

# ASTRO

CONTENITORI INDUSTRIALI

## SUSTAINABILITY POLICY

**Sustainability** has always been one of ASTRO's core priorities, initially in its ecological meaning as environmental sustainability and, in recent years, through its evolution, with the addition of a strong and participatory social dimension and a decision-making process guided by virtuous practices aimed at promoting comprehensive sustainability across every corporate area, in the three fundamental and synergistic pillars of Environment, Social and Governance.

**ASTRO** is fully aware of the importance of preserving and protecting the environment and is constantly committed to adopting eco-friendly business practices that respect the unbreakable bond between the well-being of people and the well-being of the surrounding environment.

With a long-term vision, the Company works to reduce the environmental impact of its activities and to promote the responsible use of natural resources.

**ASTRO** is engaged on a daily basis in actively contributing to the economic development and social well-being of the territories in which it operates, conducting its activities in compliance with the following principles, which represent its present commitment and its outlook toward the future.

### STRATEGY

**ASTRO's** sustainability strategy is based on ethical and managerial principles that guide the company in every decision.

**ASTRO** communicates its purposes, objectives and results through internal and external communication tools addressed to employees and stakeholders, and keeps them updated on its website [www.astrosrl.it](http://www.astrosrl.it).

### VALUES

Alongside creating value for customers, employees and shareholders, our daily commitment is toward the Company of today and for future generations.

We work to build a corporate culture grounded in integrity, innovation and respect for the environment.

We believe that diversity is an essential pillar for growth and long-term success.

### COMPANY GOALS

In 2025, concerning year 2024, ASTRO obtained the Bronze Medal for its commitment to sustainability, achieving a score of 51 out of 100 according to the ESG Scoring methodology.

Our commitment to sustainability is long-term and focuses on the areas where we have the greatest opportunities to make a meaningful difference; in this way, we can contribute to real change.



**Key areas of sustainability focus:**

- Climate emissions and energy consumption
- Material use and waste management
- Company appeal
- Responsible sourcing and quality
- Financial performance

**ISO CERTIFICATIONS**

**ASTRO** has adopted a voluntary integrated management system, compliant with quality, health and workplace safety standards, and has obtained certification according to the relevant reference standards.

Our adherence to ISO frameworks is a tangible demonstration of our commitment to exceeding expectations and pursuing excellence in every aspect of our corporate operations.

**ESG TOPIC**

*People*

**ASTRO** is committed to promoting diversity and inclusion that go beyond gender equality, fostering cultural progress and well-being, and sharing these principles with its stakeholders. The Company invests in the professional development of its employees to enrich individual talent in compliance with applicable regulations and without any form of discrimination, and is committed to ensuring a healthy and functional work environment at all levels.

**ASTRO** is dedicated to ensuring equal working conditions and opportunities, promoting the professional and personal fulfillment of its employees. At the same time, it encourages responsible and conscious behavior in matters of health, safety and environmental protection.

*Environmental*

With full awareness of its responsibility toward future generations, **ASTRO** aligns its operations with the surrounding environment, ensuring its protection and, where possible, actively encouraging environmentally sound practices.

The Company works continuously to improve its environmental performance, focusing on energy efficiency, adoption of renewable energy sources, reduction of pollutant emissions and water

consumption, minimizing waste, proper waste disposal, and the conscious use of resources and materials favoring, whenever possible, the use of recycled materials in its services.

### *Culture*

**ASTRO** considers its contribution to sustainability as a fundamental element of its identity and is committed to engaging stakeholders in the promotion and dissemination of best practices and responsible behaviors.

**ASTRO** supports the cultural and social development of local communities also through direct financial contributions to volunteer organizations.

### **APPLICATION**

This **Sustainability Policy**:

- is made available through dedicated training programs for personnel, on-site posting, communication by circular to all internal and external staff, and publication on the company website.
- is provided in copy to all external parties upon request.

The Company ensures periodic review of this Policy by the Board of Directors, during Management Review or by the ESG Committee, or in response to specific needs.

Mornico al Serio, 12.12.2025