



Leave a *Sign*

2025 Sustainability Report

Knowledge partner: TEHA Group

Graphic Project: MAKIA Srl





Building the *future* together

A journey built on
freedom of thought,
innovation, and the
value of people.



OMBRETTA SARASSI
General Manager

In 2025 we looked ahead to imagine what OPEM could be in the future, and we found the answer by looking within ourselves.

In a moment of transformation, in which the Italian metalworking sector is going through a phase of productive contraction, amid geopolitical tensions and uncertainty on international markets, we rediscovered in the values that have always us—uniqueness and innovation—the resilience to face even an unprecedented scenario.

Sustainability is not a goal to be declared, but a mark to be built every day.



CUTTING-EDGE

The pursuit of the avant-garde is for us not merely a strategic goal, it is a way of being in the world. Proof of this are the solutions developed for new global markets, including the Japanese and Middle Eastern ones, combining our packaging expertise with an entirely unprecedented challenge. These projects are born from listening and are developed with the curiosity and certified competencies that for over 50 years have driven our passion.

PEOPLE

Challenges of this magnitude require something that goes beyond technical expertise. They require people ready to approach every project as a blank page, free from the mental boundaries that routine sometimes imposes. This is why in 2025 we continued to seek out talents capable of bringing fresh perspectives and openness. We want people who share our vision: doing their work well, returning value to the community they are part of, and bringing with them new energies oriented towards growth.

TERRITORY

OPEM is part of that small and medium-sized family-run industry of Parma that represents a virtuous model of cutting-edge manufacturing.

Since the Company's founding, we have understood the enterprise not merely as a productive entity, but as a living cell of the social fabric of Parma: our bond with the city is not in the least formal, it is the fruit of a business culture, an "industrial humanism", in which manufacturing and culture intertwine authentically.

From the decision to open the company's gates to culture and art, to the contribution towards the redevelopment of landmark sites in the historic city centre through the Associazione Amici della Pilotta, to the active participation in the Eco District Committee for the SPIP Area: we are convinced that the well-being of the community and that of the company are interdependent, and that no productive entity can truly call itself sustainable without considering its territorial rootedness as a responsibility.

DEAR READERS

Our third Sustainability Report is not a collection of indicators, it is a story.

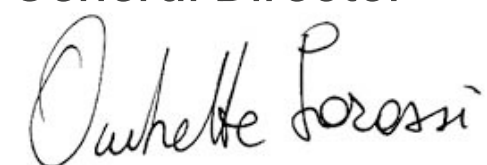
The story of a Company that chooses sustainability not out of obligation but out of conviction, and that in 2025 refined and consolidated its ambitions for growth and vision.

From the 1970s, when our first machines took shape in a single workshop, to today, with solutions exported across the world: the common thread of this journey is the same freedom of thought with which we look to tomorrow.

With a spirit free from preconceptions and talented people by our side, we are ready to build the future together.

Happy reading,

Ombretta Sarassi,
General Director



Our third
Sustainability Report
is not a collection
of indicators,
it is a story.

”



FABIO BINACCHI
President

OMBRETTA SARASSI
General Director



SUSANNA BINACCHI
*HR Manager
Health & Safety Manager
Internal Legal Department*

ELENA BINACCHI
Marketing Manager

VITTORIA BINACCHI
After Sales Manager



Content *index*

OPEM

Leave a Sign

Message to Stakeholders	03
2025: our sign	10
OPEM is	13
Our history	16
Leave a sign:	
OPEM's sustainable business program	20
Economic and financial results	24
Corporate governance	25
OPEM 2035: towards the future	28
Measuring our commitment	30

OPEM is

Cutting-edge

32

The packaging sector and the circularity challenge	34
News from around the world	34
Unique Products	36
Trade fairs	38
Research and Development for the future	40
Certified quality	41
High-efficiency machines	42
Stories of innovation	46
Value partnerships	53

OPEM is

Responsibility

54

The energy transition requires an acceleration	56
News from around the world	56
Future-proof plants	58
Parma, Emilia-Romagna	58
São Paulo, Brazil	60
Energy consumption and emissions	62
Circular economy and waste management	64

OPEM is

Family

66

The future of work and the demographic challenge	68
News from around the world	68
The centrality of our people	70
Unique know-how and skill development	74
Supporting employees	76
Health and safety, first and foremost	78

OPEM is

Parma

80

In a polarized world, citizens trust businesses	82
News from around the world	82
Patrons of culture	84
Amici della Pilotta	86
Eco District: the neighbourhood of the future	88
The value of education	90
Sport that engages	92
Together for the community	93

Methodological

note

94

How this document was prepared	95
VSME-ESRS Content Index	97
Useful links	99

2025 our *sign*

Numbers that tell the story of our identity, our choices, and our daily commitment to building sustainable value.

+50 years

Of experience in the **packaging sector**, providing innovative, cutting-edge solutions

>2,000

Unique machines **matriculated by OPEM** throughout its history

Sustainable materials

Becoming increasingly central thanks to the development of **specialized technologies** installed on OPEM's machines

New markets

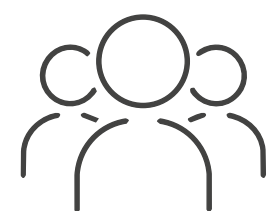
Reached thanks to OPEM's ability to adapt to the most **demanding requirements** and specific needs

Sustainable Business Award - Parma

Awarded to OPEM by Alleanza Sostenibile

Certified quality

With the achievement of **ISO 9001:2015 certification at its Parma facility** and numerous international standards at its Brazilian facility

**110**

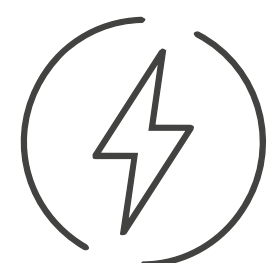
The employees who contribute to OPEM's success, located at offices around the world

**477**

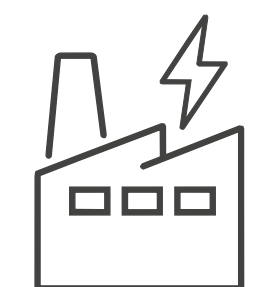
The number of training hours provided by OPEM to its employees

**1,175**

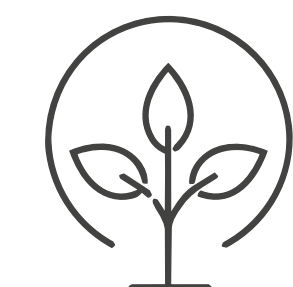
The number of training hours provided by OPEM to students in the local area

**-58%**

In electricity consumption compared to traditional solutions, thanks to smart lighting

**-40%**

The electricity consumption of OPEM's machines, thanks to the technological solutions implemented

**-40%**

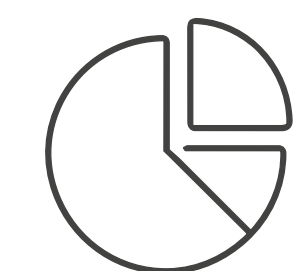
The reduction in printed promotional materials compared to 2023

**21**

Trusted suppliers with whom OPEM has had a relationship for more than 25 years

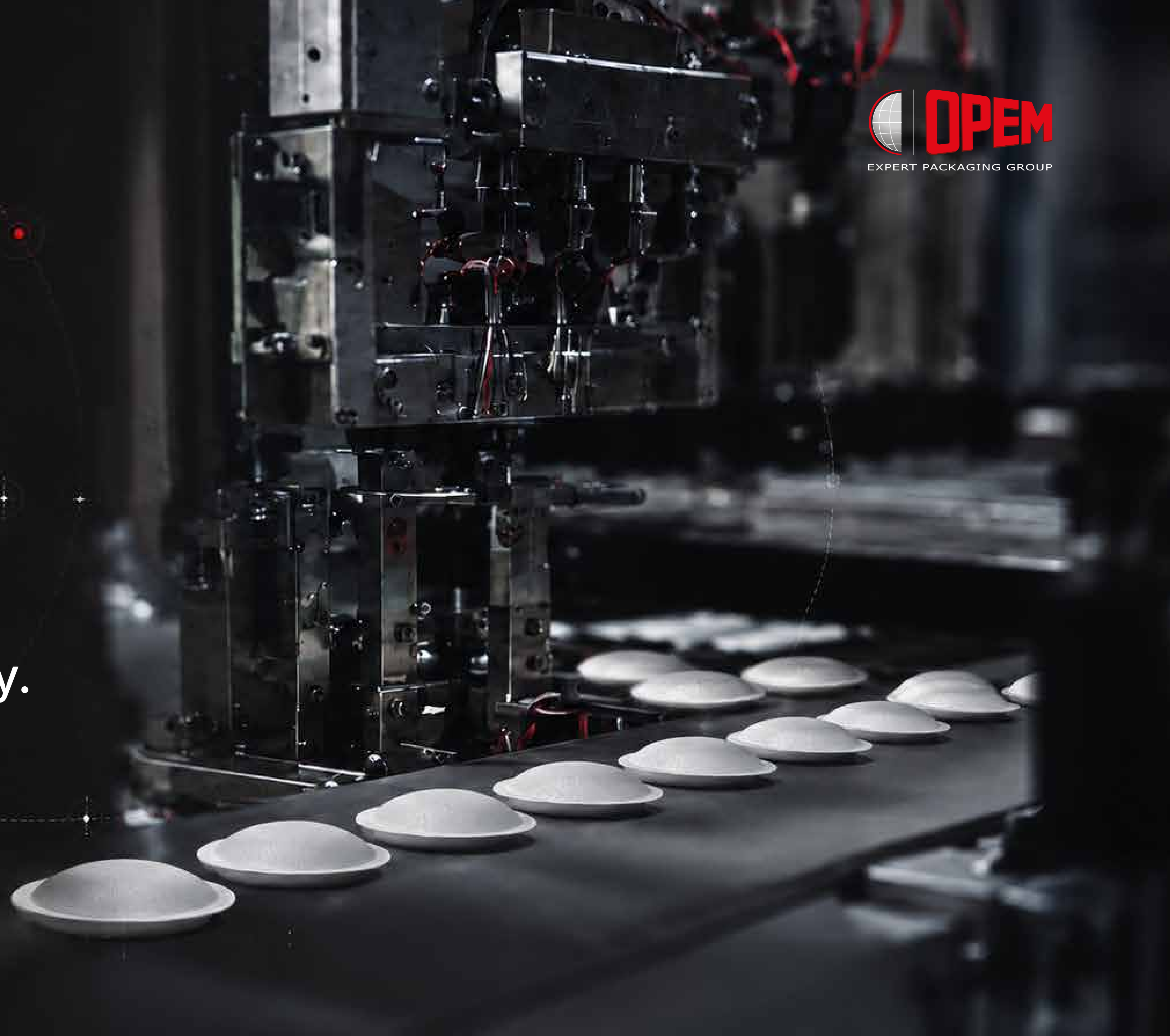
**58%**

Of OPEM's Italian suppliers are located in Emilia-Romagna, underscoring OPEM's support for the region

**€538.54K**

The charitable contributions and sponsorships in support of the local community

For over 50 years
leaving our mark
on innovation,
on people and on
our local community.



WHO WE ARE

OPEM *is*

Constant search for unique and cutting-edge solutions for tailor-made answers to the production development needs of the market.

An entrepreneurial philosophy that has taken OPEM to levels of technological excellence, while preserving an artisan approach to its unique products that leave their mark.

OPEM is a family-owned company that is a leader in the design and manufacture of automatic processing and packaging equipment for food products, coffee, cosmetics and pet food, tailored to the specific needs of each customer.

Founded in 1974, in its 50-year history the company has registered approximately 2,000 machines and filed numerous patents, with a 100% success rate.

Customization is what sets **OPEM** apart. The solutions the company produces are designed to transform customer requirements into highly-efficient industrial installations. **OPEM develops unique machines and equipment solutions**, including heart-shaped coffee pods, compostable capsules, resealable bags and more.

Founded with a versatile soul and ready to embrace requests for more alternative and innovative packaging solutions, **over time OPEM has set new industry standards, particularly with regard to coffee.** In fact, it was thanks to this product that the Company first entered the international markets, offering avant-garde and sustainable packaging. **Today OPEM, on the strength of fifty years of experience, offers the same passion and desire to innovate to customers in numerous sectors, from food to cosmetics and pet food, all the way to the automotive industry, united by the constant search for excellence in packaging.**

The company's roots are in the Parma area, where it started and has continued to expand its activities. Today, it follows clients in Italy and international markets, including through two subsidiaries: OPEM USA and OPEM Brazil.

A global *ambition*

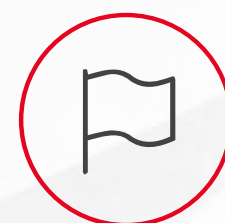
Always oriented to meet the demands of customers from all over the world, over the years OPEM has expanded its presence in foreign markets in an ambitious internationalization drive.

OPEM'S JOURNEY IN USA

OPEM is also active in the United States: its subsidiary OPEM USA includes a sales office and a contract manufacturing facility. This enables it to offer packaging services to local customers that meet the specific needs of the U.S. market.

OPEM's internationalization path is aimed at harnessing all the technical, commercial and technological synergies that can be

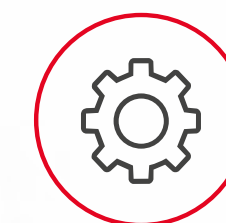
OPEM'S JOURNEY IN BRAZIL

**2016**

OPEM Brazil was **established** as a sales office to launch operations in South America

**2024**

The Brazilian facility's production capacity is **also being put to use in international markets**

**2023**

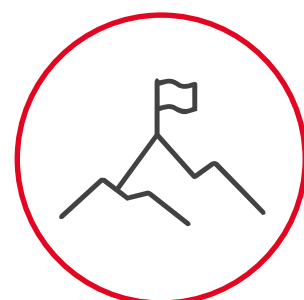
The office has been converted into a production facility **to provide customized solutions to local customers**

**2025**

OPEM Brazil has obtained certifications for food safety and occupational health

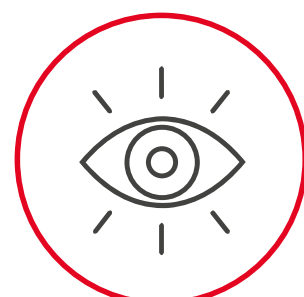
realized through the dissemination of the expertise developed in its more than 50 years of experience.

Throughout 2025, OPEM continued to expand its presence in numerous emerging markets, such as the Middle East and Japan, with the mission of bringing its excellence in packaging solutions to the world.



Mission

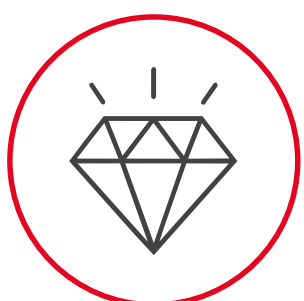
Constant search for innovative solutions to improve the performance and quality of machines and equipment: this is the entrepreneurial philosophy which has led OPEM to attain levels of technological excellence that are capable of meeting the production development required by the market, while at the same time preserving craftsman-like attention to its products.



Vision

OPEM looks to the future without forgetting its history.

In a market that is global, but also increasingly within reach, the new concept “OPEM – Expert Packaging Group” has been created. Different countries and distant locations, but all united in one large group that works to satisfy the most demanding requirements and offer innovative solutions in the world of packaging.



Philosophy

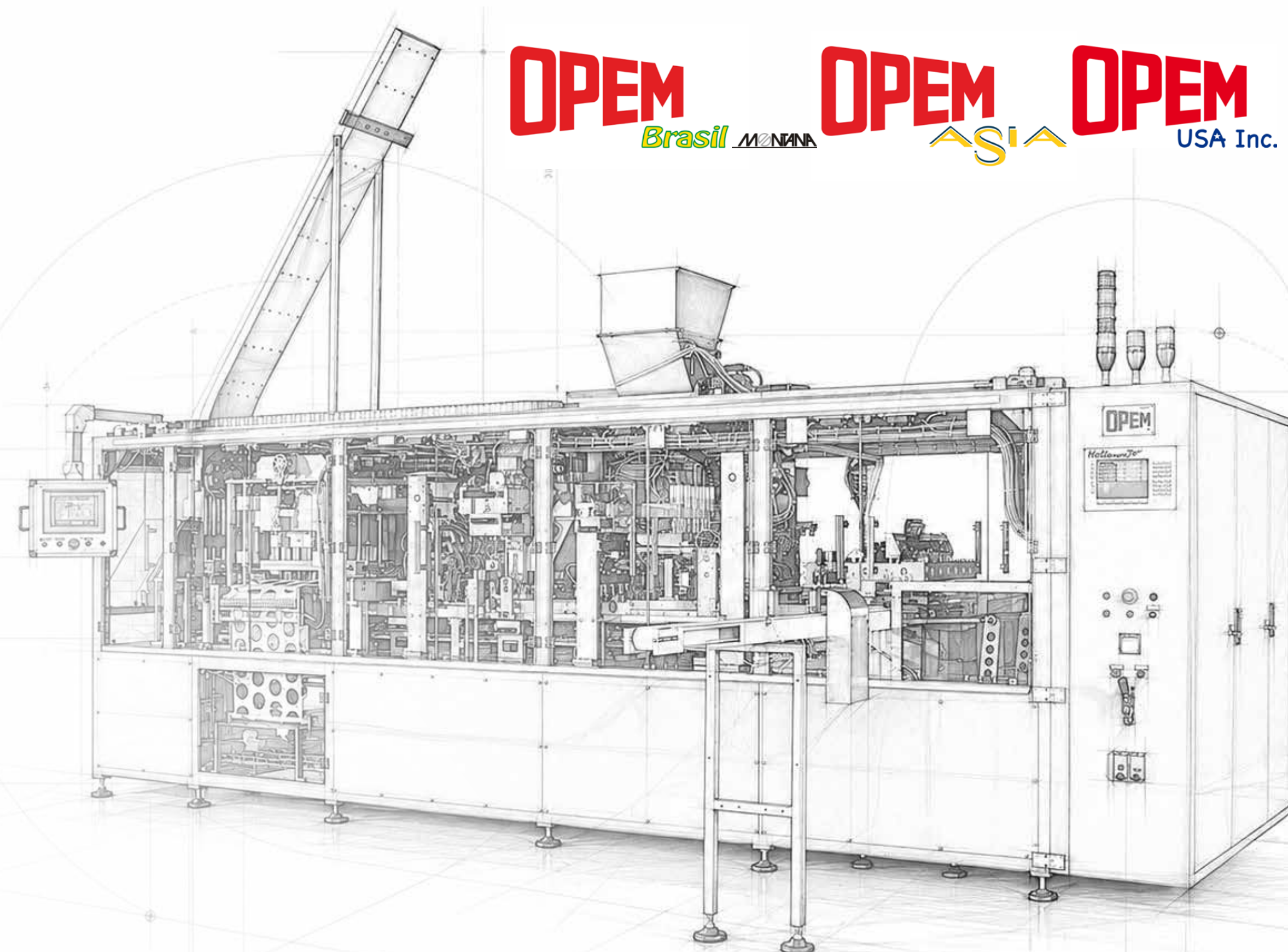
What makes an OPEM product unique? The very high level of customization. Not only at the industrial level, but also in the aesthetic appeal of its equipment. The idea is to make room for beauty and add another means to allow customers to decide how to “leave their mark”.



OPEM
Brasil

OPEM
ASIA

OPEM
USA Inc.





Our *history*

Over 50 years of innovation, growth, and passion for packaging. A story of insight, challenges overcome, and goals looking toward the future.

1974

OPEM was founded in Parma based on an idea by **Fabio Binacchi**, who took over a business in the pasta industry and began designing machinery for various applications. Originally established as **Officina Parmense ElettroMeccanica**, the company quickly began securing patents for major food manufacturers, developing weighing and filling solutions tailored to different customers. While working for third parties, Binacchi explored packaging for pasta and cookies—a field he never fully abandoned—eventually expanding into coffee.

1984

In the 1980s, OPEM partnered with major clients such as **Barilla, Motta, and Golia**, designing weighing systems for spaghetti, marron glacé, and licorice, and gradually expanded its international presence. The collaboration with major brands spurred the company's first major expansion: OPEM moved into a **new 5,000-square-meter facility in the Parma industrial park (SPIP)**, a bet on the future that reflected the need for adequate space to design and test state-of-the-art machinery.



1990

The strong growth of the pod and capsule market offers OPEM the opportunity to establish itself with **highly customizable systems**. The first major opportunity comes from the Netherlands: Douwe Egberts is looking for a modern solution to produce pods with precision and speed, and OPEM designs the industry's first automated system. Despite the company's still modest size, the result wins over the client, confirming the company motto: **"never say no."**

2002

2002 marked OPEM's first project with significant environmental benefits. Jean-Paul Gaillard, former CEO of Nestlé, set the challenge of producing **compostable corn-based capsules** capable of perfectly preserving coffee. OPEM accepted the challenge, developed a unique project, and successfully delivered seven production lines. The experience enriched the company with new production techniques and expertise in materials, further expanding its know-how.

2005

OPEM is actively shaping the future of the coffee industry through its partnership with the American company Keurig for K-Cup® technology, a pioneering solution for the distribution of single-serve coffee pods. With an innovative patent, OPEM began a decade-long partnership with Keurig that led to the sale of approximately 40 machines to the company in 2011 and continues to this day.

Our *history*

2014

In September 2014, after more than three years of work, OPEM's new plant was inaugurated, also in the Parma industrial district. OPEM's new home, designed with great architectural care and precision, was modeled on the guidelines of rationality, transparency and communication between the different sections to reflect the company's vision: **aesthetic beauty and functionality are not separable, each requires the other**. The investment in the new headquarters was a clear sign of continuity, confidence in its know-how and optimism for the future.

2018

With its **Weycap project**, an energy-efficient machine for automated capsule filling, OPEM won the European Commission's "Seal of Excellence" awarding innovative projects that combine sustainability and technology.



2023

OPEM decides to voluntarily publish its first **Sustainability Report**, a document designed to enable all stakeholders to assess its sustainability commitments and achievements. This was an important step for OPEM, which was committed to expanding and integrating sustainability into its operations and continuing to respond to the challenges and opportunities of today and tomorrow.

2024

2024 was a special year, marked by **new projects, markets, and strategies**. The President and the technical team completed two pilot machines for unwrapped pressed pods and spherical aluminum capsules, in line with principles of sustainability and recycling. New markets were captured thanks to the expansion of the sales department, while the Brazilian subsidiary in São Paulo completed its new plant and strengthened its sales network across all of Latin America. As part of this growth trajectory, **2024 saw the launch of OPEM 2035**, a strategic plan with concrete and measurable goals to improve sustainability performance in tandem with business objectives.

2025

OPEM takes another step toward excellence by implementing the **ISO 9001:2015 quality management system**, a certification that attests to its ongoing commitment to improving every business process. This achievement complements the ongoing refinement and tracking of the **objectives outlined in the OPEM 2035 ESG Plan**, confirming the company's commitment to looking toward the future with a sense of responsibility. As proof of the tangible results of these efforts, **OPEM has received the "Sustainable Businesses – Parma" award from Alleanza Sostenibile** (Fondazione Cariparma), a recognition that highlights its active role in promoting sustainability in the region.

Leave *a sign*

OPEM's sustainable business program.

Sustainability, for us, means leaving a mark that is not a burden on the environment, but a legacy of value for the territory.

Customisation, inventiveness and innovation have always been the hallmarks of the OPEM brand, which is committed to creating value for its customers while at the same time generating a positive impact on the environment, the people and the territories in which it operates.

A MARK THAT CREATES VALUE

Leave a Sign was born in 2018 from a precise conviction: an industrial company can, and must, generate value that goes beyond the product. With this programme, OPEM has chosen to direct its activities towards creating a positive environmental and social impact, making sustainability not a separate chapter, but the guiding thread of its business decisions.

2025 marked a new maturity for the programme, accompanied by a broader evolution of the company's values platform. The scope of Leave a Sign has expanded, and with it the role that OPEM recognises for itself in the packaging supply chain: no longer merely a manufacturer of outstanding machines, but a partner to its customers on the path towards reduced-impact packaging.

PARTNERS FOR THE TRANSITION

The Company today supports its partners in the adoption of innovative materials, bioplastics, paper, recycled aluminium, acting on the configuration of the machines and making available the technical expertise required for their maintenance. Internal laboratories host ongoing tests on compostable materials and new bioplastics, positioning OPEM as a strategic partner for

clients undergoing the ecological transition.

The design of the ARGO series and the machines for pods and capsules is a concrete expression of this approach.

Every engineering decision, from the earliest development stages, is guided by two priorities:

- > **Reduction of material waste**
- > **Containment of energy consumption**

The sustainable approach extends also to after-sales, with two key tools:

- > **Digital Monitoring System (DMS): clients monitor the performance of their machines in real time, intervening before an anomaly translates into waste.**
- > **Live Remote Assistance: a specialised OPEM technician is reachable remotely, reducing downtime and emissions related to maintenance.**



CLOSE TO THE TERRITORY, IN ITALY AND BEYOND

The Parma Nord industrial area (also known as SPIP) has been OPEM's home for nearly forty years, and the Company has taken on a leading role within it, coordinating the SPIP Eco District Committee with the aim of transforming it into a district oriented towards urban sustainability: mobility infrastructure, spaces redesigned for people's well-being, collaboration among the companies in the area. This same approach is carried to international markets with consistency. Through its international subsidiaries, including OPEM Brasil, in São Paulo, the Company brings the values of **Made in Parma** to every local context, making Leave a Sign a programme without geographical boundaries.

CUSTOMISATION, OUR DISTINCTIVE MARK

Leave a Sign retains, finally, the dimension that has made it recognisable from the very beginning: customisation. OPEM machines stand out today not only for their bespoke technical solutions, but for an aesthetic attention that transforms an instrumental asset into a design element.

The panels are customisable with graphics printed on technical materials, replaceable and updatable over time. This is the point where technology and identity meet: clients' production lines become spaces that tell the story of who they are and which direction they are heading, and leave, in the fullest sense, their own mark.



Our marketing does not seek noise, it leaves a mark. I deeply believe in a “Marketing of Kindness”, built on listening to the client and respect for the people who work with us. Communicating OPEM today means telling a way of inhabiting the world: our “Territorial Marketing” is not promotion, it is giving back. It is the care we put into making the SPIP district a more beautiful and functional place, because a company truly grows only if it helps the land that hosts it to grow.”

Elena Binacchi,
Head of Marketing and Communications,
OPEM SpA



Economic and financial results

In 2025, **OPEM** generated revenues of approximately €27 million, in line with the previous three-year period.

Economic and financial results (thousands of €)			
	2023	2024	2025
Income from sales	28,823.69	31,311.74	27,013.98
EBITDA before recurring expenses	3,514.24	3,884.65	-125.83
EBITDA	2,708.07	2,759.04	-572.62
Operating profit	2,138.50	2,229.15	-1,030.17
Profit for the year	1,593.66	2,033.22	-532.09
Net financial assets	24,871.02	23,424.24	19,974.61
Investments	155.23	341.21	70.94
Sponsorships and donations	481.36	488.00	538.54

Corporate *governance*

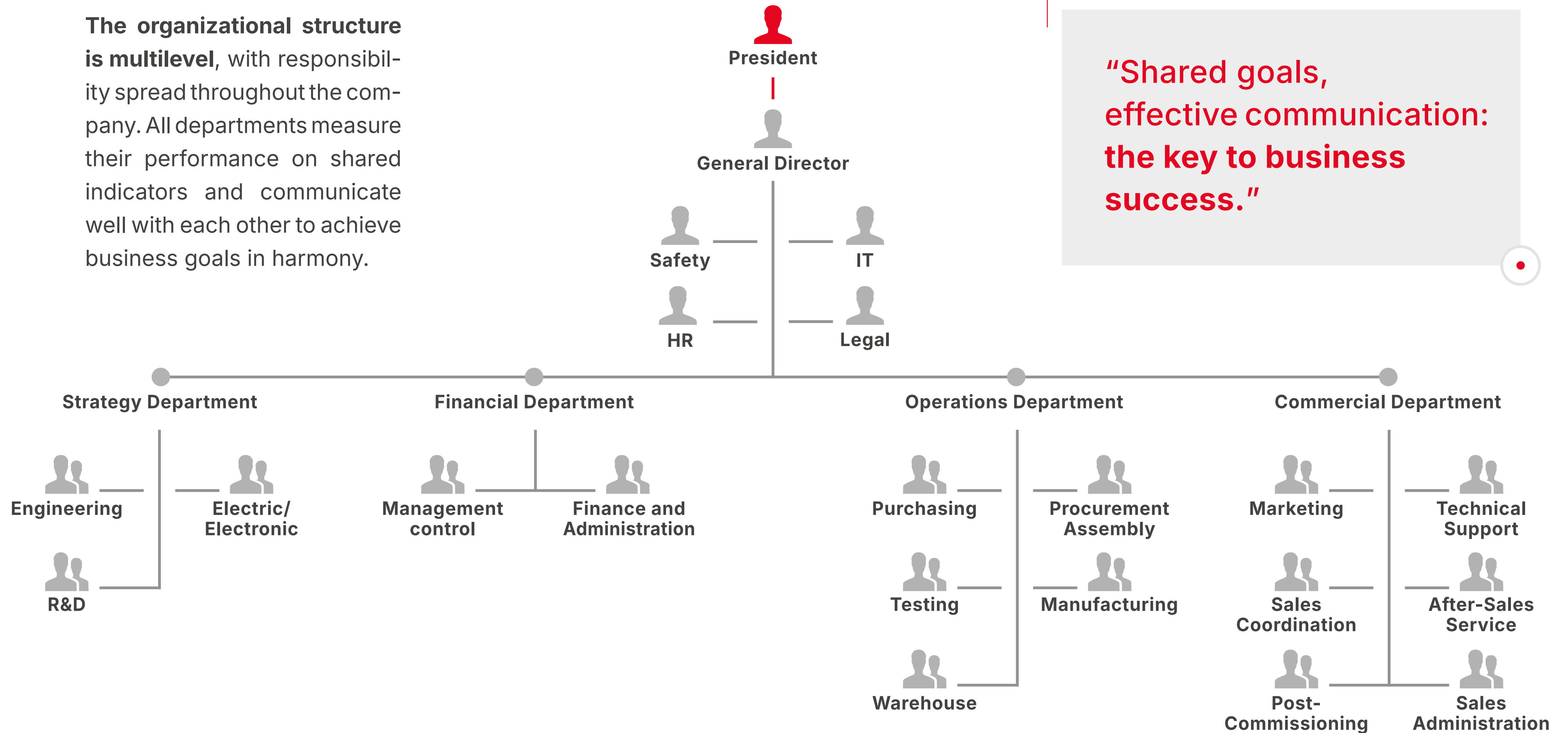
OPEM adopts a governance model based on the principles of *ethics and transparency* that aims to establish trusting relationships with all stakeholders and enables the setting and achievement of ambitious strategic goals.

Moral integrity and responsibility are the cornerstones of the conduct of all those working in the company. As proof of this, in 2025 OPEM was once again awarded *"Legality Rating"* certification from the Italian Competition and Market Authority (AGCM), which has been assessing OPEM's compliance with high legality standards since 2015 and is valid throughout 2027.



The organizational structure is multilevel, with responsibility spread throughout the company. All departments measure their performance on shared indicators and communicate well with each other to achieve business goals in harmony.

"Shared goals, effective communication: the key to business success."



OPEM’s soundness has been certified over the years by CRIBIS, Italy's leading provider of business information on Italian and foreign companies, which once again this year named OPEM a **“Prime Company”**, the highest recognized rating on business reliability for companies.

The **Board of Directors** (BoD) sets the strategy for the entire company and guides it as a whole, including through continuous dialog with the directors of the various business departments. The BoD is also responsible for defining the company’s mission, vision and philosophy, as well as evaluating and approving sustainability initiatives and monitoring, including the Sustainability Report.

BOARD OF DIRECTORS (BOD)			
MEMBERS	ROLE	EXECUTIVE	GENDER
Fabio Binacchi	Chairman of the BoD	Yes	M
Ombretta Sarassi	Director	Yes	F
Vittoria Binacchi	Director	Yes	F

The **Board of Statutory Auditors** represents the control body of OPEM and is responsible for supervising the activities of the directors and checking that the management and administration of the company are carried out in accordance with the law and the articles of incorporation.

BOARD OF STATUTORY AUDITORS		
MEMBERS	ROLE	GENDER
Roberto Perlini	Chairman of the Board of Statutory Auditors	M
Giorgio Picone	Statutory auditor	M
Alberto Verderi	Statutory auditor	M
Pier Luigi Pernis	Alternate Auditor	M
Davide Leggieri	Alternate Auditor	M

The **Sustainability Committee** is responsible for integrating environmental and social considerations into the company’s strategy, identifying synergies between sustainability and competitiveness. In carrying out this role, the Committee oversees all activities related to sustainability, including the annual preparation of the Sustainability Report and monitoring progress toward the objectives of the OPEM 2035 strategy, an activity for which it was supported by The European House – Ambrosetti’s Sustainability practice as a knowledge partner.

SUSTAINABILITY COMMITTEE		
MEMBERS	ROLE WITHIN THE COMPANY	GENDER
Vittoria Binacchi	After sales manager, member of the Board of Directors	F
Susanna Binacchi	Head of HR	F
Tania Pescina	Technical office	F
Yari Riccò	Technical office	M
Arianna Bertinelli	HR office	F
Andrea Coelli	Administration office	M

OPEM 2035: *towards the future*

[VSME ESRS B2-26, 27]

For OPEM, sustainable development is first and foremost a **long-term strategic goal** and, as such, requires a **concrete and measurable action plan**. That is why, in 2024, the Company defined sustainability targets that, in synergy with business objectives, will guide its strategy for the next 10 years: **"OPEM 2035"**.

Outlining the long-term strategic path are **9 goals**, for each of which **lines of action** useful for its achievement have been identified. These give rise to **concrete, measurable and achievable interventions** that can transform sustainability challenges into growth and development opportunities for OPEM while generating shared value with the people and communities affected.

The goals were defined through a dedicated **Working Group**, composed of half men and half women from OPEM of different ages, roles and positions. The Working Group is also responsible for coordinating the measurement and updating the goals on an annual basis, allowing them to be adapted to OPEM's progress when necessary.





ENVIRONMENT

In a market where circularity is becoming increasingly important, OPEM aims to strengthen its role as an innovative and trusted partner for customers seeking low-impact solutions, while eliminating waste from its own operations.



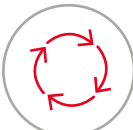
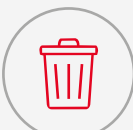
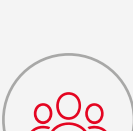
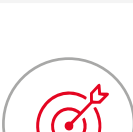
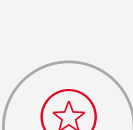
SOCIETY

People are at the heart of OPEM's strategy. That is why the company is committed to ensuring the growth and well-being of its employees and local communities, while also promoting sustainable practices throughout its supply chain.



GOVERNANCE

OPEM is committed to communicating its sustainability performance and goals transparently and effectively by completing the EcoVadis questionnaire to obtain an accredited and impartial ESG rating.

	GOAL	2024 BASELINE	2035 TARGET
01	Ecodesign Policy Formalise a corporate Ecodesign Policy covering over 80% of newly developed or revised products by 2035	Not in place	 >80% of developed and revised products covered by the Ecodesign Policy
02	Circular pallets Recover more than 50% of the non-standard pallet used by OPEM by 2035	Not in place	 >50% of the non-standard pallets used by OPEM are recovered
03	Zero waste Recover over 80% of production waste through in-house management by 2035	100% indirectly managed	 >80% of production waste recovered through in-house management
04	OPEM Academy Establish a structured training programme for employees and deliver more than 10 hours per capita of training by 2035	400h (3.77 per capita)	 1,000h delivered through OPEM Academy
05	Top Employer Achieve Top Employer certification by 2035	Not in place	 Maintain Top Employer certification
06	Customer care Define and regularly monitor a customer satisfaction index through a structured feedback system and achieve a score of >4/5 by 2035	Not in place	 Customer satisfaction score >4/5
07	Sustainable Procurement Assess 100% of strategic suppliers based on sustainability criteria by 2035	0%	 100% of strategic suppliers evaluated through sustainability criteria
08	ESG Goals for the Ecodistrict Collaborate with companies in the Parma Ecodistrict to achieve shared sustainability objectives by 2035	Not in place	 ESG goal plan formalized and periodically updated
09	Platinum EcoVadis Medal Achieve the EcoVadis Platinum Medal by 2035	Not in place	 EcoVadis Platinum Medal achieved

Measuring our *commitment*

OPEM's progress toward its sustainability goals is supported by a robust organizational structure, which includes systematic monitoring of results using recognized assessment standards and certification by independent bodies.

In 2025, a series of external recognitions and assessments once again confirmed the quality of the company's management, its commercial reliability, its compliance with the law, and its focus on environmental impact and people.



OPEM'S CERTIFICATIONS AND EVALUATIONS



CRIBIS Prime Company

An award given to companies that demonstrate the highest level of stability and reliability in their dealings with suppliers.



Legality Rating

A public certification issued by the AGCM attesting to a company's compliance with the law and its ethical and transparent conduct.



ISO 9001:2015

An international standard that certifies the implementation of a quality management system focused on continuous improvement.



EcoVadis

A rating platform that evaluates companies' sustainability performance and assigns a reliable percentile score.



OPEM'S SUSTAINABILITY AWARDED BY ALLEANZA SOSTENIBILE

In 2025, OPEM's commitment received official recognition: the company was awarded the **Sustainable Businesses Award – Parma**, the first edition of an accreditation program created to highlight local organizations that are pursuing concrete and structured paths

toward sustainable transition. The award is part of the **Alleanza Sostenibile project**, an educational and research initiative co-funded by the Fondazione Cariparma, which involved students, teachers, businesses, and institutions in the Parma area.

OPEM is *Cutting-edge*

The courage to invent

GOAL	2024 BASELINE	2025 RESULT	2035 TARGET
Ecodesign Policy Formalise a corporate Ecodesign Policy covering over 80% of newly developed or revised products by 2035	Not in place	Not in place Work has begun on developing the Ecodesign Policy	>80% of developed and revised products covered by the Ecodesign Policy
Sustainable Procurement Assess 100% of strategic suppliers based on sustainability criteria by 2035	0%	Tracking of suppliers' attainment of ISO 9001:2015 certification has been integrated	100% of strategic suppliers evaluated through sustainability criteria
Customer Care Define and regularly monitor a customer satisfaction index through a structured feedback system and achieve a score of >4/5 by 2035	Not in place	N/A – implementation expected in 2026	Customer satisfaction score >4/5

The packaging sector and the *circularity challenge*



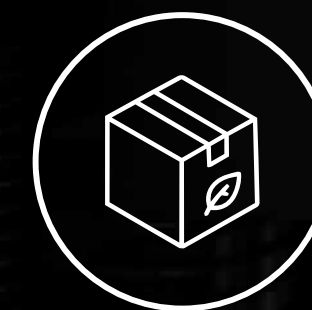
100%
recyclable

Packaging in European markets by 2030, according to the EU Packaging Directive.



9%

The global share of recycled plastic, with an annual production of over 400 million tons.



76.7%

Packaging recycled in Italy in 2024, in line with the 2030 European target.



The context

The packaging sector is undergoing an unprecedented structural transformation, driven by new customer expectations and a rapidly evolving European regulatory framework. In December 2024, the European Union adopted the Packaging and Packaging Waste Regulation (PPWR, EU Reg. 2025/40), which replaces the previous Directive 94/62/EC by establishing a harmonized legal framework for all packaging placed on the EU market. The Regulation aims to make the recycling of all packaging economically viable by 2030, safely introduce the use of recycled plastic, and steer the packaging sector toward climate neutrality by 2050.^{1 2}



For companies in the packaging industry, this regulatory shift is not merely a compliance requirement: it reshapes end-customer expectations, supplier selection criteria, and the entire competitive landscape.

OPEM'S RESPONSE

OPEM has been anticipating this transformation for over a decade, continuously testing compostable materials and bioplastics in its in-house laboratories and guiding customers toward low-impact packaging solutions. The PPWR is accelerating a process that is already underway: OPEM positions itself as the go-to industrial partner for companies that need to redesign their production processes with a circular approach, without compromising on the performance and quality of the final product.

¹ Greenberg Traurig, 2025
² European Commission, 2025

Unique *Products*

To be cutting-edge means anticipating the future with innovative and tailored solutions. Therefore, OPEM constantly invests in advanced technologies and unconventional approaches, ensuring efficiency, precision and competitiveness for its customers



OPEM's commitment is aimed at providing unique, custom-designed solutions with a very high level of customization, innovation and quality of the final product. Over the years, the company's passion for innovation has led it to accept the most unique and complex challenges that have stimulated the continuous evolution of its solutions.



Listening attentively and fully understanding the specific needs of clients is a key aspect in developing custom packaging solutions. Filter paper pod making machines, metal and compostable capsules, vacuum capsule machines, jar and bag filling: there is no limit to the customization of OPEM products, famed for their uniqueness which is the cornerstone of their appeal.



This uniqueness translates into a tailor-made approach: from the first meeting to the finishing touches, OPEM accompanies its customers by providing support in every stage of product development. And it is precisely this approach that creates loyalty and trust, as seen in the company's many long-standing partnerships.



The added value of working closely with clients lies in the ability to **achieve results that were thought unachievable.** The evolution in OPEM's technical efficiency is often the result of stimulus from customers themselves, grasped and then translated into increasingly high-performance machines.



OPEM's philosophy is based on courage: "never say no" is a directive that has guided the company's business decisions over the years, and it is thanks to proactivity and the desire to get involved that OPEM has identified its areas of excellence, such as in the coffee industry.

International *presence*

An integral part of OPEM's business model from the very beginning, participation in trade fairs is an essential opportunity to learn the needs of customers and reach new ones.

10+

International trade fairs
in 2025



Djazagro is an international trade fair dedicated to agri-food production, held in **Algiers, Algeria**. The 2025 edition took place from 7 to 10 April at the Safex Exhibition Park. The event brings together **agri-food industry professionals**, offering networking opportunities and showcasing the latest innovations in the field



Specialty Coffee Expo is an exhibition focused on **Specialty Coffee**, i.e. the highest quality coffee available. In this context, producers and customers meet to discuss innovative and sustainable solutions to be implemented throughout the coffee supply chain, including packaging.



La Semana Internacional do Café (SIC) is an annual event held in **Belo Horizonte, Brazil**, focused on the coffee industry. The fair brings together **producers, roasters, baristas and other industry professionals** to discuss current trends, participate in workshops and competitions, and promote Brazilian coffee internationally.



Fispal Food Service 2025, scheduled from 24 to 27 June at **São Paulo Expo**, is the largest event for the **food and beverage industry** in Latin America. The event, with over 450 exhibitors and 46,000 visitors, presents **innovations in packaging, processes, automation and logistics**, offering content on trends and sustainability.



The 30th edition of **ENCAFÉ (Encontro Nacional do Café)**, organised by the Brazilian Coffee Industry Association (ABIC), was held from 23 to 25 April 2025 at the Royal Palm Hall in **Campinas, Brazil**. This event boasts over thirty years of history as a strategic meeting point for the **coffee supply chain, focused on innovation, sustainability and business development**.



SaudiFood Manufacturing in **Riyadh** is the leading trade fair in Saudi Arabia dedicated to **processing, packaging and manufacturing technologies in the food and beverage sector**.



World of Coffee is an international trade fair organised by the Specialty Coffee Association (SCA), which in 2025 was held in **Jakarta, Indonesia**, from 10 to 12 February. The event attracted over 10,000 participants, offering a platform for **exhibitions, workshops, competitions and networking opportunities for coffee professionals from around the world**.



World of Coffee Geneva 2025, organised by the Specialty Coffee Association at Palexpo from 26 to 28 June 2025, is one of the leading European B2B events dedicated to specialty coffee. The event brings together thousands of industry professionals and hosts over 450 exhibitors, the **World Coffee Championships**, specialised Roaster Villages and numerous educational workshops focused on **sustainability and innovation**.



Dedicated to foodservice and hospitality, **HOST** takes place annually in Milan and offers a unique opportunity to update producers and clients on **current topics, best practices and international scenarios** in these sectors.



All Pack Indonesia 2025 is the 22nd edition of the international trade fair dedicated to **processing, packaging, automation and materials handling in the food, pharmaceutical and cosmetics sectors**. It is one of the leading trade fairs in South-East Asia, with over 1,500 exhibitors and more than 47,000 visitors, **focused on innovation, sustainability and industrial technology**.



The annual **National Coffee Association (NCA)** Convention brings together coffee industry professionals for **networking activities, educational sessions** and a trade show, with **speakers exploring market trends and sustainability**.

Research and Development for the *future*

Always an integral part of its history and a key component of its image, for OPEM, innovation is first and foremost about improving customer experience. To achieve this goal, the key guidelines are **speed** in development and production, **flexibility** to adapt to all needs, **durability** of long-lived and reliable products, and assurance of the **highest quality** of the final product.

This commitment translates into **advanced technologies** that optimize production processes to ensure efficiency, safety and high quality of the final product, and a **technical team with unique specialized skills**. In this way, OPEM creates solutions that meet the highest quality standards.

Driven by constant innovation, **the company has registered around 2,000 uniquely individual machines during its 50-year history**, each one created to meet the most specific requirements. In addition, over the years, it has filed numerous patents, with a 100% success rate.

Innovation is also geared toward increasing the sustainability performance of products and processes. In the past 5 years, **OPEM has reduced the electricity consumption of its machines by 40%** through lower use of pneumatic devices and a more targeted use of electricity, supported by new technologies in the application of innovative and more precise motors. In addition, **nitrogen consumption was halved**.



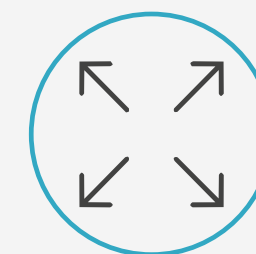
>2,000

The unique machines registered by OPEM over its **50-year** history.



SPEED

Fast development and production to respond promptly to market needs.



FLEXIBILITY

Tailor-made solutions that can adapt to every type of request.



DURABILITY

Systems designed to last over time, efficient and reliable.

Certified *quality*

In 2025, OPEM obtained the ISO 9001:2015 certification for the first time, a recognition that attests to the robustness of its Quality Management System and the excellence of its processes throughout the entire value chain, from design to sales.

From the very beginning, OPEM has chosen to integrate the standard's requirements with its own sustainability goals, translating quality into a concrete act of responsibility toward all stakeholders.

Every new project undergoes assessments that include **analysis of energy consumption and compatibility with recyclable materials**; procurement processes incorporate supplier evaluation criteria, ensuring an ethical and transparent supply chain.

The data collected through the monitoring system required by the standard also feeds into the continuous improvement plan, creating a virtuous cycle between economic performance and social impact: **for OPEM, quality and sustainability are not parallel objectives, but two sides of the same commitment.**



**ISO 9001:2015
certification**

A recognition that confirms our commitment to quality and excellence.



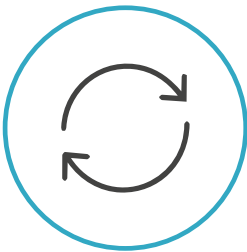
Responsibility towards stakeholders.



Sustainability integrated into processes.



Data monitoring and analysis.



Continuous improvement.

High-efficiency *machines*

OPEM positions itself as a strategic partner for companies navigating the ecological transition in the packaging sector.

Through continuous testing of compostable materials and bioplastics in its in-house laboratories, OPEM guides customers in selecting and implementing low-impact production solutions, providing technical expertise and constantly evolving know-how.

This means not only designing **energy-efficient, long-lasting machines**, but also offering concrete support to those who want to rethink their production processes with sustainability in mind, without compromising the quality of the final product.



The electricity consumption of OPEM's machines, thanks to the technological solutions implemented

QUALITY PACKAGING WITH REDUCED CONSUMPTION

OPEM's constant quest for technological excellence has led to significant reductions in the energy consumption of packaging machines over the years.

From 2017 to the present, several models produced have benefited from the replacement of traditional asynchronous motors with **brushless motors**, which bring with them a number of benefits, including greater efficiency, reliability and durability.

OPEM's machines are also equipped with **ultrasonic capsule sealing technologies**, an innovative method that results in a significant reduction in energy consumption, while ensuring perfectly sealed capsules that do not allow external agents to infiltrate them and best preserve product qualities. In cases where ultrasonic welding cannot be applied, such as for aluminum capsules,

OPEM's machines are equipped with direct induction welding systems, which minimize energy consumption.

OPEM's commitment to minimizing the energy consumption of its machines continued in 2025. By adapting OPEM's machines to a specific electronic configuration (Common DC Bus), it was possible to:

- > **Recover the energy generated during braking**, which is normally dissipated as heat;
- > **Reduce the number of components required**, thanks to the new configuration that allows for a reduction, and in some cases elimination, of the number of resistors needed;
- > **Save space**, achieved by reducing the number of electronic components required.

All these advantages lead to lower costs for the end user, who will not only need fewer electronic components, while benefiting from greater energy efficiency, but will also need to purchase less wiring and fewer spare parts, helping to reduce costs throughout the machine's lifecycle.

Over time, **OPEM** also improved the delivery of **nitrogen**, a key element for modified atmosphere filling, which can reduce the amount of oxygen in capsules to below 1 percent, extending their shelf-life.

The reduction was achieved through a thorough fluid-dynamic study of nitrogen flows within OPEM's packaging machines, carried out exclusively through the support of digital technologies. In this way, in addition to obtaining accurate results, the power consumption attributable to traditional physical testing was avoided.

Thanks to innovations in terms of brushless motors, ultrasonic welding and nitrogen use, over the past few years **OPEM** has **reduced electricity consumption by 40 percent and halved the compressed air and nitrogen consumption** of its machines.

OPEM
EXPERT PACKAGING GROUP

OPEM
EXPERT PACKAGING GROUP



OPEM
EXPERT PACKAGING GROUP

Dance with us
Elegance and precision.
That's how our systems come alive.

SUSTAINABLE PACKAGING THROUGH INNOVATIVE MATERIALS

Reducing the impact generated by the mismanagement of waste from packaging and its associated production process is a **priority for OPEM**, which has always supported its customers in choosing sustainable and recyclable packaging materials. Efforts to reduce packaging-related waste are also on the European priority list, with diminishing compromises regarding single-use plastics and the use of compostable and recyclable materials.

To align its product offering with the expectations of a market increasingly interested in the use of such sustainable materials, **in 2025 OPEM developed, in collaboration with one of its trusted suppliers, electric heating elements suitable for welding 100% recyclable, single-material** (PP- or PE-based) materials.

These materials have a much lower tolerance for temperature variations compared to their traditional counterparts. For this reason, the new heating elements ensure a specific power output distributed unevenly, providing uniform and constant heating along the entire working profile.

Moreover, OPEM's machines themselves are mainly made of **recyclable and reusable materials**. In fact, the main categories of materials used are metals, engineering polymers and commercial materials.

The metal components consist of carbon steels, aluminum alloys and stainless steel and are mainly used for the structural elements of the machines and for some components in direct contact with food products.

These materials are fully recyclable at the end-of-life stage of packaging machines, and account for about 90 percent of their total weight.

Components composed of engineering plastics, about 5 percent of the total weight of OPEM's machines, are also fully recyclable.

It can thus be estimated that approximately 95 percent of a machine from OPEM can be recycled or reused, with the sole exception of commercial components-the remaining 5 percent-which are not recycled or reused due to technical difficulties and poor cost-effectiveness.

TECHNOLOGY IN THE SERVICE OF DURABILITY

Sustainability also means durability.

The longevity of OPEM's machines is ensured by systems that enable simple and effective maintenance, the result of the technical culture of constantly striving for simplification.

Through the **Digital Monitoring System (DMS)**, a digital interface fully integrated with customers' automated manufacturing processes, OPEM ensures full machine control and constant data monitoring.

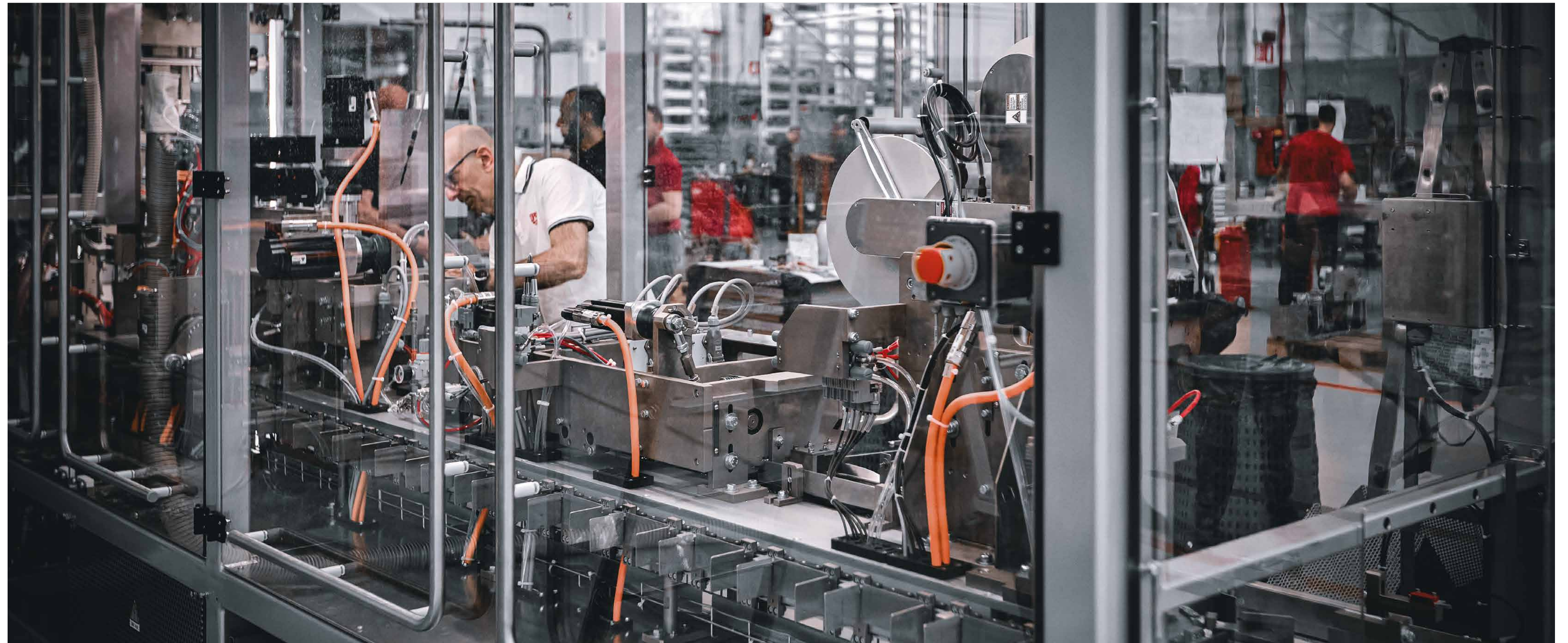
In addition, should the customer experience any problems in machine operation or in using the DMS, the Company provides **Live Remote Assistance** service, which provides real-time remote support from an OPEM technician.



Stories of *Innovation*

OPEM's ingenuity is evident in the machines the company has developed over the years. **Each one tells a story of uniqueness, the result of an intuitive design conceived by carefully listening to every need.** Throughout 2025, the company has focused on two key areas:

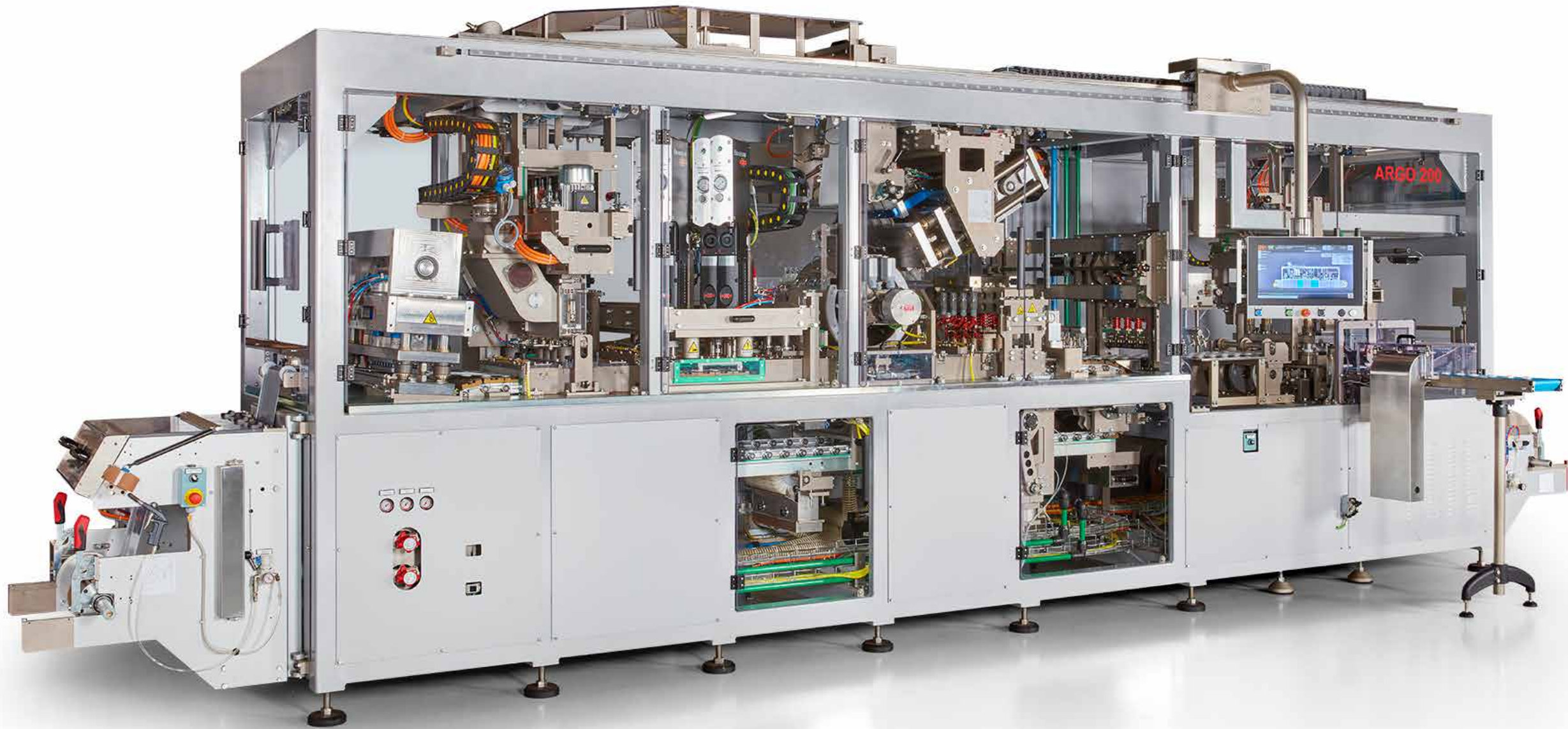
improving the performance of the machines already in production, such as the Arabella 40 v2, and **developing innovative solutions for increasingly sophisticated packaging needs**, such as the Arabella Maxi Twin.



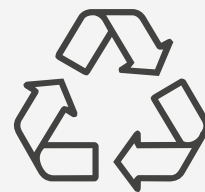
ARGO 400

OPEM quality in the service of
Nespresso® excellence

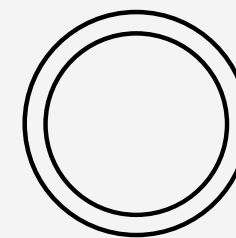
The need to produce pods compatible with Nespresso Professional® coffee machines emerged in 2014, commissioned by Kraft Foods, now JDE, and Aldi Suisse. **The challenge was to design a high-performance, reliable machine capable of sustaining fast production rates while ensuring that each pod had the same dimensions and weight.** This is how ARGO was born: OPEM's first machine compatible with Nespresso Professional® systems. It can produce both compostable and aluminum pods for home use, making them highly recyclable, at a speed of 200 to 400 units per minute, and it can handle various coffee blends. The ARGO production process has been patented by OPEM.



200-400
pieces per minute



100%
recyclable aluminium



Compatible
with Nespresso Professional®



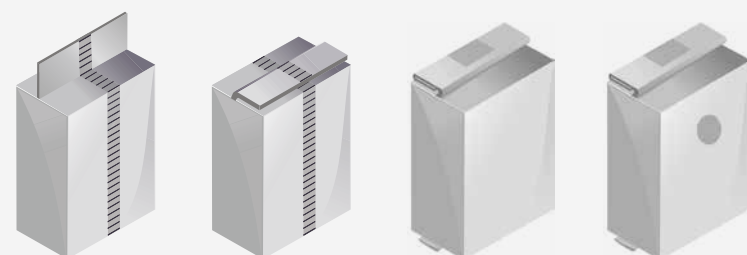
Versatile
for different coffee blends

ARABELLA 40 v2

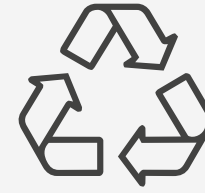
**Packaging efficiency and speed
compatible with sustainable materials**

In 2025, OPEM developed the Arabella 40 v2, a new packaging machine designed to produce vacuum-sealed bags at rates ranging from 40 to 60 pieces per minute, depending on the characteristics of the product being processed: dry yeast, ground coffee, or coffee beans.

Arabella 40 v2 was designed to meet **growing market demands for flexibility and compatibility with sustainable materials**: the machine is capable of handling new 100% recyclable single-material films, while ensuring high sealing performance thanks to the continuous movement of the horizontal clamps on the vertical packaging module, which increases the time available for the sealing process.




40-60
pieces per minute


100%
recyclable single-material films


Compatible
with sustainable materials


Optimized
continuous sealing

WEYCAP

OPEM innovation
certified by Europe

One of the most pressing needs for packaged beverage manufacturers is to reduce the energy consumption of their machines without compromising the required levels of efficiency and accuracy. To meet these needs, in 2018 Weycap was born, a capsule machine with low energy consumption capable of handling both liquid and powdered products and producing biodegradable and recyclable capsules. The machine significantly reduces electricity and nitrogen consumption, and the production of waste material, and thanks to its compatibility with OPEM's Digital Monitoring System, it can be integrated into an Industry 4.0 ecosystem. It was also possible to optimize liquid flows at the filling stage through a fully digitized research process, at reduced consumption compared to traditional testing.

The Weycap project has been certified by the European Commission with its Seal of Excellence, which recognizes innovative solutions that provide significant energy savings to lower environmental impact.



LOW ENERGY CONSUMPTION

Significant reduction in electricity and nitrogen consumption.



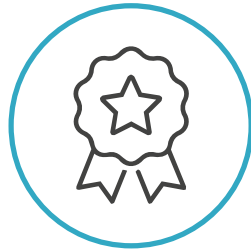
INDUSTRY 4.0

Compatibility with OPEM's Digital Monitoring System for seamless integration.



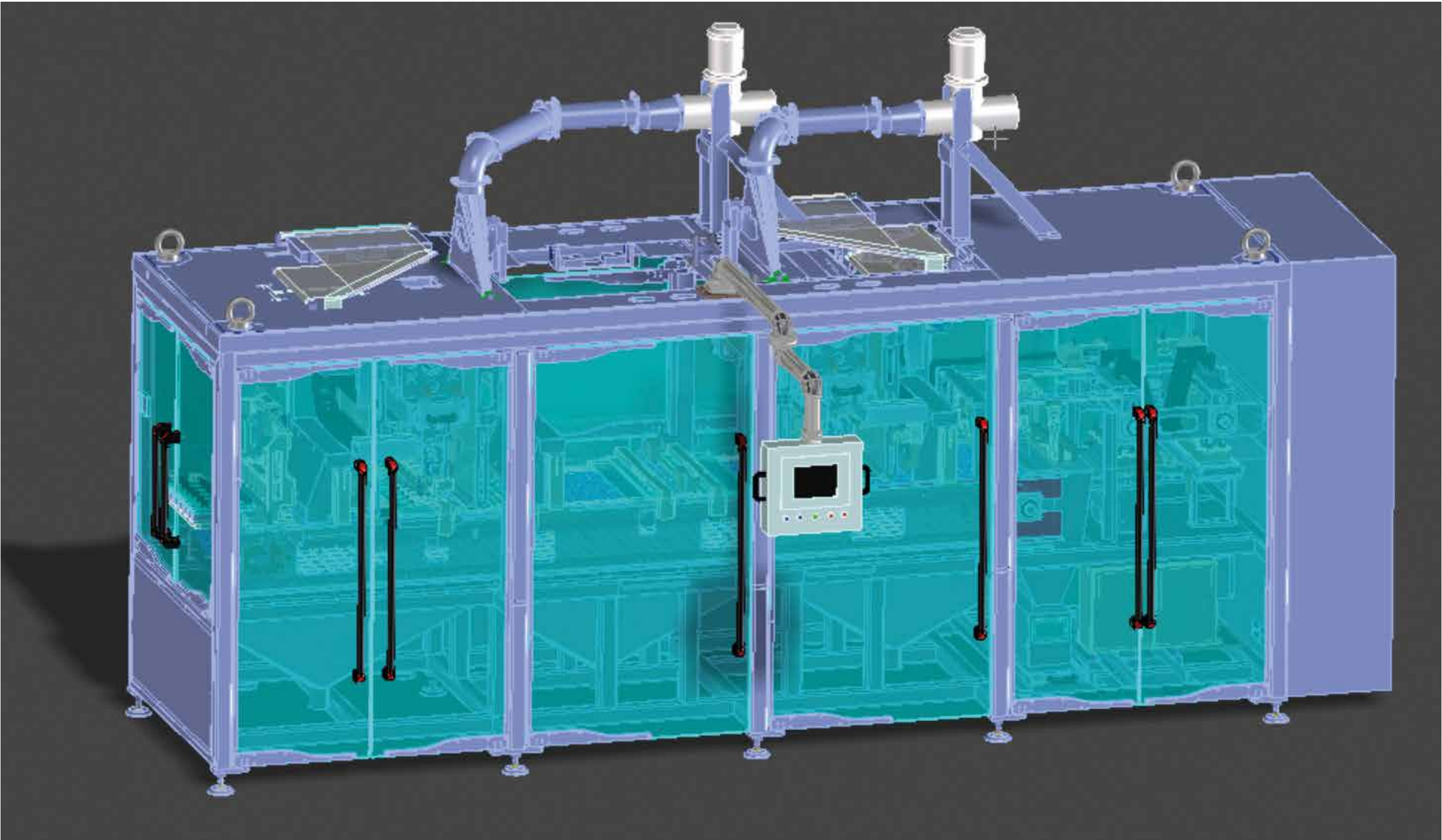
SUSTAINABLE CAPSULES

Production of biodegradable and recyclable capsules.



EUROPEAN CERTIFICATION

Weycap project certified by the European Commission with the Seal of Excellence.



ARABELLA *Maxi* and ARABELLA *Maxi Twin*

Doubled capacity, reduced consumption

In packaging, the versatility of machines offered on the market often requires a significant footprint as well as high energy and compressed air consumption.

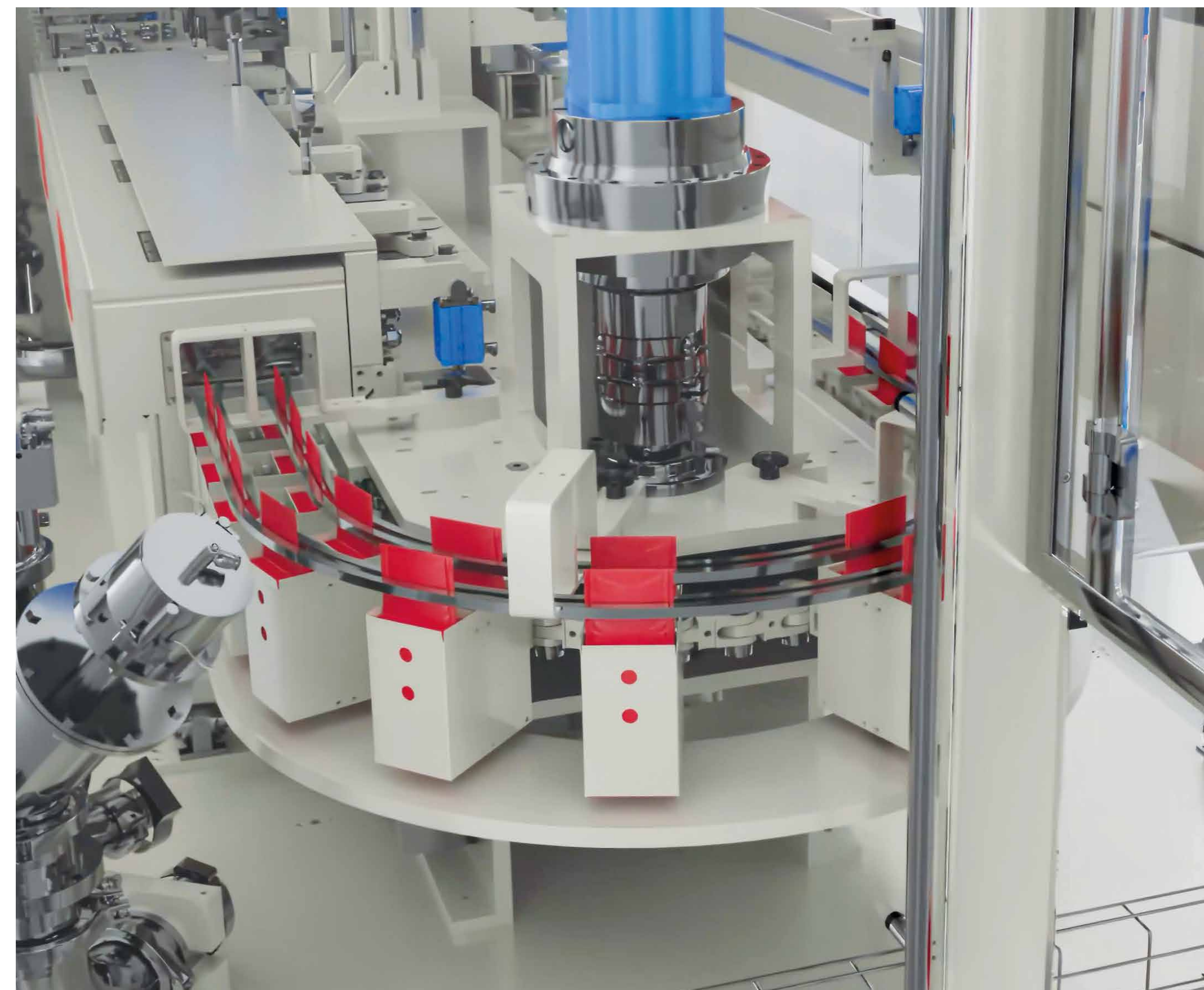
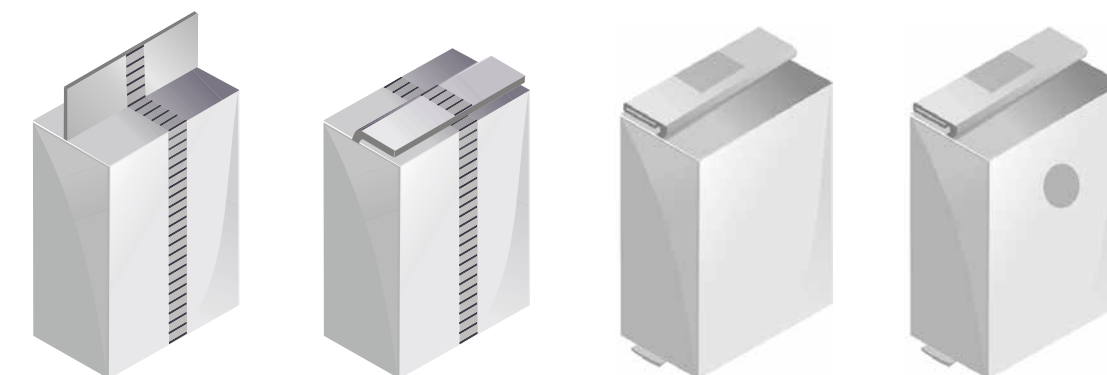
To meet the needs of customers who require greater production capacity but are unwilling to compromise on footprint and energy consumption, OPEM has developed *Arabella Maxi*.

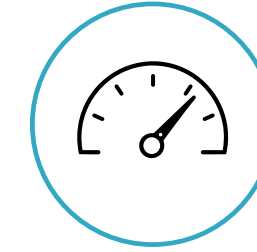
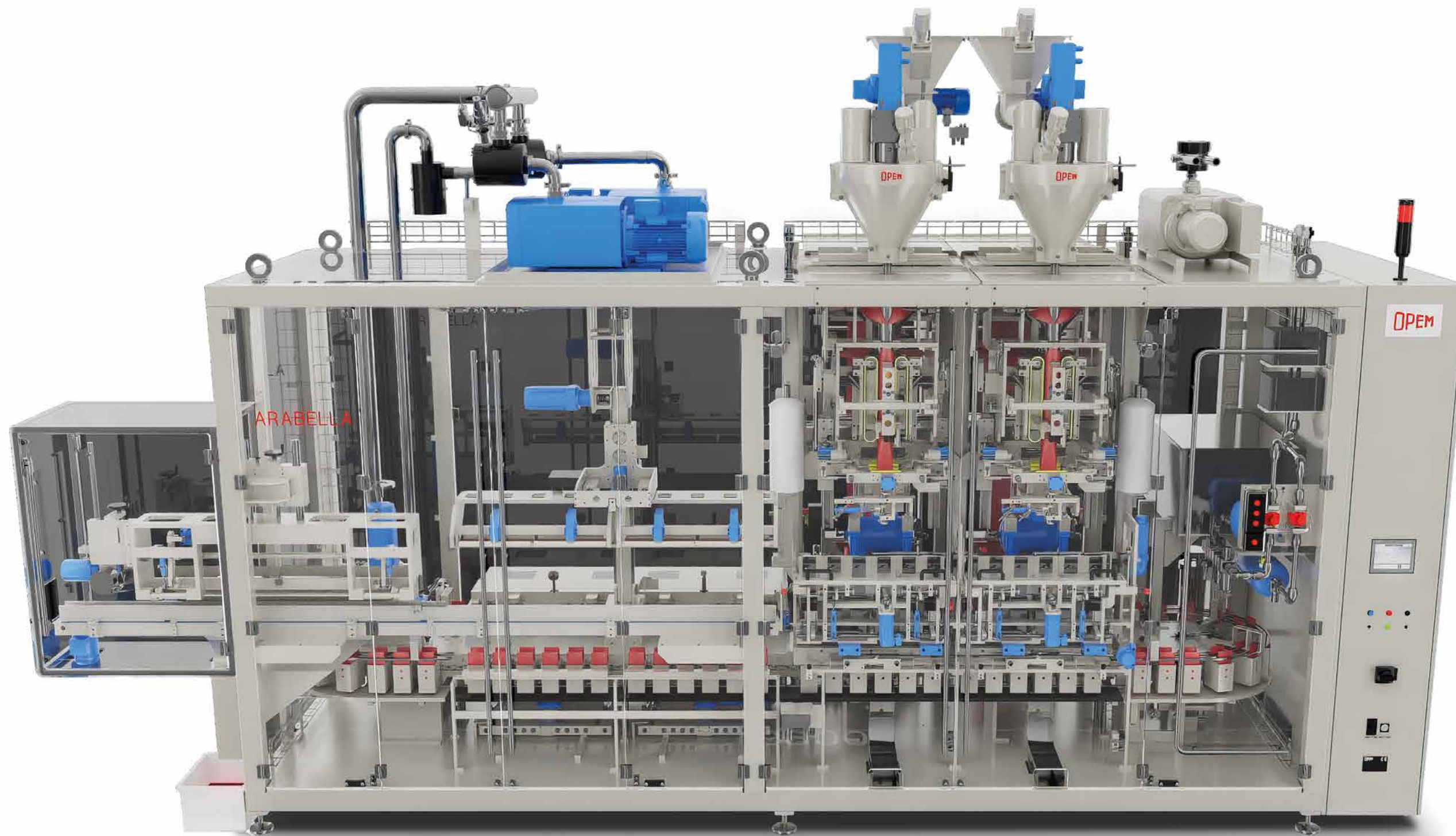
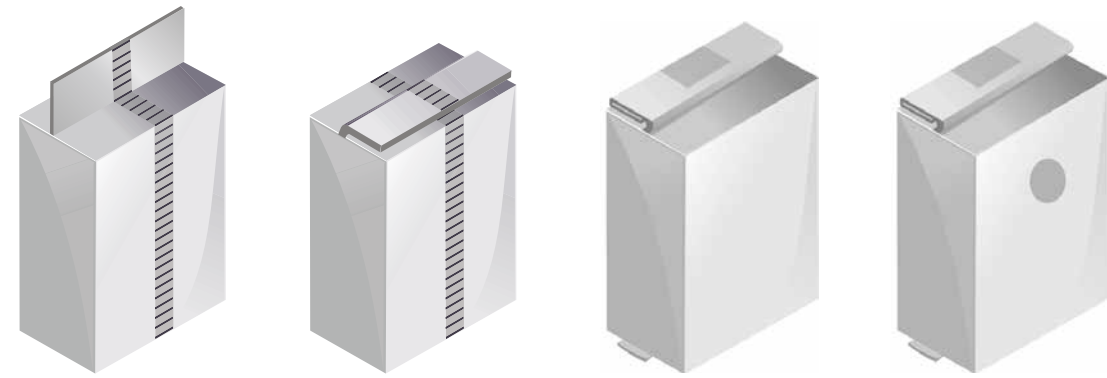
The packaging machine, following the operation of *Arabella 40* – the reference model – allows simultaneous filling of multiple bags that are then placed in special containers. Thanks to integrated developments compared to the previous model, *Arabella Maxi* makes it possible to double the production capacity, without increasing

the footprint of the machine and reducing consumption per pack by 37.5 percent.

The packaging machine was also designed to meet a twofold need that is increasingly present in the market, namely the packaging of products in laminated packaging and the use of compostable materials.

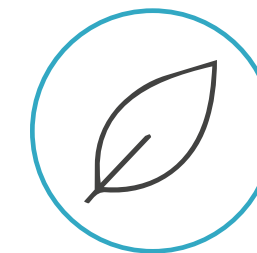
To ensure faster packaging speeds, in 2025 OPEM refined the design of the *Arabella Maxi Twin*, a machine that builds on the *Arabella Maxi* philosophy and incorporates a new forming tube. The addition of this component **allows two packages to be filled simultaneously, effectively doubling production speed.**





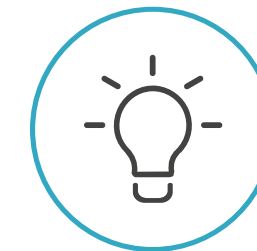
INCREASED CAPACITY

Higher productivity without increasing the footprint.



-37.5% CONSUMPTION

Reduction in consumption per package produced.



DUAL CONFIGURATION

Ideal for laminated packaging and compostable materials.



HIGHER SPEED

Faster packaging for high performance.

Special projects

OPEM's innovation for packaging is always on the cutting edge

In 2025, OPEM continued to design and develop innovative solutions for industrial packaging.

Building on its experience in the coffee industry, the desire and curiosity to collaborate with potential customers from all markets and interest in excellent packaging solutions remain crucial at OPEM.



New markets

Reached thanks to OPEM's ability to adapt to the most demanding requirements and specific needs.

HIGH-RESISTANCE CIRCULAR CONTAINERS

Throughout the year, OPEM continued the development, which began in 2024, of the special project for the filling of **circular containers in a highly innovative material produced by DuPont, characterized by high abrasion and tear resistance, as well as special breathability**. Despite the many technical difficulties encountered, OPEM leveraged its experience in designing advanced dosing systems and developed an innovative solution that allows the container to be filled without compromising its integrity.

This technology has attracted the interest of an international group that intends to employ it in the production of sound-absorbing components for the automotive sector



In 2025, the first packaging machine was completed and delivered to the customer, confirming OPEM's ability to tackle even the most complex challenges by identifying alternative and effective solutions.

FIRST MACHINE IN JAPAN

Another strategically significant achievement for OPEM is the **delivery of its first machine in Japan**: a machine designed for the **packaging of infant formula**.

The machine is capable of producing 70 perfectly square pouches per minute, featuring a double-folded gusset, the application of a resealable label, and vacuum treatment, facilitating secondary packaging in cardboard cartons.



70

bags per minute



The project represents OPEM's first major reference in the nutraceutical sector within a complex and demanding market like Japan's, opening up significant prospects for the Company's commercial development in one of the most selective geographic regions globally.

Value partnerships

These figures reflect a deep connection with the region where the company has grown and which has served as a springboard for expanding its horizons: its strategic location in Emilia's "Packaging Valley," among Italy's leading companies in the packaging sector, has made it natural to build relationships that go far beyond mere commercial transactions.

OPEM's relationships with 21 suppliers have lasted for more than 25 years: companies that have grown alongside OPEM, sharing its courage and curiosity as they helped it overcome the most complex challenges. Visits to each supplier on average twice a year, constant dialogue, and punctuality in payments, attested to by an optimal Paydex score, are the tools the company uses to

OPEM CERTIFIED AS A CRIBIS PRIME COMPANY

In 2025, OPEM once again confirms its status as a **CRIBIS Prime Company**, the highest recognition of commercial reliability awarded by CRIBIS D&B to companies that demonstrate **consistent economic and financial strength and virtuous payment management towards their suppliers**. The certification confirms the Company's optimal Paydex score — a tangible guarantee of the support OPEM provides to the entire supply chain — and represents, for customers, partners and financial institutions, confirmation that they are working with a solid and reliable company. In a year marked by significant investments in technology and ecological transition, this recognition further strengthens the credibility of the company's sustainability journey, grounding every declared commitment in data certified by third parties.

In 2025, OPEM worked with 444 business partners in Italy, of which 58% are based in Emilia-Romagna.

With respect to the latter, OPEM totaled orders of roughly €9 million in 2025.

cultivate these relationships and provide concrete support, including financial support, to those who contribute to its production process.

In 2025, OPEM further strengthened this approach by integrating rigorous supplier evaluation criteria into its ISO 9001:2015-certified procurement processes, thereby ensuring an ethical and transparent supply chain.

The data collected through the monitoring system required by the standard also fuels the **continuous improvement plan**, creating a virtuous cycle between economic performance and social impact. Through the **CRIBIS/Synesgy** platforms, monitoring extends to the entire supply chain, ensuring traceability and

GEOGRAPHICAL BREAKDOWN
of goods and services suppliers



transparency regarding the origin of materials and working conditions throughout the supply chain.

The same spirit of collaboration guides participation in the **Pet Food Competence Network**, a network of 11 companies from around the world operating across the entire supply chain, from raw materials to packaging to waste management, which offers customers a single point of contact for highly customizable and integrated industrial solutions.

Finally, at OPEM Brazil in 2025, the **SMETA (Sedex Members Ethical Trade Audit) audit process** was initiated, one of the most widely used international tools for assessing working conditions and ethical practices throughout the supply chain, with completion expected in 2026.

OPEM is *Responsibility*

Caring for the environment

GOAL	2024 BASELINE	2025 RESULT	2035 TARGET
Circular pallets Recover more than 50% of the non-standard pallets used by OPEM by 2035	Not in place	N/A – implementation expected in 2026	>50% of the non-standard pallets used by OPEM are recovered
Zero waste Recover over 80% of production waste through in-house management by 2035	100% through direct management	N/A – implementation expected in 2026	>80% of production waste recovered through in-house management
Platinum EcoVadis Medal Achieve the EcoVadis Platinum Medal by 2035	Not in place	The first EcoVadis evaluation was obtained	EcoVadis Platinum Medal achieved

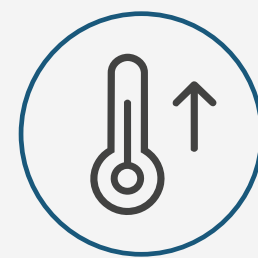
The energy *transition*

requires an acceleration

Climate change is accelerating at a rate faster than the global average in the areas where OPEM operates. In Europe, average temperatures are rising relative to pre-industrial levels at a rate faster than the global average.

Italy's institutional response is formalized in the **Integrated National Energy and Climate Plan** (PNIEC 2024), which aims to **reduce emissions by 43.7% by 2030** compared to 2005 levels from the waste, small and medium-sized industry, and transportation sectors.

However, the measures currently in place project a reduction of 40.6%, leaving a gap compared to the European target: businesses and local communities need to step up their efforts.^{3 4}



+1.99°C

The increase in the average temperature in Europe compared to pre-industrial levels



376

The number of extreme weather events recorded in Italy in 2025 – 6% higher than in 2024



€738 billion

Economic losses caused by extreme weather events in Europe between 1980 and 2023

OPEM'S RESPONSE

To help mitigate climate change, OPEM has stepped up its efforts to improve energy efficiency at its facilities in Parma, Emilia-Romagna, and São Paulo, Brazil.

These initiatives have included, for example, replacing outdated lighting systems with LEDs, implementing efficient lighting control systems, and installing a large photovoltaic roof system capable of helping to meet the energy needs of both office and production areas.

Attention is also paid to customers' emissions: OPEM partners with its customers in the design of energy-efficient machines, serving as a concrete lever to extend the reduction of environmental impact throughout the entire value chain.

³ Copernicus Climate Change, 2025

⁴ Italian Ministry for the Environment and Energy Security, 2024, 2025



Future-proof plants

Parma, Emilia-Romagna

For OPEM, caring for the environment means conceiving, designing and building highly-efficient packaging solutions that lower the impact of its machines by reducing consumption and waste while ensuring the highest quality standards.

OPEM's new home, which opened in 2014, is located in the SPIP district, Parma's innovative industrial area.

Transparency, innovation and respect for the environment are the guidelines followed in the design of the building, which fully reflect OPEM's values and have led to the creation of a virtuous reference model for businesses in the area, an indication of the deep bond that unites the company and Parma.

Combining efficiency and sustainability, the headquarters is equipped with a thermal insulation system for the

offices and production area, radiant floor heating and a **large rooftop photovoltaic system with a total installed capacity of 542 kWp.** The entire plant is equipped with an LED lighting system with smart motion sensors that can detect the presence of work crews and outdoor light levels. This translates into a **58% saving in electricity consumption** compared to passive lighting systems. The LEDs are programmed to reduce light intensity between 12:30 and 1:30 pm and after 6:30 pm, periods with reduced work activity, thus helping to minimize energy

consumption during these times. **Out of a total area of more than 33,000 m², more than 4,000 m² have been allocated to a large green space, amounting to 15% of the total,** for the recreational use of employees and organization of events by OPEM. An additional 35% of the area is dedicated to research and development laboratories, which together with the production and machine assembly area, demonstrate OPEM's commitment to innovation and technological excellence.



Overseas Plants

São Paulo, Brazil



Also overseas, OPEM's responsibility toward the environment and the local area in which it operates has resulted in a series of initiatives to make the production facility in Brazil increasingly efficient and sustainable.

In 2025, OPEM Brazil adopted a **Solid Waste Management Plan (PGRS)**, a mandatory tool required by Brazilian environmental law (Law 12.305/2010) to regulate the collection, treatment, and disposal of industrial waste, and initiated the IBD Organic certification process to guarantee production free of pesticides and chemical fertilizers.

These improvements are part of a broader plan, already underway in previous years, that has involved the entire facility.

The offices and production area have been fitted with **windows and doors featuring weatherstripping to improve thermal and acoustic insulation, while new loading and unloading doors have optimized logistics efficiency.**

The roof of the production area was covered with an insulating layer that, in addition to improving thermal

performance, prepares the structure for the **future installation of a photovoltaic** roof designed to cover the entire energy demand during daylight hours. The compressed air and nitrogen distribution system was equipped with a **high-efficiency inverter compressor**, and the lighting throughout the entire facility was upgraded with **LED ceiling fixtures.**

In terms of food safety and production quality, in 2025 the company obtained **HACCP certification** and drafted the **Good Practices Manual (GPM)**, a mandatory document required by ANVISA, the Brazilian National Health Surveillance Agency, which regulates hygiene and operational standards for companies in the food sector.

In addition, the company began the process toward **FSSC 22000 certification**, a globally recognized scheme for food safety management systems.



03

Energy consumption and *atmospheric* emissions

[VSME ESRS B3-29, 30, 31]

VSME ESRS B3-29	ENERGY CONSUMPTION						
	2023		2024		2025		DELTA (2023-25)
	MWh	kWh per hour worked	MWh	kWh per hour worked	MWh	kWh per hour worked	%
DIRECT ENERGY							
Natural gas	507.57	2.61	489.46	2.70	524.18	2.82	3%
Automotive fuel	369.04	1.90	297.38	3.78	180.11	0.97	-51%
INDIRECT ENERGY							
Purchased electrical energy	516.83	2.66	505.72	2.79	446.99	2.40	-14%
of which renewable*	273.45	1.41	279.06	1.54	283.98	1.53	4%
of which non-renewable*	243.38	1.25	226.66	1.25	163.02	0.88	-33%
SELF-CONSUMED ENERGY							
Self-consumption from photovoltaic	223.38	1.15	246.81	1.36	284.54	1.53	27%
TOTAL	1,616.82	8.31	1,468.85	8.09	1,435.83	7.71	-11%

*2025 figure estimated from the energy mix used for power generation by supplier IREN MERCATO in 2024.

ENERGY CONSUMPTION

OPEM's energy consumption is mainly attributable to activities related to the **operation of the production plant, lighting** in both the plant and the head-quarters, and energy required for **technological utilities in the offices**.

In 2025, OPEM's energy needs stood at 1,435.83 MWh. The energy consumed is divided between electricity purchased from the grid (446.99 MWh), natural gas (524.18 MWh), and automotive fuel (180.11 MWh). There has been an **11%**

decrease in energy consumption over the last three years, mainly due to efficiency improvement activities in both offices and the plant.

Self-consumption of electricity from the **photovoltaic plant** installed on the roof of the plant led to the coverage of 284.54 MWh during the year through clean energy, up 27% from 2023 due to increased electricity demand from OPEM.

GREENHOUSE GAS EMISSIONS

In calculating its emissions, OPEM adopts the approach outlined by the GHG Protocol, the global framework for measuring greenhouse gas (GHG) emissions. This model includes the division between **Scope 1** emissions (direct emissions from sources owned or controlled by the company) and **Scope 2** emissions (indirect emissions caused by the use of electricity taken from the national power grid). The location-based method, which calculates emissions in tons of CO₂ equivalent based on the national energy mix, was used to calculate

Scope 2 emissions.

In 2025, **OPEM's total emissions amounted to 270.75 tCO₂eq**, registering a **19% decrease compared to 2023**, which is in line with the decrease in energy consumption and with the increasing decarbonization of the grid. Among them, Scope 1 emissions are 147.36 tCO₂eq, while Scope 2 emissions are 123.38 tons of CO₂ equivalent.

VSME ESRS B3-30	GREENHOUSE GAS EMISSIONS						
	2023		2024		2025		DELTA (2023-25)
	ton CO ₂ eq	kg CO ₂ eq per hour worked	ton CO ₂ eq	kg CO ₂ eq per hour worked	ton CO ₂ eq	kg CO ₂ eq per hour worked	%
Scope 1	184.53	0.47	255.10	1.41	147.36	0.79	-20%
Scope 2 **	151.43	0.78	103.62	0.57	123.38	0.66	-19%
TOTAL	335.96	1.73	358.72	1.98	270.75	1.45	-19%

**2025 figure calculated from the 2024 national residual energy mix (Source: AIB).

03

Circular economy and waste *management*

[VSME ESRS B7-37, 38]

In 2025, OPEM produced 66,453 kilograms of waste, down 39% with respect to 2024. Of this, 91% was non-hazardous waste, consisting mainly of waste from iron turning and used packaging, all of which is destined for recovery (recycling or reuse).

The effort to reduce material waste on the shop floor was continued in 2025. All packaging material received from suppliers, if suitable, is reused for OPEM's shipments, and whenever possible, plastic rather than wooden pallets are used for shipments.

The latter, weighing considerably less than their wooden equivalents, save fuel in shipping while lowering fuel consumption and emissions. All wooden pallets come from reuse.

9% of OPEM's total waste consists of hazardous waste, all of which is sent for recovery through partnerships with specialized agencies. The hazardous waste consists of paint and varnish residues, as well as emulsions and solutions used in the operation and maintenance of machinery. While awaiting pickup, it is stored in special containment tanks.

VSME ESRS B7-38	CIRCULAR ECONOMY, USE OF RESOURCES AND WASTE MANAGEMENT			
WASTE GENERATED	2023	2024	2025	DELTA (2023-25)
Non-hazardous waste	56,230	101,805	60,723	8%
of which sent for recovery	56,230	101,805	60,723	8%
of which sent for disposal	-	-	-	-
Hazardous waste	11,226	6,830	5,730	-49%
of which sent for recovery	10,892	6,650	5,730	-47%
of which sent for disposal	397	180	-	-100%
TOTAL	67,456	108,635	66,453	-1%

OPEM'S RESPONSIBILITY

OPEM's responsibility toward circularity extends beyond a commitment to reducing the waste generated and ensuring that 100% of materials are reintroduced into the life cycle through recovery. **The company has always been the ideal partner for customers who want to increase the degree of sustainability of their capsules or pods.** With its extensive experience, OPEM helps customers adopt environmentally sustainable packaging materials, such as biodegradable and compostable paper and polymers, overcoming the challenges associated with an inherently more complicated process that increases the risk of food contamination.

This capability has made OPEM a unique benchmark in the world of sustainable packaging, and not only in the coffee industry.

Between 2023 and 2025, OPEM reduced its use of paper-based promotional materials by 40%, increasingly focusing on the digitization of marketing and communication content. At the same time, thanks to certain software modifications and the implementation of new operating procedures, a 96% reduction in material waste at the start and end of production has been achieved over the past few years.



OPEN is *Family*

The passion
of our team

GOAL	2024 BASELINE	2025 RESULT	2035 TARGET
OPEM Academy Establish a structured training programme for employees and deliver more than 10 hours per capita of training by 2035	400h (3.77 per capita)	477 (4.37 per capita)	1,000h delivered through OPEM Academy
Top Employer Achieve Top Employer certification by 2035	Not in place	Identification of Top Employer criteria and indicators	Maintain Top Employer certification



The future of jobs and the *demographic* challenge

**46.6%**

Of job vacancies are considered difficult for companies to fill

**39%**

The percentage of today's workers' key skills that will become **obsolete** due to technology by 2030

**15.2%**

Of young Italians aged 15 to 29 are NEET (not in education, employment, or training), the second highest rate in Europe



THE CONTEXT

Italy is facing one of the fastest demographic transitions in Europe, with **direct implications for organizations’ ability to renew themselves**. In 2025, the old-age index exceeded 207: there are more than 207 older adults for every 100 young people under 15, while the labor force replacement index stands at 152, a sign that the **working-age** population is structurally aging. The year 2025 marks a watershed: baby boomers are entering the 65–74 age group in large numbers, with an estimated growth over the next three years nearly three times the average increase of the previous decade. For manufacturing companies, this dual imbalance, the massive exodus of senior workers and the scarcity of qualified technical candidates entering the workforce, translates into a concrete emergency: **in 2025, nearly one in two positions is considered difficult to fill by Italian companies**, with peaks of 67.5% in metallurgy and 55.5% in mechatronics.^{5 6}

OPEM’S RESPONSE

OPEM has chosen to tackle the problem at its roots by building relationships with the younger generation even before they enter the job market. Work-study programs with technical schools in Parma (ITIS Leonardo da Vinci, ITE Bodoni and Melloni, ISS Giordani) and the partnership with Liceo Toschi, which allows students to experience the factory as a place of creative expression as well as production, aim to **transform the image of the manufacturing industry in the eyes of the younger generation**. In 2025, 10 students completed 1,175 hours of guided training, with the goal of hiring at least one of them each year. The OPEM 2035 Plan formalizes this commitment through the OPEM Academy, which aims to provide 1,000 hours of annual training to employees by 2035, and through Top Employer certification as a measure of systematic attractiveness.

⁵ Euroborsa, 2025
⁶ Unioncamere, 2025



The centrality of our *people*

[VSME ESRS B1-24; B8-39, 40]

OPEM pays special attention to all the people who make up its team and who year after year contribute to its success.

The motto ***“OPEM is Family”*** encapsulates the company’s approach to people management: OPEM is a large extended family, and as such, it makes sure that all its members work in safe, welcoming conditions and at high standards of well-being. A philosophy OPEM has never abandoned and that, through the years,

has created a climate based on collaboration and exchange of ideas in which each member feels appreciated.

In 2025, OPEM could count on the commitment and passion of 110 employees, 21% of whom were women.



110

Employees in 2025



21%

Women

110

Employees in 2025

87 Men | 23 Women

79%

21%

Men Women Gender distribution · 2025

VSME ESRS B8-39

OWN WORKFORCE – GENERAL CHARACTERISTICS

Employees by gender and type of contract	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total employees	88	22	110	86	23	109	87	23	110
of which with permanent contracts	86	21	107	84	22	106	87	23	110
of which with fixed-term contracts	2	1	3	2	1	3	0	0	0
of which full-time employees	86	14	100	83	15	98	85	15	100
of which part-time employees	2	8	10	3	8	11	2	8	10



At the heart of work efficiency lies employee peace of mind. Therefore, OPEM strives every day to ensure a welcoming environment that allows all its people to be fully engaged.

Growth and Inclusion

In 2025 OPEM hired 9 new employees. In the same year, 7 employees left OPEM, 6 men and 1 woman, half of whom were over the age of 50. Of these, 3 employees retired.



+9

New hires

7 men and 2 women.
Of whom 8 are between 30 and 50 years old.



7

Terminations

6 men and 1 woman.
Of whom 4 are over 50.



19%

Gender pay gap

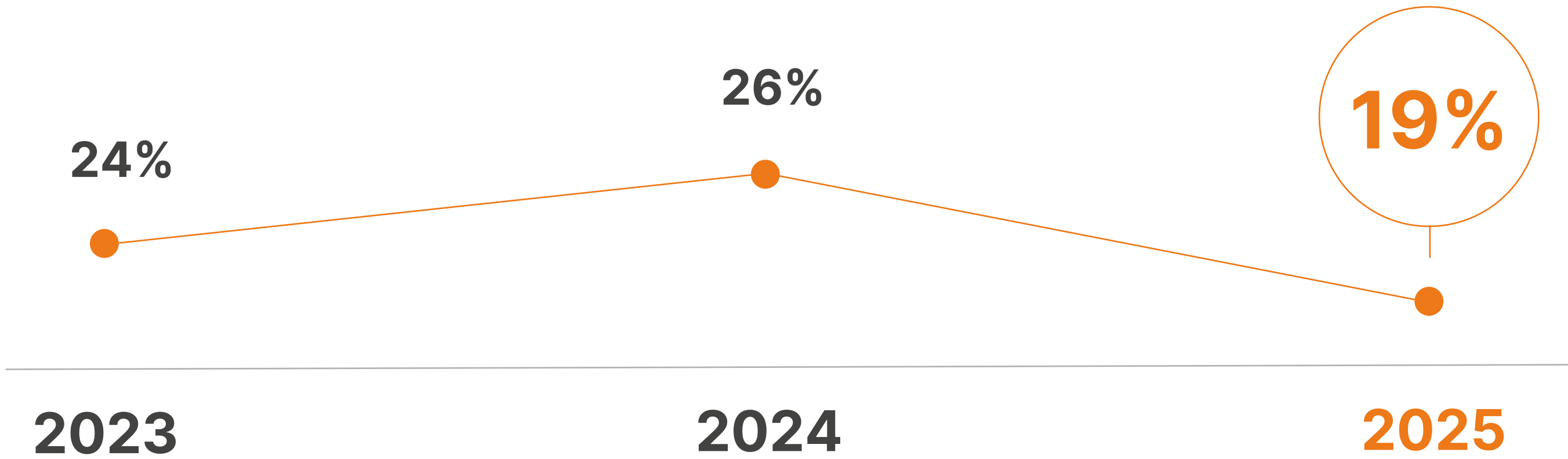
↓ down by 7 percent-age points compared to 2024.

VSME ESRS B8-39, OWN WORKFORCE – GENERAL CHARACTERISTICS

Hirings by gender and age bracket	2023		2024		2025		Terminations by gender and age bracket	2023		2024		2025	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN		MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Total hirings	10	2	7	1	7	2	Total terminations	7	-	10	0	6	1
< 30 years	4	1	2	1	-	-	< 30 years	1	-	2	-	2	-
30 – 50 years	5	1	3	-	6	2	30 – 50 years	2	-	3	-	-	1
> 50 years	1	-	2	-	1	-	> 50 years	4	-	5	-	4	-

Gender pay gap	2023	2024	2025
	€	€	€
Annual average gross wage for male employees	59,981.56	65,541.33	64,720.38
Monthly average gross wage for male employees	4,613.96	5,041.6	4,978.49
Annual average gross wage for female employees	48,212.43	51,838.33	54,418.98
Monthly average gross wage for female employees	3,708.64	3,989.90	4,186.08
Wage gap	24%	26%	19%

TREND 2023 - 2025



Gender pay gap

During 2025, the pay gap between male and female employees was 19 percent in favor of men, declining by 7% with respect to the previous year.

Unique *know-how* and skill development

[VSME ESRS B10-42]

OPEM is one-of-a-kind in Italy: over time, the design and manufacture of unique machinery has led to the consolidation of a skill set and technical expertise known for its excellence.

The daily search for innovative and tailor-made solutions makes every OPEM employee a participant and custodian of know-how which, based on a very high level of specialization, enriches the company's intellectual capital and makes it a true professional trade school. In fact, this is what makes OPEM synonymous with excellence: the point of reference for those seeking cutting-edge solutions capable of meeting any challenge.



477

The number of training hours provided by OPEM
to its employees



With this vision, OPEM is committed to constantly enriching the skills of its people.

In 2025, OPEM employees participated in 477 hours of training, for an average of 4.37 hours per capita.

The figure for 2023 is particularly high because mandatory health and safety training courses scheduled every five years were held during the year.

Training hours	2023	2024	2025	DELTA (2023-25)
Total (h)	1,284	411	477	-85%
Average per person (h/employee)	11.67	3.77	4.37	-85%

Training in 2025 included both mandatory courses on occupational health and safety and additional skill development and focused on the following areas:



Technical and IT (25% of total hours)
Provided technical training on the use of PLCs (programmable logic controllers), industrial computers designed for the automation of processes and machinery.



Sustainability (12% of total hours)
Involved 8 employees who acquired skills on sustainability at the management, operational and supply chain levels, with insights into the European and international regulatory landscape.



Business planning and development (15% of total hours)
Aimed at equipping sales department employees with increasingly advanced skills to support OPEM’s internationalization efforts.



Management control (12% of total hours)
Intended for the administration department, this included updates related to management control activities.



health and safety (25% of total hours)
Occupational health and safety courses required by law under Legislative Decree 81/08.



Human Resources (11% of total hours)
Involved 3 employees from the HR department who acquired skills related to payroll management and the use of management software.

Supporting *employees*

The quality of OPEM's products is a direct reflection of the peace of mind of those who make them. For this reason, OPEM offers its employees a range of benefits designed to improve their quality of life, financial situation, and overall well-being



CORPORATE WELFARE

Each employee can take advantage of two types of corporate welfare, one provided for by the national collective bargaining agreement (CCNL) and a private one provided by the company. Welfare from the national agreement guarantees a €200 annual bonus that each employee can spend at affiliated supermarkets. In addition to this, there is an annual amount accessible through the EBM Salute fund (SME Metalworkers Supplementary Health Fund) for reimbursement of scheduled health benefits. Special attention is paid to the issue of health: for all OPEM employees there is a significant discount on health care services at the Dalla Rosa Prati Outpatient Clinic in Parma (part of the European Diagnostic Center) and an agreement with the Sant'Orsola Laboratory of Analysis in Parma that guarantees a 20 percent discount on examinations and 10 percent on specialized ultrasound examinations.



OPEM FUND LOAN

In addition, through private corporate welfare, all employees can access a €10,000 loan from the **OPEM Fund**, paid back through payroll deductions in installments over a period of up to 5 years at a fixed interest rate of 0.05%.



LISTENING AND INCLUSION

In order to ensure a peaceful and inclusive environment, a **weekly listening session** is offered to all personnel, where a member of the human resources department is available to employees for advice and support requests. To promote well-being within OPEM and foster a greater sense of camaraderie among employees, **the company organized film screenings again in 2025.**



10,000 €

The loan that each employee can apply for through the OPEM fund, with a fixed interest rate of **0.05%**

OPEM has always been committed to supporting the families of male and female workers. Therefore, every year it organizes numerous activities and initiatives to benefit employees with minor children. With this in mind, in 2025 OPEM again provided financial support for employees' children to attend a summer camp dedicated to rugby, and, over the course of the year, expanded its benefits for employees by giving each one a season ticket to Parma Calcio matches. In addition, the Company supports employees who decide to expand their families: a €150 increase in pay is guaranteed for the first and second child.



Laundry service for employees' personal clothing



Car wash service with on-site pick-up and drop-off



Discounts and agreements discount on list prices



One guaranteed meal per day delivered to the office



Car rental discounts through an agreement with Hertz



OPEM also aims to contribute to a good work-life balance of its people, by offering them services that assist them in their after-work commitments and leave time for recreation, sports and family.

Health and safety, first and foremost

[VSME ESRS B9-41]

OPEM is committed to ensuring a safe workplace for all. For this, the company has established a corporate body to manage safety that includes the appointment of an external Prevention and Protection Service Manager (RSPP) with whom quarterly meetings are scheduled, and an occupational physician for health monitoring. In addition, all new hires and employees who need refresher updates receive **health and safety training** pertinent to the risk assessment related to their jobs.



**External HSE
Manager (RSPP)**
Quarterly meetings
scheduled



Company doctor
Health surveillance
for all employees



Continuous training
Updates on health,
safety and risk
assessment



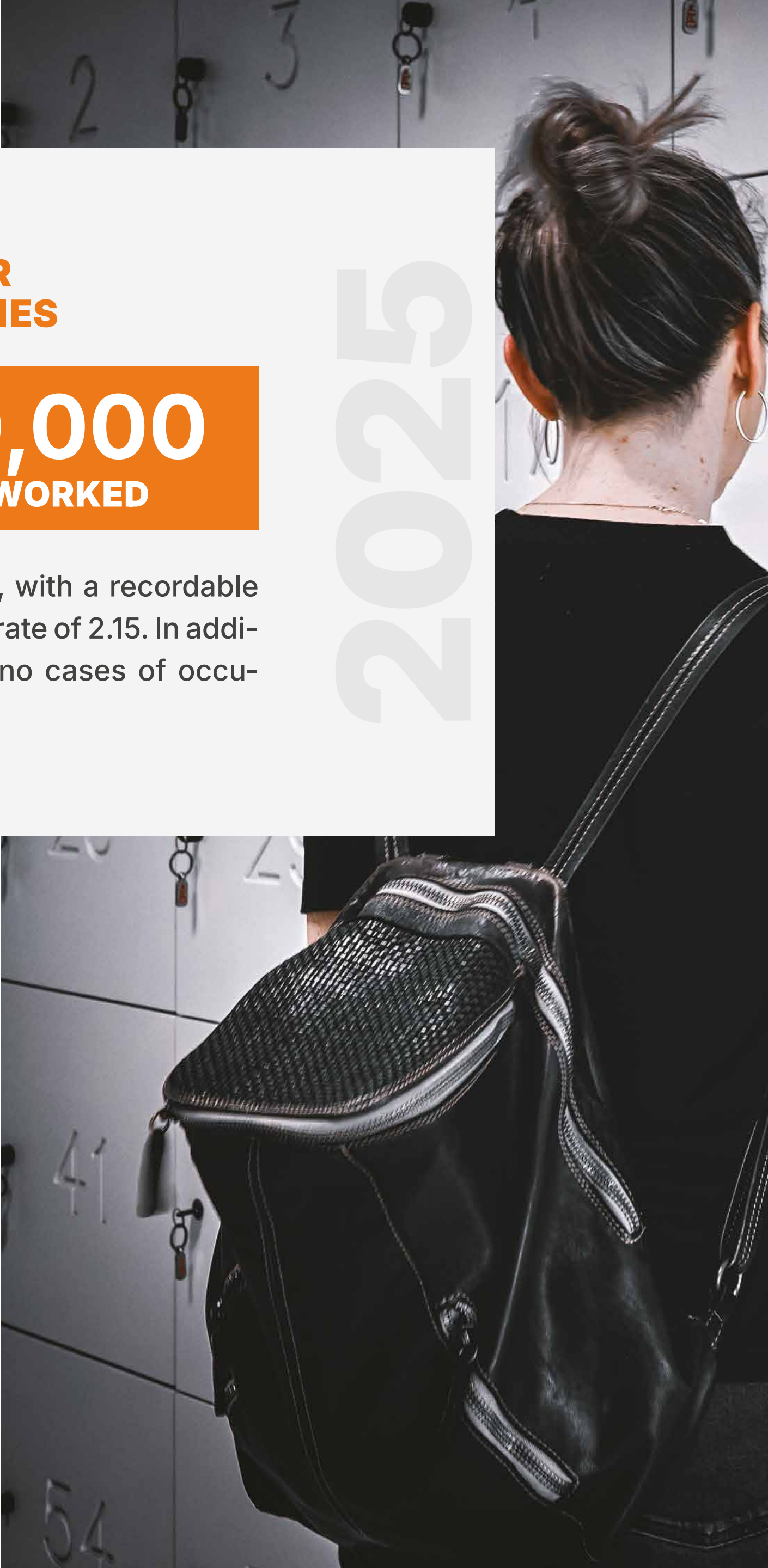
Risk assessment
Ongoing update of
role-related risks

2 MINOR
INJURIES

+180,000
HOURS WORKED

in line with 2023, with a recordable injury frequency rate of 2.15. In addition, there were no cases of occupational disease.

2025





At OPEM’s Brazilian branch, the health and safety system complies with local regulations, which require the implementation of a PCMSO (Occupational Health Medical Surveillance Program), the PGR (Risk Management Program), which identifies and controls physical, chemical, and biological risks in the workplace, and the Occupational Health Certificates (ASO) system, medical documents certifying each worker’s fitness for their duties.

VSME ESRS B9-41, OWN WORKFORCE – HEALTH AND SAFETY

Work-related injuries	2023	2024	2025
Injuries	2	2	2
Injury rate	2.06	2.20	2.15
of which fatalities	0	0	0
Fatality rate	0	0	0
Hours worked	194,421.75	181,481.75	186,123.63

OPEM is *Parma*

Roots in the local area

GOAL	2024 BASELINE	2025 RESULT	2035 TARGET
ESG Goals for the Ecodistrict Collaborate with companies in the Parma Ecodistrict to achieve shared sustainability objectives by 2035	Not in place	Preliminary discussions on ESG initiatives have begun with companies in the Eco District	ESG goal plan formalized and periodically updated



In a polarized world, citizens *trust businesses*

The concentration of wealth and geopolitical instability are fueling a widespread global crisis of trust in institutions. Nearly **7 out of 10** Italians say they feel a sense of resentment, **convinced that governments and institutions do not work for the common good** but only protect the interests of a few, while the wealthiest segments of the population reap unfair advantages from the system.

In this scenario, the government, understood as the political system, scores just 40 points on the trust index, while **business is the only one of the four institutions analyzed to be considered both credible and ethical**. In this context, there is an **urgent need for companies to measure and communicate their impact on the local community**: not as a reputational exercise, but as a prerequisite for generating lasting value for the communities in which they operate.⁷

⁷ Edelman, 2025



7 out of 10

Italians trust businesses more than institutions when it comes to creating fair and shared value



77%

The percentage of companies that have increased their commitment to the local community globally



96%

The percentage of Italian companies that invested in community support initiatives in 2024

OPEM'S RESPONSE

OPEM addresses this challenge through a business model deeply rooted in its local community. It coordinates the **SPIP Eco District Committee in Parma**, promoting shared ESG objectives among companies within the industrial district. It **collaborates with local technical institutes** through school-to-work transition programs and actively participates in the cultural and sporting life of the community.

The OPEM 2035 Plan includes, among its key objectives, the formalization of a shared ESG goals framework with the companies of the Eco District, turning the challenge of inequality into a tangible opportunity for positive impact.



Patrons of *culture*

OPEM's history is inextricably linked to that of Parma, the city in which it was born and has grown. For this reason, the company has always been committed to preserving its cultural heritage and stimulating its development, with special focus on the younger generation.

In 2025, OPEM continued to support cultural and regional developments that have always been central to the Binacchi family's values. Since OPEM's founding, the family has viewed the company not merely as a manufacturing entity, but as a living part of Parma's social fabric.



€530,000+

Sponsorships and donations made in 2025

Culture is as much a value as it is a resource, which is why the company has always been committed to supporting artistic, historical and cultural initiatives in Parma and the other areas in which it operates.

During 2025, OPEM made sponsorships and donations with a total value of more than €530,000.



Enhancement of the area's culture is also reflected in OPEM's annual support to FAI, the National Trust for Italy, through fostering its activities in the province of Parma, including guided tours to places of historical and artistic interest and recreational and educational activities involving nature. The company regularly offers free admission to events organized by FAI to its employees.



In support of local cultural events, OPEM sponsors the Festival della Parola (Parma Word Festival), which it helped found in 2016. The Festival is held annually during the summer and consists of a series of events located throughout the city that center around a theme, work or artist, with the aim of spreading the value of words as a key element in preserving and disseminating culture in the area.

The 2025 edition, titled "The Error", featured prominent figures from the worlds of culture and media, including Sigfrido Ranucci, Stefano Nazzi, Vincenzo Schettini, Domenico Iannaccone, and Tlon philosophers Maura Gancitano and Andrea Colamedici, who were invited to reflect on the constructive value of mistakes. The dense network of local partnerships continues to grow, with the festival actively collaborating with the University of Parma, the City of Parma, and various third-sector organizations, transforming iconic locations such as the Parco della Cittadella and the Abbey of Valserena into spaces for open debate. Alongside these long-standing collaborations, the festival renews its social commitment through dialogue with schools and local communities, focusing on the power of words as a tool for active citizenship. Furthermore, the creative writing workshop with inmates continues at the Certosa di Parma (Penitentiary), which this year has focused its reflection on the work and thought of Giorgio Gaber.

Culture as a shared value

Since 2016 supporting Parma's cultural heritage

11 km of green barrier created with "KilometroVerdeParma"



Another annual event that enjoys OPEM's continued support is **Verdi Off**, a series of events in parallel with the Verdi Festival, dedicated to the famous composer Giuseppe Verdi, one of the most eminent historical figures from the province of Parma.

The Verdi Off Festival and activities are organized annually by the Teatro Regio in Parma and include films, performances, concerts and conferences to celebrate the composer's works and spread their historical and human value. In addition to its financial support of the Festival, OPEM encourages attendance by providing free tickets to employees and their families.

In 2025, as part of the Verdi OFF series of events, **OPEM opened its workshops for the festival's tenth edition, transforming its production lines into stages** and making culture accessible to everyone: employees and the general public.



In addition, **each year OPEM collects donations for the Corale Verdi Association of Parma** which for more than 100 years has been taking adult, youth and children's choruses on tour throughout Europe to preserve and continue choral activity dedicated to the Maestro. The sponsorship activities supporting the Teatro Regio and the Fondazione Toscanini continue year after year throughout the season.



OPEM is one of the founding members of the association "Parma, io ci sto!", (Parma, I'm in!), which was established in 2016 by Parma businesses and entrepreneurs to revitalize the city through a structured and concrete approach. With this vision, the association is committed to attracting new talent and resources to the area by stimulating sustainable local economic development through innovation in the agribusiness, cultural and tourism sectors. Together with "Parma, io ci sto!", OPEM has contributed to numerous projects, including **"KilometroVerdeParma"** (Green Kilometer Parma), which consists of planting trees and shrubs along an 11-kilometer plot of land that runs alongside the A1 highway. The goal is to create a natural barrier that reduces noise pollution and absorbs CO₂.

Amici della *Pilotta*

OPEM's bond with the Parma area finds particularly strong expression in its support for the Associazione Amici della Pilotta, which the Company helped to found in 2020 and of which Ombretta Sarassi, General Manager of OPEM, is President.

Founded in the year of Parma Capital of Culture, the Association brings together enthusiasts of art, history, knowledge, beauty and learning around a shared mission: to become a bridge between citizens and the Complesso Monumentale della Pilotta, the imposing sixteenth-century architecture at the heart of the city where the Teatro Farnese, the Galleria Nazionale, the Museo Archeologico Nazionale and the Biblioteca Palatina today find unity in a cultural and scientific centre open to dialogue with the community.



Amici
della Pilotta



250,000

Visitors to the Pilotta Complex in 2025, up by more than 50% over the past three years



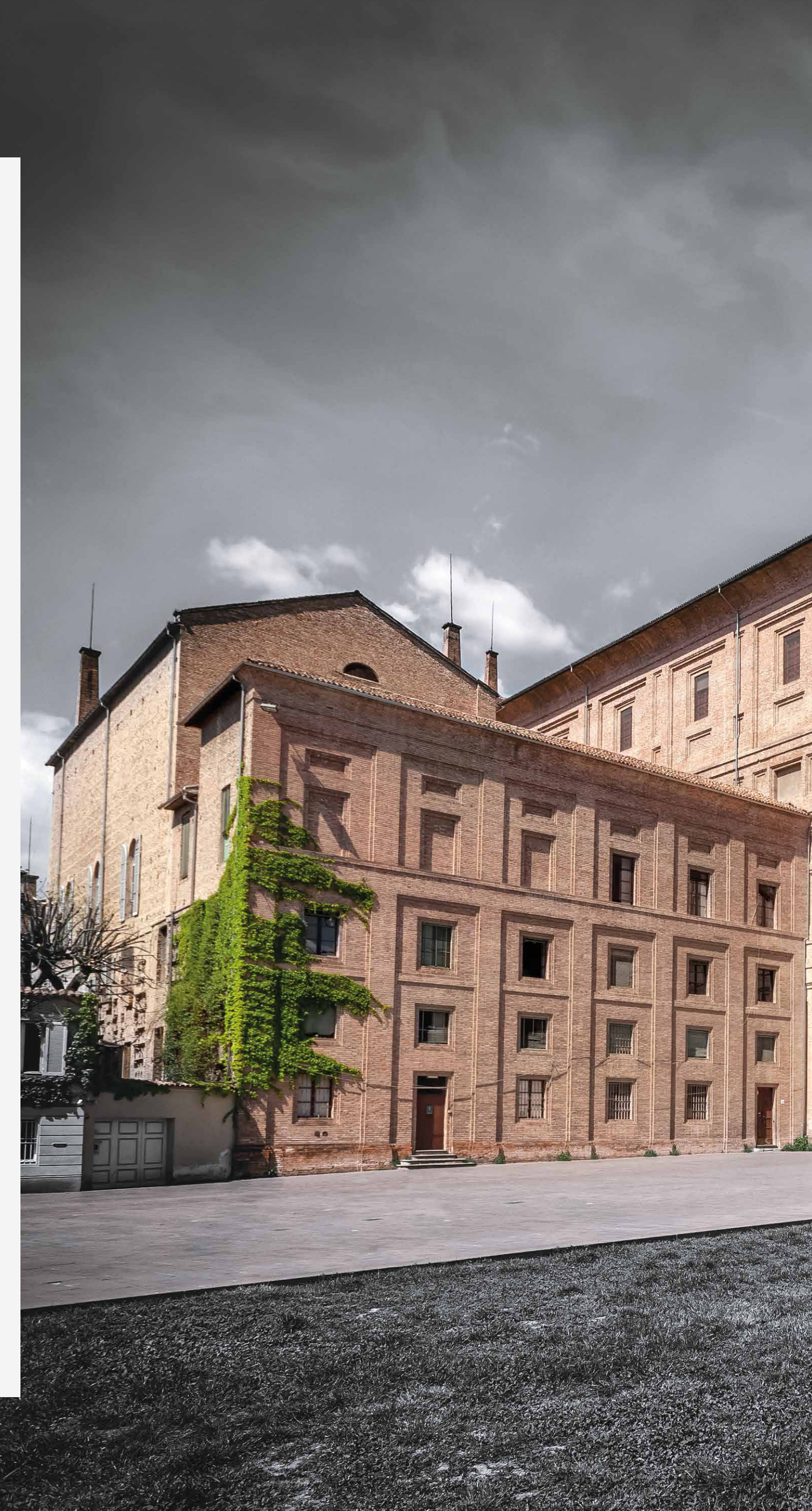
901

Members of the Associazione Amici della Pilotta



>100

Activities carried out by the Association in 2025





With more than 250,000 visitors in 2025, the Pilotta is a living heritage that throughout its history has known extraordinary patrons, from the Farnese to the Bourbons, to Maria Luigia, who contributed to enriching its artistic and cultural wealth. Today it is the citizens themselves who carry this mission forward, also thanks to the work of the Association, which promotes the expansion of the collections, the cultivation of new enthusiasts, and the creation of events capable of keeping Parma's ancient and contemporary artistic culture alive.

Welcome and inclusion are the hallmark of the Amici della Pilotta. Through the "Ciceroni" volunteers, the Association presents the museum complex with two guiding principles: welcoming everyone, engaging visitors with the voices of experts and art lovers, and including all groups, young and old, locals and visitors, families and new residents, enabling them to discover, consolidate and internalise Parma's cultural heritage.

Examples of this include projects such as "Impara l'arte e... raccontala in Pilotta" (Learn the Art and... Tell It at the Pilotta), dedicated to young people in vulnerable situations, and "Amici Kids", designed to bring the youngest visitors closer to the museum, in the conviction that positive cultural experiences in early childhood sow precious seeds for the adults of tomorrow.

Not only the Pilotta, in fact: the approximately 30 volunteers of the Association offer a wide range of visits, conferences, cultural exchanges and hospitality initiatives, with their base in the evocative Giardino della Cavallerizza serving as a starting point for exploring the city and the surrounding territory.

OPEM's support for the Association is not limited to the institutional dimension but translates into concrete interventions in favour of the Complex. Over the years, the Company's contribution has made possible, among other things, the renovation of the Voltoni conference hall, a 100-seat space that today serves

as a reference point for conferences, meetings and cultural events open to the public, and the refurbishment of the Pilotta's premises, including the maintenance of the Giardino della Cavallerizza, overlooking Piazza Ghiaia, as a first step in the enhancement of a key location in the city. OPEM also contributed to the creation of the Farnese Festival, an international festival of early music from the 17th and 18th centuries hosted in the Teatro Farnese and the spaces of the Complex, under the artistic direction of maestro Fabio Biondi.

**Together for
culture, every day.**

*We support
beauty, promote
knowledge, and
build the future.*



Eco District: the neigh- bourhood of the future

Since arriving in 1984, OPEM has always been committed to making the SPIP industrial district a flagship of Parma, a symbol of the vitality and ingenuity of the city's **productive class**. A vision that sees the Company actively working to transform the SPIP into an Eco District, a laboratory of urban sustainability combining productivity and quality of life.

**130**

businesses operating in the area, contributing to a more sustainable SPIP.

**Green Areas**

and public spaces created and mobility infrastructure promoted by the Committee in 2025.

**Committee**

Parma Ecodistrict,
for sustainable development
and improved quality of life.





The project aims to include all 130 businesses active in the area and, with their contribution, to make the SPIP an example of a sustainable district identity, with well-maintained green areas and public spaces and infrastructure for sustainable mobility. The introduction of an Eco District also aims to lay the foundations for integrating an energy community within the district, for the benefit of all the businesses based there. The project saw OEM as lead partner in the creation of the **Comitato Parma Ecodistrict**, entrusted with the task of concretely defining the sustainable development of the area, with the aim of achieving a continuous and progressive improvement in the quality of life for all those who work there.



In 2025, two members of OEM's Sustainability Committee took part in the "Eco District Sustainability Masterclass", a series of meetings organised with The European House – Ambrosetti and dedicated to the businesses of the District. A structured programme designed to build new alliances among the companies in the area, develop shared solutions on environmental and social matters, and pool expertise and resources through economies of scale.

A MODERN AND ATTRACTIVE INDUSTRIAL DISTRICT



The transformation of the SPIP also depends on the ability to make it an inclusive, liveable and open place, where citizens and businesses can meet for the benefit of the territory's development.



In 2025 as well, OEM joined the Imprese Aperte project, opening the doors of its facilities to the public and inviting citizens to see first-hand how packaging technologies are created. Together with the partner companies of the "Parma, io ci sto!" association and in collaboration with the Teatro Regio di Parma, it brought to life the annual SPIP Parade: a procession of music, theatre, concerts and free-admission performances as part of Verdi Off, returning a piece of its productive fabric to the city.



On the mobility front, OEM promoted the launch of bus line 16, operational from 2026, to reduce the impact of commuting in the area. For the well-being of those who work there, it supported the inauguration of an outdoor fitness area created in collaboration with Lacertosis, which also made possible the organisation of the Eco District Fitness Challenge, a series of sporting events open to all businesses in the district.

The value of *education*

OPEM recognizes the fundamental contribution of education, at all levels, to the socio-economic growth and development of the area. **Education is a key ingredient for equitable, inclusive and sustainable development, and the empowerment of people starts in schools.**

The high degree of specificity of OPEM's activities and its unique know-how make it an outstanding partner for Parma's technical schools.

Each year, the company puts its expertise at the service of vocational training for students from the technical institutes I.T.I.S. Leonardo da Vinci, I.T.E. Bodoni and Melloni and I.S.I.S.S. Giordani as part of the school-work alternation programs.



The partnership with Toschi High School adds a creative dimension to this program: the projects carried out with the students go beyond technical training to include artistic experiences conducted directly on the company premises, where the factory becomes a space for expression as well as production.



1,175

**hours of training
provided to students
at OPEM facilities**

In 2025, 10 students participated in the program, completing a total of 1,175 hours of guided vocational training. Through this, OPEM is transformed into an actual trade school, training young professionals in business, mechanical engineering, automation and industry to enrich the professional tradition of the packaging industry in Emilia, one of the most important in Italy and the world.

The program is focused on hiring: **each year, at least one student is hired and can attend university while benefiting from part-time contracts.**



Collaboration with ITIS Leonardo da Vinci continued outside the school-to-work alternation. In 2025, OPEM employees participated in “**Leonardo’s Night**”, a career guidance event organized by the Institute, which provided an opportunity for students to learn about the company’s activities and the career paths it offers.

This initiative also included participation in **Food Farm 4.0**, a program dedicated to the younger generation in which OPEM served not only as a technical partner but also as an active sponsor of the career guidance days and workshops, bringing its vision of sustainable industry directly to young people.

STUDENT ORIENTATION



Not only in Parma: student orientation was also offered to a group of international students participating in the **Erasmus+ program**.

In 2025, three students from the Leonore Goldschmidt Schule - IGS Mühlenberg in Hanover spent two weeks at OPEM as part of the program, with the aim of gaining work experience and exploring the topic of sustainability within the Italian industrial context. The program included a visit to the Attilio Bertolucci High School in Parma, an Erasmus+ accredited institution, and access to leading local manufacturers, including Barilla Bakery, Dallara Automobili, and Davines.

The initiative reaffirms OPEM’s commitment to educating the next generation and its dedication to international collaboration.

Thanks to these initiatives, **OPEM contributes to the socioeconomic development of people and the territory, while also gaining an opportunity to continuously update its employees’ skills.**

Sport that engages

Sport is an important ally of physical and mental health, and spreading its culture has a positive impact on communities.

With this philosophy, OPEM contributes to promoting sports activities in the area, encouraging a healthy lifestyle and wellness.

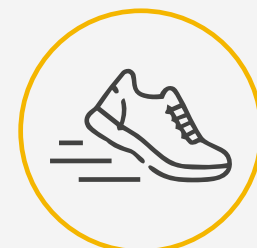


Promoting sports

And an active lifestyle through sports sponsorships



In 2025, the Company continued its sponsorship of Parma Calcio. This support serves a dual purpose: to establish a link between OPEM and the local sports culture by associating the Company's name with a football club deeply rooted in the city, and to promote sports activities, starting from the region's own centers of excellence. Over the course of the year, OPEM strengthened this bond by sponsoring the exhibition organized by Parma Calcio to celebrate the 100th anniversary of the construction of the Tardini Stadium, a historic symbol of sport and community for generations of Parma residents. Additionally, through a partnership with Parma Calcio, all employees are entitled to discounted season tickets to attend the team's matches.



In October 2025, OPEM also sponsored the **Parma Marathon**, an annual event open to all runners through the streets of the city. The Company encouraged all employees to participate, further demonstrating its commitment to promoting physical activity, starting with its own people. In addition, the company encouraged its employees to participate in the **Corporate Olympics** held in May 2025, where employees from local companies have the opportunity to compete in games and athletic events.



Support for local sports organizations has also continued through the **Amateur Sports Association l'Olimpica**, whose athletes have achieved significant results at the national level in tennis.

Together for the **community**

Just as the territory and the communities in which it has operated have played an integral role in its success, **OPEM believes in the value of the local area** and is committed to sharing with it the value generated by its operations. In this spirit, **the Company supports the health and inclusion of citizens by sponsoring associations and initiatives that create a positive impact on the community.**

In 2025, support continued for **Hospice Piccole Figlie**, a palliative care facility that has been active in the city for nearly twenty years.

In May 2025, OPEM hosted the event **"Roots and Future. Dialogue on Innovation in the Food Valley"**, organized as part of **Bologna Business School's BBS on Tour program**. The event brought together academics, alumni, and professionals from the agri-food sector for an open discussion on the global challenges facing the Food Valley, from sustainability to digital transformation, with the aim of enhancing the identity and competitiveness of Made in Italy. The initiative is part of OPEM's commitment to fostering knowledge sharing and dialogue among businesses, universities, and institutions, confirming the company's role as a key player in the productive and cultural ecosystem of the Parma region.



CLOSE TO THE COMMUNITIES, EVEN OVERSEAS

It's not just Parma: OPEM is committed to supporting the socioeconomic development of all the regions where it operates. This is evidenced by the initiatives undertaken in São Paulo, the city that is home to the company's Brazilian subsidiary, which are aimed at **engaging and supporting local talent and promoting Italian culture.**

In 2025, OPEM Brazil also contributed to the organization of the Italian Film Festival in São Paulo, organized by the Italian Embassy in Brazil to promote Italian cinema, **and the "Maria Callas" opera singing competition**, promoted by the Italian Cultural Institute in São Paulo and the Ministry of Foreign Affairs and International Cooperation. Now in its 35th edition, the competition aims to promote the tradition and practice of opera singing and opera, important artistic heritages that have contributed to Italy's international success.

Following its participation in the Feitec 5.0 fair in 2023 and its support for the 5th edition of the Social Education Congress in 2024, **OPEM continued its commitment alongside the civil association Obra Dom Bosco**, which provides free training and job placement for local students and workers, by **returning to participate in the Feitec fair**. This initiative confirms the ongoing collaboration with the association and the company's commitment to social integration and inclusion within the local community.

Methodological *note*

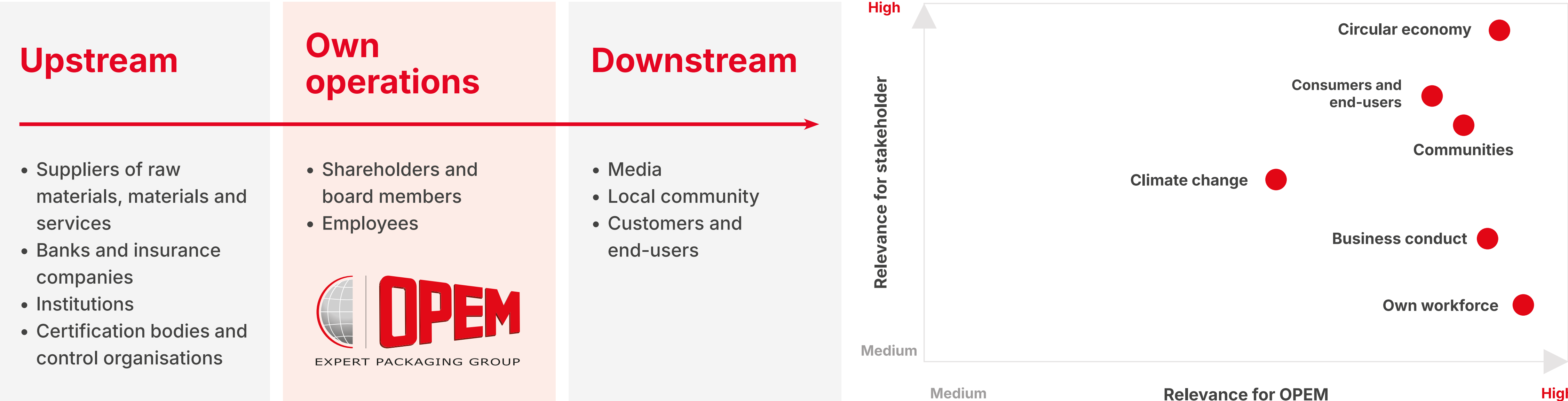
How this document
was prepared

The publication of OPEM S.p.A.'s Sustainability Report is a **voluntary** initiative that demonstrates the company's willingness to communicate its **economic, environmental and social achievements** to its stakeholders in a transparent manner. The information within the document pertains to **financial year**

2025 (January 1, 2025 – December 31, 2025). Where available, it includes a comparison with key data for the previous three-year period to provide a comparison of its sustainability performance over time. As of today, the reporting scope includes OPEM S.p.A., minus some qualitative information related to the

subsidiary OPEM Brasil Máquinas e Serviços Ltda. The document was prepared in accordance with the Basic Module (B) of the Voluntary European Sustainability Reporting Standards for non-listed Small- and Medium-Sized Enterprises (**VSME ESRS**) developed by EFRAG.

OPEM has identified the following *stakeholders* as key partners for its operations and for the sustainability path it has embarked upon.



The Report revolves around 6 material topics identified as relevant for OPEM’s business by the Sustainability Committee and confirmed for 2025 too. The topics were identified through a **materiality impact assessment** that implied the evaluation of the context the Company operates in to pinpoint the main impacts it imposes while carrying out its own activities.

TOPIC	DESCRIPTION	GOALS	SDGS
Climate change	Improve energy efficiency and increase energy procurement from renewable sources.	Goal 13 – Climate action	
Business conduct	Ensure a transparent corporate governance model to ensure compliance.	Goal 17 – Partnerships for the goals	
Community	Support the local community through solidarity initiatives and local development.	Goal 4 – Quality education Goal 11 – Sustainable cities and communities	 
Consumers and final users	Continue to prioritize customers, ensuring them excellence-grade products and services.	Goal 9 – Industry, innovation and infrastructure	
Circular economy	Adopt circular economy models in machinery production as well as in their usage by customers.	Goal 12 – Responsible consumption and production	
Own workforce	Promote continuous staff development and a positive and inclusive corporate environment.	Goal 8 – Decent work and economic growth Goal 3 – Health and wellbeing	 

Collection of the information and data included in the Sustainability Report was undertaken in collaboration with all OPEM departments, under the supervision of a specific working group. The document has been submitted to the Board of Directors for their review and is available on the website [opem.it](https://www.opem.it)

OPEM is a joint-stock company headquartered in Parma, operating primarily in Italy. Its primary NACE Rev. 2 classification code is 28.29 – Manufacture of other general-purpose machinery n.e.c. (not elsewhere classified).

For further information or requests for clarification, please contact: sostenibilita@opem.it

VSME-ESRS CONTENT INDEX – BASIC MODULE

CODE	PARAGRAPH	POSITION WITHIN THE TEXT (OR RELEVANT INFORMATION)
B1 – General information	B1-24	§ The centrality of our people; § Methodological note
	B1-25	§ Measuring our commitment
B2 – Practices, Policies, and Future Initiatives for the Transition to a More Sustainable Economy	B2-26, 27	§ OPEM 2035: towards the future
B3 – Energy and greenhouse gas emissions	B3-29, 30, 31	§ Energy consumption and atmospheric emissions
B4 – Pollution of air, soil and water	B4-32	N/A - OPEM does not emit any pollutant whose emissions must be disclosed to competent authorities
B5 – Biodiversity	B5-33, 34	N/A - OPEM does not own or manage locations in biodiversity-sensitive areas, nor does it undertake any land-use change activities
B6 - Water	B6-35, 36	N/A - OPEM's activities do not generate a relevant impact on water resources
B7 – Resource use, circular economy, and waste management	B7-37, 38	§ Circular economy and waste management
B8 – Own workforce – General characteristics	B8-39, 40	§ The centrality of our people
B9 – Own workforce – Health and safety	B9-41	§ Health and safety, first and foremost The injury rate was calculated using the following formula: (# injuries/tot. hours worked)*200,000
B10 – Own workforce – remuneration, collective agreements, and training	B10-42 (a)	The company operates only in countries that do not have a minimum wage legislation
	B10-42 (b)	This information was omitted since, in 2025, OPEM employs less than 150 people
	B10-42 (c)	All OPEM employees are covered by collective bargaining agreements
	B10 (d)	§ Unique know-how and skill development
B11 – Business conduct	B11-43	No cases of corruption were reported during the three-year period 2023-2025



Useful links

www.opem.it

www.leaveasign.it

The documentary on the history of OPEM:

<https://www.youtube.com/watch?v=ENEv7aG8XB0>

The Ecodistrict of the SPIP district in Parma:

<https://www.ecodistrictparma.com>

The business association "Parma, io ci sto!":

<https://www.parmaiocisto.com>

Follow us on social media



Credits

Knowledge partner: The European House – Ambrosetti

Graphic Agency: Makia Srl





WWW.OPEM.IT