



SUSTAINABILITY REPORT 2025

HIGHLIGHTS



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CEO's foreword

Sustainability, for CMC, is not a narrative exercise.

It is a set of decisions, tested against evidence, that shape how we design and build our systems, and how our customers strengthen their own supply chains.

This year, that discipline shows in the numbers just to mention a few:

- a 51% reduction in the Group's GHG emissions against our 2022 baseline
- an EcoVadis Silver medal placing CMC in the 85th percentile of all assessed companies and the top 5% within its sector
- 147.895 tons of cardboard that our clients spared thanks to CMC solutions.

These are the result of choices made years earlier, not of this year's reporting effort.

While we are proud of the progress achieved, we remain focused on the work still to be done. We believe that meaningful progress is built on openness, learning and a commitment to continuous improvement.

This mindset will continue to guide our decisions as we work to create sustainable value for all our stakeholders.



FRANCESCO PONTI, CEO & Chairman

CMC at a glance

CMC is a global leader in right-sized, automated packaging solutions, serving ~260 customer organizations across over 30 countries worldwide in e-commerce, retail, logistics, fashion, consumer goods and beyond



COUNTRY	SITE ADDRESS	FUNCTION
Italy	Via Carlo Marx, 13c – Città di Castello	Registered office, Office & Production
Italy	Via Morandi, 24 – Città di Castello	Office & Production
Italy	Via Kant, 28 – Città di Castello	Office & Production
Italy	Via Spinoza, 4 – Città di Castello	Office & Production
Italy	Via Kollontai, 2 – Città di Castello	Office & Production
USA	101 Woodwinds Industrial Ct Ste T – Cary, NC	Registered office
USA	3645 Southside Industrial Pkwy – Atlanta, GA	Office & Production
USA	1311 Lloyd – Wickliffe, OH	Production
Netherlands	Keizersgracht 391A – Amsterdam	Registered office
UK	Pinnacle Building A, 150-170 Midsummer Blvd – Milton Keynes	Registered office
Germany	Salzstraße 45 – Neuss	Registered office

CMC's portfolio: solutions that transform performance

CMC's **product portfolio** includes automated packaging and mailing systems, as well as consumable-related solutions:



Packaging systems reinvent the box for every order, engineering right-sized formats instantly across product categories and operational contexts.



Mailing systems turn high-volume complexity into seamless output, adapting instantly to modular finishing needs across every format and demand.



Consumable-related developments, incl. paper and cardboard solutions, complement the broader automation model, enhancing compatibility and business continuity.

The relevance of CMC's solutions is grounded in concrete operating mechanisms that directly impact customers' performance, with **sustainability** representing a **key business enabler** and a source of **competitive advantage**.

These include **package right sizing, material efficiency, volume reduction and automation driven process integration**.

Through continuous innovation, CMC connects packaging automation with clients' priorities, which span from logistics performance to information requirements and operational efficiency.

Looking ahead, CMC intends to further strengthen this value-capture model by **deepening the integration** between machine design, software interoperability, customer-side data visibility and service-related monitoring, **while continuing to improve reliability, machine efficiency and compact configurations** (more on this in the full 2025 Sustainability Report, available on CMC's website).

From machine supply to system control: how value is captured

The value chain overview below shows how this **integrated business model** is structured, illustrating the main stages through which CMC designs, sources, assembles, integrates and supports its mailing and packaging automation solutions across their lifecycle.

1



1. Customer needs and solution design

CMC starts from customers' fulfilment constraints: throughput, product mix, warehouse layout, packaging formats, compliance needs and ROI expectations. These inputs guide solution design, configuration and application-specific engineering.

2



2. Engineering, software and R&D

CMC translates operational requirements into modular automation platforms, integrating mechanical, electrical and software design. R&D focuses on reliability, compact configurations, interoperability, retrofit opportunities and packaging efficiency.

3



3. Sourcing and production

CMC sources components, materials and consumable-related inputs through qualified suppliers, then assembles and tests machines through vertically integrated industrial processes supported by quality, safety and compliance controls.

4



4. Installation and system integration

CMC deploys solutions inside customer operations, connecting packaging automation with upstream fulfilment flows, warehouse systems and site-specific operating conditions to support process stability, continuity and execution discipline.

5



5. Service and optimization

After deployment, CMC supports customers through service, maintenance, upgrades, retrofit activities and performance dialogue. Value is captured through material efficiency, process reliability, packaging discipline and measurable customer-side impact.

Customer impact at scale

CMC’s right-sizing technologies deliver **measurable reductions in packaging-related emissions, cardboard consumption and void space** across its installed base, with 306.245 tCO₂e avoided, 147.895 tons of cardboard and 11,8 million m³ of filler spared in 2025 alone.

IMPACT GENERATED BY CMC TECHNOLOGIES

METRIC	2025	SINCE 2021	SINCE 2014
AVOIDED GHG EMISSIONS (tCO ₂ e)	306.245	736.498	1.130.970
SPARED CARDBOARD (tons)	147.895	356.299	546.016
SPARED FILLER / SPACE (million m ³)	11,8	28,5	43,7

HYBRID ADVANCE PROOF OF CONCEPT (CONFIDENTIAL CLIENT)

Building on CMC’s proven right-sized packaging technology, which has shown a **~40–70% lower packaging-related footprint** versus standard manual boxing, **Hybrid Advance** tests the next layer of **efficiency through retrofit-driven R&D** within customer-specific packaging flows.

~29%

lower CO₂ cardboard and glue

~60%

lower glue usage

~28%

lower cardboard usage



Robotics and fulfilment integration

As robotic storage and retrieval systems become a standard feature of fulfilment centers, **CMC's role has been evolving** into engineering where these systems land, ensuring packaging keeps pace with what upstream automation delivers – demonstrated by **CMC's integration with AutoStore™**, combining dense robotic storage with CMC's downstream packaging within a stabilized, optimized order flow.

SYSTEM INTEGRATION FOR VALUE AMPLIFICATION



This case illustrates how CMC's Genesys solution integrates with an AutoStore™ automated storage and retrieval system, applying a box-last approach in which final packaging is determined only after orders have been picked, sequenced and consolidated upstream.

System Roles:

- **AutoStore™:** Compact cube/grid-based AS/RS enabling dense storage and robotic bin retrieval
- **Upstream Automation:** Buffering, sequencing and transport optimisation
- **CMC Genesys:** Downstream packaging based on a optimized order flow

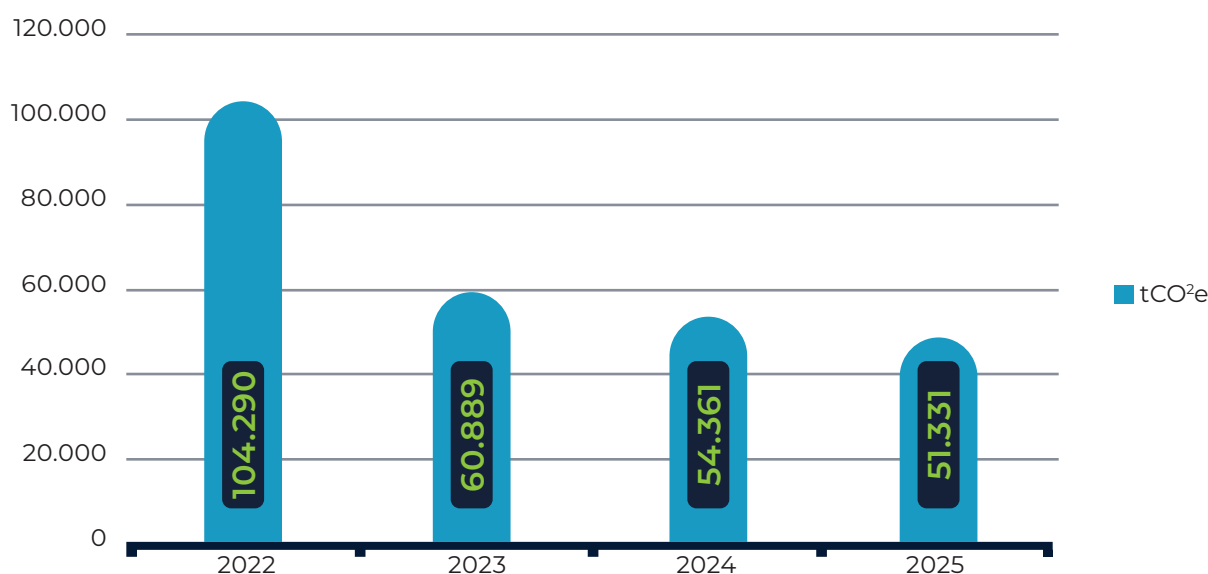
Key Takeaway: The value does not lie in the interface itself, but in the system logic: CMC solutions deliver greater performance when embedded within an intelligently orchestrated fulfilment ecosystem. The combination enables customers to improve packaging consistency, space utilization and operational flow continuity within high-density fulfilment environments.

Climate performance

CMC reduced Group market-based emissions **by 51% between 2022 and 2025** against its SBTi-approved baseline, reaching 51.331 tCO₂e in 2025, down from 104.290 tCO₂e in 2022.

This progress is driven primarily by product design and deployment, and supported by a strong shift to renewable electricity, which now covers approximately **93%** of CMC's electricity consumption.

TOTAL GHG EMISSIONS BY YEAR (tCO₂e), 2022-2025



People and workplace

CMC's workforce of **535** employees in 2025 reflects a **stable, long-term employment model**: **97,6%** of employees are full-time and approximately **99%** hold permanent contracts. Women now account for **~17,5%** of management positions across the Group.

On Health & Safety, CMC Group recorded **zero fatalities and zero high-consequence injuries across all entities** for the third consecutive year.

17,5%

women in
management

0

fatalities,
2023-2025

0

high-consequence
injuries 2023-2025

External validation

In March 2026, CMC achieved an **EcoVadis score of 72/100**, corresponding to Advanced performance and a Silver Medal, placing the Company in the **85th percentile** of assessed companies and in the **top 5%** of companies rated in the general-purpose machinery manufacturing industry.



This result is further supported by **ISO 45001** certification for occupational Health & Safety, achieved in 2025, alongside CMC's existing **ISO 9001** and **ISO 27001** frameworks.

These results reflect CMC's continued investment in the systems, capabilities and governance that make its sustainability performance durable and commercially relevant.

CMC enters 2026 building on this foundation, continuing to invest in product efficiency, customer-facing sustainability data and market-access readiness.

Customer success

Proof, not promises: two customers, two very different worlds, one measurable shift in how packaging performs at scale.

CUSTOMER SUCCESS STORY: NEUDORFF



Neudorff, a German plant care and garden products manufacturer sold in 31 countries, scaled e-commerce fulfilment from one manual workstation (2021) to direct online sales across the EU, the UK and the US (2025). **Packing was the clear bottleneck:** 120–180 shipments/hour per packer vs. up to 400 units/hour for picking, making packing cost per parcel far higher than any other step. Neudorff deployed the **CMC CartonWrap XS:** fully automated, fit-to-size, scan-to-label, no manual handling, sized for its smaller-format shipments.

One year after deployment, Neudorff reported:

- **76% → 97%** of orders packed fully automatically, vs. an original 75% target
- **Smaller, specialized technical team** replacing larger manual-packing workforce
- **Lower outbound shipping costs** from reduced parcel volume
- **Zero void-fill**, via Z-fold fanfold board replacing standard cartons
- **2026 outlook:** 1 million parcels

The case shows that **fit-to-size automation delivers the strongest returns** where manual packing costs scale fastest with volume, with PPWR readiness emerging as a growing driver of customer adoption.

Different market, different product mix, same result: right-sized automation delivering performance that shows up directly in the numbers.

CUSTOMER SUCCESS STORY: MUSICTODAY



Musictoday, a music merchandise and fulfilment company, turned packaging into a growth lever for its most delicate products: vinyl records and collectibles bound for fans everywhere. **CMC Genesys Compact** packaging system took over end to end, scanning, measuring, sizing, cutting, folding, filling, sealing and labelling each order automatically, building a custom-fit box around every item.

The shift from hand-packing to right-sized automation transformed the fit between product, package and shipment, **turning a fragile-item challenge into a competitive edge**. One year in, Musictoday recorded:

- a **20%–25%** monthly reduction in supply costs
- an average **8%–10%** reduction in transportation costs, and
- an **80%–90%** increase in output, using the same team, within the hand-pack shipping lane.

The case shows how **automation, packaging efficiency and operating performance intersect to create real commercial value**, and reinforces a broader point: right-sized packaging delivers its strongest returns when a customer is ready to weave the technology into its fulfilment model, product mix and workflow.

Together, the two cases show where CMC's value proposition is strongest: when a customer is ready to integrate right-sized automation into its fulfilment model, product mix and workflow.

Built on evidence, built for what's next

For CMC, **sustainability is not a narrative exercise**. It is a set of decisions, tested against evidence, that shape how we design and build our systems, and how our customers strengthen their own supply chains.

The results in this document are the outcome of choices made years earlier, not of this year's reporting effort:

- measurable **customer impact**
- a **51% reduction** in emissions against our 2022 baseline
- a **stable and safer workforce**
- the achievement of the **ISO 45001 certification**, and
- an independent validation through **an improved EcoVadis rating**

That same discipline is already shaping what comes next. As robotic storage and retrieval become standard across fulfilment centres, CMC continues to invest in how its solutions integrate with these systems, building on **proven integration** with platforms like AutoStore™.

On compliance, **PPWR** is redrawing what “compliant packaging” looks like across Europe, and CMC is not waiting to find out where it stands: an independent **technical assessment**, now underway across its machine and material portfolio, is mapping recyclability, minimization and empty-space performance format by format.

On how customers are served, **CMC's service model is evolving with them**, moving toward a faster, remote, technology-enabled response built to scale.

And underpinning all of this, CMC is **strengthening the governance backbone** behind these commitments: a **Group-wide Enterprise Risk Management system**, launching in 2026, that will bring ESG risk into the same register as operational, regulatory and financial risks, alongside the groundwork already in motion toward **ISO 14001 certification**.

Growth into new markets and product lines will only raise the bar. The same discipline that got CMC here – rigorous, evidence-based, built around customer value – is exactly what will take it further.





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