



Stevanato Group

|

Sustainability Report 2025

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Letter to Stakeholders

Over our 75-year history, we have earned a reputation for high quality and reliability that has enabled us to become a partner of choice for more than 700 companies globally.

We have secured a leadership position within the drug product development and delivery value chain through our investment in research and development and the expansion of our global footprint and capabilities.

Our priority is to provide flexible solutions that preserve the integrity of pharmaceutical products and enable our customers to deliver safe and effective treatments to patients while reducing time to market, total cost of ownership and supply chain risk. We achieve this by developing our products and solutions in close collaboration with our customers, leveraging our scientific research capabilities, technical expertise, and engineering and manufacturing excellence to meet the quality and performance requirements of pharmaceutical and biotech customers.

Since our founding, the delivery of innovation has been a fundamental characteristic of our Group, and we embed science and technology in what we do every day to bring life-changing medicines to patients.

Our goal is to be the global partner of choice to biopharma customers for the full spectrum of end-to-end solutions, from drug development through life-cycle management. We operate in attractive, growing end markets with favorable secular tailwinds. Innovation across the industry continues to advance patient care and we remain mission critical to the delivery of innovative biologics. Biologics are expected to remain our fastest growing end market and a key driver to top-line growth and margin expansion as we continue to move up the value chain. In Latina and Fishers, we expect to increasingly benefit from improved utilization, efficiencies, and operating leverage, as we support our customers with quality and reliability.

Notwithstanding a dynamic and uncertain political and economic context, we keep to support our stakeholders and we are committed to embedding sustainability in our strategic plan, policies and practices.

To accomplish this, we have a sustainability strategy structured in three pillars:

- Sustainable processes and products;
- Sustainable value chain;
- People and governance.

The main goal is to pursue a regenerative business innovation journey while asserting our position as an interdependent and responsible member of the community in line with the United Nations' Sustainable Development Goals.

In 2025, we progressed in our regenerative business innovation journey as shown in such Sustainability Report on a voluntary basis. With regard to the environment, we progressed in our plan and measurement including Scope 3 in alignment with Science-Based Target initiative and its reduction targets. According to such GHG emissions reduction plan, we progressed mainly in respect to efficiency-related initiatives and sourcing of renewables-based electricity.

In addition, we improved our waste management practices with an increase in the amount of waste recovered and diverted from landfills. With regard to the people we aim to foster a workplace of Merit, Inclusion & Belonging, we improved in our gender balance program on females holding senior positions. With reference to the Governance area, we strengthened and further improved our sustainable corporate model.

With regard to Ratings, we significantly improved our disclosure with an overall Best-in-Class positioning among peers. On Ecovadis, we've been awarded with Silver Medal and score 75/100 placing us among the top 15% of all companies assessed. On S&P's CSA, we are in leading position, as well as in Carbon Disclosure Project (CDP).

We confirm our goal is to continue growing and supporting customers throughout our regenerative business innovation while making a positive impact everywhere we work and do business. We are continuously working to improve processes, to innovate on technologies and eco-designed products & packaging, and sustainable solutions. Our team is dedicated to delivering on our promise by working collaboratively to drive continuous improvement, acting as an example of our Values and Guiding Principles. Therefore, we are pursuing this important journey with confidence and determination toward an increasingly sustainable and responsible future.

Franco Stevanato, Chairman and CEO

Stevanato Group S.p.A. Via Molinella 17, 35017 Piombino Dese · Padova · Italy

Methodological Note

This Sustainability Report clearly outlines Stevanato Group's environmental, social, and economic achievements in a transparent and structured manner for the 2025 financial year (January 1–December 31) and aligned with the Company's financial reporting, and it shows the commitment and initiatives undertaken by the Group toward its goal of sustainable development. The annual reporting cycle provides internal and external stakeholders with a summary of Stevanato Group's business performance, results, and impacts in relation to material sustainability in the 2025 financial year.

This document represents the Sustainability Report of the companies belonging to Stevanato Group S.p.A. and its subsidiaries (hereinafter also referred to as "the Company," "Stevanato," the "Stevanato Group," or "the Group"). The list of entities is aligned with the [2025 Annual 20-F Filing](#). The Sustainability Report includes data about the parent company, Stevanato Group S.p.A., and its subsidiaries, which are directly or indirectly consolidated on a line-by-line basis. Note that for some of Group's commercial entities/sites, only part of the data has been included in the environmental, health, and safety data due to the limited scope¹.

Stevanato Group reports sustainability information with reference to the Global Reporting Initiative (GRI) Standards 2021. For more details on the GRI Standards, please see the "GRI Content Index" section. The contents of the Sustainability Report were selected based on the results of a materiality analysis published in this document and described in Chapter 2.

¹ Limitation of scope with part of the data for Stevanato Group International a.s., Ompi of Japan Co., Ltd., Medirio SA, and Stevanato Group India Private Limited. The main environmental data for such entities are included.

The discussion of materiality in connection with the sustainability material assessment is not an indication that such information or topics are necessarily material under U.S. federal securities laws or the rules and regulations of the U.S. Securities and Exchange Commission (SEC).

Quality criteria and reporting scope information were defined according to GRI principles and encompassed positive and negative impacts, comparability, accuracy, timeliness, clarity, and verifiability. Specifically, the information included in this report was taken from both the Group's IT system and the sustainability reporting package.

To properly manage the reporting process, a Sustainability Reporting Procedure was established in 2021 and updated in 2025, in line with GRI Standards 2021, which illustrates how to prepare the Group's Sustainability Report, including the timing, tools, roles, and responsibilities of the functions and individuals. To ensure responsiveness and proper application of the procedure, the reporting process was extensively discussed and agreed upon by the working group.

The information presented in this report refers to 2025 and includes a comparison with the previous year. Any information restated from previous reporting periods is indicated appropriately, where necessary, throughout the report. The information collected and reported is based on measurable data. To provide an accurate overview of the Group's performance and help ensure data reliability, the use of estimates has been limited as much as possible. If they are provided, they have been made using the best methods available and are properly identified. This report presents both positive and negative aspects equally, with a comment on the results when appropriate.

This report was approved by the Board of Directors of Stevanato Group S.p.A. in April of 2026. The process of seeking external assurance involved a preliminary evaluation based on different providers and relative core competencies and resulted in the selection and approval of PricewaterhouseCoopers Business Services S.r.l. as an external auditor.

Stevanato Group commissioned this external auditor to provide a limited assurance report, "limited assurance engagement," in accordance with the criteria in the ISAE 3000 Revised Standard, which is attached at the end of this document. It contains a description of what has been assured and on what basis, including the assurance standard used, the level of assurance obtained, any limitations of the assurance process, and the relationships between the organization and the assurance provider.

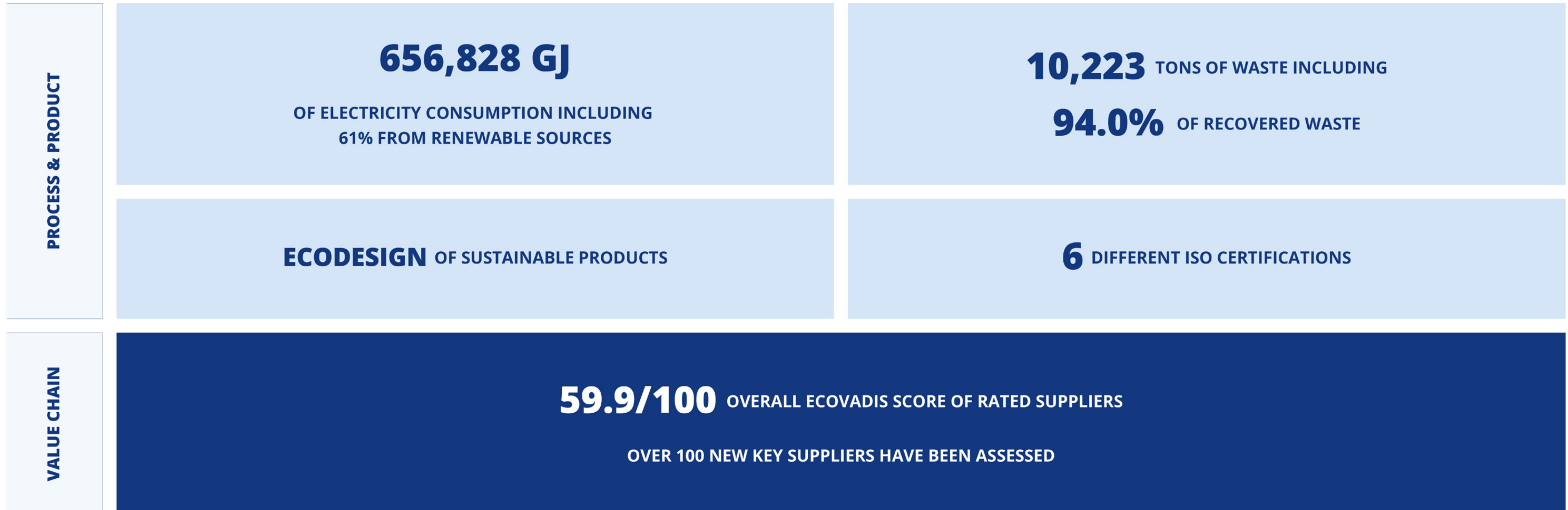
For further information and suggestions regarding Stevanato Group's Sustainability Report, please contact:

sustainability@stevanatogroup.com.

Stevanato Group presents its inclusion and belonging data and policies in accordance with the GRI Standards. Stevanato is aware of US Executive Order 14173 (the "EO") signed in January 2025, under which the U.S. Office of Federal Contract Compliance Programs must, among other things, immediately cease promoting diversity and allowing or encouraging U.S. federal contractors and subcontractors to engage in workforce balancing based on race, color, sex, sexual preference, religion, or national origin. As a foreign private issuer listed on the New York Stock Exchange (NYSE), Stevanato continues to review the implications of the EO. Our Inclusion & Belonging policies will not apply to Stevanato's U.S. employees to the extent that this would conflict with the EO or other applicable laws, regulations, or orders.

1. Stevanato Group

1.1 • At a Glance



PEOPLE AND GOVERNANCE

6,010 EMPLOYEES GLOBALLY

24.0% OF FEMALE DIRECTORS AND MANAGERS

143+ THOUSANDS OF TRAINING HOURS IN 2025

INITIATIVES TO PROMOTE HEALTH AND SAFETY AT A GLOBAL LEVEL

AUDIT COMMITTEE AT THE BOARD LEVEL,
RESPONSIBLE ALSO FOR ESG RELATED TOPICS

CODE OF ETHICS AND ETHICAL
CONDUCT RELATED **POLICIES**

€1,2 BILLION TOTAL VALUE GENERATED IN 2025

81% OF GENERATED VALUE DISTRIBUTED

13 WORLDWIDE PRODUCTION SITES

APPROXIMATELY 70 COUNTRIES SERVED

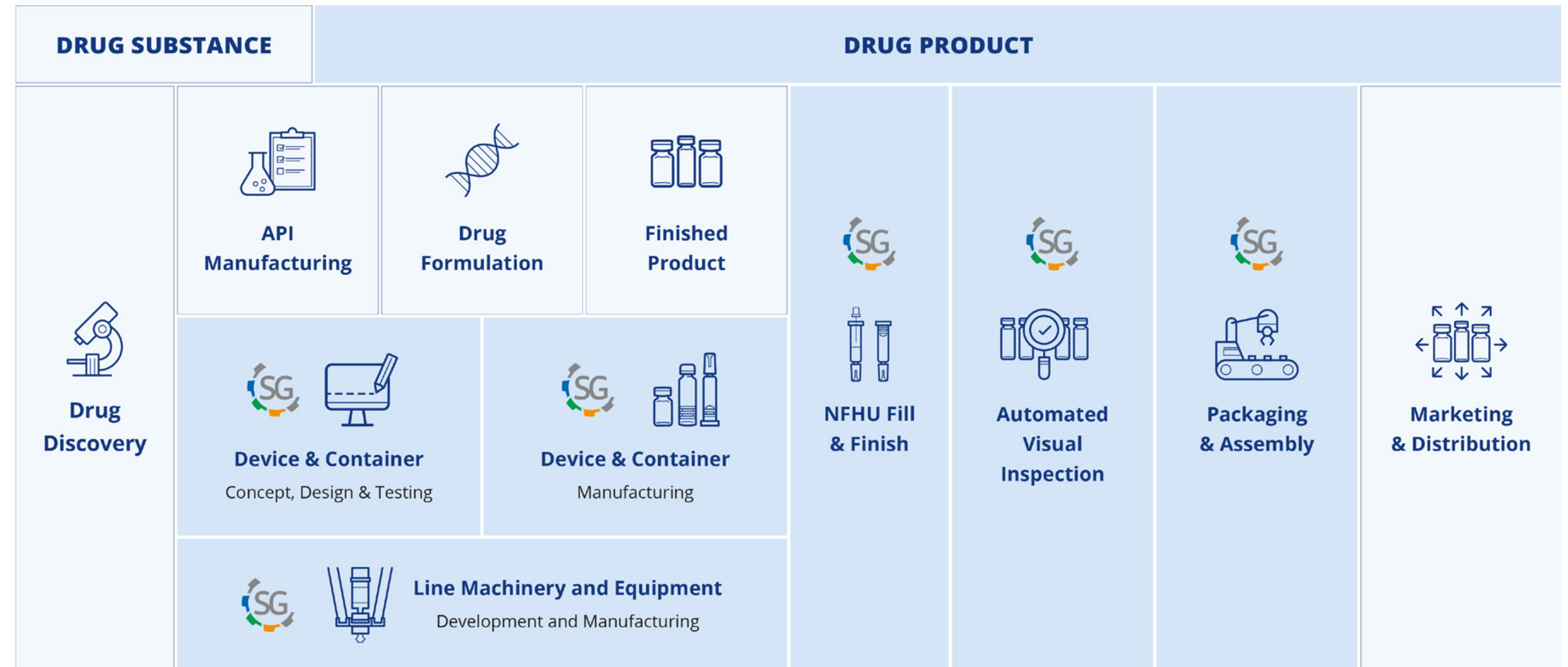
OVER **75** YEARS OF HISTORY, GLOBAL PARTNER OF CHOICE TO BIOPHARMA

1.2 • Organizational Details

Stevanato Group S.p.A., an Italian multinational company, is a leading global supplier of drug containment, delivery, and diagnostic solutions to the pharmaceutical, biotechnology, and life sciences industries.

Headquartered in Piombino Dese (Padua, Italy), Stevanato Group is a joint stock company. For further information about the Stevanato Group’s ownership structure, see item 7.A. “Major Shareholders” in the [2025 Annual 20-F Filing](#).

In 1949, Giovanni Stevanato founded Soffieria Stella, a specialty glass manufacturer in Zelarino, near Venice. Soffieria Stella, the precursor to Stevanato Group, operated until 1959, when Stevanato Group was established in Piombino Dese (Padua). For more than 75 years, Stevanato Group has evolved from an Italian glassware manufacturer to a leading global provider of integrated solutions for the healthcare industry. Stevanato Group delivers an integrated end-to-end portfolio of products, processes, and services that address customer needs across the entire drug life cycle at each of



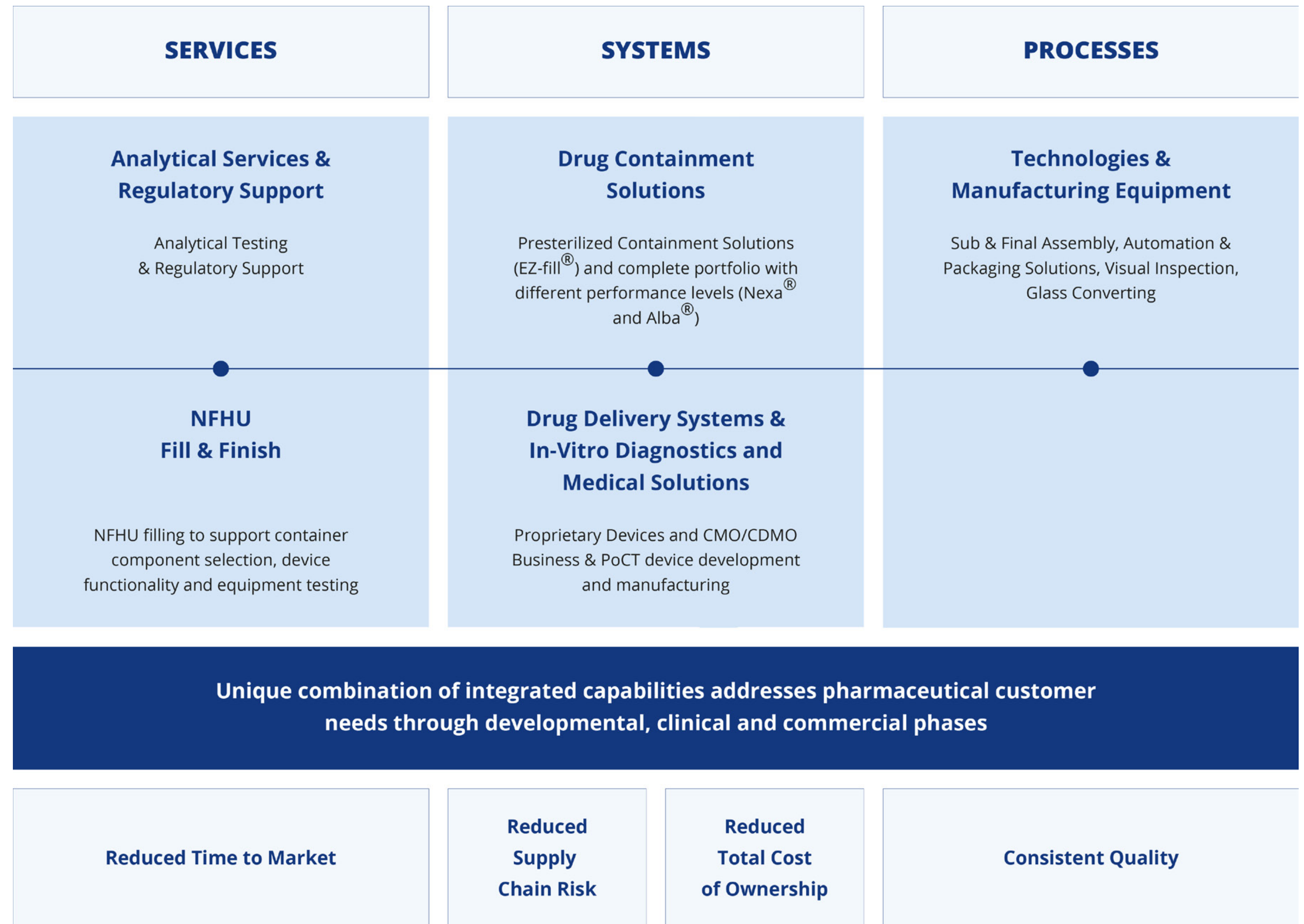
the development, clinical, and commercial stages. The chart above illustrates Stevanato Group’s presence across the pharmaceutical chain, with its impacts along the value chain marked with the symbol “SG.”

The chart to the right shows our integrated solutions for pharma and healthcare. One of Stevanato Group’s main priorities is to provide flexible solutions that preserve the integrity of pharmaceutical products and enable customers to deliver safe and effective treatments to patients while reducing time to market, total cost of ownership and supply chain risk.

Stevanato Group achieves this by developing products in collaboration with customers and leveraging its scientific research capabilities, technical expertise, engineering, and manufacturing excellence to meet its quality requirements.

Stevanato Group divides its market into two categories: direct markets and end markets. Direct markets include products or product categories in which Stevanato directly participates, such as Drug Containment Solutions (DCS). The Group’s end markets include broader sectors, such as biologics, where Stevanato sees demand for its products and services. For further information about Stevanato Group’s value chain, see item 4. “Information on the Company” and section b. of the “Business Overview” in the [2025 Annual 20-F Filing](#).

Stevanato Group has forged many business relationships from collaborations on the development of new technologies and products. For insights into the most relevant business relationships, please visit [Press Releases - Stevanato Group](#).



Direct Markets

Business Segment

Biopharmaceutical and Diagnostic Solutions
Engineering

Direct Market

Drug Containment Solutions
Drug Delivery Systems
In-Vitro Diagnostic Solutions
Engineering

End Market

Biologics
Vaccines
Insulin
Small Molecules & Generics
Molecular Diagnostics
Other

Stevanato Group operates in the following segments:

BIOPHARMA AND DIAGNOSTIC SOLUTIONS SEGMENT

<h3 style="text-align: center; margin: 0;">Drug Containment Solutions</h3> <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">  Platforms for Syringes </div> <div style="text-align: center;">  Platforms for Vials </div> </div> <div style="text-align: center; margin-top: 20px;">  Platforms for Cartridges </div>	<h3 style="text-align: center; margin: 0;">Drug Delivery Systems</h3> <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">  Autoinjectors </div> <div style="text-align: center;">  Pen Injectors </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 20px;"> <div style="text-align: center;">  On-body Delivery Systems </div> <div style="text-align: center;">  CMO/CMDO Capabilities </div> </div>	<h3 style="text-align: center; margin: 0;">IVD Solutions</h3> <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">  Medical Solutions </div> <div style="text-align: center;">  IVD Consumables </div> </div> <div style="text-align: center; margin-top: 20px;">  Point-of-Care Devices </div>	<h3 style="text-align: center; margin: 0;">Analytical & Testing Services</h3> <div style="text-align: center; margin-bottom: 10px;">  </div> <ul style="list-style-type: none"> Primary Container Compatibility and Functionality with Drug Product Drug Delivery System Testing Developmental NFHU Fill & Finish Service Consultancy (Regulatory, Compliance Support, Test Method Development & Transfer) Tailored Services
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Offering Proprietary “High-Value Solutions” Across Business Lines

ENGINEERING SEGMENT



Assembly & Packaging



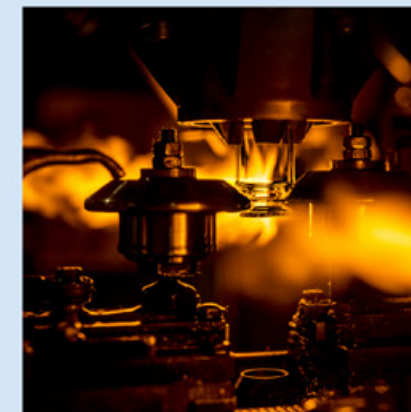
- **Sub-assembly and Final Assembly** for Drug Delivery Devices, Medtech and IVD
- **Highly Automated Modular Platforms**
- **Single Point of Contact** for Packaging Processes

Visual Inspection



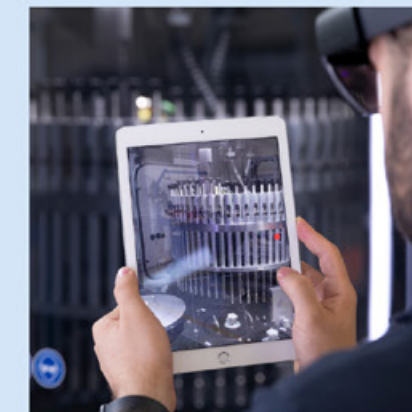
- **Semi-automatic and Automatic** Inspection Machines
- **Diversified Portfolio**
- **Artificial Intelligence Platform** for Automated Visual Inspection

Glass Converting



- **Fully Automated High-speed** Precision Glass Converting Lines
- **Extensive Dimensional and Cosmetic Inline Controls**

After Sales



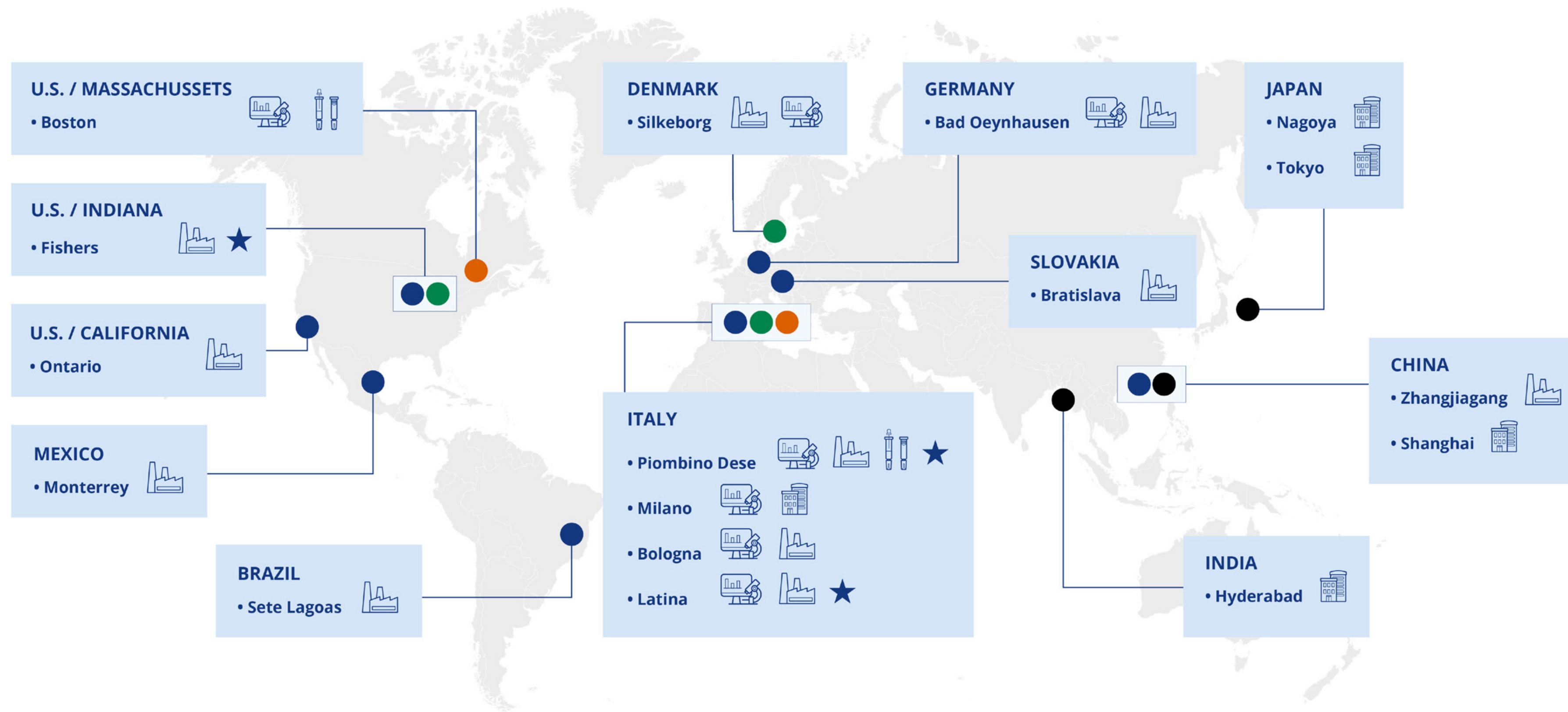
- **Advanced After-sales Services**
- **Global Service Based on Technical Expertise and Interactive Tools**

The Group is a global company with locations in many countries and continents. Stevanato Group’s global presence, together with proprietary standardized manufacturing systems and processes, allows the Group to provide consistent product and service standards to its customers around the world. For a more detailed overview of the countries in which the Group’s subsidiaries operate, see the “Scope of Consolidation” section of the [2025 Annual 20-F Filing](#). To read our story, visit Stevanato’s corporate website: [Our Heritage – Stevanato Group](#).

Highly Automated and Advanced Equipment for both in-house Use and Sale to Customers

STEVANATO GROUP TODAY, 700+ CUSTOMERS SERVED WORLDWIDE

OUR PRESENCE ACROSS 13 MANUFACTURING SITES



● DCS AND DDS
 ● ENGINEERING
 ● COMMERCIAL
 ● ANALYTICAL & TESTING SERVICES
 ★ EZ-FILL® SITE
 NHFU F&F
 R&D
 PRODUCTION SITE
 OFFICE
 Source: Internal Data

1.3 • Mission, Vision, and Values

Stevanato Group’s Vision, Mission, and Values provide a framework to guide the Company’s pursuit of business goals with an ethical and transparent mindset and focus on fostering innovation.

Mission






We cooperate deeply with our partners all over the world, providing our know-how, resources, and enthusiasm to turn every project into an achievement.

Vision

Create a reliable ecosystem to empower our partners and their ability to produce safe, easy-to-use, and cost-effective treatments to improve patients’ lives.

Values

Our vision is based on five core values that are linked together to ensure harmonious interaction. Together, they provide the foundation for leadership rooted in excellence.

-  **Trust and respect everyone**
-  **Be accountable**
-  **Be ethical always**
-  **Deliver results**
-  **Listen and communicate with transparency and honesty**

Guiding Principles

The adoption of the Guiding Principles leads the Group toward achieving its mission.

-  **Will to win well, have a big goal**
-  **Don't be standard**
-  **Competence, experience and preparation**
-  **Consistency, execution and decision-making**
-  **Humility**

Environmental, Social, and Governance (ESG) & Sustainability

Stevanato Group strives to support our stakeholders while making a positive impact for the benefit of all, including society and the planet. At Stevanato Group, our employees understand that, as leaders in the pharmaceutical industry, we maintain a responsibility to implement sustainable and socially responsible practices in the places where we live and work.

1.4 • Company Structure and Main Corporate Functions

The composition of the Group, including its parent company, Stevanato Group S.p.A. and subsidiaries, is described in section C. Organizational Structure – item 4. “Information on the Company” of the [2025 Annual 20-F Filing](#).

Stevanato Group has adopted a corporate governance standard that sets the rules for the appropriate management of the Group, separating ownership from operating activities. The Group is led by an experienced, highly motivated Board increasing objectivity and independence, and an executive team with a proven track record of operational excellence. The Board meets at least four times per year to make key decisions on specific topics. With regard to the composition of the Board of Directors, it is important to note that eight members are independent directors. As of December 31, 2025, the Board of Directors was composed as follows.

Stevanato Group S.p.A. adopted a one-tier corporate governance system that includes a Board of Directors and an Audit Committee. The Audit Committee complies with the applicable rules and regulations of the SEC and the NYSE corporate governance rules, as well as all Italian law requirements with respect to its composition, expertise

requisites, functioning, and independence.

A more detailed analysis of the governance structure indicates that four committees are made up of Board members tasked with certain roles and responsibilities, as defined in their respective charters. Thus, in addition to the Audit Committee, there are the following three committees: **the Nominating and Corporate Governance Committee, the Business & Strategy Committee, and the Compensation Committee.**

The members of the different committees described in this document share the same term of office with the Board of Directors and provide insight and suggestions without prejudice to the Board’s competence and decision-making responsibility. In addition, one of the objectives of the Audit Committee is to assist the Board in supporting Stevanato Group’s ongoing commitment to issues relating to environmental, social, and governance (ESG) matters. For a complete overview of the features and duties of each committee, please refer to item 6. “Directors, Senior Management, and Employees” of the Company’s [2025 Annual 20-F Filing](#).

As of December 31, 2025, all members of the Board of Directors were over the age of 50 years, while 73% were males and 27% were females.

Board of Directors on 12.31.2025	Role
Sergio Stevanato	Chairman of the Board Emeritus
Franco Stevanato	Executive Chairman and Chief Executive Officer
Madhavan Balachandran	Independent Director
Fabrizio Bonanni	Independent Director
William John Federici	Independent Director
Karen Anne Flynn	Independent Director
Sue-Jean Lin	Independent Director
Elisabetta Magistretti	Independent Director
Donald Eugene Morel Jr.	Independent Director
Luciano Santel	Independent Director
Alvise Spinazzi	Director

The Company's main corporate and business functions represent a significant investment for Stevanato Group and are essential to its operations and strategy. The purpose of the Group is to create long-term value through our facilities, which are located across all major regions worldwide, with the organization structured by business units to better address the specific needs of our customers, as reported in the Company chart (update: December, 2025), which is available in the [ESG section](#) of the corporate website.



1.5 • Ethics, Integrity, and Compliance

To maintain a sustainable, transparent corporate model, high ethical conduct standards and a culture of ethical behavior and integrity have been adopted.

These are essential for business success and indispensable assets in terms of the Company's reputation. The Group is committed to embedding sustainability values into its policies and practices.

The documents, corporate policy, and statements described below define Stevanato Group's main commitments to responsible business conduct. Please note that all disclosed documents have been approved by Stevanato Group's Board of Directors and are available on the corporate website.

The Code of Ethics defines the guidelines and criteria of conduct for all recipients and aims to ensure compliance with regulations in force to prevent improper acts or behavior and to help protect the legitimate interests of customers, employees, shareholders, business and financial partners, communities, and stakeholder groups.

The Code of Ethics has been disseminated in all of Stevanato Group's companies. The provisions of the Code of Ethics have been reported via specific internal policies and procedures that ensure compliance with the principles and guidelines of the Code of Ethics.

For further details on the Code of Ethics and other policies, please refer to the following links:

- [Code of Ethics](#)
- [Anti-Bribery and Anti-Corruption Policy](#)
- [Related Party Transactions Policy](#)
- [Anti-Discrimination Policy](#)
- [Whistleblowing Policy](#)
- [Supplier Code of Conduct](#)

The Code of Ethics and the Anti-Discrimination Policy cover internationally recognized human rights that are disclosed directly throughout the documentation.

In 2025, all the above-mentioned policies were confirmed by the Board of Directors, including any changes from the previous year. Stevanato Group complies with all applicable laws and regulations to protect its rights and interests. In 2025, no significant instances of non-compliance with laws and regulations were registered.

Stevanato Group maintains a whistleblowing procedure to manage the reporting of violations and irregularities concerning the Code of Ethics. The whistleblowing procedure was updated, and a new platform was implemented according to EU Directive 2019/1937. As of December 31, 2025, no incidents of corruption had been reported through the Whistleblowing Platform. With regard to human rights, three complaints related to alleged discrimination were ongoing in 2025 in the U.S.; the Company continues to take all appropriate actions with regard to these complaints.

The Italian entities in the Group (i.e., Stevanato Group S.p.A., Nuova Ompi S.r.l., and Spami S.r.l.) have an Organizational, Management, and Control model pursuant to Legislative Decree No. 231/01.

The above-mentioned Italian companies in the Group proceeded with the renewal of the Supervisory Body, which will expire in 2026, pursuant to the aforementioned Legislative Decree responsible for monitoring compliance and operating and updating the model.

According to internal procedures, if reports concerning Legislative Decree 231/01 are received through the Whistleblowing Platform, the Whistleblowing Committee promptly informs the Supervisory Body. For its foreign companies, the Group is currently working to strengthen management systems to ensure compliance with local laws in consideration of the provisions of the Model of Organization, Management, and Control 231.

Regarding business relationships, Stevanato Group has established a Supplier Code of Conduct that is shared with its suppliers. For more information, see section "6.1 Responsible Supply Chain & Procurement."

In 2025, no reports and/or complaints were received regarding non-compliance with laws or regulations or legal action taken regarding anti-competitive behavior, anti-trust, or monopoly violations either in or out of court.

For an overview of Stevanato Group's risk management, see item 3.D. "Risk Factors" of the [2025 Annual 20-F Filing](#).

2. Sustainability

2.1 • Approach to Sustainability

Stevanato Group aims to ensure its long-term success based on its ability to respond to trends and risks related to Environmental, Social and Governance (ESG) matters that make up the complex context in which the Group operates.

Sustainability is a primary means to improve such opportunity and risk management, while fostering higher efficiency, cutting-edge innovation and strategic decisions on technologies, products, processes and value chain definition.

Stevanato Group pursues a sustainable development journey as per its materiality analysis which is aligned with the United Nations' Sustainable Development Goals.

The Company seeks to create a regenerative business innovation model while remaining an interdependent and responsible member of the community.

To address ESG trends and risks, Stevanato Group developed a sustainability strategy structured in three pillars:

- Sustainable processes and products, to minimize any potential negative environmental impacts;
- Sustainable value chain, to collaborate with partners on improving societal and environmental impacts;
- People and governance, to establish and maintain a sustainable and transparent corporate model.

To help safeguard the environment, Stevanato Group progressed further in GHG emissions reduction plan, included Scope 3 GHG emissions, in line with the Science

Based Targets initiative and its target. Main contribution it is in respect to efficiency-related initiatives and sourcing of renewables-based electricity. In addition, the Group took action aligned with climate science and has committed to set near-term emissions reductions in line with the Science-Based Target initiative to reduce GHG emissions according to its trajectory and respective targets. Furthermore, Stevanato Group has progressed in waste management with a greater quota of waste recovered with second life applications.

As part of its corporate sustainability and circular innovation measures, Stevanato continued to analyze selected products and packaging from a life cycle perspective while advancing eco-design solutions to reduce, reuse, replace, and recycle while engaging also with suppliers and partners along the value chain. Stevanato Group has also introduced new sustainability practices as part of its corporate sustainability and circular innovation measures, with a particular emphasis on

identifying alternative materials, renewable-based energy, and innovative processes that provide more sustainable solutions. As part of its corporate sustainability and circular innovation measures, Stevanato Group dialogued with customers on a sustainable version of secondary packaging for syringes, focusing on biopolymers and recycled plastic as well as packaging and process improvements to reduce related emissions and other sustainable measures.

With regard to the people we aim to foster a workplace of Merit, Inclusion & Belonging, we improved in our gender balance program on females holding senior positions. Finally, with reference to the Governance area, we strengthened and further improved our sustainable corporate model with regular measures of impacts using the GRI Standards as a framework for transparency and accountability.

The management of sustainability is distributed across the Stevanato Group through dedicated ESG-related committees at both Board and Management levels, with the Head of ESG leading the whole process since the beginning as head of the ESG & Sustainability function, coordinating efforts of functions and sites across the Group.

Stevanato Group conducted a Materiality Analysis process in accordance with the requirements of GRI Standards 3:2021 to identify the material topics that represent the

most significant impacts on the economy, environment, and people, including impacts on their human rights.

Such Materiality Analysis was approved by Board of Directors as reported in Methodological Note. The process of determining material topics was informed by the organization’s ongoing identification and assessment of impacts. In particular, the process of defining material topics followed four steps:

- Understanding the organization’s context through scenario and benchmarking analysis of the main potential ESG trends, risks and opportunities;
- Identifying actual and potential, positive or negative impacts, starting from the previous context and benchmarking analysis;
- Assessing the significance of the impacts;
- Prioritizing the most significant impacts grouped into topics.

Each impact was assessed and rated on a significance dimension, and the weighted average of grouped impacts on topics was used to calculate a comprehensive score for each topic. The resulting most relevant topics above a given threshold, in line with the context and sustainability strategy of Stevanato Group, are:

1. Product quality and responsibility
2. Research & Development and innovation

3. GHG emissions
4. Energy consumption
5. Occupational Health & Safety
6. Business ethics, governance and compliance
7. Human capital management and development
8. Economic performance and value creation
9. Responsible supply chain and procurement
10. Waste management
11. Employee well-being
12. Human rights
13. Water management
14. Local communities’ engagement

The Group’s 2025 Sustainability Report was prepared based on a structured reporting practices formalized by the Sustainability Reporting Procedure according to GRI Standards 2021. It defines and outlines how the Group’s Sustainability Report should be prepared at the operational level in line with the Sustainability Reporting Guidelines issued by GRI.

Such procedure includes the timing, tools, roles and responsibilities of the functions and individuals’ roles in the working group (approximately 100 individuals across the Group). It also ensures the engagement and proper application of all procedures. Finally, it is important to note that the process required correct and compliant GRI Key Performance Indicators (KPIs) associated with the functions involved and was coordinated by the Process Owner, as assigned by the Board of Directors.

The Group has adopted flexible and diversified practices to share present and future Group development strategies with its main stakeholders, that were identified based on an industry benchmark. Stevanato Group adopts practices that encourage dialogue and involvement with all stakeholder categories, as engagement is considered an essential element of the Group's sustainability strategy and is directly correlated with the Group's medium and long-term success.

The main channels of dialogue and interaction are summarized in the following table.

The methods and frequency of stakeholder involvement vary according to the issues and opportunities subject to discussion during the year.

Stevanato Group adopts practices that encourage dialogue and involvement with internal and external stakeholder categories as reported in this table:

Stakeholder	Engagement and Interaction Flow
Employees	<ul style="list-style-type: none"> • Projects and/or initiatives for company welfare • Company Intranet • Internal newsletter • Insertion schemes for new employees • Company meetings to discuss results and future objectives • Training programs • Round table discussions with unions
Suppliers	<ul style="list-style-type: none"> • Regular meetings • Quality assessment audits/visit
Customers	<ul style="list-style-type: none"> • Regular meetings • Surveys/market research • Continuous dialogue through communication channels • Company website • Participation at trade fairs
Community and local authority	<ul style="list-style-type: none"> • Projects to support social initiatives • Meetings with representatives of local institutions
Universities and research centers	<ul style="list-style-type: none"> • Site visits • Partnerships with key universities and schools in Italy and abroad
Regulators and authorities	<ul style="list-style-type: none"> • Discussion meetings with representatives of institutions
Shareholders and Board of Directors	<ul style="list-style-type: none"> • Meetings organized throughout the year

2.2 • Certifications and Awards

Legal Entity (Country) ²	ISO 15378	ISO 13485	ISO 9001	ISO 45001	ISO 14001	ISO 50001
Nuova Ompi (IT-PD)	✓	✓	✓	✓	✓	
Nuova Ompi (IT-LT)	✓		✓	✓	✓	
Nuova Ompi (IT-Cisterna)	✓	✓	✓	✓	✓	
Medical Glass (SK)	✓		✓	✓	✓	
Ompi North America (MX)	✓		✓	✓	✓	
Ompi of China (CN)	✓		✓	✓	✓	
Ompi do Brasil (BR)	✓		✓	✓	✓	
Balda Medical (DE)	✓	✓	✓	✓	✓	✓
Ompi of America (U.S.)	✓	✓	✓	✓	✓	

ISO 15378

Primary packaging material for medicine products – specific requirements for the application of ISO 9001:2015 with reference to Good Manufacturing Practice (GMP)

ISO 13485

Medical devices – Quality Management Systems

ISO 9001

Quality Management Systems

ISO 45001

Occupational Health and Safety Management System

ISO 14001

Environmental Management Systems

ISO 50001

Energy Management Systems

² Legal Entities: Stevanato Group S.P.A., Nuova Ompi S.R.L., Medical Glass A.S., Ompi N. A. S. DE R. L. DE C. V., Ompi Do Brasil Indústria e Comércio de Embalagens Farmacêuticas LTDA, Ompi Pharmaceutical Packing Technology (China) CO., LTD., Ompi of America INC., Balda Medical GMBH, Balda/C. Brewer, S.P.A.M.I. S.R.L., Stevanato Group Denmark A/S, US TEC – Ompi of America INC., EMEA TEC – Nuova Ompi S.R.L. and EMEA TEC Analytics - Nuova Ompi S.R.L.

Legal Entity (Country) ²	ISO 15378	ISO 13485	ISO 9001	ISO 45001	ISO 14001	ISO 50001
Balda C. Brewer (CA-U.S.)		✓	✓			
EMEA TEC (IT), U.S. TEC (U.S.)		✓	✓			
Spami (IT)			✓			
SG Denmark (DK)			✓			



In 2025, Stevanato Group has been awarded the prestigious EcoVadis Silver Medal, reaching the outstanding score of 75/100. This places the Company in the top 15% of all companies assessed, just a few steps away from the Gold Medal—since Stevanato is ranked in the 92nd percentile.

EcoVadis is a globally recognized organization that evaluates companies based on their ESG performance.

² Legal Entities: Stevanato Group S.P.A., Nuova Ompi S.R.L., Medical Glass A.S., Ompi N. A. S. DE R. L. DE C. V., Ompi Do Brasil Indústria e Comércio de Embalagens Farmacêuticas LTDA, Ompi Pharmaceutical Packing Technology (China) CO., LTD., Ompi of America INC., Balda Medical GMBH, Balda/C. Brewer, S.P.A.M.I. S.R.L., Stevanato Group Denmark A/S, US TEC – Ompi of America INC., EMEA TEC – Nuova Ompi S.R.L. and EMEA TEC Analytics - Nuova Ompi S.R.L.

2.3 • Participation in Organizations and Associations

Stevanato Group participates in initiatives organized by trade associations and organizations, facilitating the exchange of ideas and knowledge.

In 2025, Stevanato did not participate in any political-related and lobbying activities, and Stevanato had no monetary contributions to political-related and lobbying groups.



3. Economic Value Creation

3.1 • Stakeholder Value Creation

The creation and distribution of direct economic value produced by Stevanato Group and the impact on key stakeholder categories.

This section, reported on an accrual basis, includes the basic components of Profit and Loss (P&L) statements for global Group operations in accordance with GRI disclosure.

Stevanato's operational activities create value for a wide variety of stakeholders, including the following:

- Suppliers (operating costs)
- Personnel (employee wages and benefits as total payroll)
- Lenders (financial charges)
- Public administration (such as taxes)
- Communities (e.g., donations)

Direct economic value generated and distributed (€/000) [GRI 201-1]	2025	2024
(A) Total economic value generated by Stevanato Group	1,191,776	1,126,623
(B) Economic value distributed by Stevanato Group	959,886	926,445
Operating costs – remuneration to suppliers	572,093	560,371
Remuneration to personnel	331,279	309,015
Remuneration to lenders	6,944	14,349
Remuneration of the public administration	49,275	42,552
Donations	296	189
(A-B) Economic value retained by Stevanato Group	231,889	200,177
Amortization & depreciation	87,345	78,036
Loss on receivable	1,221	2,616
Provisions and reserves	3,492	1,758
Net profit	139,831	117,766

In 2025, the economic value distributed by Stevanato Group totaled €960 million.

The difference between the value created and distributed was €232 million.

4. Innovation and Product Responsibility

4.1 • Stevanato Group Products, Technologies, and Services

Stevanato Group serves the pharma value chain with its two business segments: the Biopharmaceutical and Diagnostic Solutions, and Engineering. For a detailed representation of the Group offering, please refer to Chapter 1.

Stevanato Group refers to the premium products in the biopharmaceutical and diagnostic solutions segment as its high-value solutions. High-value solutions are products, processes, and services for which the Group holds intellectual property rights or has strong proprietary know-how, and they are characterized by technological and procedural complexity and high performance. High-value solutions can deliver significant benefits to customers in terms of performance, including faster time to market, reduced total cost of ownership, and lower supply chain risk while providing added value to customers, and improving patient treatment and safety.



4.1.1 • Biopharmaceutical and Diagnostic Solutions





Drug Containment Solutions

Stevanato Group has a vast range of commercially available drug containment solutions geared toward specific biopharmaceutical requirements.

Using the EZ-fill® pre-sterilized platform, the Group can streamline its customers' operations, reduce complexity in the aseptic filling process, and improve quality, allowing a reduction of the total cost of ownership.

The EZ-fill® configuration is available across all the product performance levels included in the Company's Drug Containment Solutions portfolio.

A summary overview of the main performance levels is provided in the figure to the right:

EZ-fill®	Alba®	Highly concentrated biologics, mAbs and RNA-based drugs, and intravitreal injections		Breakthrough solution employing a plasma treatment on standard silicone coating providing a near-to-zero number of particles and superior coating stability even in aggressive conditions. Alba® cartridges under initial assessment.
	Nexa®	Biologics and high-value vaccines		Superior cosmetic quality and improved mechanical resistance thanks to proprietary, highly automated process expertise around No Metal-to-Glass (NMTG) and No Glass-to-Glass (NGTG) critical unit operations.
	LDP	Biologics, vaccines and diluents		Significantly reduce corrosion and delamination risk resulting from interaction with aggressive formulations with high pH.
	Fina®	Standard solution for parenterals		The global solution with a robust process validation for high volume production and characterized by high quality consistency.

Drug Delivery Systems

In recent years, Stevanato Group has strategically expanded its Drug Delivery Systems (DDS) offerings to include capabilities and services as an integrated solutions provider.

The Company is well positioned to help its pharmaceutical partners commercially launch drug products with a delivery device that meets the needs of patients. Stevanato Group focuses on two main areas with regard to DDS: contract manufacturing and proprietary and licensed devices. Through contract manufacturing, Stevanato Group provides customers with scalable manufacturing solutions for their Drug Delivery System programs.

Customers can rely on the following:



A flexible and versatile offering, covering different stages of device development up to the final product.



High-quality production standards with an ISO 13485 and ISO 15378 certified Quality Management System and FDA-inspected facilities, ensuring compliance and reliability.



A worldwide presence, with manufacturing in Europe and the U.S. and a global purchasing network, fostering efficiency through shorter supply chains.



Ongoing exploration of sustainable materials and dedicated efforts toward more sustainable manufacturing practices, aligned with Stevanato Group's commitment to environmental responsibility.

Proprietary and licensed devices include **pen injectors, autoinjectors, and on-body delivery systems.**



PEN INJECTORS

Alina® is a variable multi-use pen injector suitable for fixed-dose therapies, based on Axis-D technology, exclusively licensed from pen injector device expert Haselmeier (a medmix Brand). It is suitable for a broad range of therapeutic areas including diabetes and weight management.

In 2026, we announced the introduction of **Deora™**, a fixed-dose pen injector, as the latest internally developed device added to our portfolio.



AUTOINJECTORS

Together with Owen Mumford, Stevanato Group is providing **Aidaptus®**, an intuitive disposable auto-injector solution that offers flexibility and speed-to-market for customers. Aidaptus will be manufactured by both Owen Mumford and Stevanato Group.



ON-BODY DEVICES

Vertiva® is a semi-reusable cartridge-based On-Body Delivery System composed of two parts: a single-use injection unit and a multi-use, smart controlling unit. It is optimized for the administration of complex drug regimens from mid-high volume cartridges.

IVD Solutions

As a one-stop solution provider and manufacturer, the Group offers an integrated process, from process development to delivery of the final product, packaged, and sterilized as needed, including point-of-care devices and in-vitro diagnostic consumables.

Analytical & Testing Services

As a branch of research and development, Stevanato Group Technology Excellence Centers (TECs) focus on the following:

- investigating the physical-chemical properties of primary packaging materials and components and studying the interactions between drug containment solutions and injectable drug products;
- providing laboratory services for engineering characterization and design verification of pharmaceutical packaging, medical devices, and components comprising combination products;
- supporting customers in screening and selecting the most suitable container system solution for their injectable drug product platforms.

Stevanato Group relies on a multidisciplinary team of highly skilled scientists. Their knowledge and experience cover a range of specialized areas, including drug containment solutions and drug delivery devices.

4.1.2 • Engineering

Stevanato Group's vast portfolio of technologies and equipment includes state-of-the-art solutions for life science companies.

- The Group specializes in fully automated glass-converting machines that are suitable for transforming glass tubes into vials, cartridges, syringes, and ampules.
- The Group also provides flexible visual inspection solutions for containers filled with any drug, from transparent drugs to suspensions, and from liquid to gels, powders, or lyophilized drugs. Its portfolio ranges from benchtop to semiautomated and fully automatic equipment.
- Stevanato Group designs and manufactures medical-device assembly and packaging equipment suitable for various stages, from device characterization with small-scale production to high-speed commercial assembly and packaging solutions. The technology is suitable for pen injectors, autoinjectors, wearable devices, and nasal sprays, and it includes packaging solutions for cartoning, case packing, and palletizing modules, with integrated serialization and tamper-evident units compliant with the latest requirements.
- All Stevanato Group equipment in operation is supported by a global after-sales organization: a 24/7 support service that ensures continuous assistance to help customers resume production promptly as needed. Customer productivity is a top priority, and we offer a team of support specialists who are available to provide expert troubleshooting assistance in different areas of support: mechanical, electrical, automation, and vision.
- Stevanato Group also supports customers with a comprehensive portfolio of services, including training, production support, and maintenance assistance, as well as products, such as spare parts and retrofit kits, enabling them to manage the entire life cycle of their equipment efficiently.

4.2 • Research & Development and Innovation

Stevanato Group believes that one of its greatest challenges and opportunities ahead is to continue growing and supporting its customers through regenerative business innovation while making a positive impact that benefits all.

Investment in research and development is a fundamental component of Stevanato Group's growth and continued success, as reported in [2025 Annual 20-F Filing](#).

The R&D department operates in close collaboration with Stevanato Group's business segments to enable cross-functional integration and maximize value creation across the product life cycle. The R&D strategy is structured around three fundamental pillars that define priorities, guide technology development, and ensure alignment with the Company's long-term growth strategy. These pillars represent the reference framework for all Group R&D divisions, with each R&D initiative explicitly mapped to one or more pillars to ensure strategic coherence and measurable impact.

With respect to product innovation and development, Stevanato Group systematically integrates sustainability principles into its R&D programs, starting from the earliest phases of development. Sustainability considerations are embedded in the technical requirements defined at project initiation and translated into design inputs for engineering activities. This approach ensures that material selection, product architecture, and manufacturing concepts are evaluated and optimized with sustainability objectives in mind from the outset, rather than as downstream design constraints.

DRUG CONTAINMENT SOLUTIONS

Develop solutions to **maximize drug stability, potency and purity**

DRUG DELIVERY SYSTEMS

Focus on **patient centricity, sustainability and digitalization**

PROCESS EXCELLENCE & DIGITALIZATION

Innovate Stevanato Group and customers' manufacturing processes to deliver **improved outputs** and **reduced waste and risks**

4.2.1 • R&D for Drug Containment Solutions (DCS)

Stevanato Group's DCS team is dedicated to designing, developing, and manufacturing syringes, vials, and cartridges that provide higher drug compatibility between the primary packaging and the drug products (i.e., with the lowest particle generation, reduced, or even no extractable release, and metal-free options). The Drug Containment Solutions are offered in standard bulk or pre-sterilized, ready-to-use formats. The team is also responsible for the identification and development of Stevanato Group solutions for biologics needs, such as GLP-1s, mAbs, ADCs, and RNA-based drugs.

The DCS team strives to ensure compatibility between our primary packaging and the Group's proprietary and licensed devices, as well as the devices selected from customers, through appropriate testing and proper applicability of the Drug Delivery Systems to the glass primary packaging technical requirements specifications.

Stevanato Group has also introduced new sustainability practices as part of its corporate sustainability and circular innovation measures, with an emphasis on identifying alternative materials and processes that provide more sustainable sterilization techniques while maintaining the overall performance of the materials post-sterilization cycle.

As part of its corporate sustainability and circular innovation measures, Stevanato Group regularly dialogues with customers on a sustainable version of secondary packaging focused on biopolymers and recycled plastic as well as packaging and process improvements to reduce related emissions and other sustainable measures. Stevanato Group aims to reduce emissions and the use of fossil resources. Ready-to-use drug containers require single-use polymers for pharmaceutical secondary packaging (Nest and Tub) to help ensure sterility and processability. Indeed, a biocircular version of polystyrene and polypropylene that is used to produce secondary packaging of syringes has been identified. The raw material for producing

polymers is obtained from renewably sourced feedstocks derived solely from waste. This reduces fossil resource consumption and emissions associated with the life cycle of the product while ensuring the same level of quality. Hence, Stevanato Group could be International Sustainability and Carbon Certification (ISCC+) ready, as in the past, in compliance with the mass balance approach, which helps maintain trust among customers and throughout the value chain.

The Group remains committed to innovation, and Stevanato Group's next-generation [EZ-fill Smart](#)[®] is expected to offer low-temperature vaporized hydrogen peroxide (VHP) sterilization, a more environmentally friendly method than traditional ethylene oxide (EtO) sterilization, which can result in improved safety. It is intended to improve sustainability and increase packaging efficiency using biopolymers and recycled plastic.

Over the past few years, Stevanato Group has concluded the Life Cycle Assessment (LCA) of some of its DCS product platforms. This rigorous process plays a pivotal role in making informed, data-driven decisions aimed at reducing the environmental impact of products. By pinpointing critical areas and designing future processes, the Group can quantify the potential benefits of sustainability initiatives and select the most promising ones.

In addition, Stevanato Group investigated how to reduce the environmental impact of glass-based end-of-life Drug Containment Solutions while identifying improved circular end-of-life solutions and creating upcycling solutions for glass-based products. In the past, Stevanato Group won first prize in an open innovation competition. The Company's R&D department partners with the regulatory department to assess the impact of the Plastic Packaging Waste Regulation on the existing product portfolio and on the new products to be developed.

To minimize the use of secondary packaging, evaluations have been performed to develop new packaging formats, with the main goal of increasing the number of hosted glass containers within the same packaging volume, and to minimize related emissions. Stevanato Group is actively collaborating with the scientific community and universities to advance its scientific insight into the Group's current and prospective product lines, as well as to provide its customers with the latest know-how on specific products. In certain research areas, including the chemical, physical, and morphological characterization of glass surfaces and drug interactions, Stevanato Group has cooperated for years with universities in Venice, Naples, and Padua in Italy and the University of Colorado in the U.S. One research paper was published in October in collaboration with the University of Colorado.

4.2.2 • R&D for Drug Delivery Systems (DDS)

In addition to the activities related to Drug Containment Solutions, Stevanato Group's R&D department continues to develop and expand its Drug Delivery Systems (DDS) portfolio. This work focuses on usability, safety, performance, manufacturability, and sustainability. Key programs include the Alina® pen injector, the Aidaptus® autoinjector in collaboration with Owen Mumford, and the Vertiva® on-body delivery system.

During 2025, R&D activities focused on the consolidation of such a portfolio, including product enhancement, material qualification, compliance updates, and design improvements across the entire spectrum of products. The team contributed to strengthening manufacturability and supporting sustainability-oriented design choices.



Alina®

Alina® is a disposable, multi-use, and variable-dose pen injector platform for subcutaneous administration of injectable therapies. The platform is compatible with established therapeutic regimens and innovative drug therapies beyond diabetes and weight management. Alina® offers a range of customizations from dosing and color selection to a more customized industrial design based on the needs of the pharmaceutical client.

In 2025, development activities focused on the refinement of existing platform variants, advancement of verification, and validation work for a design iteration optimized for high-volume production.



Aidaptus®

Aidaptus® is an innovative disposable autoinjector suitable for helping pharmaceutical companies reduce risks during drug development and life-cycle management, as it accommodates both 1 mL and 2.25 mL syringes with minimal part changes, automatically adapting to different drug fill volumes. The minimal change parts required for the different pre-filled syringes reduces manufacturing complexity, thus offering sustainability advantages. An added value for patients is that the simple, easy-to-use device allows them to self-administer their therapy.

Throughout 2025, Stevanato Group supported industrialization activities for this platform, including design verification activities, the development of new test methods, and the execution of industrialization activities at our German site.



Vertiva®

Vertiva® is an on-body delivery system (OBDS) composed of a reusable controller and a single-use pod with a pre-loaded cartridge available in 3 mL or 10 mL volumes. The reusable part extends the product's lifespan to multiple uses and reduces product waste to support a more sustainable device solution. The device enables controlled self-administration of therapy while reducing unnecessary hospital stays. With the ability to deliver micro-precision basal doses and full-content bolus injections, Vertiva® is a highly flexible and customizable platform suitable for a wide range of therapies. Many developments have reduced the system's energy consumption, improved overall efficiency, and extended battery lifetime.

In 2025, work continued with design improvements and the further development of sterilization concepts. Additional engineering refinements supported energy management enhancements and material considerations aligned with eco-design circular-economy principles. R&D also progressed early-stage innovation activities within the broader DDS portfolio, contributing to concept development, usability evaluation, and additional material assessments to support future pipeline expansion.

4.2.3 • R&D for Engineering

The Engineering department analyzes internal and external expectations to clearly guide product development in the following directions: high performance, quality, reliability, and smart, connected equipment.

The Engineering quality management system is designed to ensure that the manufacturing process can evaluate and accommodate the requirements of pharmaceutical companies. Good Automated Manufacturing Practice (GAMP), issued by the International Society for Pharmaceutical Engineering (ISPE), is a guideline for the design and qualification of equipment.

Every piece of machinery/equipment is developed and manufactured as a project, with tailored project management tools employed to oversee each phase and mitigate risks effectively. The Engineering division also contributes to the three R&D pillars, particularly to process excellence and digitalization.

The following are the main projects under Engineering R&D that are essential for promoting innovation and contributing to Stevanato Group's continued success by differentiating the company from its peers.

Inspection



Inspection Digital Twin

This product is a virtual simulation of the machine vision inspection process that aims to optimize and develop vision inspection recipes completely offline. In this way, the development is performed without any interruption to machine operations and grants up-front verification.

MAVIS® Platform

The next generation in high-performance inspection results, MAVIS® is designed to inspect up to 400 pieces per minute, and it meets market requirements for flexibility, gentle container handling, easy maintenance, and control, all with a compact footprint. The platform comprises MAVIS® syringes, a model to inspect syringes, and the MAVIS® Combi, for inspecting multiple container types on the same machine.

Flexible Software (SW)

The Group developed a visual inspection SW platform offering improved performance, usability, and flexibility. This platform reduces the overall total cost of ownership and the false rejection rate. Stevanato Group also utilizes hardware components and computers within inspection equipment to maximize computing power while reducing the required space and overall number of devices.

Artificial Intelligence Platform

The Group has invested in the development of SG Vision AI, a platform based on trained neural network models. This platform aims to empower customers' capabilities in labeling items and improving final pharmaceutical visual inspection performance at their sites.

The initiative targets the issue of false rejects and aims to make the process more efficient and reduce waste. AI analyzes the actual image of the product under inspection, relying on the features and criteria of accepted and rejected products learned during the training phase, thereby identifying the likelihood of the product belonging to one of these categories. It helps the inspection system to be more robust to the variability in the product and/or variability coming through the process compared with standard vision inspection systems.

In 2024, the Group introduced neural network models into various processes, from forming processes to predictive maintenance tools and production optimization platforms. The benefits included a reduction in false rejects, thereby reducing overall wastage and making production more sustainable.



Assembly



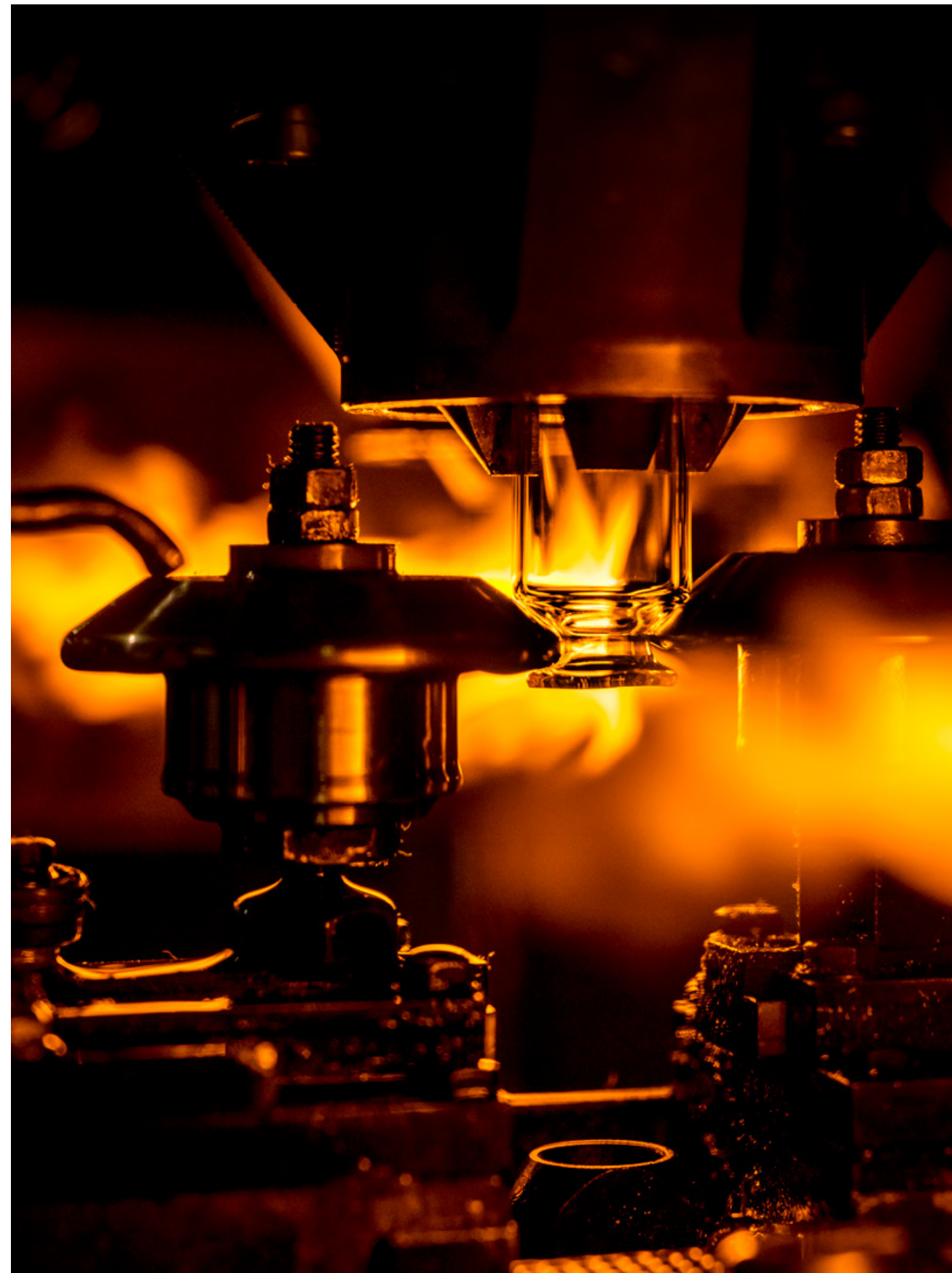
Digital Twin

The Group has the unique capability of matching customers' needs in relation to manufacturing requirements, enabling them to reuse existing production facilities for new purposes. This customization is achieved by adapting the existing design using digital twin technologies. Digital Twin technology enables a reduction in material consumption when commissioning new machinery by testing on virtual machines instead of physical ones. This also helps identify design challenges and avoid reworking machine designs.

Manufacturing Intelligence (ColleQX)

ColleQX was developed in cooperation with a pharmaceutical company to create the best solution for data collection and analysis. Enhanced data quality can help highlight essential preventive maintenance activities and performance improvements. The system's goal is to integrate existing data sources, not only to display overall equipment effectiveness (OEE) but also to suggest methods to enhance the production process. It enables a streamlined shop floor with decision support for various job functions, including operators, technicians, and specialists, utilizing data from actual production. Moreover, the system is ready to enter even the glass production line sector, providing a booster tool for continuous improvement teams.

Glass Converting and Manufacturing Processes



Lines development to improve costs, productivity, and sustainability

Stevanato Group is developing new manufacturing lines to reduce capital expenditures and industrial costs, increase productivity, and improve in-line quality control. The Engineering segment made significant strides in innovation during 2025, focusing on mitigating the carbon footprint impact of its equipment manufacturing, particularly in the realm of glass modification reliant on fossil fuels.

The Company has been exploring alternative technologies to traditional manufacturing processes, such as laser-based innovations. Laser technology offers precision and efficiency, reducing energy consumption and material waste while maintaining the high quality and reliability that characterize Stevanato Group's products. This has involved collaborations with research institutions, engaging with experts in material science and fostering partnerships with startups.

Consumption mapping

New generation machines are equipped with consumption monitoring systems for electricity and all technical fluids (compressed air, fuel, combustion gas, and process water). These measurements allow for the precise characterization of machine behavior, related environmental impacts, and much more effective infrastructure sizing.

Ready-To-Use (RTU) Vials

The EZ-fill Smart® platform is the Company's latest development in the advancement of RTU vials. All the equipment for Stevanato Group's EZ-fill Smart® platform is designed and manufactured in-house. The platform leverages greater manufacturing automation to increase productivity and reduce human error. Additionally, EZ-fill Smart® features no glass-to-glass and no glass-to-metal contact, which improves the quality and integrity of the vials throughout the product life cycle.

Expanding Manufacturing Intelligence Platform (ColleQX-based) to Glass Converting and Visual Inspection

Stevanato Group is expanding its ColleQX-based Manufacturing Intelligence Platform, initially developed for assembly processes, to include glass converting and visual inspection machines. ColleQX is a data collection and analysis platform that enhances production efficiency through real-time insights, helping to monitor equipment performance, identify areas for improvement, and enable predictive maintenance.

This expansion will provide operators and technicians with deeper visibility into critical processes, ensuring consistent quality and optimizing resource use, thereby reflecting Stevanato Group's commitment to smart technologies and operational excellence.

4.2.4 • Analytical Services

Stevanato Group's Technology Excellence Centers (TECs) employ more than 45 people located in Piombino Dese (Italy) and Boston, MA (U.S.), and they have broad experience in chemistry, engineering, physics, materials, and pharmaceutical sciences. TECs investigate the physicochemical and mechanical properties of primary packaging materials and components, and the functional characterization of drug delivery devices.

Their research and expertise focus on the following:

- By studying the interaction between drug containment solutions and drug products, we provide valuable data to customers for defining the optimal drug containment or delivery solution. This allows us to engage with our clients earlier in the development phase of their drugs and position ourselves well to become suppliers for their containment solution and, potentially, their drug delivery systems and related process equipment. The containment and delivery solution we provide is an integral part of the drug product itself, and it is a mandatory inclusion in regulatory filings before commercialization.

We also assist our customers in this phase of their

drug product development by providing the analytical and scientific support required to obtain the relevant regulatory authorizations.

- The design, development, validation, and execution of engineering and verification testing of medical devices and combination products. The TECs have implemented innovative tools to support the understanding of phenomena (e.g., mathematical modeling) that have been or will be used to de-risk the development initiatives of the new product platforms within Stevanato Group. Furthermore, the TECs have continued to support strategic collaboration with worldwide academia, contract research organizations, and public or private institutions to identify the next-generation technologies (products and processes) associated with medical devices and combination products. More recently, alongside university partners, we have begun studying the interaction between specific drug product formulations and primary containers.

4.3 • Product Quality and Responsibility

As a commitment to the production of high-quality products, Stevanato Group has adopted a Group Quality Policy that supports collaboration with customers throughout the life cycles of their products, from concept development to commercialization and post-sales support. This policy reflects the Group's dedication to delivering high-quality products, advanced technologies, and services that fulfill and anticipate its customers' needs while avoiding market recalls and maximizing the quality and integrity of the Group's products. With ISCC+ certification readiness, the Group can create a chain of custody for the processing of sustainable materials along the value chain.

The Group is committed to creating high-quality systems, processes, and services that enhance the integrity of medicines. To ensure product quality, Stevanato Group meets the certification standards (refer to section 2.2). In particular, the readiness for ISCC+, which is a globally recognized certification system for recycled and biocircular materials, could allow compliance with social and environmental sustainability criteria. This certification could help to ensure compliance with checks at every point in the supply chain to establish integrity and clear evidence of sustainable material processing. In addition, this certification could enhance our product portfolio as the Group broadens its sustainable development practices when the market is ready to pursue regenerative business innovation.

Every employee in Stevanato Group, at all levels, is accountable and strives to ensure the continuous improvement and effectiveness of the Stevanato Group Quality Management

System and the Stevanato Group Quality Policy to maximize the quality and integrity of the Group's products.

Drug containment, diagnostic, and delivery solutions have often come from years of collaboration with customers to develop the optimal method for containing a drug product and delivering it to the patient community. The customized solutions provided vary depending on the characteristics and chemical composition of the pharmaceutical products, logistical needs (e.g., transport, and shelf life), factors such as the designated patient community (potentially including the geographic location), and specific regulatory requirements. The containment and delivery solution provided is an integral component of the drug product itself and is part of the regulatory filings required to approve drug product marketing and commercialization. Hence, the quality and dependability of drug containment and delivery solutions are critical to obtaining commercialization and marketing approval from regulatory agencies. As a result, it is often the case that drug product containment and delivery solutions cannot be changed without amending the regulatory filings that have been specifically approved by the relevant regulatory agency.

In 2025, Stevanato Group neither initiated a recall from the market nor received any formal communication from a third party regarding initiating a recall from the market due to our product.

5. Human Capital

5.1 • Stevanato Group's Human Resources

Values are the behavioral compass of Stevanato Group and the roots of our leadership in excellence. We foster a culture that respects Inclusion & Belonging and encourages individual contributions while rewarding merit and measurable achievements. The Group's policies focus on ensuring fair treatment in terms of compensation, benefits, and career development and embrace Merit, Inclusion & Belonging as the first step of the journey.

Stevanato Group's Human Capital Management strategy endeavors to build a strong team and foster the Group's sustainable growth through the following key areas of intervention:

- **Talent attraction and acquisition:** Attracting talent through competitive offers in terms of career and

self-development for all candidates, while ensuring fairness and inclusiveness in the selection process.

- **People development:** Offering paths to learning and development that nurture and retain talent and support the Group's growth. Training courses that bolster technical, managerial, and organizational skills to support employees' continuous improvement and tools that assess employee performance help individuals constantly evolve and pursue their personal objectives.
- **Talent management and succession planning:** Adopting a proactive and integrated approach to talent management, ensuring that the right capabilities are nurtured to support business growth and innovation. Succession planning is a cornerstone of this strategy, enabling us to identify and develop future leaders while safeguarding organizational continuity.
- **Engagement and reward:** Implementing clear policies to reward merit and measurable achievements in a transparent, equal, and fair way while guaranteeing welfare programs that support employee well-being and

promoting a social environment that creates a sense of belonging, valuing inclusion at all levels and locations.

Our Values serve as common ground and a compass for the Group's Human Capital Management strategy³ and along with a focus on customer centricity, are the essence of our corporate culture, which the Group is committed to disseminating and promoting through dedicated training and communication campaigns.

The Group is guided by legislation and international principles and is committed to maintaining a climate of trust and respect that promotes inclusion and team spirit. The Code of Ethics sets out the standards of conduct identified by the Group.

All stakeholders shall respect the guidelines that represent the Company's pillars of business: legality, fairness,

³ See section 1.3 "Mission, Vision and Values" for further details.

GRI 405-1: Number of employees by professional category and gender (%)

Employee Category	as of December 31, 2025			as of December 31, 2024		
	Male	Female	Total	Male	Female	Total
Director	86.8%	13.2%	1.3%	84.6%	15.4%	1.4%
Manager	72.8%	27.2%	4.4%	73.6%	26.4%	4.1%
Non-Managerial Positions	59.1%	40.9%	94.3%	59.2%	40.8%	94.5%
Total	60.0 %	40.0%	100.0%	60.2%	39.8%	100.0%

anti-discrimination, professionalism, transparency, market abuse prevention, diligence and commitment in daily work execution, corruption prevention, privacy, health and safety, integrity, sustainability, and environmental safety. As a multinational organization, the Group manages people of different nationalities, genders, and cultures, all of whom work together in a climate of mutual respect. The objective is to promote an inclusive approach that encourages creativity and innovation, contributing to the development of multicultural human capital with different backgrounds and characteristics. A positive work climate at all Group facilities is ensured through dialogue and the sharing of opinions and ideas. The Company offers the possibility of membership of trade unions and the right to collective bargaining, in

compliance with respect for human rights and Inclusion & Belonging. It also adheres to work hours consistent with regulations and ensures that its employees' needs are met (e.g., sick leave, etc.). Human resource statistics have been reported using the headcount methodology at the end of the reporting period. For an overview of the distribution of employees by region (Italy, Rest of EU, and extra-EU), please refer to the table reported in the Annex section of this document.

As of December 31, 2025, Stevanato Group had 6,010 employees. The majority were in non-managerial positions at 5,669, followed by 265 managers and 76 directors. In 2025, considering categories of directors and managers, the female managerial positions on total managerial positions were 24.0%. Gender divisions are summarized in

the table above. The Group acknowledges that belonging and inclusion are vital prerequisites for building an equitable, effective, and successful organization. This is in line with Stevanato Group's Values and Guiding Principles, as well as with the Group's strategy to create the best team possible by employing a diverse blend of individual skills, competencies, cultures, personal attitudes, and strengths. For this purpose, Stevanato Group fosters a culture that values belonging and inclusion in all the locations in which the Group operates and promotes staff well-being through globally competitive compensation and welfare programs. The Company is committed to ensuring fair treatment in terms of compensation and benefits, in addition to opportunities for career development, regardless of

GRI 405-1: Number of employees by professional category and age category (%)

Employee Category	as of December 31, 2025				as of December 31, 2024			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Director	0.0%	63.2%	36.8%	1.3%	0.0%	60.3%	39.7%	1.4%
Manager	0.4%	75.5%	24.2%	4.4%	1.3%	73.6%	25.1%	4.1%
Non-Managerial Positions	23.3%	59.5%	17.2%	94.3%	22.6%	60.5%	16.9%	94.5%
Total	22.0%	60.2%	17.8%	100%	21.4%	61.1%	17.6%	100%

gender, age, ethnicity, disability, sexual orientation or religion, in all of its sites.

The Group prioritizes merit, inclusion, and belonging, starting with the talent acquisition process, and follows guidelines to ensure that CVs represent both male and female profiles, thereby guaranteeing a balanced interview team.

The Group is committed to a journey toward growing inclusion by regularly monitoring progress on gender balance KPIs. In the coming years, this journey will encompass broader forms of inclusion (cultures, religion, disability, etc.).

In 2025, the majority of Stevanato employees were aged between 30 and 50 years of age. In general, the search for

new hires in the production area focuses on candidates with technical and mechanical degrees. For staff positions, the primary background required is a three-year degree or master's degree in engineering or biotechnology, followed by mathematics, chemistry, and economics.

The above-mentioned Company growth program is part of a broader integrated human resources development project supporting Stevanato Group's vision and business plan. The majority of employees in the Group are employed with permanent contracts (88.0% of the total Group employees). Note that the contract type for each employee is defined by the specific national laws of the country in which the resource is based. Stevanato Group pays special attention to the needs of its employees,

supporting working conditions and flexible hours for those who need them. The total percentage of employees working part-time in 2025 was 2.3%.

Of the total headcount of female employees, 4.5% had part-time status as of December 31, 2025.

Depending on the countries in which the Group operates and their local laws, working relations are regulated by national or corporate collective labor agreements or existing legislation. As of December 31, 2025, 75% of the Group's employees were covered by collective labor agreements. Employees not covered by collective bargaining agreements are employed under company or individual contracts based on local market standards and practices.

5.2 • Employee Management and Development

To navigate an ever-changing market and fulfill Stevanato Group's mission, the HR department's primary strategic objective is to build the strongest possible team to support the Company's growth. A cohesive and efficient team is a vital asset that drives success by leveraging the unique talents and strengths of each individual.

Stevanato Group strengthened and refined its existing processes to align with these priorities, establishing a clear path for continuous development and long-term success.

We are dedicated to fostering both personal and professional growth, ensuring favorable working conditions, and creating an environment in which Merit, Inclusion & Belonging, and individual performance are recognized and valued. Through our structured performance management process, we provide tailored development pathways that enable employees to realize their full potential by enhancing their skills and knowledge. The management team has defined this as a strategic priority, allocating substantial resources to develop a competent and engaged workforce.

Stevanato Group's remuneration policy underscores our commitment to fairness and transparency. Guided by the principle of meritocracy, we ensure equal opportunity for employees by consistently monitoring market compensation trends and through alignment with our professional framework, which encompasses technical, professional, and managerial roles. Compensation is determined by a combination of qualitative factors, such as adherence to predefined performance steps and alignment with the Company's values, and quantitative factors, including the achievement of specific KPIs.

By investing in its people and fostering a culture that values individual contributions, the Group is building a resilient and agile team capable of meeting the challenges of today and tomorrow, ensuring the long-term success of our Company.

Talent and Performance Management: A Strategic Priority

At Stevanato Group, we recognize that the management of performance and the development of talent are fundamental assets for sustaining long-term success. Our commitment goes beyond operational excellence; it is rooted in the belief that empowering people and fostering their growth drive innovation, resilience, and value creation. By aligning individual performance with organizational objectives and investing in continuous learning, we ensure that our workforce remains engaged, agile, and prepared to meet the challenges of a rapidly evolving global landscape.

Among the HR processes managed at the corporate level, the Learning & Development (L&D) team oversees the Annual People Development Cycle (APDC), which mainly involves globally

office workers and is made up of three milestones: performance appraisal, talent review, and succession planning. Performance appraisal begins with a goal-setting phase at the beginning of the year, in which goals can be entered into the dedicated system by either managers or employees themselves, and are subsequently approved by the manager. The definition of goals follows the SMART-ER methodology and is aligned with the responsibilities of the role, as well as with the Company's strategic priorities.

Goal setting defines what can be expected from people and how they can contribute to the achievement of the Company's goals. It provides individuals with a clear vision of the expectations related to their role, in line with Company objectives and priorities and fosters the creation of a culture oriented toward responsible people development.

Over the year, there is continuous monitoring of the progress of the goals to reinforce, and support the efforts made by individuals in the pursuit of those same objectives throughout the year, with priorities and resources modified according to the upcoming changes.

In addition to goal setting, attention is also given to the developmental journey, which emerges from a dialogue between employees and their managers. Its purpose is to identify professional aspirations and develop the competencies and skills needed to support the achievement of career goals. During the year, a mid-year discussion also takes place, in which the manager and employee review the progress of activities to date. This provides an opportunity for open and honest communication based on facts, fostering improvement, development, and growth.

At the end of the year, managers evaluate their team members on the goals previously set, a questionnaire on potential (connected to the talent definition), and five values considered to be behavioral compasses that reflect how company values are lived and applied in the professional sphere. Beyond the opportunity to self-evaluate their goals, collaborators also carry out self-evaluations on Values, and this comparison stimulates the discussion during the feedback moment through an open and transparent dialogue. The purpose is to provide an opportunity to foster motivation and engagement by sharing feedback on yearly performance

and setting expectations for the following months and finally creating a formal occasion to reinforce positive behaviors and correct ineffective ones.

The Talent Review phase consists of Talent Identification, aimed at aligning what is meant by a "talented" employee and driving the process throughout the organization, followed by Talent Acceleration, which equips talents with the skills and experiences necessary for growth within the Company. The Succession Planning phase leads to identifying and developing the talent pool for key positions that have a significant impact on the mission of the organization.

Learning Initiatives: Supporting the Development of Stevanato Group Employees

Stevanato Group considers ongoing employee training and development an essential part of the Company philosophy. The continuous development of specialized skills and abilities not only maintains the Group's competitive advantage but also ensures that its customers receive technical solutions in line with their needs, both in terms of quality and innovation. The Learning & Development team manages and coordinates training and development activities at the corporate level.

A key process managed by the L&D department pertains to training that starts at the very beginning of an employee's professional career. In addition, EHS training is provided during the probation period and repeated according to the frequency and manner prescribed by law. During 2025, the Group provided 22,930 hours of employee training related to EHS and required by law, and 79,711 hours of training on the Quality Management System, which is explained in detail in the following section. The Group's remaining training activities classified as "not mandatory" amounted to 41,082 hours and included training in induction, language skills, technical skills, soft skills, job instruction, and training related to corporate initiatives. In total, the Company provided 143,723 hours of training during 2025.

In this context, the Company recognizes that managers are one of the most important assets for the success and sustainability of the Group. For this reason, we dedicated time and resources to delivering a customized program at the corporate level: the Managerial Development Training Program. It consisted of a three-day global training initiative involving the worldwide population of people managers, over 300 participants, covering the modules of leading people, leading organizations, and leading change.

The program was aimed at strengthening leadership skills and creating a common, globally aligned framework for people managers, as the ability to navigate these critical areas is essential for driving success within their teams and across the organization.

During the Managerial Development Training Program, several references were also made to the importance of the APDC process to reinforce the importance of this yearly cycle and the power of transparent conversation between managers and collaborators in a cross-culture environment.

Quality Training

In compliance with ISO standards and the applicable principle of GMP (Good Manufacturing Practices), quality training is provided regularly and mapped for all employees.

In relation to GMP, the training includes the risk of contamination and cross-contamination, potential hazards to the end user and/or patient, and the impact of any deviations from specified procedures, processes, or specifications on product and service quality or to the end user.

In addition, specific training in microbiological and particulate contamination and the potential risk of contamination to the patient is provided to select employees.

Values and Customer Centricity: Reinforce Stevanato Group Culture

At Stevanato Group, company values are considered the behavioral compass of the Company, so much so that the five corporate values were recently revamped, accompanied by a global activity plan to promote our new values identity to be launched in January 2026. Company values also form the foundation of any learning and development initiative.

In 2025, the platform through which the Annual People Development Cycle is managed has been streamlined to be even more intuitive and effective and has been enriched with new elements.

Furthermore, during 2025, the Group continued the program aimed to foster and strengthen a customer-centric mindset through the training of a primarily productive population to raise awareness among an increasing number of people on the importance of a customer-centricity approach.

Connected to the training initiative, and with the aim of shifting the mindset and building a culture of continuous learning –from traditional training delivery to continuous learning– the design and structuring of a new educational hub was initiated. It encompasses the following:

- company programs, which have a strategic impact and are mandatory for specific target populations globally;
- business units/function programs, consisting of on-demand training pathways designed to address specific business needs of a given area or group;
- individual boost initiatives, a training offer aimed at supporting individual development and including training catalogues.

Finally, “Lean Six Sigma” and “SG STEPS” programs have been developed to further upgrade and improve Stevanato employees’ skills:

- Lean Six Sigma is a training program designed to enhance employees’ skills and competencies, ultimately improving efficiency, speed, and execution quality. In 2025, the Company engaged some employees in a structured certification process. This program contributes as a key enabler of business benefits, including enhanced safety, progressive quality, cost savings, increased productivity, and higher customer satisfaction.
- SG STEPS involves employees at sites, aiming to provide a common model for all processes and driving the transformation toward Best-in-Class Operations Management. The program consists of key building blocks, with the education and training pillar supporting professional growth and fostering a culture of continuous improvement, in alignment with the SG STEPS journey. In 2025, employees trained through this program played a crucial role in project execution, providing the benefits of upskilled employees to the Group.

Benefits in Stevanato Group

Stevanato Group is currently implementing benefits policies at all of its sites worldwide.

The main topics covered by such policies are as follows and vary according to local laws and regulations:

- maternity and family support (e.g., some countries guarantee a fragility and birth bonus, or an extended maternity leave period);
- healthcare;
- disability (e.g., permits for taking care of disabled/ill minor children, or retention of the job until full recovery in the event of life-threatening illness requiring ongoing treatment);

- trade unions (in almost all countries of the Group);
- retirement and pensions (in almost all countries of the Group);
- insurance;
- flexibility, work–life balance, and well-being (e.g., several sites have emotional well-being programs with psychological support provided by a dedicated professional);
- GoFluent (launched in 2025, this is a language learning platform available 24/7 and designed to strengthen language skills, offering digital content and conversation classes in 18 languages. Between the platform’s launch in 2025 and the year-end, a total of 1,534 people were registered).

Partnerships with Training Institutes and Universities

Stevanato Group is strongly committed to discovering and cultivating employees of the future. To this end, the Company promotes close collaborations with schools and universities to establish school–work alternation and internship opportunities, as well as other forms of collaboration for hiring and research purposes, research grants and fellowships, and joint laboratories. The Group regards these esteemed partnerships as a pivotal element of its sustainability strategy, as they directly improve students’ career prospects and their placement in the labor market. Over the years, Stevanato Group has initiated various collaborations with schools and universities in the areas where the Company’s sites are located. Locally based partnerships are the best way to promote the Company and attract talent.

5.3 • Occupational Health & Safety

Stevanato Group is committed to operating its business under the principles of ZERO accidents, safe behavior, and the highest work environment standards.

Stevanato Group prioritizes the Health and Safety of its employees through physical and mental harm prevention and the promotion of employee health.

The Company complies with occupational Health and Safety regulations, a Code of Ethics, and the Group's EHS policy and guidelines. Risk assessments are regularly performed to detect and assess workplace hazards, and to engage employees in the development, implementation, and performance evaluation of occupational Health and Safety management systems.

Stevanato manages various aspects of health, safety, and environmental impacts through its EHS Policy, management system corporate policies, reference standard procedures, and supporting documents. Stevanato Group companies are mostly ISO 45001:2018 certified (for details, please see section 2.2).

At the Group level, EHS is overseen by the headquarters' EHS Group Director, while local site EHS coordinators ensure the implementation of Group policies and programs.

Each entity establishes a documented training program, allowing employees to acquire the necessary EHS skills. Stevanato provides EHS education and training to all employees (22.930 hours WW in 2025).

Employees and their representatives' participation and consultation in the development, implementation, and evaluation of the occupational Health and Safety management system are obtained through the following:

- involvement and prior consultation regarding the identification of hazards, risk assessment, control measures, preventive measures, and accident analysis;

- involvement in the development and revision of EHS policies, objectives and goals;
- periodic meetings held in accordance with the frequency and method of local legislation.

Employees are requested to inspect workplaces for potential risks every day before starting work or a new job, reporting each hazardous condition via TAG formats. The Improvement Team on Safety, led by the department supervisors, addresses follow-up activities and corrective-action tracing. Monthly safety inspections of responsibility areas are performed by supervisors and shift leaders, with checklists periodically reviewed by local top management. Formal investigations of incidents with no serious consequences are led by department leaders with the involvement of top management as needed. Corrective actions are taken to avoid repeating accidents,

GRI 403-9: Occupational Health & Safety Rates and Injuries⁴

Work-related Injuries	2025	2024
Number of recorded work-related injuries	69	46
Number of high-consequence work-related injuries (excluding fatalities)	–	–
Number of fatalities as a result of work-related injury	–	–
Number of worked hours	10,105,928	9,277,389
Rate of recordable work-related injuries⁵	6.83%	4.96%
Rate of high-consequence work-related injuries (excluding fatalities)	–	–
Rate of fatalities as a result of work-related injury	–	–
Rate of total injuries occurred at work	6.83%	4.96%

⁴ The scope of Health and Safety data includes employees only. In 2025, there were 6 injuries with no high consequences among external workers.

⁵ The KPI has been calculated with the following formula: (Number of recordable work-related injuries: Number of hours worked) x 1,000,000, equivalent to LTIFR (Lost-Time Injury Frequency Rate).

including preventive actions for repetitive strain injury (RSI), and injuries are reviewed by the HQ EHS department. HR and the local EHS coordinator support injured employees' return to work via a re-entry program.

Employees use a TAG system for reporting unsafe acts, behaviors, and near misses, which are clearly posted in working areas or departments. Alternatively, the communication tool for reporting is dedicated software that is being introduced in the Company's SYN.

The improvement team analyzes reported events weekly, identifying root causes, and assessing opportunities for improvement or corrective actions. The Company's medical service periodically visits to prescribe medical protocols for residual risks based on a risk analysis of tasks, which are reviewed cyclically.

In some Group entities, employees have access to additional healthcare insurance that includes agreements with third-party providers with reimbursement of expenses and services. Furthermore, in compliance with legislative requirements, all the Group companies provide periodic, mandatory medical visits carried out by an assigned doctor who assesses employee health and job suitability.

Stevanato Group companies also organize initiatives aimed at promoting health through diverse, free-of-charge medical care. Several health promotion campaigns have been carried out to promote awareness and best practices, such as flu vaccination campaigns, medical issues and cardiovascular disease prevention campaigns, cancer prevention campaigns, safety training programs, and initiatives promoting a healthy lifestyle.

For further details, please refer to the corporate website's [ESG section](#).

The Stevanato Group Program continued in 2025 with eight pillars and included a "zero injuries" long-term safety policy for promoting proper Health and Safety conduct at all levels, supporting a World Class Operations Management (WCOM) transformation that meets the demands of customers at the global level. In 2025, there were 69 work-related injuries at the Group level, with zero high-consequence injury cases; no work-related fatalities were reported. The most common injuries reported were slips, trips, falls, and cuts from handling glass products and equipment. Hazards include slippery surfaces and uneven footing, which are identified and eliminated through the accident investigation procedure.

6. Supply Chain and Procurement

6.1 • Responsible Supply Chain & Procurement

Stevanato Group aims to have an optimized and risk-mitigated supply chain and manufacturing network with a diversified supplier base and ongoing engagement with key partners.

Stevanato Group's supplier selection process and purchasing conditions are inspired by the values and criteria of competitiveness, objectivity, respectability, correctness, impartiality, fair pricing, and quality. Procurement processes aim to achieve competitive results for the Group while ensuring fairness and impartiality toward every supplier in possession of the necessary prerequisites.

Contractual relationships involving Stevanato Group are subject to an initial assessment at the time of purchase and are regularly monitored. The Company has specified analytical purchasing rules regarding contractual conditions that govern the purchase of raw materials, semi-finished products, or preparations and services.

Stevanato Group's supply chain is composed of more than 5,000 suppliers, of which more than 600 are equivalent to about 90% of spending. Stevanato Group works relentlessly to meet the evolving pharmaceutical quality and regulatory industry standards for products and services. To do so, it carries out quality control audits on its suppliers by following specific

procedures designed by Stevanato Procurement functions focused on documentation management, production processes, and other factors. For key suppliers, on-site audits are also performed. Stevanato Group is also audited by its own customers.

Supplier engagement is considered an essential element of the Group's sustainability strategy and is directly correlated to its medium-and long-term success. Since 2021, Stevanato Group has required all suppliers to adhere to its Code of Conduct⁶ for oversight of ESG topics in the value chain.

⁶ The Group mandates suppliers to follow legal and ethical standards, promote equal opportunities, prevent any forms of child labour as per ILO conventions. Regarding employees' safety, the Code highlights the need for suppliers to take responsibility for staff by implementing precautionary measures, preventing accidents and providing H&S training. Finally, suppliers must follow environmental laws and regulations, secure and maintain required environmental permits, operate sustainably, reducing energy use and emissions, promote waste recycling and handle hazardous materials according to the law.

Adherence to the code helps to ensure compliance with existing laws, regulations, and other standards, as well as respect for the environment, human rights, and workers' rights. Any conduct that differs from those set forth in our Code of Conduct could potentially result in the termination of the business relationship or be a precluding factor for additional collaboration. Stevanato Group requires its suppliers and service providers to comply with applicable laws and regulations and with recognized international standards of ethical conduct. Thus, Stevanato's procurement practices with its suppliers are continuously reviewed to ensure alignment with the Code of Conduct and to avoid potential risks and conflicts with ESG requirements.

Since 2021, Stevanato Group has been collaborating with EcoVadis on an ongoing basis to strengthen its supplier sustainability practices and monitor its environmental and social responsibility throughout the value chain. With the support of EcoVadis, Stevanato Group has assessed its supplier base by prioritizing ESG topics and related risks, including climate-related issues, and applying a threshold, corrective-action plans when necessary, and ESG requirements within the purchasing process.

This process enables the Company to effectively monitor and address dependencies, impacts, risks, and opportunities (IROs) across the value chain. Both the sustainability and procurement departments play a key role in their implementation. In particular, the procurement department actively engaged local buyers at each site, encouraging their suppliers to join the EcoVadis program. Buyers regularly meet with suppliers to assess performance and, when necessary, implement corrective actions if evaluations fall below the threshold defined by the Company.

In 2025, the onboarding of at least five suppliers into the EcoVadis program was established as a KPI for all local buyers, reinforcing ESG integration within the supply chain and driving continuous improvement in supplier sustainability performance. Through the EcoVadis platform, suppliers are offered training, education programs, benchmarks,

and corrective-action plans. In addition, a supplier questionnaire is distributed to suppliers, including an ESG section survey. Based on the collected data, Stevanato Group requests more comprehensive data and corrective actions where necessary.

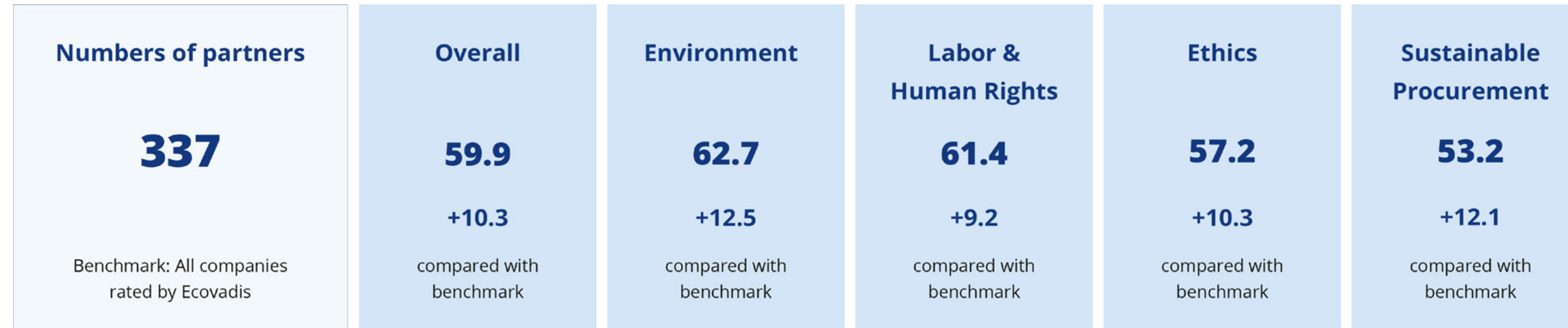
Stevanato Group has mapped its supplier base, focusing specifically on the most significant suppliers based on expenditures. Moreover, through the EcoVadis program, Stevanato Group has trained its Group's buyers and/or internal stakeholders, as per their roles, on ESG topics and the importance of using the EcoVadis platform. By the end of 2025, 337 suppliers (more than 61% of the total supplier base spending) were requested to participate in the EcoVadis questionnaire, which is aimed at assessing them on ESG topics.

Supplier assessment through the EcoVadis platform has the following objectives:

- obtaining a clear set of environmental and social KPIs;
- defining effective action plans in case of an assessment evaluated under a specific threshold.

The results of the assessment showed an overall score of 59.9 based on reviews of all 337 suppliers, as shown in the table in the following page. Stevanato Group has higher than average scores across all four areas compared to the EcoVadis benchmark. In addition, 82% of suppliers have a score above 45. Stevanato Group started to require corrective-action plans for suppliers with an EcoVadis rating below a pre-determined threshold, which is equivalent to about less than 7% of the suppliers assessed. Moreover, periodic monitoring is conducted for suppliers whose ratings exceed this threshold to ensure ESG oversight.

Score Distribution



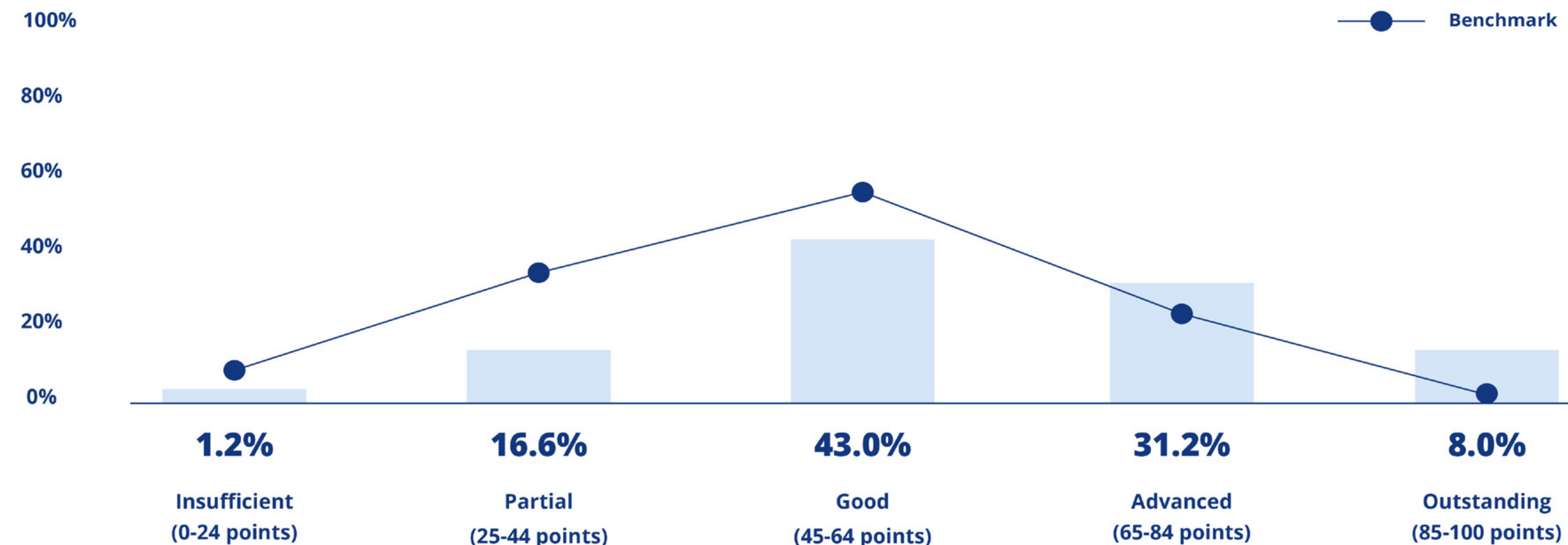
Finally, suppliers were divided by location, taking into consideration their registered offices, and defined as local or not in relation to Stevanato Group’s presence with its sites.

For the Drug Containment Solutions business, Italian sites were included in the scope of the analysis.

According to the analysis, the distribution of their procurement expenses for glass suppliers is linked mostly to Italy, with a value of 49%, followed by the rest of the EU, with 44%, and outside the EU, with 7%.

For the IVD business, the Company included in the scope of analysis the site in Germany. Of its suppliers, 68% were in Germany, while 18% were in the rest of the EU, while 15% were outside the EU.

Finally, for the Engineering segment, the companies in the scope of analysis included the Italian and Danish sites. Based on the analysis of the Italian site, almost all expenses were connected to Italy, with a total of 92%, followed by the rest of the EU at 6% and outside the EU at 2%. The majority of Stevanato Group expenses in Denmark were local, with a total of 90%, followed by the rest of the EU at 10%, while expenses outside the EU were marginal. Combining the results, EU purchases represented 98% of the total expenditure.



7. Environment

7.1 • Stevanato Group's Commitment to the Environment

Stevanato Group seeks to reduce any potential negative environmental impact of its processes and products as part of the ESG & Sustainability Group Strategy. Accordingly, the Group aims to deal with climate-change and nature-related risks through the optimization of natural resource consumption, improved efficiency, and innovative solutions, as reflected in the Group's EHS Policy.

To monitor its environmental footprint, Stevanato Group set up a global management system that identifies potential risks, enacting preventive measures and attentive supervision. The Environmental Management System is compliant with ISO 14001 (for details, please see section 2.2). Stevanato Group has identified the possible environmental impact areas of its business through materiality analysis (see section 2.1 Approach to Sustainability), which includes energy consumption, GHG emissions, water management, and waste management. The Group regularly monitors and manages these impact areas to ensure compliance with the applicable legal requirements of the countries in which it operates. It should be noted that the environmental data of Stevanato Group has been restated thanks to improved measurement of consumption at sites. This allows greater comparability and consistency at the Group level.

7.2 • Energy Consumption and GHG Emissions

Attention to the environment is one of the priorities of the ESG & Sustainability Group Strategy. This includes managing its energy consumption while aiming to increase renewable-based sources.

According to work conducted as part of the ESG & Sustainability Strategy—in particular, on the development of the plan to reduce GHG emissions—Stevanato Group performed energy audits and analyses to identify the causes of inefficiency and find solutions.

For companies in the Drug Containment Solutions business, the main energy sources are natural gas and electricity, whereas for Drug Delivery Systems, In-Vitro Diagnostic Solutions, and the Engineering segment, the main energy vector is electricity.

Additional consumption derives from diesel and gasoline fuel both for heating and for emergency electrical generators at the Drug Containment Solutions sites in Piombino Dese, Brazil, and Mexico and for transportation of the Company's logistical vehicles and Company cars. To foster sustainable mobility, the Group began upgrading its fleet to hybrid vehicles in 2021.

Stevanato Group has introduced a number of initiatives focused on mitigating energy consumption:

- carried out several efficiency measures at sites, including multiple energy conservation measures (ECMs), mainly targeting energy-intensive assets;
- progressed on sourcing renewable-based electricity through Energy Attribute Certificates in multiple sites, demonstrating a strong commitment to decarbonization;
- launched a centralized energy monitoring program to improve oversight and control of energy performance across sites, supported by the deployment of additional sub-metering and energy measurement devices to enable more accurate energy data collection;
- conducted energy audits at Fishers, Mexico, and China facilities to identify opportunities for energy savings and efficiency improvements.

The table summarizes the organization's annual energy consumption.

Energy consumption in 2025 increased, mainly due to the increase in business activities. In 2025, renewable-based electricity accounted for about 61% of total electricity use. Meanwhile, Stevanato Group had a significant increase in self-produced energy from photovoltaic panels at the China and Mexico sites.

GRI 302-1: Energy consumption within the organization⁷

Types of consumption [GJ]	2025 [GJ]	2024 [GJ]
Natural gas (non-renewable sources)	1,048,545.2	926,950.5
Diesel (non-renewable sources)	5,974.7	5,557.1
Gasoline (non-renewable sources)	4,602.1	5,180.4
LPG (non-renewable sources)	544.1	530.5
Liquid fuels (non-renewable sources)	11,120.9	11,268.0
Electricity purchased	649,248.0	598,560.4
From renewable sources (with certificate of origin)	395,611.2	114,030.0
From non-renewable sources	253,636.8	484,530.4
Electricity from photovoltaic systems (self-consumed)	7,579.9	2,297.6
Electricity purchased and internally produced by photovoltaic systems	656,827.9	600,858.0
Thermal energy	496.1	541.4
Total energy consumption	1,716,990.1	1,539,618.0
of which from renewable sources	403,191.1	116,327.6
of which from non-renewable sources	1,313,799.0	1,423,290.3

⁷ Conversion factors for all fuels are taken from DESNZ 2025 and 2024. It should be noted that environmental data of the Stevanato Group have been restated thanks to new measurement improvements of consumptions at sites. This allows greater comparability and consistency at the Group level.

GRI 305: Scope 1, 2, and 3 GHG emissions⁸

	Unit	2025	2024
Natural gas	t CO2 eq.	53,318.1	47,118.1
Liquid fuels	t CO2 eq.	718.6	717.8
Refrigerant gas	t CO2 eq.	625.1	482.2
Total Scope 1 GHG emissions⁹	t CO2 eq.	54,661.9	48,318.1
Scope 2 GHG emissions – location-based¹⁰	t CO2 eq.	59,846.8	56,151.6
Scope 2 GHG emissions – market-based¹¹	t CO2 eq.	35,384.9	61,881.9
Total Scope 1 and 2 (market-based) GHG emissions	t CO2 eq.	90,046.8	110,200.0

GRI 305: Scope 1, 2, and 3 GHG emissions⁸

	Unit	2025	2024
Total Scope 3 GHG emissions	t CO2 eq.	679,584.8	612,942.8
Category 1: purchased goods and services	t CO2 eq.	485,271.1	445,644.6
Category 2: capital goods	t CO2 eq.	88,196.2	66,453.0
Category 3: fuel- and energy-related activities	t CO2 eq.	18,619.3	20,861.7
Category 4: upstream transportation and distribution	t CO2 eq.	22,413.9	22,483.6
Category 5: waste generated in operations	t CO2 eq.	157.0	162.9
Category 6: business travel	t CO2 eq.	4,885.2	2,141.5
Category 7: employee commuting	t CO2 eq.	10,217.0	9,385.7
Category 8: upstream leased assets	t CO2 eq.	1,797.3	1,902.0
Category 9: downstream transportation and distribution	t CO2 eq.	10,018.4	9,092.3
Category 10: processing of sold products	t CO2 eq.	1,133.0	923.3
Category 11: use of sold products	t CO2 eq.	34,671.3	33,550.0
Category 12: end-of-life treatment of sold products	t CO2 eq.	202.3	264.5
Category 13: downstream leased assets	t CO2 eq.	1,930.1	0.5
Category 15: investments	t CO2 eq.	72.7	77.2
Total GHG emissions – location-based	t CO2 eq	794,093.4	717,412.6
Total GHG emissions – market-based	t CO2 eq	769,631.6	723,142.8

The table in the previous page shows the main types of emissions related to the above-mentioned energy sources. In particular, to report greenhouse gas emissions, Stevanato Group follows Greenhouse Gas (GHG) Protocol guidelines, distinguished in Scope 1, 2, and 3. In addition, GHG emissions are calculated according to location and market methodologies using appropriate emission factors.

In sum, in 2025, Stevanato Group registered a value for total emissions (Scope 1, 2 and 3) of 794,093.4 tons of CO₂e of location-based and 769,631.6 of market-based. Whereas, Scope 1 & 2 market-based counts for 12% and Scope 3 88% out of total. In particular, Scope 1 & 2 market-based registered at 90,046.8 tons of CO₂e in 2025 with a decrease of 18.3% compared to 2024 year.

Whilst, main categories of Scope 3 are purchased goods and services, and capital goods.

⁸ Figures refer to CO₂ equivalents when available. It should be noted that environmental data of the Stevanato Group have been restated thanks to new measurement improvements of consumptions at sites. This allows greater comparability and consistency at the Group level.

⁹ These figures have been calculated using DESNZ 2025 and 2024 emission factors according to the GHG Protocol methodology. The consolidation approach for the Group's emissions is the operational control. Data are presented without consideration of any offsetting instruments.

¹⁰ The conversion factors used for Scope 2 – Location-Based method – are taken from Terna Confronti Internazionali 2022.

¹¹ The conversion factors used for Scope 2 – Gross Market-Based method – are taken from European Residual Mix: AIB 2024. When an AIB emission factor is not available, conversion factors are taken from Terna.

7.3 • Water Management

Water management is a key aspect of the Company's environmental approach and a significant topic noted by Stevanato Group stakeholders in the materiality analysis in relation to the following:

- define strategies to increase efficiency and reduce water use, especially for the Group's production activities, including water reuse and recycling methods;
- implement and monitor effective measures for the correct management of industrial wastewater discharge, especially discharges containing dangerous substances, in full compliance with current regulations.

Stevanato Group draws 38% of its water from local underground sources, with the remaining 62% coming from the public water supply. Water is used in the production process in the following operations:

- washing and sanitizing semi-finished glass products for pharmaceutical companies;
- as a carrier fluid in cooling systems;
- as a cleaner for hygienic uses;
- for catering in the Company canteen.

Companies in the DDS, IVD, and Engineering segments use water almost exclusively for hygiene, cleaning, and catering purposes. The water used in these sites comes from public utilities. The sites that are ISO 14001 certified are reported in section 2.2. Overall water use was assessed according to the protocols dictated by certification standards as part of the environmental impact analyses. The data obtained are periodically reviewed by the Group, communicated to local authorities, and monitored for environmental performance. The environmental impact is related to water withdrawn and water discharged.

The quality of the water discharged by the Group's sites during normal operations has little impact on external water courses and treatment sites. However, the amount of water withdrawn by Stevanato and the quantity of its discharges can impact the ecosystem. To minimize the withdrawal of groundwater and its impact on local communities, starting in 2020, the Group modified the water distribution system at its Company headquarters, channeling, filtering, and cooling water from the semi-finished product sanitizing process water for injection (WFI) so that it can be reutilized.

This innovative solution has helped reduce water

withdrawal by 10,000 m³/year at the Piombino Dese site. In Mexico and Brazil, water from production processes is treated and made suitable for irrigation and gardening.

Since 2020, water withdrawal at production sites has been monitored to assess locally based water stress.

The Group utilizes the Water Resource Institute Tool to identify water stress areas of the organization's water use and water-related impacts and to identify possible measures to manage them. According to the Water Resource Institute Tool, the Group's Latina (Italy), Mexico, and California sites are located in high- and extremely high-water-stressed areas ¹².

¹² For the identification and measurement, reference was made to the interactive map of the Aqueduct Water Risk Atlas.

Water withdrawal data are calculated based on the official figures reported in the water supplier's documentation, which notes the amount of water withdrawn from public service. To accurately monitor the volume of water taken from underground sources, a specific water meter was installed. In 2025, the increase in water withdrawal was mainly related to increased production at a high-quality level.

In terms of water discharge, effluents are monitored in accordance with regular and precise chemical analyses, which are regulated by a monitoring and control procedure at the operating unit. Generally, water effluents from the Group's offices and production sites are discharged into the public sewer system based on the terms of a specific contract, which also outlines acceptable limits in compliance with legislation.

The data presented in the following tables are the results of measurements, where available, and estimations. Overall, the Company's sites manage water discharge in accordance with local requirements. It is important to note that water discharge from production facilities, which is mainly the result of sanitization, does not have a significant environmental impact.

GRI 303-3 (2018): Water withdrawal¹³	As of December 31, 2025		As of December 31, 2024		
	Unit of measure: megaliters	All areas	Areas with water stress	All areas	Areas with water stress
Groundwater (total)		291.6	45.7	290.8	48.2
Freshwater (≤1,000 mg/L total dissolved solids)		291.6	45.7	290.8	48.2
Other water (>1,000 mg/L total dissolved solids)		-	-	-	-
Third-party water (total)		480.0	144.2	335.2	112.0
Freshwater (≤1,000 mg/L total dissolved solids)		480.0	144.2	335.2	112.0
Other water (>1,000 mg/L total dissolved solids)		-	-	-	-
Total water withdrawal		771.6	189.9	626.0	160.2

¹³ It should be noted that environmental data of the Stevanato Group have been restated thanks to new measurement improvements of consumptions at sites. This allows greater comparability and consistency at the Group level.

GRI 303-4 (2018): Water discharge ¹³	As of December 31, 2025		As of December 31, 2024	
	Unit of measure: megaliters	All areas	Areas with water stress	All areas
Surface water	110.9	110.9	76.6	76.6
Third-party water	307.4	19.5	273.6	27.6
Freshwater ($\leq 1,000$ mg/L total dissolved solids)	271.7	-	231.2	-
Other water ($> 1,000$ mg/L total dissolved solids) - delivered to treatment plant	10.1	10.1	12.3	12.3
Other water ($> 1,000$ mg/L total dissolved solids) - other	25.6	9.4	30.0	15.3
Total water discharge	418.3	130.4	350.1	104.2
Freshwater ($\leq 1,000$ mg/L total dissolved solids)	382.6	110.9	307.8	76.6
Other water ($> 1,000$ mg/L total dissolved solids)	35.7	19.5	42.3	27.6

¹³ It should be noted that environmental data of the Stevanato Group have been restated thanks to new measurement improvements of consumptions at sites. This allows greater comparability and consistency at the Group level.

7.4 • Waste Management

Stevanato Group is dedicated to reducing natural resource consumption related to processes and products over their entire life cycles.

Stevanato Group pays special attention to waste production, respecting all the mandatory regulations in every country in which it operates.

As defined in the EHS Policy, the Group strives to minimize the total amount of waste using the best available techniques and reports the results to stakeholders.

The waste produced by the Group's companies derives from the production processes and comes mainly from warehousing (packaging materials), production (production and quality waste), and ancillary activities, such as maintenance and office work.

Sites dedicated to the production of glass—primary drug packaging—generate several types of waste depending on the manufacturing operations.

Stevanato stresses the importance of circularity in its production process, as per the corporate sustainability and circular innovation measures. Its waste-to-value practices give new purpose to materials like glass and plastic scraps that would otherwise become trash. Indeed, Stevanato Group invests in innovative practice solutions to upcycle its waste, as it does in its sites in Germany, Italy, and Slovakia, as part of the sites' circular loops.

The Group's waste management process involves collecting and storing waste in designated areas and specific containers according to the type of waste. Volumes are controlled by measuring the volume delivered to disposal sites. The relevant data are stored in a specific database for each site and shared at the Group level so that it can be monitored by the central EHS department. Waste for disposal is entrusted to third parties that operate in compliance with relevant contractual or legal regulations.

Moreover, to improve its waste management methods, Stevanato Group has begun exploring new opportunities to expand its corporate sustainability and circular innovation measures.

All sites are committed to implementing scrap reuse through specialized partners, which convert waste into new raw material. In specific instances where solutions are not found, alternative improvements are pursued.

GRI 306-3 (2020): Waste generated¹⁴	As of December 31, 2025			As of December 31, 2024		
	Recovered	Not Recovered	Total (ton)	Recovered	Not Recovered	Total (ton)
DCS Business	8,656	561	9,217	7,326	630	7,957
DDS, IVD Business	705	12	717	722	14	736
Engineering Business	253	36	289	237	50	287
Total (ton)	9,614	609	10,223	8,285	695	8,979

¹⁴ No additional information are provided for confidentiality reasons. It should be noted that environmental data of the Stevanato Group have been restated thanks to new measurement improvements of consumptions at sites. This allows greater comparability and consistency at the Group level.

In 2025, waste increased of 14% at 10,223 ton in 2025 as per business growth. In particular, waste recovered and prepared to reuse, recycling, and treatment improved at 94% of the total.

In 2025, hazardous waste accounted for 6.0% of the total volume of waste produced, which improved compared to the previous year.

8. Local Communities

8.1 • Local Communities Engagement

Stevanato Group has always been closely linked to the land and the communities in which it operates. In Italy, where it has been present for more than 75 years, Stevanato Group has demonstrated its commitment to the local area for decades, reconciling its industrial development by improving the overall quality of people's lives.

As in the past, Stevanato Group is increasing its engagement with its local communities, as evidenced by locally led initiatives through the Group's various sites around the world.

- In Piombino Dese (Italy), as an education initiative, students at a local high school took Yellow Belt courses and certifications on quality and process improvements. Moreover, the site launched a new SG Technical School edition, offering young local talents a month of intensive training in manufacturing fundamentals and specialized roles.
- In Slovakia, as a social engagement initiative, employees continued to provide Christmas gifts to elderly residents in retirement homes and hospitals. Safety shoes were donated for charity purposes with a second-life use.
- In Mexico, as a social engagement initiative, the local staff organized various activities for

children and families, including creative projects and interactive experiences.

These activities allowed children to explore real-world professions through practical learning, fostering curiosity, and inspiring future aspirations.

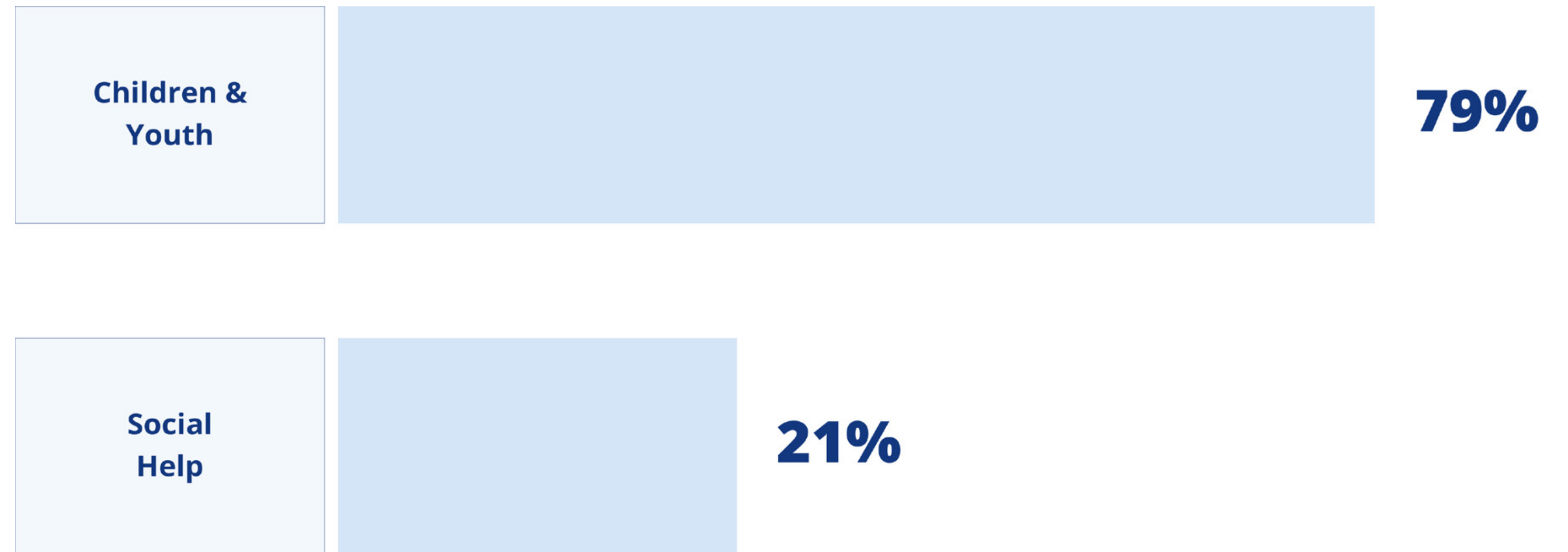
- In the United States (Indiana), as a social engagement initiative, employees successfully collected and donated 431 pounds (196 kg) of food to help families in the local community.

In 2025, the Stevanato Foundation continued its mission, focusing on the areas of social welfare, social health, education, and training, with special attention to children and youth, by implementing a series of initiatives.

2025 – Stevanato Foundation Distribution of Donations

The main initiatives were as follows:

- **Contributed to the implementation of the “ArDire 2” project**, an artistic expression initiative (film dubbing project) dedicated to young patients at the Pediatric Hospice, aimed at supporting them through the challenging journey of palliative care.
- **Provided wheelchairs to local sports associations** for basketball and tennis to enable the inclusion of young people with disabilities in sports activities.
- **Built playground areas with safety equipment** for an “Inclusion Day” event, which was an initiative to encourage children from local sports clubs to play with children with disabilities.
- **Provided a vehicle to a local charity association** for transporting children from disadvantaged socioeconomic backgrounds to school and for providing mobility to vulnerable individuals in accessing essential services.



Annex

GRI 2-7: Number of employees by type of employment contract

Employment contract	as of December 31, 2025			as of December 31, 2024		
	Men	Women	Total	Men	Women	Total
Italy	2,079	1,379	3,458	1,883	1,268	3,151
Permanent	1,794	1,208	3,002	1,681	1,153	2,834
Temporary	285	171	456	202	115	317
Rest of EU	722	362	1,084	746	376	1,122
Permanent	645	320	965	682	352	1,034
Temporary	77	42	119	64	24	88
Extra EU	806	662	1,468	694	554	1,248
Permanent	716	608	1,324	609	501	1,110
Temporary	90	54	144	85	53	138
Total	3,607	2,403	6,010	3,323	2,198	5,521

GRI 2-7: Number of employees by type of job

Part time / Full time	as of December 31, 2025			as of December 31, 2024		
	Men	Women	Total	Men	Women	Total
Italy	2,079	1,379	3,458	1,883	1,268	3,151
Full Time	2,068	1,294	3,362	1,875	1,176	3,051
Part Time	11	85	96	8	92	100
Rest of EU	722	362	1,084	746	376	1,122
Full Time	706	338	1,044	726	351	1,077
Part Time	16	24	40	20	25	45
Extra EU	806	662	1,468	694	554	1,248
Full Time	805	662	1,467	693	554	1,247
Part Time	1	-	1	1	-	1
Total	3,607	2,403	6,010	3,323	2,198	5,521

GRI 401-1: Incoming employees by age group and gender (n° and %) in 2025¹⁵

Incoming employees						
by age	Men	%	Women	%	Total	%
<30 years old	358	9.9%	279	11.6%	637	10.6%
30 – 50 years old	407	11.3%	282	11.7%	689	11.5%
>50 years old	73	2.0%	38	1.6%	111	1.8%
Total	838	23.2%	599	24.9%	1,437	23.9%

¹⁵ In the GRI 401-1 related data, the age of employees is calculated based on the date of when hire/exit occurred.

GRI 401-1: Incoming employees by gender and region (n° and %) in 2025

Incoming employees				
by region	Italy	Rest of EU	Extra EU	Total
Men	381	116	341	838
%	10.6%	3.2%	9.5%	23.2%
Women	228	52	319	599
%	9.5%	2.2%	13.3%	24.9%
Total	609	168	660	1,437
%	10.1%	2.8%	11.0%	23.9%

GRI 401-1: Incoming employees by age group and gender (n° and %) in 2024

Incoming employees						
by age	Men	%	Women	%	Total	%
<30 years old	193	5.8%	128	5.8%	321	5.8%
30 – 50 years old	217	6.5%	150	6.8%	367	6.6%
>50 years old	50	1.5%	28	1.3%	78	1.4%
Total	460	13.8%	306	13.9%	766	13.9%

GRI 401-1: Incoming employees by gender and region (n° and %) in 2024

Incoming employees				
by region	Italy	Rest of EU	Extra EU	Total
Men	222	84	154	460
%	6.7%	2.5%	4.6%	13.8%
Women	111	27	168	306
%	5.1%	1.2%	7.6%	13.9%
Total	333	111	322	766
%	6.0%	2.0%	5.8%	13.9%

GRI 401-1: Outgoing employees by age group and gender (n° and %) in 2025

Outgoing employees						
by age	Men	%	Women	%	Total	%
<30 years old	180	5.0%	138	5.7%	318	5.3%
30 - 50 years old	289	8.0%	204	8.5%	493	8.2%
>50 years old	84	2.3%	52	2.2%	136	2.3%
Total	553	15.3%	394	16.4%	947	15.8%

GRI 401-1: Outgoing employees by gender and region (n° and %) in 2025

Outgoing employees				
by region	Italy	Rest of EU	Extra EU	Total
Men	184	140	229	553
%	5.1%	3.9%	6.3%	15.3%
Women	116	66	212	394
%	4.8%	2.7%	8.8%	16.4%
Total	300	206	441	947
%	5.0%	3.4%	7.3%	15.8%

GRI 401-1: Outgoing employees by age group and gender (n° and %) in 2024

Outgoing employees						
by age	Men	%	Women	%	Total	%
<30 years old	186	5.6%	121	5.5%	307	5.6%
30 - 50 years old	250	7.5%	201	9.1%	451	8.2%
>50 years old	71	2.1%	53	2.4%	124	2.2%
Total	507	15.3%	375	17.1%	882	16.0%

GRI 401-1: Outgoing employees by gender and region (n° and %) in 2024

Outgoing employees				
by region	Italy	Rest of EU	Extra EU	Total
Men	206	131	170	507
%	6.2%	3.9%	5.1%	15.3%
Women	107	71	197	375
%	4.9%	3.2%	9.0%	17.1%
Total	313	202	367	882
%	5.7%	3.7%	6.6%	16.0%

GRI Content Index

Statement of use

Stevanato Group has reported the information cited in this GRI Content Index for the period January 1 to December 31 with reference to the GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	PAGE NO. / NOTES
GRI 2: General Disclosures 2021	2-1 Organizational details	Back Cover	-
		Organizational Details	p. 9-13
	2-2 Entities included in the organization's sustainability reporting	Methodological Note	p. 5-6
	2-3 Reporting period, frequency and contact point	Methodological Note	p. 5-6
	2-4 Restatements of information	Methodological Note	p. 5-6
		Methodological Note	p. 5-6
	2-5 External assurance	Methodological Note	p. 5-6
		Independent Audit Report	p. 70-71
	2-6 Activities, value chain and other business relationships	Organizational Details	p. 9-13
		Responsible Supply Chain & Procurement	p. 48-50
2-7 Employees	Stevanato Groups' Human Resources	p. 39-41	
	Annex	p. 61-63	

GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Company Structure and Main Corporate Functions	p. 15-16
	2-22 Statement on sustainable development strategy	Letter to Stakeholders	p. 4-5
	2-23 Policy commitments	Ethics, Integrity, and Compliance	p. 16-17
	2-27 Compliance with laws and regulations	Ethics, Integrity, and Compliance	p. 16-17
	2-28 Membership associations	Participation in Organizations and Associations	p. 23
	2-29 Approach to stakeholder engagement	Approach to Sustainability	p. 18-20
	2-30 Collective bargaining agreements	Stevanato Group's Human Resources	p. 39-41
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Approach to Sustainability	p. 18-20
	3-2 List of material topics	Approach to Sustainability	p. 18-20
Economic performance and value creation			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Stakeholder Value Creation	p. 24
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Stakeholder Value Creation	p. 24
Responsible supply chain and procurement			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Responsible Supply Chain & Procurement	p. 48-50
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible Supply Chain & Procurement	p. 48-50

Business ethics, governance and compliance

GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Ethics, Integrity, and Compliance	p. 16-17
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Ethics, Integrity, and Compliance	p. 16-17
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics, Integrity, and Compliance	p. 16-17

Energy consumption

GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Energy Consumption and GHG Emissions	p. 51-54
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Consumption and GHG Emissions	p. 51-54

Water management

GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Water Management	p. 55-57
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management	p. 55-57
	303-2 Management of water discharge-related impacts	Water Management	p. 55-57
	303-3 Water withdrawal	Water Management	p. 55-57
	303-4 Water discharge	Water Management	p. 55-57

GHG emissions

GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Energy Consumption and GHG Emissions	p. 51-54

GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy Consumption and GHG Emissions	p. 51-54
	305-2 Energy indirect (Scope 2) GHG emissions	Energy Consumption and GHG Emissions	p. 51-54
	305-3 Other indirect (Scope 3) GHG emissions	Energy Consumption and GHG Emissions	p. 51-54
Waste management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Waste Management	p. 57-58
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management	p. 57-58
	306-2 Management of significant waste-related impacts	Waste Management	p. 57-58
	306-3 Waste generated	Waste Management	p. 57-58
Human capital management and development			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Stevanato Group's Human Resources	p. 39-41
		Employee Management and Development	p. 42-45
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Annex	p. 61-63
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Company Structure and Main Corporate Functions	p. 15-16
		Stevanato Group's Human Resources	p. 39-41
Employee well-being			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Employee Management and Development	p. 42-45

GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Management and Development	p. 42-45
Occupational Health & Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Occupational Health & Safety	p. 46-47
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health & Safety	p. 46-47
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety	p. 46-47
	403-3 Occupational health services	Occupational Health & Safety	p. 46-47
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety	p. 46-47
	403-5 Worker training on occupational health and safety	Occupational Health & Safety	p. 46-47
	403-6 Promotion of worker health	Occupational Health & Safety	p. 46-47
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety	p. 46-47
	403-9 Work-related injuries	Occupational Health & Safety	p. 46-47
Human rights			
GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Ethics, Integrity, and Compliance	p. 16-17
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Ethics, Integrity, and Compliance	p. 16-17

Local communities' engagement

GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Local Communities Engagement	p. 59-60
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	GRI Content Index	In 2025, no significant actual or potential negative impacts on local communities were registered.

Product quality and responsibility

GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Product Quality and Responsibility	p. 38
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product Quality and Responsibility	p. 38

Research & Development and Innovation: topic not covered by topic-specific GRI standards

GRI 3: Material Topics 2021	3-3 Management of material topics	Approach to Sustainability	p. 18-20
		Research & Development and Innovation	p. 29-37

Independent Audit Report



Independent practitioner's report on the Sustainability Report 2025

To the Board of Directors of Stevanato Group SpA

We have been engaged to undertake a limited assurance engagement on the Sustainability Report of Stevanato Group SpA and its subsidiaries (hereinafter also the "Group" or "Stevanato Group") for the year ended 31 December 2025.

Responsibilities of the Directors for the Sustainability Report

The Directors of Stevanato Group SpA are responsible for the preparation of the Sustainability Report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" issued by GRI - Global Reporting Initiative (the "GRI Standards"), as illustrated in the "Methodological Note" section of the Sustainability Report.

The Directors are responsible for such internal control as they determine it is necessary to enable the preparation of a Sustainability Report that is free from material misstatement, whether due to fraud or error.

The Directors are also responsible for defining the sustainability performance targets of Stevanato Group, as well as for identifying its stakeholders and material topics to be reported on.

Our Independence and Quality Management

We are independent in accordance with the principles of ethics and independence set out in the Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA)

PricewaterhouseCoopers Business Services Srl

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Società soggetta all'attività di direzione e coordinamento della PricewaterhouseCoopers Italia Srl

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Code) issued by the International Ethics Standards Board for Accountants, founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies International Standard on Quality Management 1 Italia (ISQM 1 Italia), which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements

Our Responsibility

Our responsibility is to express a limited assurance conclusion, based on the procedures we have performed, regarding the compliance of the Sustainability Report with the requirements of the GRI Standards. We conducted our work in accordance with "International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information" (hereinafter also "ISAE 3000 Revised") issued by the International Auditing and Assurance Standards Board (IAASB) for limited assurance engagements. That standard requires that we plan and perform procedures to obtain limited assurance about whether the Sustainability Report is free from material misstatement.

Therefore, the procedures performed were less in extent than those performed in a reasonable assurance engagement conducted in accordance with ISAE 3000 Revised and, consequently, do not provide us with a sufficient level of assurance that we have become aware of all significant facts and circumstances that might be identified in a reasonable assurance engagement.

The procedures performed on the Sustainability Report were based on our professional judgement and included inquiries, mainly of personnel of the Group responsible for the preparation of the information presented in the Sustainability Report, inspection of documents, recalculations and other procedures designed to obtain evidence considered useful.

In detail, we performed the following procedures:

- 1) analysis of the process of definition of the material topics reported on in the Sustainability Report, with reference to the method applied in the analysis and understanding of the Group's environment, the identification and prioritization of the actual and potential impacts, and the internal validation of the results of the process;

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- 2) understanding of the processes underlying the generation, collection and management of significant qualitative and quantitative information included in the Sustainability Report.

Moreover, we held meetings and interviews with the management personnel of Stevanato Group SpA (Italy), Nuova Ompi Srl (Italy) and Balda Medical GmbH (Germany) and we performed limited analyses of documentary evidence, to gather information about the processes and procedures for the collection, aggregation, processing and submission of non-financial data to the function responsible for the preparation of the Sustainability Report.

Lastly, for material information, considering the activities and characteristics of the Group:

- at corporate level,
 - a) with reference to the qualitative information presented in the Sustainability Report, we carried out interviews and obtained supporting documentation to verify its consistency with available evidence;
 - b) with reference to quantitative information, we performed both analytical procedures and limited tests to verify, on a sample basis, the accuracy of data aggregation;
- for the following entities, Stevanato Group SpA, Nuova Ompi Srl and Balda Medical GmbH, which we selected on the basis of their activities, their contribution to performance indicators and their location, we carried out site-visits, interviews, meetings during which we met the persons in charge and obtained documentary evidence, on a sample basis, regarding the correct application of the procedures and calculation methods applied for the indicators.

Inherent limitations in the preparation of the Sustainability Report

The disclosure about Scope 3 emissions is subject to greater inherent limitations compared with Scope 1 and 2 emissions, because of the poor availability and relative accuracy of the information used to define both qualitative and quantitative information on Scope 3 emissions related to the value chain.

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Limited Assurance Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Sustainability Report of Stevanato Group for the year ended 31 December 2025 is not prepared, in all material respects, in accordance with the requirements of the GRI Standards as illustrated in the "Methodological Note" section of the Sustainability Report.

Padova, 17 April 2026

PricewaterhouseCoopers Business Services Srl


Paolo Bersani
(Partner)

Firmato digitalmente da: Paolo
Bersani
Data: 17/04/2026 11:35:20

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Headquarters

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Global footprint with operating units and commercial offices in 10 countries.

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