

SUSTAINABILITY

We strongly believe that sustainability is a cornerstone of our business and should be central to our vision for the future. In a time when every decision must consider the health of our planet, we are dedicated to taking responsibility and doing our part. Our mission goes beyond producing premium-quality cured meats: we work with respect for both the environment and the community we belong to.

A significant step in our sustainability journey lies in our commitment to building open and transparent communication with our stakeholders. Only through honest and constructive dialogue can we build lasting trust and work together effectively toward a sustainable future.

ENVIRONMENT



We have long been aware that a commitment to reducing our environmental impact is essential. For this reason, over the years we have made several commitments in the fields of management, energy, and food waste reduction. We have established a management system in accordance with **ISO 14001** and the Eco-Management and Audit Scheme (**EMAS**) **regulation**, two voluntary tools that enable the continuous monitoring of our activities from an environmental perspective. This monitoring allows us, among other things, to act in the spirit of continuous improvement. In 2022, we made significant progress in the energy sector by installing a **photovoltaic system** with a peak power of 270 kWp, covering the plant and warehouse. Using solar energy reduces our dependence on traditional energy sources, which often generate harmful emissions, thereby lowering the carbon footprint of our activities. We are aware that every effort is needed to ensure that no part of the animals that provide us with nourishment is wasted. For this reason, the **responsible management** of animal-derived processing by-products is an integral part of our strategy. Instead of treating them as waste, we adopt a circular approach that transforms them into **valuable resources for other industries**.

SOCIETY



We want to actively contribute to the **well-being of our workers**, because we believe that employees' well-being is the foundation of our success. Our commitment in this regard is reflected in our constant attention to personal development and the promotion of an inclusive and rewarding work environment. It is equally important to offer a safe workplace. For this reason, we have implemented a dedicated management system for occupational health and safety, which has been certified according to the **ISO 45001** standard. This system enables us to continually assess risks related to health and safety at work and to manage them through the implementation of appropriate preventive measures. Our focus also extends to the territories in which we operate: this is why we dedicate resources to maintaining a **local supply chain**. Collaborating with companies in our regional territory not only reduces the environmental impact associated with transportation but also stimulates the local economy. We have also embraced the concept of **Corporate Social Responsibility** (CSR), which means that an organization incorporates social and environmental aspects into its processes. We have therefore initiated an external evaluation to verify our compliance with the **ISO 26000:2010** Guidelines. Over the coming years, we are committed to further enhancing our focus on governance, human rights, environmental protection, ethics, and stakeholder engagement.

GOVERNANCE



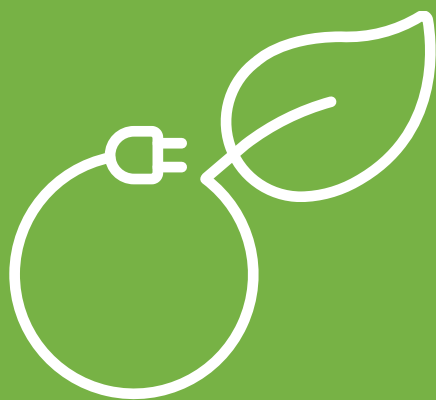
Accountability and transparency are the two pillars supporting the management of our activities. In accordance with Legislative Decree 231/2001, we have implemented an **organisational model** that includes procedures and controls to prevent unlawful behavior and promote corporate integrity. In addition, since 2018, we have adopted a **Code of Ethics** that guides the behavior of all our employees and collaborators, promoting values such as honesty, loyalty, and mutual respect. Our attention and commitment to ethical conduct in every aspect of our work is further evidenced by our achievement of the **Legality Rating**. All our products are certified according to **BRC and IFS standards**, which guarantee the safety and quality of our products through rigorous controls and evaluations.

SUSTAINABILITY INITIATIVES

ENERGY EFFICIENCY

Although our company is not classified as an energy-intensive business, we pay great attention to energy management. To identify areas for improvement and implement strategies to further reduce our environmental impact, we closely **monitor** our **energy consumption** on a monthly basis, following the requirements of ISO 14001.

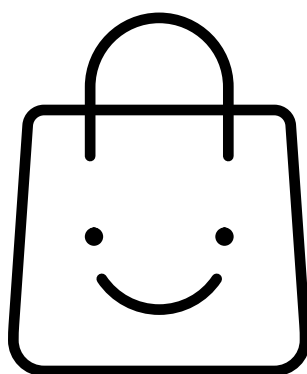
In order to reduce our energy needs, during 2023, we optimized the entire refrigeration system by installing **inverters** where they had not yet been installed. These inverters enable energy savings by adjusting power modulation based on the ambient temperature.



WELFARE PLAN – FLEXIBLE BENEFIT

To benefit our employees and improve their work-life balance while increasing their purchasing power, we have launched a **corporate supplementary plan** for all employees.

The welfare credit, renewed for the two-year period 2024-2025, is earned by employees when the company achieves performance and/or revenue growth objectives compared to the previous year. The credit, amounting to **€1,200 per employee**, can be used to pay for various services focused on the well-being of workers and their families.



WORKWEAR CLEANING PROJECT

In 2023, we signed a contract with an external company to launch a workwear cleaning project, which became operational in January 2024. After recording the sizes of each employee, personalized uniforms identifiable by a registration code were distributed.

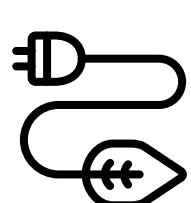
Each week, employees receive **cleaned and sanitized workwear** through dedicated lockers and can leave used items in a designated area. The contracted company ensures the maintenance of the garments and, if necessary, replaces or repairs them.



LEGALITY RATING

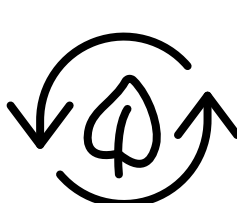
In 2017, we achieved the **Legality Rating**, a tool that certifies our commitment to complying with all applicable laws and regulations. This rating is an important indicator of our corporate conduct and, at the same time, of our integrity and responsibility to the community and our stakeholders.

This recognition motivates us to uphold high standards of efficiency, ethics, and regulatory compliance. However, we do not see this as simply an achievement to celebrate but as an ongoing commitment to continuous improvement. This means adopting strict procedures, constantly monitoring activities, and promoting a corporate culture based on ethics and legality.



RENEWABLE ENERGY

29% of our electricity needs are self-produced through the photovoltaic system installed on-site.



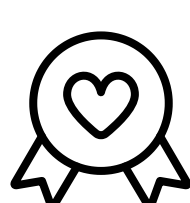
CIRCULARITY

100% of our animal processing waste becomes a by-product.



LOCAL SUPPLY CHAIN

Since 2023, **99%** of our suppliers have been located in Italy, with **62%** situated within our regional territory of Emilia.



WELFARE

In 2023, we provided our employees with a welfare bonus of **€1,200**.