultancy, hands-on assistance, structured problem solving, and technical training, supporting customers both before and after sales. With 50+ specialists supported by advanced tools, the overall organization continues to translate ideas into robust, future-ready innovations while reinforcing collaboration with customers along the value chain.



products

innovations spotlight

O'lysee Sun and metered dose bag-on-valve (mBOV)

O'lysee Sun has selected the innovative **metered dose bag-on-valve (mBOV)** solution for its sunscreen range, marking the **first market application of this groundbreaking technology** and reinforcing a shared commitment to innovation, product performance, and sustainability.



mBOV PATENTED

As the first bag-on-valve system on the market featuring an integrated metering mechanism, mBOV represents a significant evolution in controlled dispensing. Developed to meet the stringent requirements of cosmetic, pharmaceutical and perfumery applications, the system is available in three different dosage options and delivers a consistent, predefined amount of product - whether spray, gel, or lotion - ensuring accuracy and repeatability throughout the product's entire life cycle. The mBOV technology guarantees full separation between the formulation and the propellant, protecting the sunscreen from exposure to air and light and preserving product integrity and efficacy over time. Its hygienic design allows for sterilization through gamma irradiation, while the safe and efficient filling process takes place directly through the valve. The system enables 360-degree dispensing, a steady and controlled product flow, and minimal product retention, significantly enhancing consumer experience and ease of use.

Propelled by air or other compressed gases and manufactured with food-grade compliant materials, mBOV eliminates the use for fossil-based propellants while maintaining excellent aerosol performance. Crucially, the solution remains compatible with existing bag-on-valve filling processes, allowing seamless industrial integration without the need for equipment modification.



mBOV received the Silver Award in the Aerosol Packaging category at the **ABAS Awards 2026** and the "Most Innovative Aerosol Product Award" at the **AEDA Aerosol Awards 2026**.

LEAF PATENTED

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

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

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

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

Key features include:

- Full-plastic (100% polyolefins)
- Performance without compromise
- Recyclable & ultra-light
- 28/410 closure, 1.8 cc, lock-up
- E-commerce ready (ISTA-6)



“With Leaf, our goal was not simply to eliminate metal components, but to rethink the dispenser pump from the ground up. Every design decision was guided by a single principle: making recyclability compatible with the performance consumers expect.”



Piera DE PAOLI
Project Manager

products

innovations spotlight

CosterEco Regulator PATENTED

Recent testing activities and advances in engineering design have enabled the expansion of the CosterEco portfolio with an innovative base actuator solution specifically developed to extend the use of compressed gases to more demanding formulations.

 CosterEco Regulator, launched in 2025, received the **Gold Award at ABAS in 2026**, in the Aerosol Packaging category.



This evolution addresses one of the key historical limitations of compressed gas aerosols by enabling the effective spraying of viscous or particle containing products while maintaining stable and reliable performance throughout product use.

At the core of the system is an advanced spray performance regulator that dynamically compensates for pressure variations during can emptying, ensuring consistent delivery from start to finish. By combining sustainability benefits with enhanced functional control, the solution broadens the applicability of compressed gases across a wider range of personal care formulations, including those traditionally considered challenging for this type of propellant.

Key features include:

- Designed for use with compressed gas propellants
- Constant and controlled spray performance throughout can emptying
- Suitable for viscous and particle containing formulations, including antiperspirants, sunscreens, hairsprays, and similar products*
- Compatible with standard valves and bag on valve systems (stem Ø 3.9 mm)
- Maximum operating pressure up to 10 bar
- Available in two versions: one for liquid and viscous formulations and one for powders
- Actuator architecture composed of four moulded components

** Formulation must be tested to ensure full compatibility.*

“ By overcoming performance constraints and expanding formulation compatibility, the CosterEco Regulator supports the transition toward more sustainable aerosol solutions based on compressed gases, reinforcing Coster’s commitment to eco designed technologies that combine environmental responsibility with high level dispensing performance. ”



Alfeo TECCHIOLLI
Head of Product
Technical Management



products

innovations spotlight

MPO 2.0



MPO 2.0 is the latest evolution of Coster's MPO perfumery pump platform, designed to improve sealing reliability and resistance to demanding storage conditions while preserving the dispensing quality and aesthetic characteristics of the pump.

The upgraded platform maintains the compact and discreet profile, soft actuation force, gasket-free design, pre-compression system and fine nebulization performance of the original MPO.

Thanks to optimized internal components, the new design provides greater reliability under critical testing and storage conditions, including exposure to elevated temperatures and aggressive formulations. By **reducing the risk of leakage** and supporting consistent product performance throughout the supply chain, MPO 2.0 contributes to preserving product integrity, while maintaining full compatibility with existing configurations and components.

MAXX 130 High dosage perfumery pump



MAXX130 combines a compact form factor with high dosage delivery, addressing the functional and aesthetic requirements of sophisticated perfumery applications. Designed to deliver a precise dosage of 130 µl, the solution ensures consistent performance while maintaining a discreet and reliable design, making it particularly suitable for fragrance formulations.

MAXX130 is compatible with crimp on closures for FEA 15–20 standards and can be equipped with EPDM or Buna O rings, allowing broad compatibility with different fragrance compositions. Its compact configuration contributes to ease of handling and robustness across filling and consumer use phases.

Beyond product performance, MAXX130 reflects a production model specifically designed to maximize the efficiency of **entirely territorial manufacturing**. By concentrating key production phases within the same geographic area, the solution reduces environmental impacts associated with logistics and transportation, while supporting local supply chains and contributing to the development of the surrounding industrial ecosystem.

SQUEEZER

PATENT PENDING

Full plastic monomaterial squeeze sprayer

Squeezer is a vertical spray delivery solution developed according to eco design principles as a sustainable, safe, and cost effective alternative to traditional aerosol and pump systems. Designed as a propellant free and simplified solution, it features an integrated architecture that eliminates additional elements such as an overcap and adopts a monomaterial plastic design, reducing component complexity while enhancing ease of use, recyclability, and compatibility with established filling and assembly processes.

Key features include:

- Full plastic monomaterial construction (100% PP), supporting recycling streams
- Propellant free dispensing concept as an alternative to aerosols and pumps
- Streamlined design with three components (3.4 g) + bottle (sample bottle for promo and testing purpose only), supporting material efficiency
- Screw-on closure with anti unscrewing feature, enhancing safety during use and logistics
- Suitable for low-viscosity formulas including deodorants, air fresheners, fragrances, sanitizing products, insect repellents.



“By combining monomaterial design, functional integration, and a propellant free dispensing concept, Squeezer exemplifies Coster's eco design approach—delivering solutions that reduce material complexity, enhance safety and recyclability, and contribute to more sustainable packaging systems.”



Marco CAZZOLLI
Head of Discovery & Innovation

manufacturing excellence - IT focus

main achievements from 2025

The CHALLENGE project

Building on the digital foundation established by the DIGIT project at the Coster 2 site, in 2025 the Group launched CHALLENGE, an ambitious, multi-year program designed to extend advanced digital manufacturing systems across the industrial network. The initiative aims to standardize factory processes, harmonize operational flows, and further improve production efficiency through shared digital platforms.

During the year, CHALLENGE involved multiple sites with the rollout of the new Manufacturing Execution System (MES) in Italy (Coster 3), the United Kingdom, and Argentina. In parallel, the new industrial scheduler was extended to additional sites in Italy (Coster 3), the United Kingdom, and the Netherlands. The project scope also included the expansion of SAP to Argentina and a major SAP release upgrade to maximize system stability, performance, and operational continuity across plants.



Luca BESANA
Head of Global Industrial Applications & Masterdata

“ Extending standardized digital systems across our manufacturing network allows us to harmonize processes, increase efficiency, and build a more resilient and scalable industrial model aligned with long term sustainability goals. ”

Information security

Strengthening digital capabilities was accompanied by a reinforced focus on information security. In 2025, Coster launched a structured set of measures and a dedicated action plan based on vulnerability assessments, enabling the identification of system gaps and the implementation of targeted remediation actions. This approach supports the protection of data integrity, system reliability, and business continuity across an increasingly digitalized industrial environment.



Diego RODELLA
Systems & Network Manager

“ A proactive information security approach protects company assets, mitigates digital risks, and ensures business continuity across a fully integrated manufacturing network. ”



The WAVE AI project

In 2025, Coster initiated WAVE AI, a strategic project focused on the development of a proprietary artificial intelligence platform to support internal processes and enhance knowledge sharing across the organization. The initiative is designed to make company know how more accessible, including to non specialist users, strengthening internal capabilities and operational effectiveness.

Among several candidate processes, the first application selected was the development of an AI based system supporting Customer Technical Service. This solution aims to improve response quality and consistency by leveraging structured expertise and accumulated technical knowledge, while also fostering collaboration and continuous improvement across teams.



Franco MANGALAVITI
Chief IT Officer

“ Leveraging artificial intelligence to share and activate company know how enables faster learning, more consistent service quality, and a stronger connection between people, data, and expertise. ”

New quality certifications

At the same time, the Group achieved important milestones in quality management. The UK site obtained its first ISO 22716 certification for cosmetic Good Manufacturing Practices (GMP), increasing Group wide compliance with this standard to 87% of all Coster sites and further strengthening alignment with high level industry requirements.

In addition, 2025 marked the achievement of **Coster's first corporate level quality certification**, with the award of the ISO 9001 Multisite certification, reinforcing a harmonized and systematic approach to quality across the Group.

social

Coster's people

People represent a strategic asset for the Group and a fundamental lever for sustainable value creation. In 2025, Coster further evolved its people model, anchoring it in a clearly defined set of corporate values and a shared workplace culture that guides behaviours, decisions, and leadership practices across the organisation. This framework supports an inclusive and engaging working environment and underpins an integrated approach to skills development, performance, and long-term employability.



Alessandro PROTTI
Chief HR Officer

“People are the energy behind everything we build. When individuals feel valued, supported, and inspired to grow, they become the most powerful driver of sustainable success. Our role is to create the conditions where talent, trust, and purpose can thrive: every day, everywhere.”

The Group’s organisational model is built around a coherent system of core competencies, aligned with job families and leadership expectations, ensuring consistency between roles, capabilities, and strategic priorities. **Performance Management** processes, based on structured review and continuous feedback, support individual development, role clarity, and accountability. Targeted **learning** pathways are also implemented to support career progression, skills and cultural growth, and overall competitiveness.

In 2025, the **Leadership Development Programme** was further consolidated as a key component of the Coster’s talent management approach. The programme is organized around two complementary tracks - **Step-Up**, focused on people management, and **Boost-Our-Value (BOV)**, aimed at effectively managing conflicts and organizational tensions - alongside tailored individual coaching.

Alongside this, global reward policies are structured to recognise performance, foster motivation, and ensure internal equity and external competitiveness. Also in 2025, the **SuccessFactors platform** was introduced to fully digitalise HR processes, enabling a more modern, efficient, and integrated people management approach. It centralises core HR processes across the entire employee lifecycle, providing self-service tools and placing people experience at the centre, with greater transparency and autonomous access to data.

This approach is reinforced by responsible labour practices aligned with internationally recognised standards and monitored through initiatives such as SMETA 4-Pillar audits. Health and safety remain a non-negotiable priority, managed through certified systems including ISO 45001 and supported by prevention measures, training, and a strong culture of shared responsibility across all sites. By integrating values, skills, performance, wellbeing, and recognition, Coster’s people strategy strengthens employee engagement, organisational resilience, and long-term sustainable growth, in line with the Group’s vision and social responsibility commitments.

social

social responsibility - education first

Coster’s social responsibility approach is grounded in the creation of positive and lasting value for the communities where the Group operates.



Diversity, Equal Opportunities & Inclusion

Employee Well-being, People Development & Retention

Partnership with Local Communities

Coster Academy

(18 students, 9 sessions, 5 days)

Family days

(Italy, Netherlands, USA, Malaysia, India)

Well-Being seminars

(22 seminars completed)

Maternity kit

(6 maternity kit delivered)

Bright Futures

(4th donation to an after school in india)

Volunteering activities

(Italy, Spain, Netherlands, UK, USA, Argentina, Malaysia, India)

Launched in 2021, CosterCares is the Group’s structured programme dedicated to social engagement and community support. Over its first cycle, the initiative progressively evolved in scope and impact. In 2024, the introduction of Together for Better reinforced Coster’s commitment to collective action and social inclusion. In 2025, the initiative supported the acquisition of a Category III fire-fighting tanker truck for civil and forest fires for the Volunteer Fire Brigade of Calceranica al Lago, providing tangible support to local safety, emergency response capabilities, and community resilience.

With 2025, CosterCares reaches the conclusion of its first programme cycle, consolidating experience, learnings, and feedback collected over the years. Building on this maturity, the Group has already initiated the development of the second edition of CosterCares for the 2026–2030 period. The new cycle aims to be more ambitious, engaging, and transformative, with increased focus on social inclusion, personal growth, wellbeing and family care, and sustained support for local communities and territories, strengthening Coster’s long-term role as a responsible and proactive corporate citizen.



environment

highlights

During the reporting year, Coster continued to strengthen its environmental performance through ongoing initiatives focused on efficiency, resource optimization, and the reduction of operational impacts. Progress achieved across energy management, emissions reduction, renewable energy generation, water consumption, and waste management reflects the Company’s long-term commitment to decarbonization and responsible manufacturing practices. The increasing integration of solar energy within the Group’s operations, together with continuous improvement actions across production processes, further supports the transition towards a more sustainable and resource-efficient industrial model.



100% electricity from renewable sources, worldwide

In 2025, for the second consecutive year, Coster operated globally using **100% electricity sourced from renewable sources**, achieved through a combination of direct renewable supply and certified energy credits (iRECs and GOs). This continued result confirms the structural integration of renewable energy into the Group’s operations and the effectiveness of its long term energy strategy.

Building on the progress achieved through continuous energy efficiency initiatives implemented between 2017 and 2025, this milestone reflects Coster’s long-term commitment to decarbonization, responsible energy management, and the ongoing reduction of the environmental footprint associated with its manufacturing operations.

Zero Waste to Landfill (ZWL) certification



In 2025, Coster achieved **exceptional waste management results** within the Italian perimeter of the Packaging Division at its Trentino sites, where **99.3% of generated waste was recycled and the remaining 0.7% thermally recovered**, with **no waste sent to landfill or incineration**. This outstanding performance confirms the maturity and effectiveness of the Group’s circular waste management practices and was recognized externally with the **BAMA Award**, where the Zero Waste to Landfill initiative was awarded **Runner up** in the **Sustainability category**.

During the year, **ZWL certification was extended to the Group’s subsidiaries in the United Kingdom and the Netherlands**, further strengthening a transparent and consistent approach to resource management across Europe. With a clear roadmap to extend ZWL certification to **all global sites by 2026**, Coster continues to raise standards in responsible waste management, enabled by employee engagement and strong partnerships with certified recovery and recycling operators ensuring accountability throughout the post consumption lifecycle.

New certifications and commitments

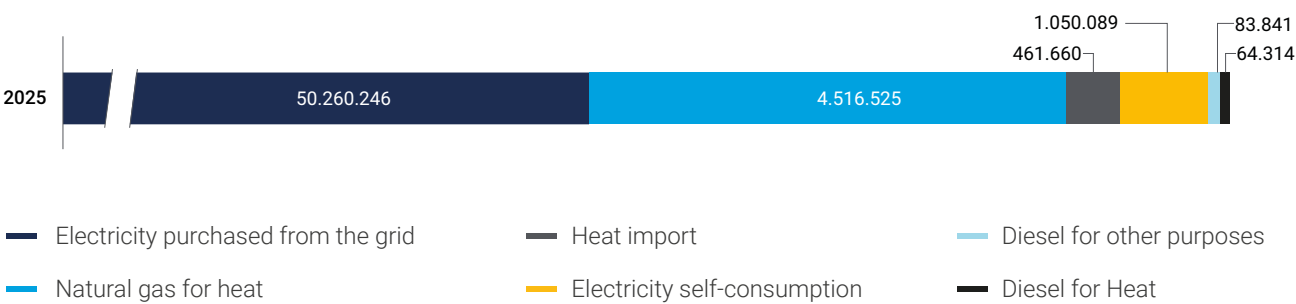
In 2025, Coster strengthened its environmental governance through new certifications and voluntary commitments. The **UK site obtained its first ISO 14001 certification**, increasing **global Environmental Management System compliance to 78% of Coster sites** and reinforcing a structured approach to environmental performance across operations. UK also adopted the GMP standard to replace the BRC standard.

In the same year, Coster officially joined the **Operation Clean Sweep® (OCS) program**, committing to raise internal awareness and implementing operational measures to prevent plastic pellet loss into the environment throughout production, handling, and logistics activities.

environment

environmental data

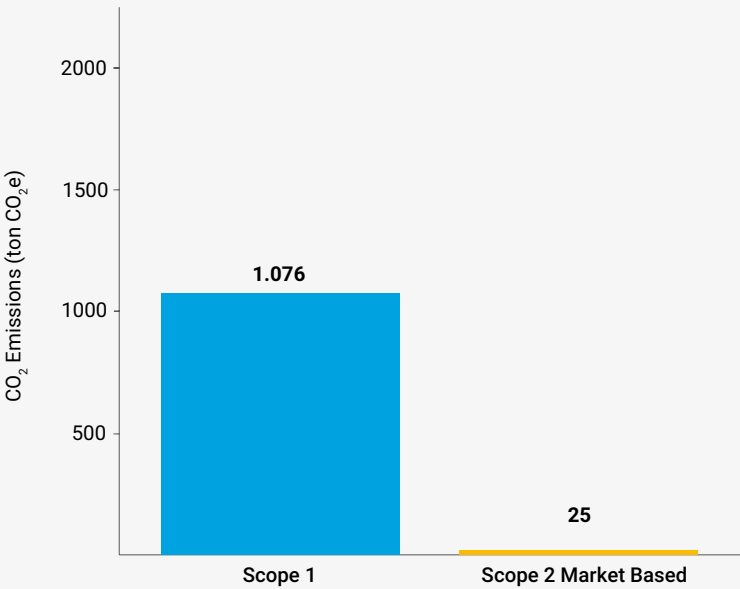
Total energy consumption (kWh)



Waste generated (t)

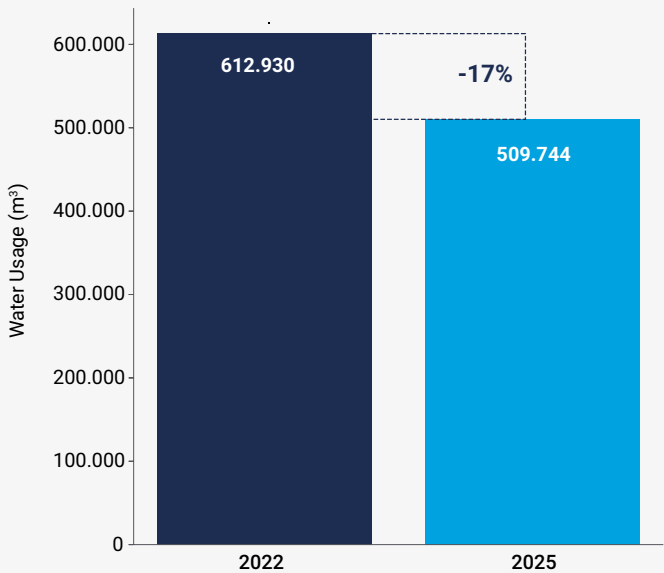


Total carbon emissions at group level (scope 1 & 2)



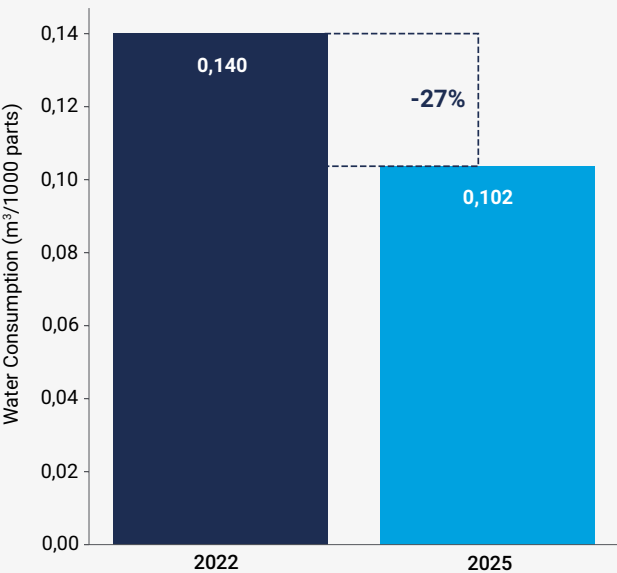
Scope 3 will be included in the 'in accordance' version.

Total water usage (input)



Water consumption

normalized by number of sold finished parts * 1000



GRI content index

disclosure references

Statement of use: Coster Tecnologie Speciali, SpA has reported in accordance with the 2024 Consolidated GRI Standards for the period 2025 January 1st to December 31st.

GRI 1 used: GRI 1: Foundation 2021

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

Standard	Reporting requirement	Coster's response
GRI 2: General disclosures		
THE ORGANIZATION AND ITS REPORTING PRACTICES		
2-1	Organizational details	Coster Tecnologie Speciali, S.p.A is a partnership, privately owned company established under Italian law. Its headquarter is located in via Leonardo da Vinci, 2 20016 Pero (Milano) and has operations in Italy, Spain, France, Netherlands, Germany, United Kingdom, United States of America, Brazil, Argentina, Malaysia and India.
2-2	Entities included in the organization's sustainability reporting:	Coster Tecnologie Speciali, S.p.A; Costerplast, S.r.l; Tecnocoster, S.r.l; Catidom, S.A.S; Costertec, S.A; Coster Tecnologie Speciali, GmbH; Coster B&S, B.V; Coster Aerosols, Ltd; Coster USA, Inc; Coster Packaging do Brasil, Ltda; Coster Packaging, S.A.U; Coster India Packaging, Pvt Ltd; Costerpack Manufacturing, Sdn-Bhd;
2-3	Reporting period, frequency and contact point	Pag. 3
2-4	Restatements of information	No restatements of previously reported information have been made.
2-5	External assurance	The company maintains a robust Integrated Management System certified under multiple international standards — ISO 9001, ISO 22716, ISO 14001, ISO 45001, ISO 50001, Halal, ISO 20400 among others which support the systematic control, monitoring, and periodic verification of compliance with quality, environmental, occupational health and safety, energy, and product integrity requirements. These certifications contribute to ensuring the reliability and consistency of the information included in this report. All certificates are available at Documentation - Coster Group. In addition, the company's greenhouse gas emissions (Scope 1, Scope 2, and Scope 3 – Category 1: Purchased goods & services and Category 3: Fuel- and energy-related activities) were externally verified by DNV with a reasonable assurance level. The assurance engagement was carried out in accordance with ISO 14064-3 and DNV's assurance methodology to verify the accuracy and completeness of the reported data. The verification statement issued by DNV is available upon request.

Standard	Reporting requirement	Coster's response
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	Coster activities can be included in the Packaging and Machinery sectors. Coster sources raw materials and services primarily from suppliers worldwide. However, its sourcing strategy focuses on local procurement, thereby minimizing intercontinental transportation of materials. There were no significant changes in the reporting period.
2-7	Employees	Total workers are expressed in FTE and other topics in headcounts. In 2025, Coster reached 991 employees, 721 men (73%) and 270 women (27%)
2-8	Workers who are not employees	Coster had 177 not employees, 93 agency staff mainly engaged in factory tasks and 84 mainly engaged in cleaning, catering staff and security tasks.
GOVERNANCE		
2-9	Governance structure and composition	The Strategic Committee COSTRAT constitutes the governance of Coster and is responsible for the definition of long-term strategy, resources allocation, compliance and controlling. The COMEX is responsible for execution and communication, providing inputs to shape the strategy, evaluating regional requirements and for periodic institutional meetings. See page 15.
2-10	Nomination and selection of the highest governance body	The COSTRAT and COMEX structure and composition is approved within the Board Of Directors, under the CEO and President submission for the nomination of the members in relation to the responsibilities needed in the company governance.
2-11	Chair of the highest governance body	Group President is also the CEO.
2-12	Role of the highest governance body in overseeing the management of impacts	Coster's COSTRAT meets on a regular basis, sometimes inviting external participants to discuss function-specific topics, while COMEX meets quarterly. Group Management meetings are periodically decided and have the purpose to communicate, align and assess strategies through companies' managers. Assignment of company-level functions takes place at the annual general meeting. During 2025, there were no General meeting, 7 COSTRAT meetings and 3 COMEX meetings.
2-13	Delegation of responsibility for managing impacts	The Sustainability Board is responsible for the definition of Sustainability strategy and decide what actions to take for compliance and it's made up by the CEO and 3 Chief Officers. The responsibilities of managing any issue or decision connected to sustainability and its three different economic, environmental and social dimensions are in charge to the Chief Innovation & Sustainability Officer, responding to the CEO in the organisational structure.
2-15	Conflicts of interest	Pag. 15
2-16	Communication of critical concerns	Pag. 15
2-18	Evaluation of the performance of the highest governance body	Pag. 15
2-19	Remuneration policies	Coster complies with all labour laws in each of the countries in which it operates.
2-20	Process to determine remuneration	Coster complies with all labour laws in each of the countries in which it operates.

Standard	Reporting requirement	Coster's response
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on sustainable development strategy	Pag. 19
2-23	Policy commitments	All our policies can be found at www.coster.com/downloads and are publicly available and approved by our CEO and President. They apply in all our sites and activities.
2-26	Mechanisms for seeking advice and raising concerns	Pag.16
2-27	Compliance with laws and regulations	Coster has not faced any financial or administrative penalties in 2025.
STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	Pag. 21
GRI 3: Material topics		
3-1	Process to determine material topics	Pag. 21
3-2	List of material topics	Climate change Pollution Water and marine resources Resource use and circular economy Own workforce Workers in the value chain Affected communities Consumers and end-users Business conduct
GRI 101: Biodiversity		
101-1	Policies to halt and reverse biodiversity loss	The company acknowledges the importance of halting and reversing biodiversity loss as a global environmental priority. However, due to the nature of its activities and the location of its industrial sites, the company's operations have no direct or significant impact on areas of high biodiversity value. All production facilities are situated in established industrial zones, away from protected or ecologically sensitive areas. Even in the absence of material direct impacts, the company is committed to protecting biodiversity through the preventive application of its Environmental Policy and Sustainability Policy, both approved by the Presidents and the Executive Management Team. These policies establish principles of pollution prevention, efficient use of natural resources, waste minimisation, and the promotion of circular economy practices that indirectly contribute to biodiversity conservation. The company also works with suppliers and partners to encourage responsible sourcing and compliance with applicable environmental regulations and international frameworks, such as the EU Biodiversity Strategy for 2030 and the UN Convention on Biological Diversity. Through its integrated environmental management approach, the company monitors its interactions with the environment to ensure that operations remain fully compliant with legal requirements and that any potential indirect impact on biodiversity is minimised or eliminated.

Standard	Reporting requirement	Coster's response
GRI 201: Economic performance		
201-1	Direct economic value generated and distributed	See our financial report
201-2	Financial implications and other risks and opportunities due to climate change	See our financial report
GRI 202: Market presence		
202-2	Proportion of senior management hired from the local community	For the purposes of this disclosure, senior management refers to employees holding positions with direct managerial responsibility over teams or business units. In 2025, 99% of senior management positions were held by individuals hired from the local community , defined as employees of the same country in which the company operates.
GRI 203: Indirect economic impacts		
203-1	Infrastructure investments and services supported	Coster has not supported any additional infrastructure or community service projects outside the scope of its normal business operations. All capital investments are aligned with the company's strategy to strengthen its global production network while promoting responsible growth and long-term value creation in the regions where it operates.
GRI 204: Procurement practices		
204-1	Proportion of spending on local suppliers	In 2025, 48% of total procurement spending was directed to local suppliers , defined as those operating within the same country as the company's production sites.
GRI 205: Anti-corruption		
205-3	Confirmed incidents of corruption and actions taken	From 2022 to 2025 Coster did not have: • any confirmed incidents of corruption. • any confirmed incidents in which employees were dismissed or disciplined for corruption. • any confirmed incidents when contracts with business were terminated or not renewed due to violations related to corruption. • any public legal cases regarding corruption brought against the organization or its employees during the reporting period.
GRI 206: Anti-competitive behaviour		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	From 2022 to 2025 Coster did not receive any legal action related to these issues.
GRI 302: Energy		
302-1	Energy consumption within the organization	The company monitors and reports total energy consumption across all its operations, including electricity, thermal energy, and fuels used in production processes and facilities. Energy data are consolidated from all sites under operational control and expressed in kilowatt-hours (kWh) , in line with the International System of Units (SI). Energy sources include both non-renewable and renewable sources. All energy consumption data, as well as the related calculations and conversions, are independently verified on an annual basis by DNV under reasonable assurance. See page 41.

Standard	Reporting requirement	Coster's response
GRI 303: Water		
303-1	Interactions with water as a shared resource	Water is not considered a material topic in Coster's Materiality Assessment. Its use is primarily limited to auxiliary processes, such as cooling in injection moulding operations, and to domestic purposes including sanitation facilities and canteens. All water discharges are managed in strict compliance with applicable national regulations and are characterised by a low pollutant load, with no direct discharges into natural water bodies. Monitoring and control measures are in place to ensure efficient use and full environmental compliance across all sites.
303-3	Water withdrawal	The company systematically monitors and consolidates water withdrawal data from all facilities under operational control. Total volumes are reported in cubic metres (m³), based on direct meter readings and utility information. Water is sourced from two main categories: • Groundwater, extracted under valid environmental permits and primarily used for industrial processes such as cooling and anodizing; and • Third-party water, supplied by public or private utilities for both industrial and domestic purposes (e.g., sanitation and canteens). According to World Resources Institute and its aqueduct tool, only Indian site is located in an area with an extremely-high physical risk for water.
303-5	Water consumption	See page 42
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	See page 41
305-2	Energy indirect (Scope 2) GHG emissions	See page 41
305-4	GHG emissions intensity	For Scope 1: 9,92 Kg CO ₂ e/m² For Scope 2 (location based): 3,48 Tn CO ₂ e/mIn products sold
GRI 306: Waste		
306-2	Management of significant waste related impacts	Significant waste-related impacts are addressed through the full waste hierarchy — prevention, reduction, reuse, recycling, recovery, and final disposal — with priority given to minimizing waste generation at source and maximizing material valorization. Operational controls include: • Segregation at source of hazardous and non-hazardous waste. • Dedicated storage areas designed to prevent spills, leaks, or cross-contamination. • Authorized waste contractors for collection, treatment, and final disposal. • Monitoring and reporting of waste quantities, treatment methods, and destinations at site level. • Periodic audits and training programs to reinforce environmental awareness and compliance. Corrective and preventive measures are established whenever significant deviations or incidents are identified, ensuring continuous improvement in waste management performance
306-3	Waste generated	See page 42

Standard	Reporting requirement	Coster's response
GRI 308: Supplier environmental assessment		
308-1	New suppliers that were screened using environmental criteria	In 2025, a total of 13 suppliers were audited under environmental criteria, including 10 new suppliers and 3 re-evaluations of existing ones. The suppliers audited during the reporting year represent approximately 15% of the total expenditure within the top 40 suppliers.
GRI 401: Employment		
401	Management	The company's management of employment-related aspects is guided by its Human Resources Policy and aligned with the principles of fair employment, equal opportunities, and employee well-being. The organization ensures full compliance with national labour legislation and with applicable collective bargaining agreements across all its operations. Employment practices are designed to promote stable, high-quality jobs, support professional development, and foster a safe, inclusive, and motivating work environment. The company applies consistent procedures for recruitment, onboarding, and performance evaluation, ensuring transparency and merit-based selection. Compensation and benefits are regularly benchmarked against industry standards to guarantee internal equity and external competitiveness. In addition, the organization promotes work-life balance through flexible working arrangements where possible, and provides benefits related to health, safety, and well-being, in line with local regulations and corporate commitments. Employment indicators are systematically monitored as part of the company's Integrated Management System.
GRI 402: Labour / Management relations		
402-1	Minimum notice periods regarding operational changes	The company fully complies with national labour legislation and applicable collective bargaining agreements regarding notice periods for significant operational changes. In all cases, the company provides a minimum notice period of 90 days prior to implementing substantial organizational changes, such as restructurings, relocations, or modifications to working conditions. This period exceeds legal requirements in most jurisdictions where the company operates and ensures sufficient time for consultation, planning, and dialogue with employee representatives and works councils. No deviations or non-compliance with the established notice period were identified during the reporting year.

Standard	Reporting requirement	Coster's response								
GRI 403: Occupational health and safety										
403	Occupational Health & Safety	Occupational health and safety is a material and strategic priority for the company. Its management is integrated into the Integrated Management System, in full compliance with applicable national legislation and, where certified, with the requirements of ISO 45001. The company promotes a preventive culture focused on eliminating hazards, reducing risks, and ensuring the physical and psychological well-being of all employees and contractors. Safety responsibilities are clearly defined at every organizational level, and periodic risk assessments are conducted for all operations and workplaces. Training, consultation, and employee participation are key elements of the company's safety management. All employees receive appropriate OHS training according to their role, and mechanisms for reporting incidents or unsafe conditions are available and actively encouraged. Health surveillance, emergency preparedness, and incident investigation are carried out systematically to ensure continuous improvement in safety performance. Compliance with legal obligations is strictly monitored, and no significant breaches of OHS regulations were identified during the reporting year.								
GRI 404: Training and Education										
404-1	Average hours of training per year per employee	Pag. 35								
GRI 405: Diversity and equal opportunity										
405-2	Ratio of basic salary and remuneration of women to men	<table><tr><th>Managers</th><th>Middle management</th><th>Operators</th></tr><tr><td>0,76</td><td>0,80</td><td>0,87</td></tr></table>	Managers	Middle management	Operators	0,76	0,80	0,87		
Managers	Middle management	Operators								
0,76	0,80	0,87								
GRI 406: Non-discrimination										
406-1	Incidents of discrimination and corrective actions taken	During the reporting period, and consistently over the last three years, no incidents of discrimination have been reported or identified through the company's internal communication or grievance mechanisms.								
GRI 407: Freedom of association and collective bargaining										
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	During the last three reporting periods, no risks or incidents related to the restriction of these rights have been identified in the company's operations or among its assessed suppliers.								
GRI 408: Child labor										
408-1	Operations and suppliers at significant risk for incidents of child labor	During the last three reporting periods, no risks or incidents related to child labor have been identified in the company's operations or among its assessed suppliers.								
GRI 409: Forced or compulsory labor										
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	During the last three reporting periods, no risks or incidents related to forced or compulsory labor have been identified in the company's operations or among its assessed suppliers.								

Standard	Reporting requirement	Coster's response
GRI 410: Security practices		
410-1	Security personnel trained in human rights policies or procedures	All security personnel employed by the company have received specific training on the organization's Code of Ethics , which includes guidance on respect for human rights, non-discrimination, and appropriate conduct in the workplace.
GRI 411: Rights of indigenous peoples		
411-1	Incidents of violations involving rights of indigenous peoples	This indicator is not applicable to the company, as its operations do not directly or indirectly affect any communities identified as indigenous peoples.
GRI 413: Local communities		
413-1	Operations with local community engagement, impact assessments, and development program	All company sites are actively involved in the Coster Cares program, which represents the company's global framework for community engagement and social responsibility. The program encompasses a wide range of initiatives aimed at supporting local communities and fostering sustainable development in the areas where the company operates. Under <i>Coster Cares</i> , activities include educational collaborations with local schools and universities, environmental restoration projects, solidarity campaigns, and volunteering actions that promote inclusion, health, and environmental awareness.
GRI 414: Supplier social assessment		
414-1	New suppliers that were screened using social criteria	In 2025, a total of 13 suppliers were audited under social criteria, including 10 new suppliers and 3 re-evaluations of existing ones. The suppliers audited during the reporting year represent approximately 15% of the total expenditure within the top 40 suppliers.
GRI 415: Public policy		
415-1	Political contributions	The company maintains a strict policy of political neutrality and does not provide, either directly or indirectly, any financial or in-kind contributions to political parties, organizations, or representatives. This principle is embedded in the company's Code of Ethics and applies to all subsidiaries and business units worldwide, ensuring full compliance with applicable legislation and internal governance standards
GRI 416: Customer health and safety		
416-1	Assessment of the health and safety impacts of product and service categories	This indicator is not applicable to the company, as it does not manufacture or commercialize products intended for the final consumer. The company supplies packaging components and systems to industrial clients, ensuring that all necessary information and technical documentation are provided to enable customers to comply with applicable regulations regarding product safety, labelling, and consumer information.
GRI 417: Marketing and labelling		
417-1	Requirements for product and service information and labelling	This indicator is not applicable to the company, as it does not manufacture or commercialize products intended for the final consumer. The company supplies packaging components and systems to industrial clients, ensuring that all necessary information and technical documentation are provided to enable customers to comply with applicable regulations regarding product safety, labelling, and consumer information.

Standard	Reporting requirement	Coster's response
GRI 418: Customer privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	During the reporting period, no incidents or substantiated complaints were recorded concerning breaches of privacy or loss of customer data. In 2024, the company conducted a comprehensive GAP analysis against the ISO 27001 standard, covering all areas and processes of the organization, with the objective of identifying opportunities to strengthen its information security management system and reinforce its commitment to data protection and continuous improvement. Building on the findings of this assessment, the company has defined a roadmap with the objective of obtaining ISO 27001 certification for its information security management system before 2030.



Connect with us on [LinkedIn](#)

