



2024 SUSTAINABILITY REPORT



“In this book we present
the third Sustainability Report, for me the first
to be signed with pride as Chairman.

Besides the pride, there is the deep gratitude towards
all men and women that every day work
in our Company with commitment and passion,
contributing to the sustainable growth
of the Polli Group”.

Manuela Polli
Manuela Polli



Folli[®]
—1872—

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LETTERA AGLI STAKEHOLDER

Dear Stakeholders,

The current period is marked by profound social and economic changes that significantly influence consumption habits, supply chains, and market confidence. We operate in a context of great instability and uncertainty, characterised by the volatility of input costs and geopolitical tensions, but also by a growing consumer focus on sustainability — a context in which competitiveness and business continuity depend on swift, informed decisions that are consistent with our values.

In the past year, the Group's ability to adapt and respond swiftly has been crucial. This has allowed us to maintain the responsible growth path that has defined our development model for years. Sustainability remains at the heart of our daily commitment, guiding our strategic and operational decisions.

Through the Sustainability Report, now in its **third edition**, we wish to present, with responsibility and transparency, the evolution and progress of our journey across various areas of sustainability. We aim to convey the determination with which we pursue our goals and, above all, share the vision that guides us towards a fairer, more innovative, and sustainable future.

In 2024, we achieved significant results across all areas of sustainability, confirming the quality of our actions. In a context of strong growth in production volumes (+14% compared to 2023), **we reduced our Emission Intensity by 10.9%** compared to 2023 in terms of environmental impact. This is an important confirmation of the effects of the technological and energy transition of our factories, initiated in recent years thanks to a major investment programme aimed at modernising our Plants by introducing high-efficiency, low-consumption machinery. It is also the result of our people's continuous improvement efforts in processes.

The share of Self-Produced Renewable Energy increased by 28.2% compared to the previous year, and in 2025, following the completion of photovoltaic panel installations at the Lozzo Atestino and Eboli Plants, further growth is expected, while all purchased Electricity will come from certified renewable energy sources.

Waste generation also decreased by 2.3% compared to 2023.

On the social front, alongside an **overall increase in employment levels (+4.3% vs 2023)** and particularly among women (+2.2%, who now represent over 40% of the our workforce), there was a significant reduction in the employee turnover rate (-37.7%) and a notable **decrease in the employee injury rate (-10.3% compared to 2023)**.

This was also thanks to the increased training offer for professional and personal growth, through an extraordinary plan of over 11,000 hours of training (36.2 hours per capita) focusing on Health and Safety at Work and Food Quality and Safety.

Regarding our products, research continued on enhancing the benefits of vegetables in nutrition, through consumption



Marco Fraccaroli, Manuela Polli, Filippo Rossi

solutions that combine quality and health, as demonstrated by the launch of the new Plant-Based Ragù line.

Late 2024 marked a key moment in the Group's transformation, with the entry of the **Platinum Equity Fund** into the company's shareholding structure. This will play a decisive role in accelerating the Group's international development and in facing future challenges with even greater strength. Following the restructuring, the Board of Directors was reconstituted as 5 members, including 2 women, with the simultaneous appointment of **Manuela Polli as Chairman**.

The results we have achieved motivate us to face the challenges ahead with even greater determination, placing continuous dialogue with our stakeholders at the centre of our journey, to explore new opportunities, strengthen relationships of trust, and generate shared value over time.

In the following pages, we will share not only the details of what has been accomplished but also the vision that inspires us and will continue to guide our actions and strategies in the future.

We would like to thank all our People for the commitment and dedication they demonstrate every day in contributing to this project, as well as everyone who supports and encourages us on our path of sustainable and responsible growth.

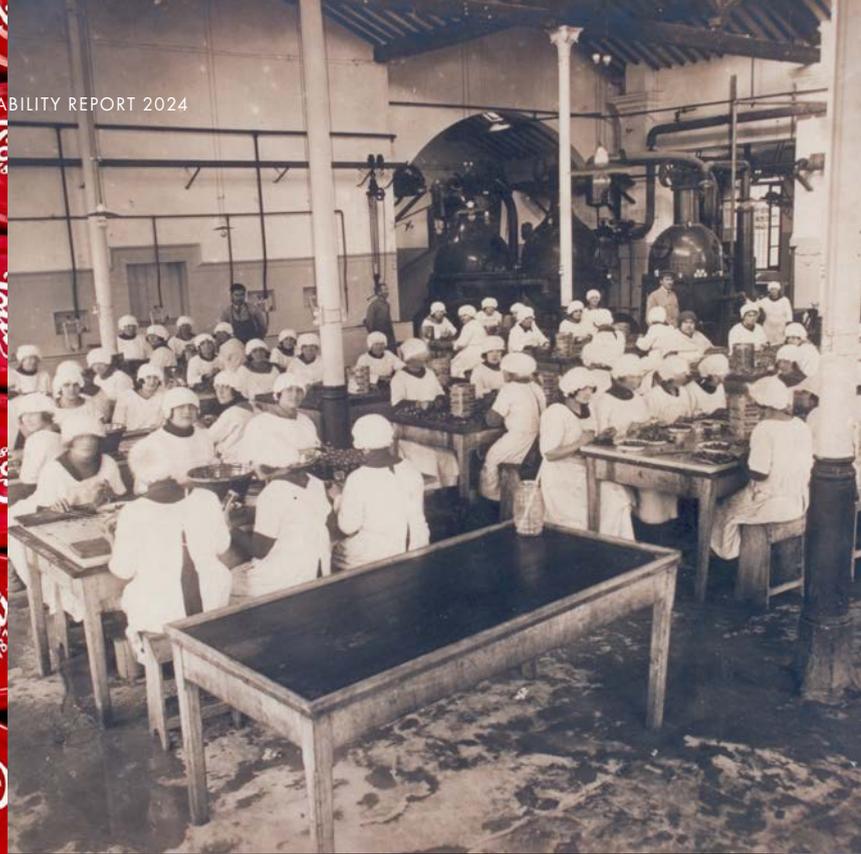
CEO Marco Fraccaroli

POLLI SUSTAINABILITY MANIFESTO

"Living Polli" means embracing and promoting **sustainability** values at every stage of our value chain, taking responsibility for our Planet and its People. **We cultivate relationships** with our suppliers based on **principles of sustainability**, with a concrete commitment to reducing **environmental impact**. We are continuously dedicated to improving our ecological footprint, transforming our factories into **increasingly green and circular environments**.

Our commitment goes beyond the environment. **"Living Polli"** also means **ensuring high-quality products that deliver on** their promise of excellent taste and nutritional value and creating a positive and inclusive **workplace** for our people. We believe that merit should be recognised and that every individual should feel an integral part of a **shared project**.

The support of our Customers is fundamental. **We listen carefully** to their needs and suggestions, translating them into **continuous improvements in our products and processes**. The combination of economic growth and sustainability is the bedrock of our work, with the aim of guaranteeing the highest quality and satisfaction, while protecting the Planet and promoting the well-being of People.



1. F.LLI POLLI PROFILE

1.1 Highlights of the Group



Over 150
YEARS OF EXPERIENCE



5
GENERATIONAL TRANSITIONS



4
PRODUCTION FACILITIES
(OF WHICH 3 IN ITALY AND 1 IN SPAIN)



3
EUROPEAN FOREIGN TRADE OFFICES
(IN FRANCE, UK AND GERMANY)



58
COUNTRIES SERVED ALL OVER THE WORLD



206 MILLION
UNITS MANUFACTURED IN 2024
(+ 14% COMPARED TO 2023)



42
VARIETIES OF VEGETABLES PROCESSED PER YEAR



Financial Consolidation
IN 2024, THE PLATINUM EQUITY FUND WAS
INCORPORATED INTO THE CORPORATE STRUCTURE



314
EMPLOYEES AT 31.12.2024 AND AN AVERAGE OF
41 SEASONAL TEMPORARY WORKERS IN 2024



11.370
HOURS OF TRAINING PROVIDED



- 10,9%
SCOPE 1 + SCOPE 2 LOCATION-BASED
EMISSIONS INTENSITY COMPARED TO 2023
(calculated based on production volumes)



**949.123 KWH of self-produced
renewable energy**
+28.2% COMPARED TO 2023



-2,3%
WASTE GENERATION RATE IN RELATION TO
PRODUCTION VOLUME COMPARED TO 2023

1.2 Who We Are

F.lli Polli is an Italian company primarily engaged in the production and marketing of food products, particularly **sauces, gravies, and vegetable preserves**. Thanks to the use of high-quality ingredients and adherence to strict industry standards, the Company is recognized as **one of the leading companies in the ready-to-eat and vegetable preserves sector of the Made in Italy food industry**. In 2024, the Polli Group underwent a strategic corporate restructuring, which led to the entry of the **Platinum Equity fund** into its ownership structure, with a view to international expansion and strengthening its market presence.

The Company's registered office is located in Milan, in Via Sardegna 48, while the headquarters of F.lli Polli is located in **Monsummano Terme**, in the province of Pistoia, where there is a **production plant** specialized in pestos and appetizers and where there is also a new company acquired in 2023, Nuova Logistica S.r.l.. In addition to its headquarters, F.lli Polli also has **three production plants**: one in Lozzo Atestino in the province of Padua, one in Eboli in the province of Salerno, both



specialized in vegetable processing and one in Hinojos, near Seville, specialized in the production of olives and capers.

F.lli Polli is an integral part of the Italian agri-food sector and plays a significant role within the **Unione Italiana Food**, the primary association in Italy for direct representation of food categories.

The Company has a long tradition in the **processing of vegetables** and in the **production of oil and olives**. However, it has also shown a strong propensity to **innovation**, expanding its scope of activity in the last two decades with the introduction of new product lines, such as **pestos, ready sauces and snacks**, also managing to expand and consolidate its international presence. Currently, the Company produces products under the Polli brand as well as for third parties, selling in 58 countries worldwide. The main markets where F.lli Polli operates include Italy, the United Kingdom, France and Germany, with exports to all EU countries, the United States and other international markets.

F.lli Polli wishes to promote and spread a **sustainable food diet** which is characterized by severe aspects:



In line with this objective, the mission and vision of F.lli Polli are reported below:

Mission We help our consumers to follow a healthy and greener lifestyle by offering delicious, vegetable based alternatives, healthy but at the same time tasty for every moment of consumption.

Vision To become the world leader in the "SMART VEGETABLES" segment.

Insight: WHAT ARE "SMART VEGETABLES"?

The concept of "smart vegetables" embraces a holistic approach to nutrition, offering vegetables that go beyond simply meeting the basic needs of consumers. These products are designed to be a complete resource for **well-being**, guaranteeing not only **health** but also taste and **practicality** in use.

First, "smart vegetables" are carefully selected and cultivated to ensure a high nutritional value, providing a wide range of vitamins, minerals and antioxidants essential for a balanced diet. This ensures that consumers can meet their daily needs for vital nutrients through a vegetable-based diet.

In addition, these vegetables are designed to be delicious, encouraging greater adherence to a vegetable diet due to their fresh and inviting flavor. Their superior quality and freshness give an exceptional taste that makes them pleasant to consume, thus encouraging a healthier and more sustainable diet.

Finally, "smart vegetables" are characterized by a high degree of convenience, being ready to use. This means that consumers can enjoy the nutritional benefits and taste of vegetables without the need for complex preparations or long waits. They are practical for those who have a hectic lifestyle or who want a quick and healthy solution for daily meals.

In short, "smart vegetables" are an innovative response to the needs of modern consumers, offering a complete food option that meets the requirements of health, taste and comfort.



THE PILLARS OF F.LLI POLLI



"From the earth to our hands and from our hands to your tables"

For over a century and a half, F.lli Polli has been dedicated to the production of high-quality food, recognizable by the prestigious Made in Italy brand. In fact, in order to guarantee a culinary experience always up to the expectations of the consumers, F.lli Polli is committed to the careful selection of its suppliers, turning toward the quality of the cultivated raw materials. With a preference for the land of origin typical of each ingredient, the Company firmly believes that the territory gives a unique and authentic taste to its products.

Moreover, thanks to the use of the most modern technologies, the Company processes more than **46 thousand tons of vegetables** and produces more than 214 million packages per year, ensuring a constant availability of its products on the market.

Finally, F.lli Polli is committed to respecting the natural times and seasonality of its products. In fact, more than **41 varieties of vegetables** are processed and 85% are grown outdoors. This approach allows the Company to offer fresh and genuine ingredients, which are carefully processed to preserve their quality and ensure an authentic taste in every jar or bowl.



"Nature and sustainable lifestyle at the center of the activities of F.lli Polli"

F.lli Polli is actively involved in promoting a more sustainable diet, which places a special emphasis on increasing plant consumption through a series of innovative social and digital projects. Among these initiatives, "Orto in città" stands out, a program aimed at re-establishing the link between urban inhabitants and nature through workshops dedicated to both adults and children, thus promoting a return to land and sustainable agricultural practices (For more details on the initiative please refer to the chapter "4.3 Education and Nutrition").

Moreover, F.lli Polli continues to strengthen the supply of ingredients coming from sustainable supply chains, with particular attention to the protection of plant species originating in the Italian territory and of local producers who cultivate them. This commitment to supporting local supply chains not only contributes to the preservation of biodiversity, but also supports Italian agricultural communities.

Particular attention is also given to **respect for human rights**, recognizing its importance and promoting the principles of the Universal Declaration of Human Rights and the ISO 26000 guidelines for the social responsibility of organizations.



"The most rewarding success is what we still need to achieve"

Innovation is an intrinsic element in F.lli Polli's identity, driven by constant attention to the needs of its consumers, both in Italy and abroad. The Company is committed to responding to market trends that reflect the brand's core values: taste, quality, well-being and conviviality. These pillars define the path that F.lli Polli undertakes to satisfy the ever-changing demands of its customers, remaining faithful to its philosophy and to its commitment to offer products that meet the highest standards of excellence.

1.3 the story of F.lli POLLI, an italian brand that made history

In more than **150 years of history** and **5 generational transitions**, we are currently one of the leaders of the Made in Italy food industry. Here are the main stages that marked the evolution of F.lli Polli's activities from the year of its foundation until today.

1872 - In the heart of Milan
Fausto Polli opens **the food shop in Via Broletto**, the first selling point of Polli family for the sale of canned vegetables.

1919 - Monsummano Terme
Giuseppe Polli transforms the family's commercial business **into an industrial activity** through the purchase of the industrial site of Monsummano Terme (in the province of Pistoia), previously used for the production of canned meat. In Monsummano, where the main production site is still present today, F.lli Polli begins to deal with the processing and preservation of vegetables, vinegar and oil conserves.

1950
F.lli Polli begins to focus on the development of its first foreign markets through **overseas export**.

1987 - Eboli (Salerno)
In order to improve the integration between the supply phase and the transformation phase and aiming to obtain a wider control of its production chain, F.lli Polli acquires 70% **of F.lli Tafuro S.r.l.**, a farm in the province of Salerno and historical supplier of fresh vegetables of F.lli Polli.

1993 - Seville
With a view to continuous expansion, F.lli Polli acquires 100% the company **Estornino Slu** of Seville (Spain), specialized in the processing of olives and capers in modified atmosphere.

1995
F.lli Polli is the first company to launch **olives** on the market **without protective liquid**, an innovation that arises from the consumer's need to have a product ready to use.

2005
Under the management of Marco Polli, the production of **the first pots of sauces and pesto alla genovese** begins. As pesto is a world-renowned product, this shift has been fundamental to the development of our foreign markets.

2015
To bring in external expertise, the company **professionalized** its management team.

2017 - France, Germany and UK
With the aim of continuing its growth in Italy and abroad as a representative of Italian excellence in vegetable preserves and condiments, F.lli Polli is a **three-branch business abroad**.

2019 - Lozzo Atestino
F.lli Polli acquires **Valbona S.r.l.** at 100%, an historical Venetian company producing vegetable preserves for over 50 years, located in Lozzo Atestino (Padua).

2020
The historicity of the Polli brand is recognized by the Ministry of Economic Development following its inclusion in the Register of **Historical Brands of National Interest**, a prestigious recognition aimed at protecting Italian excellence and enhancing made in Italy.

2021
F.lli Polli establishes its first **certified chain of basil** Polli which, with 7.000 tons worked, is one of the largest basil chains in Italy.

2023
 F.lli Polli publishes its **first Sustainability Report**, an additional tool to disseminate the commitment and the numerous efforts made over the years to build a responsible business. In addition, the company **Nuova Logistica S.r.l.** is acquired, located at Monsummano Terme.

2024
The Polli Group reorganized its corporate structure, welcoming the **Platinum Equity fund** as a new partner. This development not only strengthens the Group's international presence but also creates new opportunities to face the challenges of an ever-evolving market with **greater resilience**.



2. THE PATH TOWARDS SUSTAINABILITY

2.1 Stakeholders

Maintaining a **constant and constructive dialogue with stakeholders** is a central pillar for F.lli Polli. This dialogue provides a deeper understanding of the economic, environmental, and social impacts of its activities and serves as a strategic foundation for the Group's future initiatives. In 2024, F.lli Polli **strengthened its commitment** by carrying out an initial assessment to **identify and evaluate risks and opportunities** related to sustainability topics.

In 2024, the Sustainability Committee confirmed the Group's **12 priority stakeholder categories identified during the previous Sustainability Report**, marking a key step in mapping individuals or groups whose interests may be **directly or indirectly affected** - positively or negatively - by the Company's operations. This process has allowed for the **active engagement of stakeholders** and helps guide the Company's social, environmental, and economic performance towards a model of **sustainable and shared growth**.



Insight: **ASSOCIATIONS AND CONSORTIA**

For several years, the Polli Group has been collaborating and dialoguing with **various sector associations** and various **consortia** including:

 <p>CONFINDUSTRIA</p>	 <p>qualità, gusto e piacere</p>	 <p>SSICA</p>
		
		

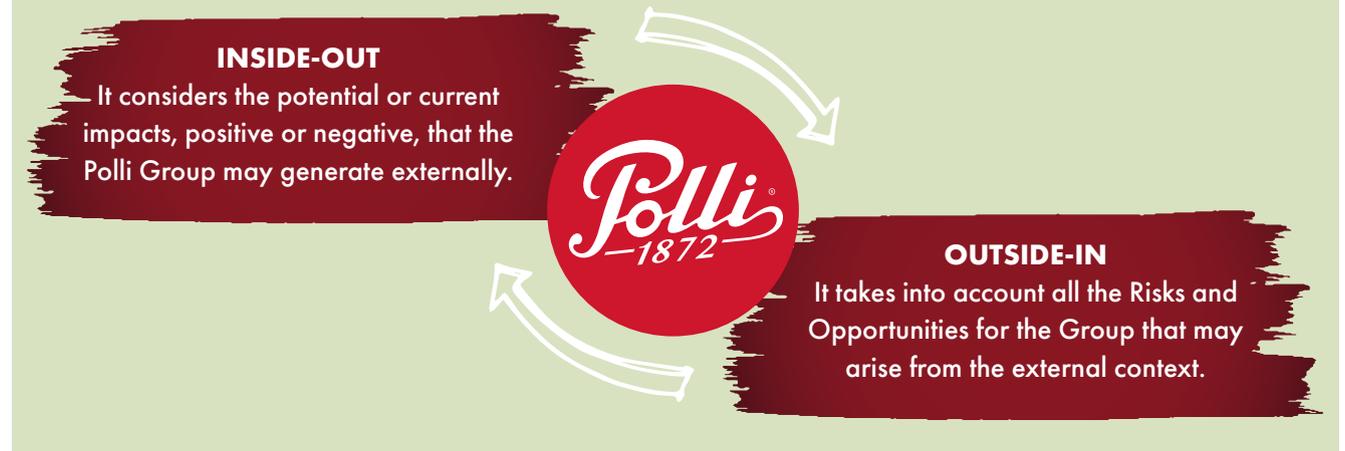
2.2 The Materiality Analysis

Over the years, the Polli Group has promoted the continuous **updating of its Materiality Analysis**, engaging both **internal and external stakeholders** in an increasingly active manner in order to define its **sustainability path** and identify the **material topics covered in this Report**.

In addition to the work carried out in previous years, a key development introduced in 2024 was the launch of the **first risk and opportunity assessment exercise related to the main ESG aspects**. In synergy with the impact analysis, this process enabled the Group to identify the relevant **Impacts, Risks, and Opportunities (IRO)** through a dual perspective: Inside-out and Outside-in.

Insight: **THE PERSPECTIVES INSIDE-OUT & OUTSIDE-IN**

The updated materiality process adopts a **dual perspective**, enabling a clearer and more reliable assessment of the sustainability impacts and financial implications affecting the Group.



Starting from the **Inside-out analysis**, the impacts under evaluation were identified through the update of the current context analysis, a benchmark analysis on a panel of companies in the sector, a review of guidelines issued by international organizations, and publications from severe authoritative sources.

In continuity with the previous year, the first part of the activity was carried out through the **involvement of the Sustainability Committee**, composed of members of the management team and chaired by the CEO and the Chairman. The Committee was asked to evaluate a list of impacts generated by the Group on the environment, the economy, and people. To this end, the **assessment** considered the **scale, scope, and irremediability** of negative impacts, and the **likelihood** of potential impacts, all rated on a scale from 1 to 5. Specifically, compared to the previous year, the impacts were assessed through one-to-one interviews, in which different impact owners rated the impacts within their areas

of responsibility.

Moreover, in accordance with the *GRI Sustainability Reporting Standards*, the Committee selected **a representative sample of key stakeholders** from various categories (**Shareholders & Investors, Banks & Financial Institutions, Customers, Local Communities, Employees & Collaborators, and Suppliers**) to gather their views and perspectives on the economic, environmental, and social impacts generated by the Group through an online survey. Subsequently, the results obtained were grouped and prioritised. The Group then defined a materiality threshold and grouped the impacts above this threshold into the following **9 material topics**.¹⁻²



In addition to identifying the material impacts generated by the Polli Group, the **Outside-in analysis** made it possible to **identify ESG Risks and Opportunities** that may lead to positive or negative financial repercussions for the Group. This assessment was conducted through a context and benchmark analysis, which enabled the identification of a panel of potentially relevant Risks and Opportunities, subsequently submitted for **evaluation by the Group’s CFO**.

During this phase, the assessment criteria included the **probability** of occurrence of the identified Risks and Opportunities, as well as the **magnitude of their potential financial effects**, considering their economic, reputational, compliance-related, and business continuity impacts. These variables were assessed on a scale from 1 to 5.

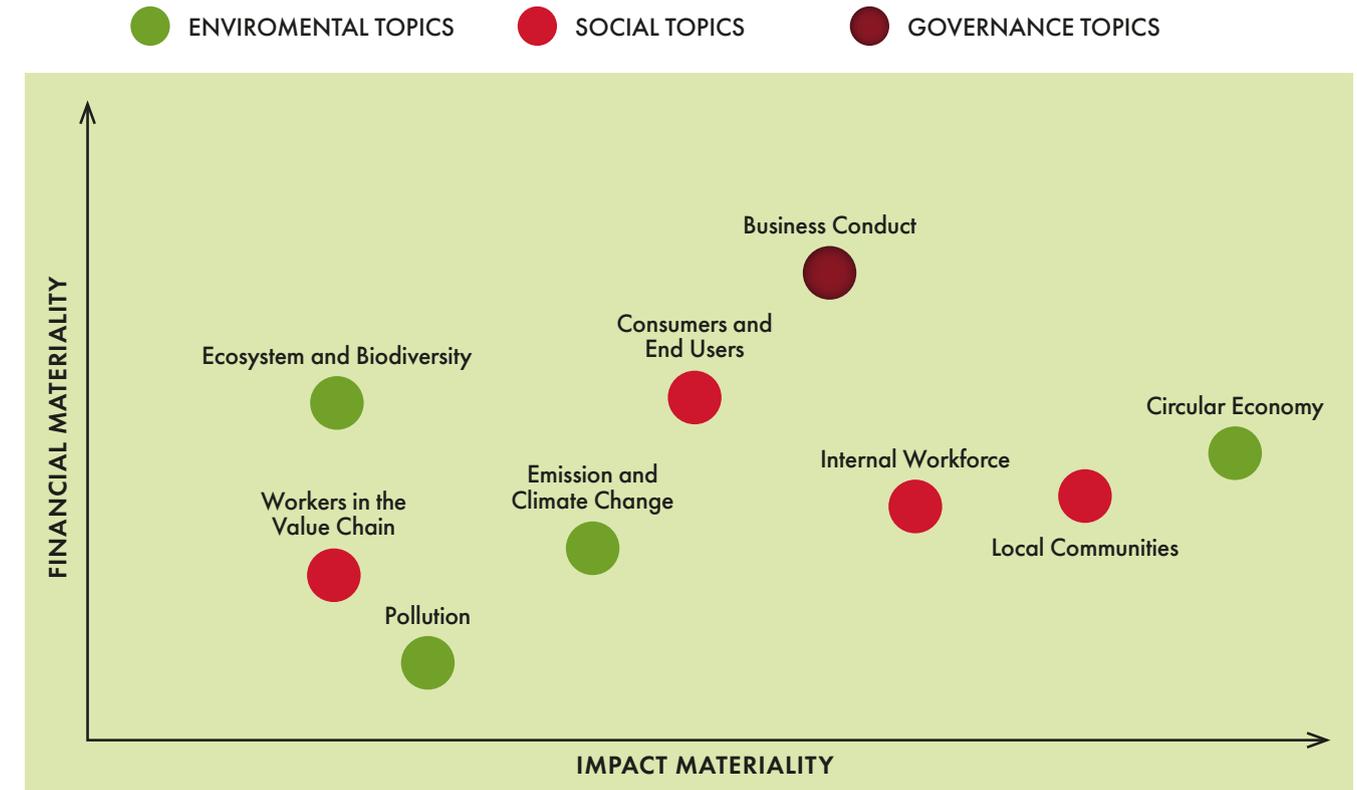
Based on the outcome of the evaluation process, it was possible to **prioritize the risks and opportunities most relevant** to F.lli Polli, define a financial materiality threshold and correlate them with the material topics described above.

Subsequently, the results of the analyses were incorporated into the matrix shown below. The materiality matrix highlights Polli’s most significant impacts on the economy, the environment, and people, as well as the risks and opportunities arising

¹ For the complete list and description of the impacts, please refer to the table “Material issues and related Impacts, Risks and Opportunities” in the “Annex” section of this Sustainability Report.

² It is reported that all the impacts identified as material in the previous Sustainability Report have been confirmed, except for the impact related to the “Water Resource,” which, following a more detailed analysis, is material only in terms of water pollution. Considering the new European ESRS standards, the material topics that summarize the impacts, risks, and opportunities are fewer in number because they are at a higher level.

from the external context. For the full list and description of the material impacts, risks, and opportunities considered, please refer to the table in the “Material Issues and Related Impacts, Risks and Opportunities” section.

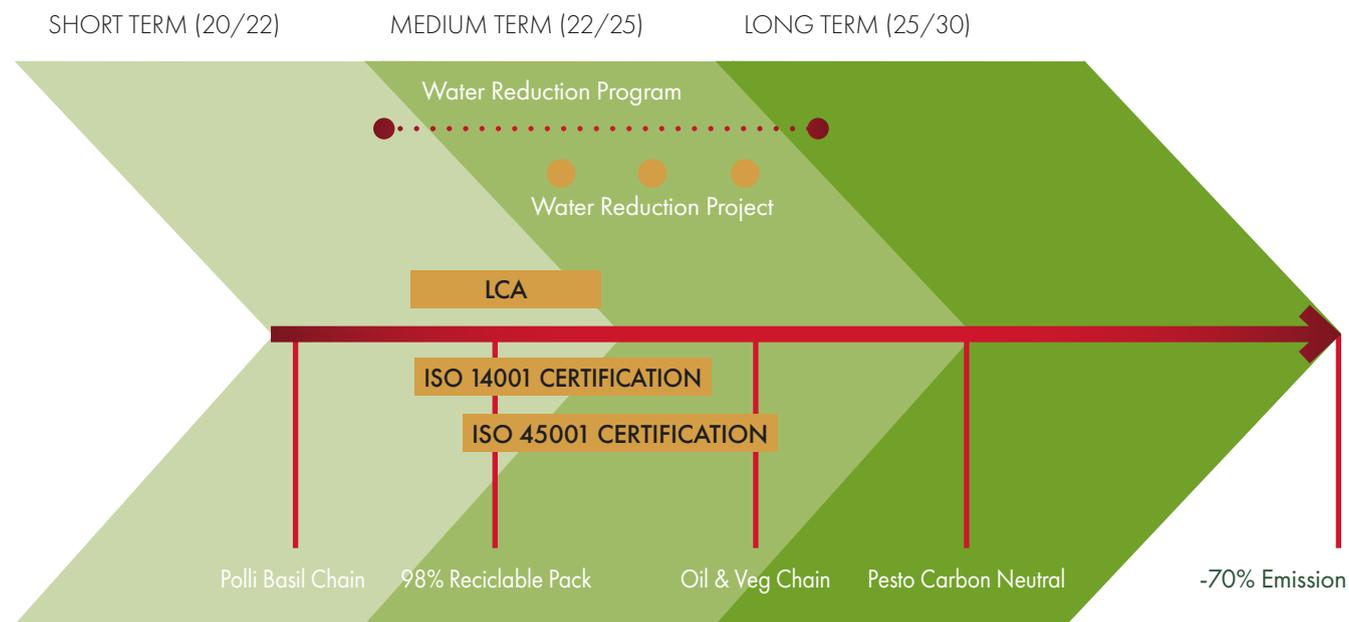


The proposed Materiality Matrix³ represents, along the horizontal axis, the relevance of the topics from the Inside-out perspective (**Impact Materiality**), and along the vertical axis, their relevance based on the Outside-in perspective (**Financial Materiality**).

³ For the graphical representation of the Materiality Matrix, the Polli Group normalized the IRO results related to the above-threshold topics on a scale from 1 to 5. This normalization improved the readability and interpretability of the matrix data.

2.3 The Sustainability Strategy

Polli Group continues its journey toward **sustainable development**, demonstrating **a concrete commitment in the management of environmental and social impacts**. The Group has developed a **sustainability strategy** that defines **short, medium and long-term objectives, focusing on the environmental and social spheres**. In 2024, F.lli Polli **achieved** the target of **adopting 98% of packaging from recyclable materials**.





3. GOVERNANCE AND BUSINESS ETHICS

5
MEMBERS OF THE BOARD OF DIRECTORS, INCLUDING 2 WOMEN

1
COMMITTEE DEDICATED TO THE IMPLEMENTATION OF THE SUSTAINABILITY STRATEGY

196 million
ECONOMIC VALUE GENERATED (+4.5% COMPARED TO 2023)

Over 384 Thousand Euros
ECONOMIC VALUE DISTRIBUTED TO THE COMMUNITY (INCREASED BY 39% COMPARED TO 2023)

MATERIAL TOPICS

EMISSIONS AND CLIMATE CHANGE	POLLUTION	ECOSYSTEMS AND BIODIVERSITY
CIRCULAR ECONOMY	INTERNAL WORKFORCE	WORKERS IN THE VALUE CHAIN
BUSINESS CONDUCT	LOCAL COMMUNITIES	CONSUMERS AND END USERS

3.1 The Governance Structure

As of April 1, 2025, F.Ili Polli S.p.A. became F.Ili Polli S.r.l., a limited liability company wholly owned by GG6 S.r.l..

The organizational structure of F.Ili Polli is based on the presence of **three formal bodies**: the Shareholders’ Meeting, the Board of Statutory Auditors, and the Board of Directors.

The **Shareholders’ Meeting** is convened by the Chairman of the Board of Directors, at least once a year, within one hundred and twenty days of the end of the financial year. The **Board of Statutory Auditors** consists of 3 standing auditors and 2 alternates.

As a rule, the **Board of Directors** meets whenever the Chairman or CEO considers it appropriate.

Below is the composition of the Board of Directors of F.Ili Polli during the first 11 months of the year, prior to the entry of the Platinum Equity Fund into the Company’s ownership structure:

Previous Board of Directors in office for the first 11 months of 2024 ⁴	
ROLE	MEMBER
CHAIRMAN ⁵	Marco Polli
CEO	Marco Fraccaroli
VICE CHAIRMAN	Margherita Polli
MANAGING DIRECTOR	Manuela Polli
COUNCILOR	Claudia Polli
COUNCILOR	Maddalena Bobba

Following the entry of the Platinum Equity Fund into the company’s ownership structure, the composition of the Board of Directors was modified. As of December 31, 2024, the updated composition is as follows: Manuela Polli (Chairman of the Board of Directors), Marco Fraccaroli (Chief Executive Officer), Mary Ann Sigler (Councilor), Ty Nolan Renbarger (Councilor), and John Gerald Holland (Councilor). The Board of Directors is therefore composed of 5 members, including

⁴ For further information on the Board of Directors in office as of December 31, 2024, please refer to the text below.

⁵ The Chairman of the Board of Directors, although not an employee of the organization, participates in discussions and decisions on strategies, company policies, projects and activities, collaborating with the Management Committee. This approach ensures management independence by minimizing the risk of conflicts of interest.

2 women and 3 men. 40% of the Board members are between the ages of 30 and 50, while the remaining 60% are over 50 years old.

Board members are elected by the Shareholders’ Meeting based on their professional skills and the contributions they can bring to the company.

During the meetings of the Board of Directors, specific sessions are reserved for strategic development, focused on growth, diversification and continuous improvement. Within these sessions, the sustainability policies implemented, and future policies are also analyzed and discussed, with the aim of continuing improvement.

As regards the management of sustainability aspects, an ad hoc Committee was set up, composed of representatives of the first line of management and chaired by the Chief Executive Officer and by the Chairman. The **Sustainability Committee** is responsible for implementing sustainability policies. It agrees with the choices and reports on the progress of the activities to the Board of Directors through the Chief Executive Officer and the Chairman. In addition, the Committee oversaw the activities aimed at identifying material topics for the Group.

Supervision and management of the Company’s impacts on the economy, environment and people are entrusted to the Chief Executive Officer, the Chairman and management, who set sustainability goals and monitor their progress annually. Each Head of Management responsible for this matter is responsible for the management of the specific impacts, reporting all relevant information to the Board of Directors through the Chief Executive Officer and the Chairman. Any concerns related to the Company’s impact or conduct is communicated to the Board of Directors by the Chief Executive Officer and by the Chairman.

As regards economic impacts, Polli Group has set up a **Management Committee** composed of the Chairman, the Chief Executive Officer, the CFO and the Head of Strategic Development. During the meetings, the Group’s economic and financial performance is analyzed, and possible future scenarios are evaluated. Decisions taken by the Management Committee are implemented by the organization through the Management Committee and the Industrial Committee.

The implementation of the company strategy takes place within the **Management Committee**, which includes all the high-level members of the management and is chaired by the Chief Executive Officer. This includes the CFO, the Operations Director, the R&D Director, the Purchasing Director, the Supply Chain Director, the Sales Directors, the Marketing Director and the Quality Director. Each function Director is responsible for advancing strategic projects in his own field, interfacing with both internal colleagues and external stakeholders. The progress and completion of the activities of the Management Committee are reported to the Board of Directors through the Chief Executive Officer. In order to ensure the correct dissemination of policies, members of the Committees receive training on all the issues affecting the business operations.

With regard to **conflict-of-interest** management, the reference body to which any information on potential conflict situations is to be communicated is the Board of Directors, which sets out guidelines for reducing the associated risks. The prevention of such situations is generally guaranteed by the independence of the management in the management and in the choices of corporate policy. Moreover, F.Ili Polli’s operating model provides for the existence of procedures and working methods to always ensure transparency and alignment with company plans. It should be noted that no cases of conflicts of interest have occurred during 2024.

Regarding remuneration policies, only the Chairman and the Chief Executive Officer receive compensation among the members of the Board of Directors. The distribution of emoluments is reviewed annually at a meeting of the Board of Directors. As regards the remuneration of Senior Management, in particular the CEO, it is composed of a fixed part and a variable part. Decisions relating to executive compensation shall be taken by the Chief Executive Officer in consultation with the Chairman. The variable part of the salary depends on a goal card that includes components related to the Group's performance, others based on function objectives and others related to individual performance.



3.2 Values

F.lli Polli bases its operations on the **fundamental values of ethics, integrity, and transparency** - core principles that consistently and responsibly guide every action undertaken by the company, as well as every relationship and interaction with all stakeholders, both internal and external.

The Company's **Code of Ethics** is an essential tool for defining and communicating these principles. It serves as a key reference for **ensuring the correct conduct of business activities** and applies to all individuals who maintain legal relationships with the Company. The dissemination and effective implementation of the Code are ensured through the distribution of a copy to all staff - accompanied by a formal commitment to comply - its publication on the corporate website, dedicated training activities, and periodic checks to ensure adherence. All recipients of the Code of Ethics can report, in writing and anonymously or otherwise, any violation or suspected violation via the Whistleblowing channel. The Supervisory Body will assess, on a case-by-case basis, whether to initiate an investigation based on the specific circumstances.

The Group entrusts the Supervisory Body with the role of "Guarantor" of the Code of Ethics. This role includes the following tasks: defining, together with Top Management, the criteria and procedures for ensuring compliance with the Code; promoting the issuance of guidelines and operational procedures with the support of the relevant departments; preparing internal communication and training programs aimed at spreading knowledge and understanding of the Code; verifying the effective implementation of the Code; examining reports of possible violations; reporting to the CEO the results of any investigations carried out regarding violations, in order to apply disciplinary measures if needed or to act in a consultative role during disciplinary procedures; recommending initiatives to the CEO to further disseminate and update the Code; maintaining an adequate flow of information between all relevant parties responsible for compliance with the Organizational Model; and presenting an annual report to the Board of Directors on the state of implementation of the Code.

It should be noted that **no significant cases of non-compliance with laws or regulations were recorded in 2024**, and no monetary or non-monetary sanctions were issued. There are no ongoing or closed legal proceedings related to anti-competitive behavior, nor were any confirmed instances of corruption or violations of antitrust and monopoly regulations.

In 2024, F.lli Polli renewed and confirmed its **"Rating di legalità"** with a score of ★★+, underscoring its commitment to compliance with applicable laws and ongoing focus on consumer centrality, protection of labor and human resources, environmental safeguarding, honesty and transparency in information, and the defense of fair competition, despite an ever-

evolving operational context.

In addition, in 2023, **the Modello 231** was updated in order to introduce new types of crimes and to maintain the model in line with the current legislation, also introducing the **whistleblowing procedure**. A channel has been activated for anonymous reports to which all employees and collaborators can access through the link to the special platform present on the website of F.lli Polli. There are also physical locations within the establishments used to file complaints. It is reported that

no whistleblowing cases were recorded during 2024. Finally, training activities are planned for 2024 for all employees relating to the application of the Code of Ethics and the Modello 231.



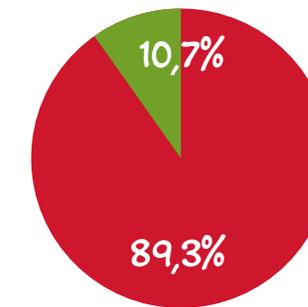
3.3 The Economic Value Generated and Distributed

The economic performance, with a view to transparency and full understanding of the value generated by F.lli Polli, has been analyzed through the prospectus of the economic value generated and distributed⁶.

IN 2024, F.LLI POLLI GENERATED A VALUE OF APPROXIMATELY 196 MILLION EUROS.

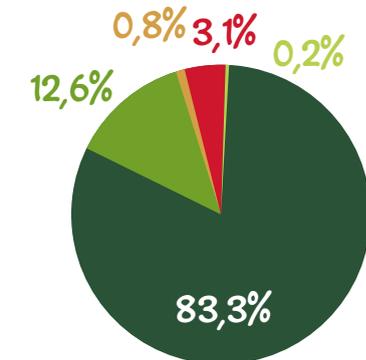
This figure defines the economic value generated by F.lli Polli during the year, 89.3% of which was redistributed to its stakeholders. From the reclassification of the economic value generated, it is possible to see the distribution of the value generated to the different categories of stakeholders.

ECONOMIC VALUE GENERATED IN 2024



- Distributed economic value
- Retained economic value

DETAIL OF ECONOMIC VALUE DISTRIBUTED IN 2024



- Supplier
- Government
- Personal
- Financiers
- Community

There is a highlighted increase in the economic value generated in 2024 of over 8 million euros compared to 2023 (recording a 4.5% increase), mainly due to higher sales revenues which, in continuity with the previous year, reflect a very positive business year. The economic value distributed also saw an increase (+1.3% compared to 2023), reaching over 175 million euros in 2024. The main beneficiaries of the economic value distributed by the Group are the suppliers and employees of F.lli Polli. At the same time, there is a notable 39% increase in the value generated and distributed to the Communities (over 384 thousand euros in 2024), reflecting the Group Polli's growing commitment and support towards them.

⁶ The economic value distributed is represented through the following categories: reclassified operating costs (mainly purchases of raw materials and services), employee compensation (direct compensation consisting of wages, salaries, and severance pay, and indirect compensation consisting of social security charges), remuneration of financiers (interest expenses and other financial charges), remuneration of the Public Administration (income taxes), and remuneration of the Community (donations and sponsorships). Regarding the economic value retained, this refers to the net profit allocated to reserves, depreciation, and provisions.

4. PRODUCT RESPONSIBILITY



42 Varieties of vegetables
WORKED IN 2024



7.082 tons of Basil
WORKED IN 2024



0
CASES OF NON-COMPLIANCE
WITH PRODUCT INFORMATION
AND LABELLING LAWS



**Pesto Plant Based eletto
prodotto dell'anno**
RECOGNITION RECEIVED
BY 12,000 ITALIAN CONSUMERS

MATERIAL TOPICS

EMISSIONS AND
CLIMATE CHANGE

POLLUTION

ECOSYSTEMS AND
BIODIVERSITY

CIRCULAR
ECONOMY

INTERNAL
WORKFORCE

WORKERS IN THE
VALUE CHAIN

BUSINESS
CONDUCT

LOCAL COMMUNITIES

CONSUMERS AND
END USERS

4.1 Product Quality and Traceability

For over 150 years, the Polli Group has brought only the best fruits of the earth to consumers' tables, respecting what nature provides. The philosophy of F.lli Polli is based on the **responsible and conscious use of ingredients**, placing quality and traceability of products at the center - two essential elements to ensure food safety and customer satisfaction.

Great care is taken to ensure that end-users receive all necessary information to make informed **purchasing decisions**, transparently communicating the Group's commitment to exclusively selecting high-quality ingredients. In particular, F.lli Polli has always favored the use of **fresh vegetables**, carefully and attentively selected based on seasonality. Ingredients are rigorously chosen at their peak freshness and ripeness, thus guaranteeing **maximum quality** and flavor in every recipe.

Moreover, F.lli Polli is committed to prioritizing ingredients of **Italian origin**, enhancing the country's culinary tradition and supporting local agriculture. This choice not only promotes the quality of Italian products but also contributes to reducing the environmental impact associated with the transportation of ingredients.

The Group aims to further strengthen oversight of the quality and food safety of raw materials, ingredients, and packaging used, by carefully evaluating supplier performance. At the same time, F.lli Polli plans to adopt a new MES (Manufacturing Execution System) for the **digitalization of production process** quality data, ensuring greater efficiency and precision in control operations. It should be noted that, during 2024, there was one case of non-compliance regarding product health and safety with respect to self-regulatory and/or voluntary standards.

F.lli Polli recognizes the importance of marketing and labeling as essential tools to inform and communicate to consumers the principles of sustainability and the nutritional values of its products. Indeed, with the goal of building trust and loyalty with its customers, the Company is committed to providing accurate, truthful, and transparent information. In particular, to improve clarity on product labels, F.lli Polli has set the objective of simplifying the list of ingredients in its products.

It should be noted that, in 2024, in line with the previous year, **there was no case of non-compliance** with laws on product information and labeling.

Insight: PARTICIPATION IN FAIRS AND EVENTS IN 2024

During 2024, the Polli Group took an active part in numerous trade fairs and industry events, both nationally and internationally, seizing important opportunities to meet, network and promote its brand. Below are the main events in which he participated:



The leading international trade fair dedicated to the excellence of Italian food, a meeting point for producers, distributors, and professionals in the food industry.



The Polli Group took part in the international trade show held in Amsterdam, a key event for private label products, featuring exhibitors from around the world. It also participated in the U.S. edition of the fair held in Chicago, dedicated to private label products and essential for the North American market.



A global event that brings together innovation and trends in the agri-food sector, with a focus on innovation and new technologies.



The largest trade show in the United States for natural, organic, and wellness products, with a focus on health and sustainability (Anaheim).



Italy's leading trade fair dedicated to private label products, a key reference point for manufacturers and retailers.



A key event for the Mediterranean Food & Beverage sector, showcasing innovation, quality, and tradition.

4.2 Innovation

The Polli Group continuously invests in the development of **innovative products**, placing great emphasis on the **selection of high-quality ingredients** with a clean label approach - essential to effectively meet the ever-evolving needs of consumers. Eating habits are constantly changing, which is why it is necessary to adopt a dynamic model capable of capturing **industry trends**, introducing new products, and improving existing production processes.

In an era where there is growing focus on health and well-being, it is essential to **invest and innovate** through a range of products that **meet the expectations** of increasingly informed and conscious consumers. This involves not only launching new products, but also adopting **sustainable and environmentally friendly practices**, in line with the increasing demand for transparency and quality throughout the food supply chain.

Looking ahead and considering emerging trends that increasingly highlight vegetables as an important source of nutrients and health benefits, the Company decided as early as 2020 to undertake numerous **research and development projects**. The goal is to create innovative products that **combine authentic taste with wholesomeness**, thereby meeting the needs of consumers who care about well-being and food quality.

Here are the main news that F.lli Polli has launched on the market in recent years:



In 2024, F.lli Polli expanded its product range with the launch of a line of 100% plant-based **vegetable ragù**, free from added soy, available in two varieties: "Peppers & Eggplant" and "Olives." Both products are made with certified Italian ingredients and packaged in convenient 90-gram single-serve jars, designed to reduce waste and meet the needs of both families and individual consumers.



In October 2024, a third variety was launched, featuring fresh mushrooms - a typical ingredient of the autumn season.

These innovative projects and products demonstrate F.lli Polli's ability **to combine tradition and innovation**, offering food solutions that meet new consumer needs by focusing on well-being, authentic taste, and sustainable production practices.

4.3 Education and Nutrition

Education on proper nutrition plays a crucial role, especially for a company like F.lli Polli, which aims **to promote a healthy and sustainable lifestyle** through its product offerings. This commitment not only aligns with the Company's vision but is also essential for building a more conscious and responsible society when it comes to food choices.

In 2024, F.lli Polli continued to promote healthy and balanced eating through awareness initiatives and informational campaigns, with a special focus on families and younger generations. In particular, the third edition of the **"Orto in Città"** initiative took place at the Sustainability Hub of Cascina Cuccagna in Milan, from June to October. This project offered a rich program of educational activities, hands-on workshops, and community events, all centered-on sustainability and the mindful consumption of fresh, local foods.



Among the most notable events, **"La Domenica Bestiale"** featured Sunday aperitifs with tastings of Polli products, encouraging moments of socialization in the green setting of Cascina Cuccagna. In addition, educational workshops for children - part of the summer camp **"Estate in Cuccagna"** - allowed the youngest participants to learn through play by recognizing the scents and textures of vegetables and discovering the beauty of nature. These activities fostered a genuine connection between city and nature, emphasizing the importance of healthy and sustainable eating, while promoting togetherness and sharing among adults and children, creating an oasis of calm and greenery away from the city's hustle and bustle.

Insight: THE COMMITMENT TO PROMOTING A HEALTHY LIFESTYLE

In 2024, F.lli Polli continued its collaboration with Dr. Elisabetta Bernardi - Nutritionist and Biologist specialized in Food Science and Lecturer at the University of Bari - with whom it developed communication materials aimed at **promoting a culture of proper nutrition** and highlighting the importance of vegetables within the food pyramid.

This valuable collaboration led to the creation of educational materials aimed at raising awareness on the topics covered, including short video interviews focused on issues such as supply chains (particularly basil), plant-based diets, and the nutritional value of fruits and vegetables, all with an emphasis on environmental responsibility.

The Polli Group is actively engaged in the promotion and awareness of a healthy lifestyle and puts free of charge the material produced thanks to this collaboration, available on the Group's [website](#).



Below are the main activities and workshops that were organized at Cascina Cuccagna in collaboration with F.lli Polli:



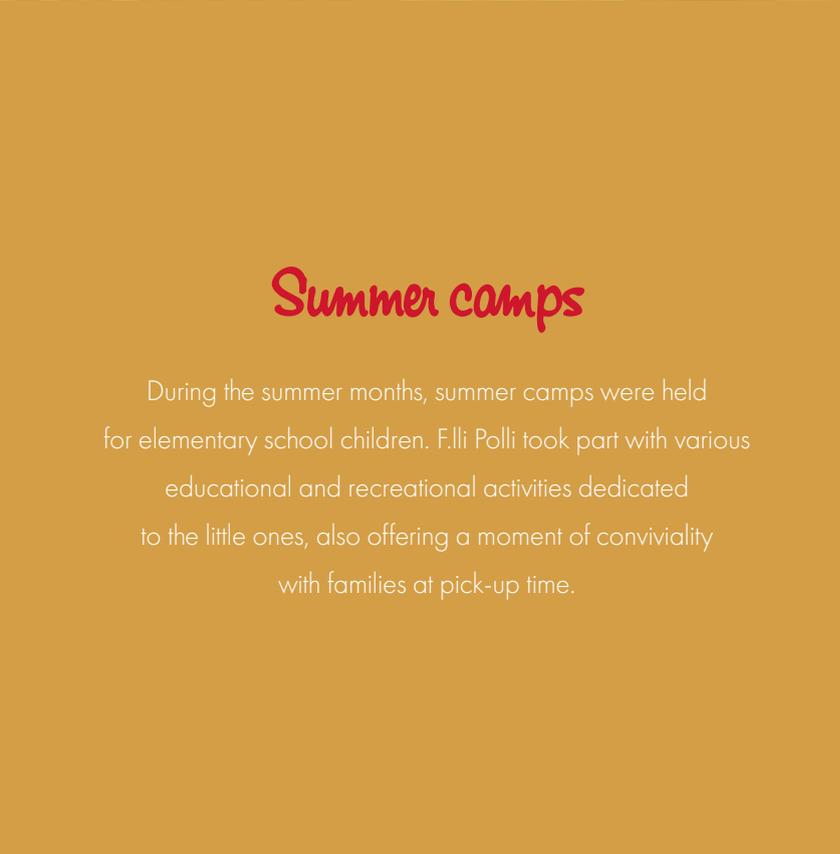
The garden at your home

F.lli Polli organized a workshop at Cascina Cuccagna dedicated to the world of vegetables, aimed at teaching participants how to grow fruits and vegetables at home and use them in everyday recipes.



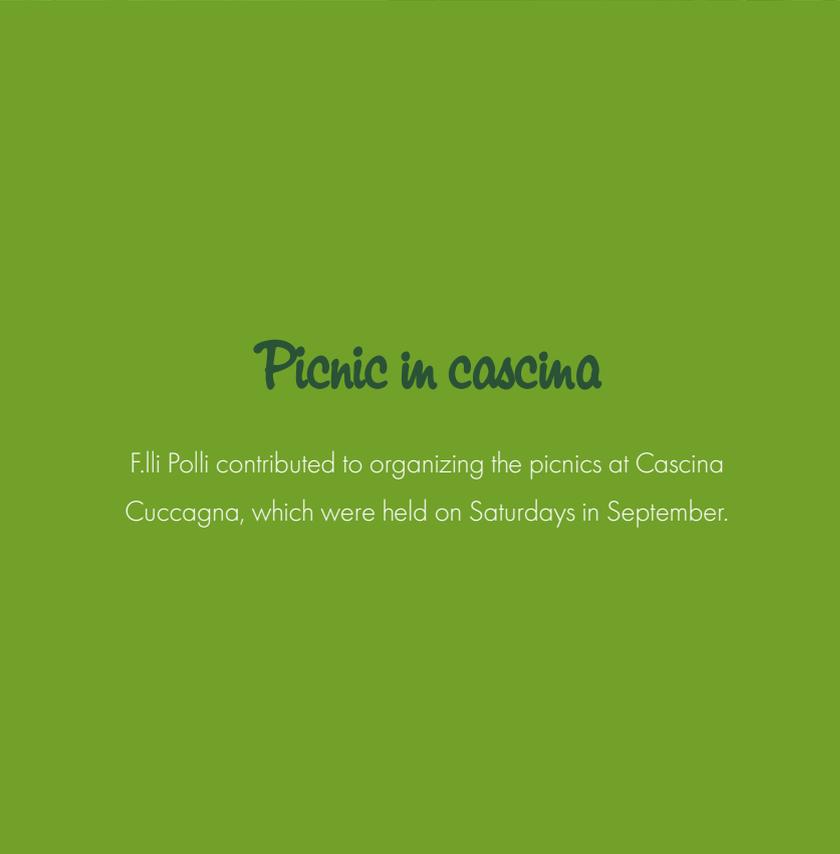
Green Week

Cascina Cuccagna took part in Milan's Green Week by organizing a conference, to which F.lli Polli contributed with a workshop dedicated to discovering the world of bees and a product tasting.



Summer camps

During the summer months, summer camps were held for elementary school children. F.lli Polli took part with various educational and recreational activities dedicated to the little ones, also offering a moment of conviviality with families at pick-up time.



Picnic in cascina

F.lli Polli contributed to organizing the picnics at Cascina Cuccagna, which were held on Saturdays in September.





5. ENVIRONMENTAL RESPONSIBILITY

 **+29%**
ELECTRICITY FROM RENEWABLE SOURCES COMPARED TO 2023

 **-2,3% vs 2023**
WASTE RATE BY PRODUCTION VOLUME

 **-10,9% vs 2023**
EMISSION INTENSITY SCOPE 1 + SCOPE 2 LOCATION BASED ON PRODUCTION VOLUME

 **More than 76 thousand tons**
MATERIALS (+5.9% COMPARED WITH 2023) OF WHICH 61% RENEWABLE

MATERIAL TOPICS

- EMISSIONS AND CLIMATE CHANGE
- POLLUTION
- ECOSYSTEMS AND BIODIVERSITY
- CIRCULAR ECONOMY
- INTERNAL WORKFORCE
- WORKERS IN THE VALUE CHAIN
- BUSINESS CONDUCT
- LOCAL COMMUNITIES
- CONSUMERS AND END USERS

5.1 Energy and Emissions

Sustainability is a fundamental pillar for F.lli Polli, which has made **the energy transition** and **the reduction of fossil fuel consumption** a priority objective. To achieve these goals, Polli Group has launched a series of short, medium and long-term **projects** to combat **climate change**.

Thanks to the Group's ongoing commitment to sustainable energy transition, **10% of electricity consumed** in 2024 was generated by photovoltaic systems.

Currently, the photovoltaic plants of Monsummano Terme, installed in 2012 with a capacity of **970 kW and 58,5 kW**, cover about **20%** of the energy requirements of the plant, and contribute to **reducing CO2 emissions by about 300 tons per year**.

F.lli Polli has also planned a **further strengthening** of its commitment to **environmental sustainability** by significantly increasing the use of energy from renewable sources. In this context, the Company has started the **installation of new photovoltaic systems** at its production sites, with the aim of **increasing the share of self-produced energy** and progressively reducing its dependence on traditional energy sources.

In particular, **new systems** have been implemented at the **Eboli** and **Lozzo** plants: the photovoltaic system at the Eboli site has already been completed, while work at the Lozzo facility is currently at an advanced stage. Both systems **will become operational during 2025** and will make a significant contribution to meeting the energy needs of the plants using **clean and renewable energy**, in line with the Group's strategy focused on **ecological transition and energy efficiency**.



Starting from 2025, all Italian companies within the Polli Group will be **fully powered** by certified renewable energy through **Guarantees of Origin (GO)**, ensuring that the energy supply for all Italian facilities is entirely sourced from **renewable sources**.

The Group is also setting **targets for the reduction of natural gas** used for **the production of steam**, which will be pursued through both the introduction of **new technologies** and the improvement of existing ones in order to achieve a reduction in consumption.



CHARGING STATIONS

Electric charging stations (22 Kw) and electric cars in Monsummano a Lozzo



POLLI TRAINS

During 2023 and 2024, Polli Group supported a company in **orde to restore forest paths**



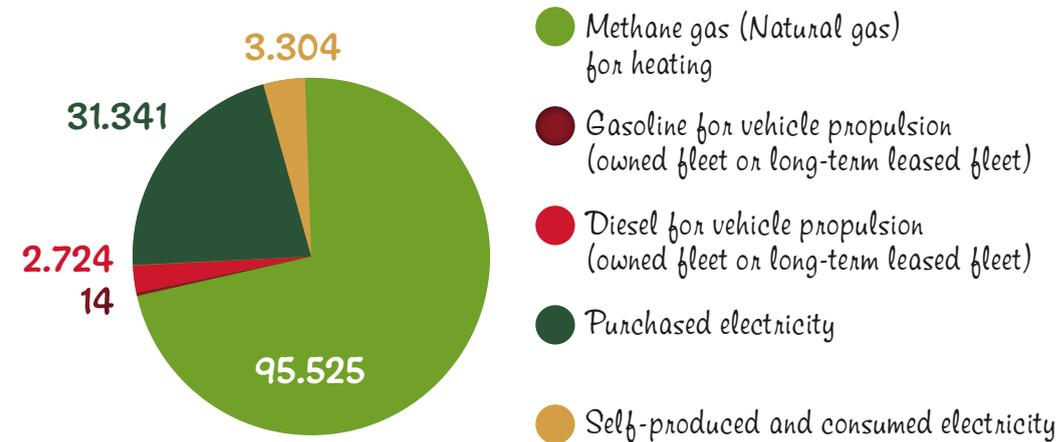
ENERGY EFFICIENCY

- **Energy diagnoses** on the 3 Italian factories and energy improvement systems
- **New LED systems** in Monsummano and Lozzo
- **Two new energy-saving pasteurizers** (water and gas reduction)

Starting from 2022, the year in which the Group published its first Sustainability Report, F.lli Polli has consolidated its constant and rigorous **commitment to reporting on environmental performance**. Thanks to this transparent and structured approach, the Group is able to accurately **calculate and monitor** both **overall energy consumption** and the **carbon footprint** referring to direct (**Scope 1**) and indirect emissions from purchased energy (**Scope 2**). These data represent a strategic element, as they constitute the information base useful for the planning and **definition of future projects and initiatives** aimed at progressively reducing greenhouse gas emissions. This constant monitoring allows the Group to **effectively direct its actions** towards an increasingly sustainable management of resources and represents a concrete contribution to the mitigation of environmental impacts related to production activities.

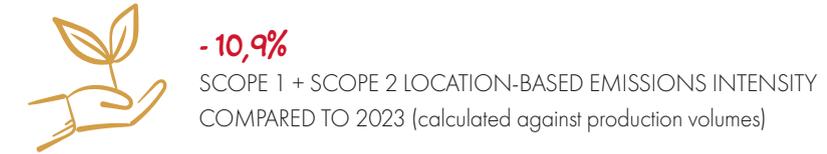
During 2024 energy consumption amounted to **132,909 GJ** (+ 1.5% compared to 2023). Most of these are attributable to the use of **methane gas**, which accounts for about **72%**. This is followed using **electricity** with a coverage of **26% of total consumption**. About **10%** of electricity comes from photovoltaic systems, managing to cover 2.6% of total energy consumption. Finally, the remaining **2% of consumption** is represented by **the consumption of diesel and petrol from vehicles**. The rise in energy consumption correlates with increased production levels, which have also contributed to higher turnover.

ENERGY CONSUMPTION (GJ)



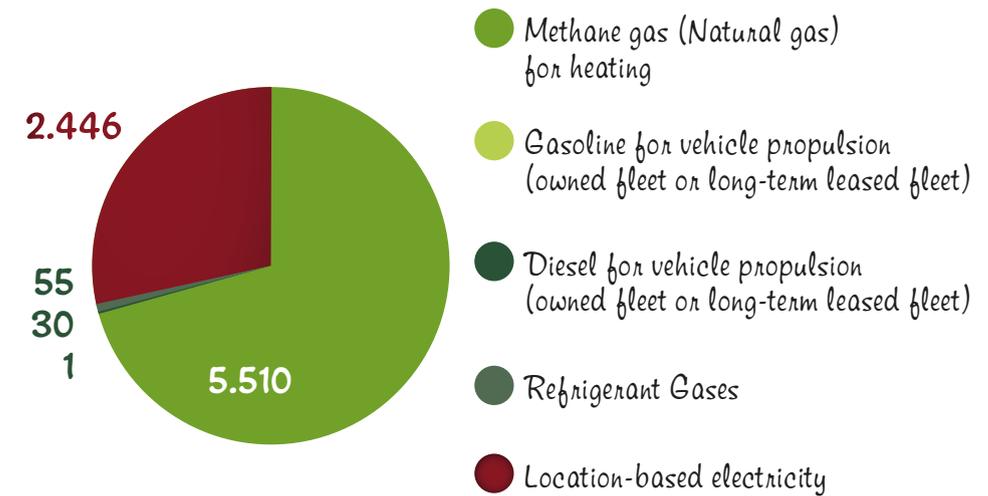
In 2024, the Group's direct GHG emissions (**Scope 1**)⁷ amounted to **5,597 tons of CO2eq** (-0.5% compared to 2023), mainly determined by the **stationary combustion** of fuels, primarily **natural gas**, which accounts for about 98.5% of the total Scope 1. The remaining emissions are attributable to the **car fleet (0.5%)** and the leakage of **refrigerant gases (1%)**.

Regarding **indirect Scope 2 emissions**, in line with the requirements of the GRI Sustainability Reporting Standards and the GHG Protocol, both calculation methodologies (Location-based and Market-based⁸) have been used. For the year 2024, **Scope 2 GHG emissions** calculated using the **Market-based** approach amount to **4,026 tons of CO2eq** (+11.9% compared to 2023), while those calculated according to the **Location-based** methodology amount to **2,446 tCO2eq** (+7.6% compared to 2023). In both cases, these emissions are attributable to electricity consumption drawn from the grid.



The increase in emissions is attributable to the rise in production levels compared to the previous year (+14% in 2024). In fact, when observing the **emission intensity** (Scope 1 + Scope 2 Location-based) of the Polli Group, calculated relative to **production volumes**, a decrease of 10.9% is recorded, thanks to efforts to improve efficiency in the use of energy resources employed.

SCOPE 1 AND SCOPE 2 LOCATION-BASED EMISSIONS



⁷ The source of the emission factors used for the calculation of Scope 1 GHG emissions is the "Tab par std-Ispra", published by ISPRA in 2024, in line with the factors used in the Energy Audits for the Italian companies of the Group, and the "Government conversion factors for company reporting of greenhouse gas emissions", published by the Department for Environment, Food and Rural Affairs (DEFRA) in 2024 for the foreign companies..

⁸ The Location-based methodology is based on average emission factors related to energy generation by geographic boundaries (Location-based emission factor (kgCO2eq/kWh), source ISPRA 2024 for the Italian companies of the Group, consistent with the Energy Audits, and AIB Supplier for the foreign companies. The Market-based methodology, on the other hand, reflects emissions from electricity that companies have deliberately chosen (or not chosen), using supplier-specific emission factors or emission factors related to the "residual mix" and, where available, Guarantees of Origin certificates (Market-based emission factor (kgCO2eq/kWh), source AIB Residual 2024).



CO₂

5.2 Pollution

Fratelli Polli recognizes the environmental impact of its activities and is actively committed to the **prevention and mitigation of pollution**, in line with principles of environmental responsibility and the objectives of its sustainability plan.

Regarding **pollution of air**, the Company has adopted monitoring and containment systems for emissions of nitrogen oxides (NO_x), sulfur oxides (SO_x), particulate matter (PM), and volatile organic compounds (VOC).

At the Italian production sites, activities are regulated by the Single Environmental Authorizations (AUA), which require compliance with specific emission limits and periodic controls on key environmental and process parameters. Monitoring covers parameters such as temperature, oxygen, carbon monoxide (CO), nitrogen oxides (NO_x), sulfur oxides (SO_x), draft, efficiency, losses, and other relevant indicators to ensure regulatory compliance and reduce environmental impacts.

Specifically, at the plants, controls are carried out at defined intervals:

- Every four months, sampling is performed on steam generators at Monsummano;
- Annually, sampling is conducted on other plants and equipment subject to authorization.

No exceedances of the limits set by current regulations occurred during the year, confirming the plant's commitment to ensuring environmental compliance and continuously improving its performance. For further details and monitoring data, please refer to the *Annex Environmental* section.

Regarding **groundwater contamination**, the Polli Group has implemented optimized wastewater management, ensuring compliance with regulatory limits and reducing the risk of pollutant release. Additionally, the Company is proactively addressing the challenge of **microplastic generation** by progressively reducing the use of plastic packaging and introducing more sustainable alternative materials along the value chain, aiming to limit microplastic release into the environment.

These actions reflect Fratelli Polli's commitment to **concretely contribute** to the **protection of air quality, water, and ecosystems**, promoting a responsible and sustainability-oriented production model.

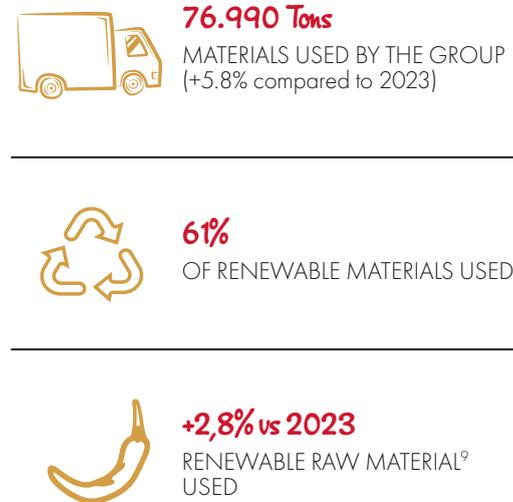
5.3 Raw Materials and Packaging

F.lli Polli gives special attention on the selection of **high-quality raw materials**, convinced that the excellence of its products derives from them. For this reason, the Group rigorously commits to the **careful sourcing of ingredients** that meet the demands of increasingly discerning consumers who seek **certified and sustainable products**.

In recent years, the growing interest in plant-based diets - considered more sustainable than animal-based ones due to the lower environmental impact of raw materials - has driven the agri-food sector towards an increasing focus on **plant-based products**. This direction represents a key element in **building a healthier, fairer, and more environmentally respectful food system**. Market research confirms that the global consumption of exclusively plant-based products is among the fastest-growing trends, accompanied by increased demand for legumes and the expansion of vegetarian and vegan diets.

Aware of these changes, since 2022 F.lli Polli has been promoting a **new line of plant-based legume sauces**, characterized by high nutritional value. At the same time, the Company has strengthened **supplier control and qualification processes** to ensure the quality of the raw materials used.

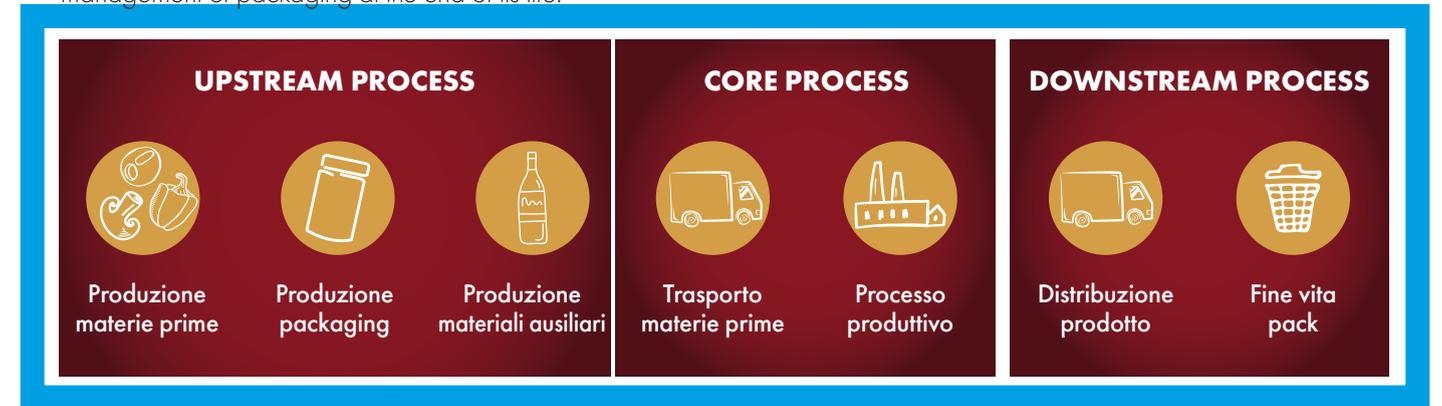
During 2024, F.lli Polli used **76,990 tons of materials** (76,777 tons in 2023), of which **61% renewable**, up 0.3% compared to 2023.



⁹ In this report, "raw materials" refers to the materials used by the Group for production, excluding packaging (e.g., basil, oil, etc.). For more details, please refer to the attached table.

In the sustainability front, the Group has consolidated its commitment by obtaining and enhancing the **Controlled Supply Chain Certifications** for **Italian basil**, subsequently extending them to **peppers** and **mushrooms**¹⁰. These certifications testify to the constant attention to transparency and quality throughout the production chain.

The product life cycle develops through three main phases: **Upstream Process, Core Process, and Downstream Process**. The Group pays particular attention to each of these phases, adopting a systemic approach aimed at reducing environmental impact throughout the entire supply chain, without overlooking any step. In this context, F.lli Polli has conducted in-depth **Life Cycle Assessment (LCA)** studies on key products such as basil pesto and sun-dried tomatoes in oil, to evaluate their environmental impact throughout the entire life cycle, from the initial production of raw materials used to the management of packaging at the end of its life.



This structured approach allows for a clear identification of critical points along the supply chain and guides the Company's actions towards a **concrete reduction of its environmental footprint**, through greater efficiency in the initial phases and conscious resource management throughout the product's journey. Thanks to these analyses, the Group has obtained **Environmental Product Declarations (EPD)**, certifications that highlighted the importance of increasing efforts to reduce impact along the supply chain, which is responsible for 90-95% of the product's overall carbon footprint. These **certifications were renewed during 2025** for Sicilian-style sun-dried tomatoes in oil and Genoese pesto (with and without garlic) in the 190g and 2x90g¹¹ formats.

¹⁰ For further information on the main characteristics of the F.lli Polli brand supply chains and the related certifications, please refer to the chapter "The Supply Chain".

¹¹ For further information on the Environmental Product Declarations (EPD) certifications obtained, please refer to the *in-depth* boxes below.

Insight: **EPD certification – Sicilian sun-dried tomatoes in oil**

SICILIAN-STYLE SUN-DRIED TOMATOES IN OIL

Product

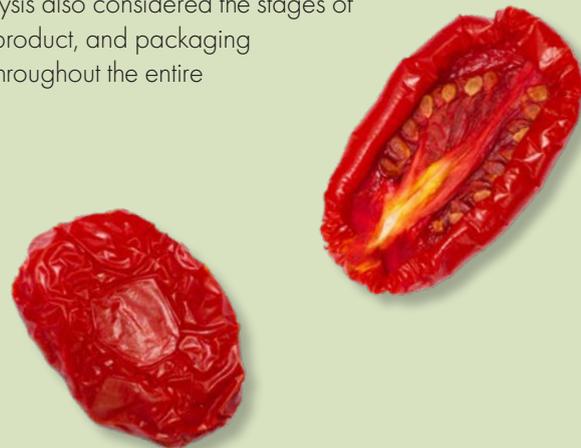
The product covered by the EPD Declaration is the Sicilian-style sun-dried tomatoes in oil, packaged in 285g glass jars and produced using sun-dried tomatoes that are softened and rehydrated in water, flavored with garlic and oregano, extra virgin olive oil, and a pinch of salt and sugar.

Life Cycle Analysis Methodology

The environmental impacts were calculated based on a “cradle to grave” life cycle study developed in accordance with the general rules of the EPD Programme as well as the specifications of the Product Category Rules 2019:10. The LCA model was developed using the software SimaPro v.9.5.0.0. Polli’s primary data were integrated with information from databases such as Ecoinvent 3.9.1, Agri-Footprint 6.0, Agribalyse 3.0.1, World Food LCA Database 3.5, and Industry data 2.0.

Production chain analyzed for EPD Certification

For the Environmental Product Declaration (EPD), the entire production chain of the Sicilian-style sun-dried tomatoes in oil, branded Fratelli Polli, was analyzed—from cultivation to the end-of-life of the packaging. The process begins with the selection of high-quality seeds, the cultivation of seedlings in greenhouses, and transplanting into open fields, followed by the natural sun-drying of the tomatoes. The tomatoes, grown in Italy and Turkey, are processed at Polli’s Lozzo Atestino (PD) facility, where they are rehydrated in water, flavored with garlic, oregano, extra virgin olive oil, salt, and sugar, and finally packaged in glass jars. The life cycle analysis also considered the stages of raw material sourcing, transportation, distribution of the finished product, and packaging disposal, ensuring environmental transparency and traceability throughout the entire production cycle.



ENVIRONMENTAL IMPACTS

POMODORI SECCHI Sottolio ALLA SICILIANA (ref. 550064TL) - 285 g

DATA FOR 1 KG OF PRODUCT

ENVIRONMENTAL IMPACT			UPSTREAM PROCESS			CORE PROCESS		DOWNSTREAM PROCESS		TOTAL
			RAW MATERIAL PRODUCTION	PACKAGING PRODUCTION	AUXILIARY MATERIAL PRODUCTION	RAW MATERIAL TRANSPORT	PRODUCTION PROCESS	PRODUCT DISTRIBUTION	END OF LIFE PACK	
GWP - GLOBAL WARMING POTENTIAL	fossil	kg CO ₂ eq	1,2E+00	8,3E-01	3,2E-03	1,6E-01	2,1E-01	1,4E-01	7,0E-03	2,6E+00
	biogenic	kg CO ₂ eq	2,9E-02	4,4E-03	2,7E-05	9,3E-06	6,1E-04	8,8E-06	5,0E-04	3,4E-02
	land use and land use change	kg CO ₂ eq	2,5E-01	2,1E-03	4,3E-03	5,4E-06	7,2E-06	3,0E-06	8,7E-08	2,6E-01
	TOTAL	kg CO₂ eq	1,5E+00	8,4E-01	7,5E-03	1,6E-01	2,1E-01	1,4E-01	7,5E-03	2,9E+00
ODP - STRATOSPHERIC OZONE DEPLETION POTENTIAL		kg CFC 11 eq.	3,9E-08	2,3E-08	6,7E-10	2,2E-09	7,2E-09	2,8E-09	1,5E-11	7,4E-08
AP - ACIDIFICATION POTENTIAL		kg mol H ⁺ eq	1,4E-02	6,3E-03	4,0E-05	6,1E-04	3,5E-04	1,0E-03	6,8E-06	2,3E-02
EP - EUTROPHICATION POTENTIAL	Fresh-water	kg P eq.	3,2E-04	2,2E-05	4,1E-07	3,7E-07	5,5E-05	1,1E-07	3,3E-09	4,0E-04
	Marine	kg N eq.	2,8E-02	9,8E-04	4,0E-05	2,0E-04	8,5E-05	3,3E-04	4,2E-06	3,0E-02
	Ground	mol N eq.	5,5E-02	1,1E-02	1,5E-04	2,2E-03	9,2E-04	3,6E-03	3,4E-05	7,3E-02
POCP - PHOTOCHEMICAL OXIDANT FORMATION POTENTIAL		kg NMVOC eq.	6,2E-03	3,5E-03	2,1E-05	7,4E-04	4,6E-04	1,1E-03	1,0E-05	1,2E-02
ADP - ABIOTIC* DEPLETION POTENTIAL	Non fossil	kg Sb eq	8,8E-07	1,6E-06	1,2E-08	9,1E-09	2,1E-09	4,3E-09	1,1E-10	2,5E-06
	Fossil	MJ	1,0E+01	1,1E+01	4,7E-02	2,1E+00	3,1E+00	1,8E+00	8,6E-03	2,8E+01
WDP - WATER DEPLETION POTENTIAL*		m ³ eq	6,2E+00	1,8E+00	9,1E-03	2,9E-03	1,2E-02	1,7E-03	2,8E-04	8,0E+00

* The results of these environmental impact indicators should be used with caution as the uncertainties of the results are high and experience with these indicators is limited.

Insight: **EPD certification - Pesto alla genovese in 190g format**

PESTO ALLA GENOVESE – 190g jars

Product

The product covered by the EPD Declaration is Polli 1872's Genoese pesto, with and without garlic, packaged in 190g jars, and produced using fresh basil, 100% from a certified Italian supply chain, cold-processed within 24 hours of harvest, with sunflower oil, extra virgin olive oil, and PDO cheeses.

Life Cycle Analysis Methodology

The environmental impacts were calculated based on a "cradle to grave" life cycle study developed according to the general rules of the EPD Programme as well as the specifications of the Product Category Rules 2010:19 "Sauces, mixed condiments and mustard." The LCA model was developed using the software SimaPro Craft v.10.2.0.0. Polli's primary data were integrated with information from databases such as Ecoinvent 3.10, Agri-Footprint 6.3, Agribalyse 3.1.1, World Food LCA Database 3.5, and Industry data 2.0.

Production chain analyzed for EPD Certification

In 2025, Fratelli Polli proactively updated the EPD for the 190g Genoese Pesto, reflecting environmental data for 2024. Production takes place at the Monsummano Terme (PT) and Lozzo Atestino (PD) facilities, using supply chain-certified basil and incorporating two new suppliers. Packaging was also updated, introducing a lightweight glass jar and lower-impact metal caps. The analysis covers the entire life cycle: from ingredient cultivation to packaging, distribution (mainly in Italy), and packaging disposal, based on Italian data from 2023.



ENVIRONMENTAL IMPACTS

PESTO ALLA GENOVESE (average product) - 190 g

DATA FOR 1 KG OF PRODUCT

ENVIRONMENTAL IMPACT	UNIT	UPSTREAM PROCESS			CORE PROCESS		DOWNSTREAM PROCESS		TOTAL	
		RAW MATERIAL PRODUCTION	PACKAGING PRODUCTION	AUXILIARY MATERIAL PRODUCTION	RAW MATERIAL TRANSPORT	PRODUCTION PROCESS	PRODUCT DISTRIBUTION	END OF LIFE PACK		
GWP - GLOBAL WARMING POTENTIAL	fossil	kg CO ₂ eq	2,1E+00	1,0E+00	6,1E-03	2,9E-01	3,5E-01	1,2E-01	1,0E-02	3,9E+00
	biogenic	kg CO ₂ eq	4,0E-01	6,0E-03	1,4E-05	1,3E-05	6,8E-03	4,7E-06	3,9E-04	4,2E-01
	land use and land use change	kg CO ₂ eq	4,3E-01	1,6E-03	1,1E-03	8,4E-06	1,0E-05	3,1E-06	1,1E-07	4,3E-01
	TOTAL	kg CO ₂ eq	2,88E+00	1,05E+00	7,24E-03	2,93E-01	3,62E-01	1,25E-01	1,07E-02	4,7E+00
ODP - STRATOSPHERIC OZONE DEPLETION POTENTIAL	kg CFC 11 eq.		6,9E-08	3,6E-08	1,9E-10	4,1E-09	1,0E-08	2,5E-09	1,6E-11	1,2E-07
AP - ACIDIFICATION POTENTIAL	kg mol H ⁺ eq		4,0E-02	4,6E-03	3,2E-05	1,1E-03	6,7E-04	6,7E-04	9,1E-06	4,7E-02
EP - EUTROPHICATION POTENTIAL	Fresh-water	kg P eq.	4,0E-04	3,9E-05	4,2E-07	6,5E-07	1,5E-05	1,0E-07	3,5E-09	4,5E-04
	Marine	kg N eq.	3,7E-02	1,2E-03	1,5E-05	3,7E-04	1,6E-04	2,4E-04	5,1E-06	3,9E-02
	Ground	mol N eq.	1,8E-01	1,3E-02	8,2E-05	4,1E-03	1,6E-03	2,6E-03	4,6E-05	2,0E-01
POCP - PHOTOCHEMICAL OXIDANT FORMATION POTENTIAL	kg NMVOC eq.		1,3E-02	4,8E-03	2,1E-05	1,4E-03	7,9E-04	8,5E-04	1,4E-05	2,1E-02
ADP - ABIOTIC* DEPLETION POTENTIAL	Non fossil	kg Sb eq	1,7E-06	3,4E-06	6,8E-09	1,6E-08	3,5E-09	3,9E-09	1,8E-10	5,2E-06
	Fossil	MJ	1,9E+01	1,7E+01	1,4E-01	3,9E+00	5,4E+00	1,6E+00	1,2E-02	4,7E+01
WDP - WATER DEPLETION POTENTIAL*	m ³ eq		1,5E+01	4,0E-01	4,1E-03	3,3E-03	1,9E-01	6,9E-04	-6,9E-04	1,6E+01

* The results of these environmental impact indicators should be used with caution as the uncertainties of the results are high and experience with these indicators is limited.



Insight: **EPD Certification - Pesto alla genovese in 2x90g format**

PESTO ALLA GENOVESE – 2x90g packs

Product

The product covered by the EPD Declaration is Polli 1872's Genoese pesto, with and without garlic, packaged in 2-pack jars of 90g each, and produced using fresh basil, 100% from a certified Italian supply chain, cold-processed within 24 hours of harvest, with sunflower oil, extra virgin olive oil, and PDO cheeses.

Life Cycle Analysis Methodology

The environmental impacts were calculated based on a "cradle to grave" life cycle study developed in accordance with the general rules of the EPD Programme as well as the specifications of the Product Category Rules 2010:19 "Sauces, mixed condiments and mustard." The LCA model was developed using the software SimaPro Craft v.10.2.0.0. Polli's primary data were integrated with information from databases such as Ecoinvent 3.10, Agri-Footprint 6.3, Agribalyse 3.1.1, World Food LCA Database 3.5, and Industry data 2.0. No hazardous chemicals are used within the recipe or the production process.

Production chain analyzed for EPD Certification

In 2025, Fratelli Polli has updated the 2x90g Pesto alla Genovese EPD in advance with data updated to 2024, to reflect changes in the production chain. The basil used is 100% Italian, coming from three suppliers in Emilia Romagna, and is harvested, processed and stored at a controlled temperature. The transformation takes place within 24 hours in the Monsummano Terme and Lozzo Atestino plants, while the packaging takes place exclusively in Monsummano, where part of the energy is self-produced through a photovoltaic system. New packaging with low environmental impact has been introduced, with lightened glass jars and E-Lite® metal capsules containing recycled steel. The analysis considers the entire production cycle, including auxiliary materials, distribution mainly in Italy, and the end-of-life of packaging based on the Italian 2023 scenario. The phase of use is not included, as the pesto is ready for consumption.



ENVIRONMENTAL IMPACTS

PESTO ALLA GENOVESE (average product) - 2x90 g

DATA FOR 1 KG OF PRODUCT

ENVIRONMENTAL IMPACT			UPSTREAM PROCESS			CORE PROCESS		DOWNSTREAM PROCESS		TOTAL
			RAW MATERIAL PRODUCTION	PACKAGING PRODUCTION	AUXILIARY MATERIAL PRODUCTION	RAW MATERIAL TRANSPORT	PRODUCTION PROCESS	PRODUCT DISTRIBUTION	END OF LIFE PACK	
GWP - GLOBAL WARMING POTENTIAL	fossil	kg CO ₂ eq	1,9E+00	1,4E+00	7,5E-03	3,5E-01	3,9E-01	6,5E-02	1,7E-02	4,1E+00
	biogenic	kg CO ₂ eq	3,7E-01	8,1E-03	1,3E-05	1,5E-05	9,0E-03	2,5E-06	2,2E-03	3,9E-01
	land use and land use change	kg CO ₂ eq	4,0E-01	3,0E-03	4,3E-04	1,0E-05	1,1E-05	1,6E-06	1,6E-07	4,1E-01
	TOTAL	kg CO ₂ eq	2,67E+00	1,38E+00	7,95E-03	3,50E-01	4,00E-01	6,53E-02	1,89E-02	4,9E+00
ODP - STRATOSPHERIC OZONE DEPLETION POTENTIAL		kg CFC 11 eq.	6,3E-08	4,3E-08	2,3E-10	4,9E-09	1,1E-08	1,3E-09	1,7E-11	1,2E-07
AP - ACIDIFICATION POTENTIAL		kg mol H ⁺ eq.	3,7E-02	5,9E-03	3,4E-05	1,2E-03	7,6E-04	2,5E-04	1,0E-05	4,6E-02
EP - EUTROPHICATION POTENTIAL	Fresh-water	kg P eq.	3,7E-04	5,0E-05	4,7E-07	8,0E-07	5,1E-06	5,5E-08	5,3E-09	4,3E-04
	Marine	kg N eq.	3,5E-02	1,7E-03	9,7E-06	4,3E-04	1,8E-04	1,0E-04	6,8E-06	3,7E-02
	Ground	mol N eq.	1,6E-01	1,7E-02	7,5E-05	4,7E-03	1,7E-03	1,1E-03	5,0E-05	1,9E-01
POCP - PHOTOCHEMICAL OXIDANT FORMATION POTENTIAL		kg NMVOC eq.	1,2E-02	5,2E-03	2,4E-05	1,7E-03	8,8E-04	3,9E-04	1,5E-05	2,0E-02
ADP - ABIOTIC* DEPLETION POTENTIAL	Non fossil	kg Sb eq.	1,6E-06	3,5E-06	6,0E-09	1,9E-08	4,0E-09	2,1E-09	2,9E-10	5,1E-06
	Fossil	MJ	1,8E+01	1,9E+01	1,7E-01	4,6E+00	5,9E+00	8,6E-01	1,2E-02	4,8E+01
WDP - WATER DEPLETION POTENTIAL*		m ³ eq.	1,5E+01	5,4E-01	3,4E-03	4,0E-03	3,6E-01	3,7E-04	-1,6E-04	1,6E+01

* The results of these environmental impact indicators should be used with caution as the uncertainties of the results are high and experience with these indicators is limited.

Regarding packaging, F.lli Polli considers it essential to ensure food preservation by protecting products from contamination, while simultaneously improving the sustainability of the packaging materials. Most products are packaged in glass jars hermetically sealed with metal twist-off caps. Glass, which is infinitely recyclable, represents a choice with high environmental performance: currently, 30% of the glass used is made from recycled material, while the caps contain 58% recycled material and are 88% recyclable.

In line with an increasingly circular resource management approach, F.lli Polli has delivered over 29,000 kg of regenerated Intermediate Bulk Containers (IBC) to **Repack – Recycling Packaging**, an initiative that has generated significant environmental benefits. According to an LCA study conducted by Repack in 2023, compliant with ISO 14040 and 14044 standards, each kilogram of regenerated IBC avoids the emission of approximately 7.85 kg of CO₂eq compared to the production of a new container. Overall, this activity enabled an estimated reduction of about 228,399 kg of CO₂eq, highlighting the effectiveness of reusing regenerated industrial packaging. In 2024, the Polli Group used **30,010 tons of packaging materials** for its food products, among which **glass** was the primary material utilized (27,023 tons).



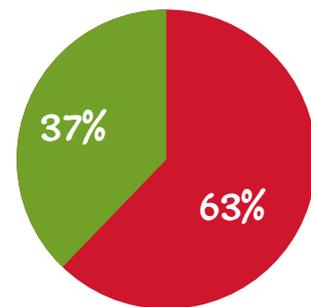
90% of Packaging

COMPOSED OF GLASS (+0.7% compared with 2023)

Among the main objectives for packaging improvement are the **reduction of container weight** while maintaining their functionality, the rationalization of formats to increase production and purchasing efficiency, **the increase in the percentage of recycled material** used in packaging (currently ranging from 25% to 52% depending on the supplier and format), and the reduction and recycling of plastic waste. To achieve these goals, F.lli Polli has initiated several **projects**, including the **reduction of glass jar weight and the use of R-PET for labels**. Additionally, the Group is conducting a study **to develop a sustainable label** and has set a short-term target to prioritize recyclable materials over non-recyclable ones. Furthermore, during 2024, the Polli Group acquired a cheese cutting machine, which will allow the Group to **reduce the amount of packaging purchased** by buying whole **cheese wheels** instead of pre-grated cheese in bags.

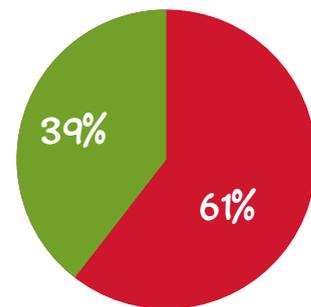
These efforts reflect F.lli Polli's commitment to **continuously improving the sustainability** of its packaging, while ensuring product quality and safety for consumers.

MATERIAL USED IN 2023



● Renewable ● Non-Renewable

MATERIAL USED IN 2024



● Renewable ● Non-Renewable

Insight: **BIODIVERSITY**

The Polli Group carried out an analysis using the **Integrated Biodiversity Assessment Tool (IBAT)**, which allows companies to verify whether their sites are located near areas of high biodiversity value. Furthermore, to conduct a more comprehensive assessment, the ArcGIS software was employed through the use of several layers containing biodiversity databases. This analysis did not reveal the presence of any areas at risk in the surroundings of the Polli Group's facilities.

In particular, the tools used rely on three fundamental biodiversity databases:

- 1. IUCN Red List of Threatened Species:** the IUCN Red List of threatened species (also known as IUCN Red List) is a rich compendium of information on threats, ecological requirements and habitats of more than 157,190 species; and conservation actions that can be taken to reduce or prevent extinctions. It is based on an objective system to assess the risk of extinction of a species based on past, present and anticipated threats.
- 2. World Database on Protected Area:** the World Database of Protected areas (WDPA) is a joint project between the United Nations Environmental Program and the International Union for the Conservation of Nature (IUCN), managed by the United Nations World Environmental Conservation Monitoring Center. The data for WDPA are collected by the secretariats of international conventions, the governments and the NGOs working together. The WDPA uses the IUCN definition of the protected area as the primary policy for entries in the database.
- 3. World Database of Key Biodiversity Area:** key areas for Biodiversity (KBA) are sites that contribute significantly to the global persistence of biodiversity in terrestrial, freshwater and marine ecosystems. The KBA concept is based on four decades of efforts to identify sites that are important for biodiversity, including areas that are important for birds and biodiversity, zero-extinction Alliance sites, and KBA identified through Hotspot ecosystem profiles supported by the critical Ecosystem Partnership Fund.



5.4 Waste and Circularity

The construction of a **sustainable development model**, capable of maximizing the value of available resources, represents an ambitious challenge for companies operating in the agricultural and food preservation sectors, which over the years have increasingly focused on the concept of **circular economy**. This approach makes it possible to **recover and reuse** production waste, transforming it from potential waste into **new useful resources**, with a positive impact both on **the environment and on production efficiency**.

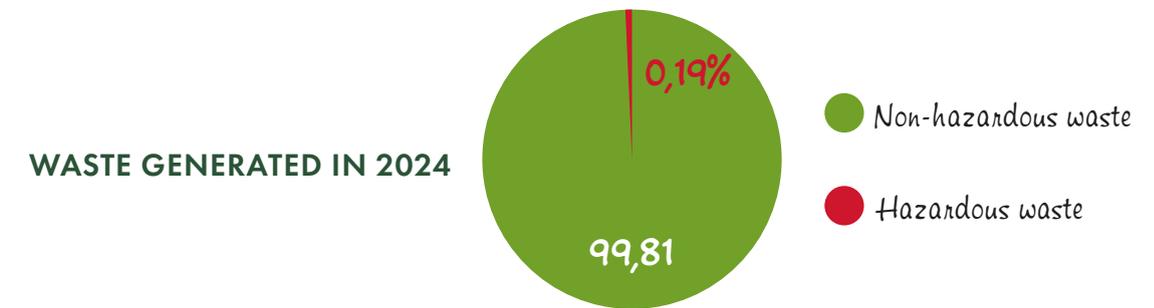
In the case of F.lli Polli, the circular economy translates into a particular focus **on integrated waste management and proper disposal**, where every stage of the production cycle is constantly monitored to identify **opportunities for improvement**. The Company is firmly committed to implementing innovative and sustainable practices aimed at reducing its overall environmental impact and promoting a culture of environmental responsibility that involves **all organizational levels**. This orientation not only contributes to preserving the ecosystem but also makes it possible to optimize resources, reducing waste and costs, in line with a long-term **strategic vision of sustainable growth**.

The Group has also **launched a study** for the **recovery of vegetable processing by-products** at the Eboli plant, with the aim of **producing functional flours for baking**. In addition, the Group aims to carefully **monitor waste production** within its plants, in order to set clear and measurable targets for **waste reduction and recycling optimization**.



The measures implemented and the commitment to waste management ensure **proper separation** during processing phases. Plastic, wood, cardboard, metal, iron, steel packaging, edible oils and fats, non-directly reusable scraps, and sludge are all sent for recovery. F.lli Polli has also started a **collaboration with a company specialized in integrated plastic cycle management** to reuse the waste generated. In line with the circular reuse of resources, the Group has also launched initiatives for the **selection and recovery of paper used in label production, which led to its participation in the Life4Green project**.

In 2024, the Group generated **7,473 tons of waste**, **99.8%** of which consisted of **non-hazardous material**. The **11.5% increase** compared to the previous year was mainly due to **higher production**, which was accompanied by more efficient use of materials to **proportionally reduce the amount of waste generated**. In fact, when considering the **waste-to-production volume ratio**, there is a **2.3% decrease** compared to 2023.



Insight: THE GROUP'S PATH TOWARDS THE CIRCULAR ECONOMY

A significant example of the Polli Group's commitment is the ISCC (International Sustainability and Carbon Certification) certification obtained for the recovery of oil waste at its Monsummano Terme facility, destined for biofuel production.

Furthermore, F.lli Polli has strengthened its environmental sustainability efforts by initiating a partnership with **ESO RECYCLING Società Benefit arl** to implement an **integrated system for the collection, processing, and recovery of company waste**. This initiative has made a tangible contribution to reducing the Company's environmental impact: it has avoided **301 kg of CO₂ emissions**—equivalent to **994 km not driven by a diesel car**—and comparable to the environmental benefit **of planting two trees**. These results have been **certified by a Life Cycle Assessment (LCA) certificate** issued by ESOweb - Società Benefit arl, confirming the validity of the avoided environmental impact.



ANNEX ENVIRONMENTAL

GRI STANDARDS 301-1: MATERIALS USED BY WEIGHT OR VOLUME

MATERIAL	2023		2024	
	TONS		TONS	
	RENEWABLE	NON-RENEWABLE	RENEWABLE	NON-RENEWABLE
OIL 	12.016	-	13.437	-
BASIL 	7.387	-	7.082	-
PEPPERS 	3.882	-	3.200	-
ADJUVANTS, SALT AND SUGAR 	3.151	-	2.817	-
TOMATO DERIVATIVES 	3.308	-	4.292	-
OLIVE 	1.992	-	2.073	-
DRIED TOMATOES 	1.836	-	2.171	-
ARTICHOKES 	1.894	-	1.107	-
DAIRY PRODUCTS 	1.726	-	2.353	-
ONIONS 	863	-	775	-

MATERIAL	2023		2024	
	TONS		TONS	
	RENEWABLE	NON-RENEWABLE	RENEWABLE	NON-RENEWABLE
VINEGAR 	981	-	1.081	-
FUNGI 	928	-	763	-
DRIED FRUIT 	826	-	1.016	-
CUCUMBERS 	736	-	524	-
GARLIC 	654	-	539	-
CAPERS 	454	-	623	-
CARROTS 	675	-	598	-
AUBERGINE 	440	-	241	-
PEPERONI JALAPENO 	72	-	183	-
CELERIAC 	232	-	251	-
RAPE 	76	-	72	-

GRI STANDARDS 301-1: MATERIALS USED BY WEIGHT OR VOLUME

MATERIAL	2023		2024	
	TONS		TONS	
	RENEWABLE	NON-RENEWABLE	RENEWABLE	NON-RENEWABLE
DRUGS AND FLAVOURINGS 	124	-	167	-
ZUCCHINI 	103	-	81	-
PEAS AND MORE 	113	-	79	-
FENNEL 	97	-	83	-
CAULIFLOWER 	46	-	44	-
TUNA 	56	-	65	-
WRUSTEL 	62	-	46	-
RADICCHIO 	-	-	9	-
LOMBARD PEPPERS 	33	-	43	-
POTATOES 	8	-	-	-
CELERY 	21	-	18	-

MATERIAL	2023		2024	
	TONS		TONS	
	RENEWABLE	NON-RENEWABLE	RENEWABLE	NON-RENEWABLE
THICKENER	523	-	667	-
GLASS	-	24.214	-	27.023
METAL	-	1.430	-	1.566
CARDBOARD	-	921	-	923
PLASTIC	-	396	-	376
OTHER	371	146	479	122
TOTAL	45.685	27.107	46.979	30.010

GRI STANDARDS 301-2: RECYCLED INPUT MATERIALS USED

MATERIAL	2023		2024	
	QUANTITY IN TONS	% RECYCLED MATERIAL	QUANTITY IN TONS	% RECYCLED MATERIAL
GLASS	24.214	37,3%	27.023	30,0%
METAL	1.430	58%	1.566	58%
CARDBOARD	921	90%	923	90%
PLASTIC	396	-	376	-
OTHER	146	-	122	-
TOTAL	27.017	98%	30.010	98%

GRI STANDARDS 302-1: ENERGY CONSUMED WITHIN THE ORGANIZATION
GRI STANDARDS 302-3: ENERGY INTENSITY

POWER CONSUMPTION TYPE OF CONSUMPTION	GJ	
	2023	2024
NON-RENEWABLE FUELS	96.782	98.263
NATURAL GAS	93.743	95.525
PETROL FOR TRANSPORT	15	14
DIESEL FUEL FOR VEHICLES (INDICATE ONLY THE CONSUMPTION FOR OWNED AND LEASED VEHICLES FOR A LONG PERIOD)	3.025	2.724
ELECTRICAL ENERGY	34.173	34.646
ELECTRICITY PURCHASED	29.107	31.341
OF WHICH FROM RENEWABLE SOURCES	-	-
OF WHICH FROM NON-RENEWABLE SOURCES	29.107	31.341
SELF-PRODUCED ELECTRICITY FROM RENEWABLE SOURCES (CONSUMED – SOLD TO THE GRID)	5.065	3.304
TOTAL CONSUMPTION		
TOTAL ENERGY CONSUMPTION	130.955	132.909
RENEWABLE ENERGY	5.065	3.304
NON-RENEWABLE ENERGY	125.889	129.604
ENERGY INTENSITY BY REVENUE (GJ/THOUSANDS OF EURO)	0,69	0,69

GRI STANDARDS 305-1: DIRECT (SCOPE 1) GHG EMISSIONS

EMISSIONI DIRETTE SCOPE 1 SCOPE 1	TONS CO2eq	
	2023	2024
NATURAL GAS	5.367	5.510
DIESEL FUEL FOR TRANSPORT	213	30
PETROL FOR TRANSPORT (INDICATE ONLY THE CONSUMPTION FOR OWNED AND LEASED VEHICLES OF LONG DURATION)	1	1
REFRIGERANT GASES	44	55
TOTAL SCOPE 1 EMISSIONS	5.625	5.597

GRI STANDARDS 305-2: INDIRECT (SCOPE 2) GHG EMISSIONS

INDIRECT SCOPE 2 EMISSIONS SCOPE 2	TONS CO2eq	
	2023	2024
PURCHASED ELECTRICITY – LOCATION BASED	2.274	2.446
PURCHASED ELECTRICITY – MARKET BASED	3.596	4.026
TOTAL EMISSIONS		
	2023	2024
TOTAL EMISSIONS (SCOPE 1 + SCOPE 2 - LOCATION BASED)	7.900	8.043
TOTAL EMISSIONS (SCOPE 1 + SCOPE 2 - MARKET BASED)	9.222	9.623

GRI STANDARDS 305-4 DISCLOSURE: GHG EMISSION INTENSITY

EMISSION INTENSITY	TONS CO2/ thousands of euro	
	2023	2024
EMISSIONS INTENSITY (SCOPE 1) BY TURNOVER IN THOUSANDS OF EURO	0,029	0,029
EMISSION INTENSITY (SCOPE 1 + SCOPE 2 - LOCATION BASED) BY TURNOVER IN THOUSANDS OF EURO	0,012	0,013
EMISSION INTENSITY (SCOPE 1 + SCOPE 2 - MARKET BASED) BY TURNOVER IN THOUSANDS OF EURO	0,019	0,021

GRI STANDARDS 305-7 DISCLOSURE: NITROGEN OXIDES (NOX), SULFUR OXIDES (SOX), AND OTHER SIGNIFICANT AIR EMISSIONS

OTHER SIGNIFICANT EMISSIONS	kg ¹²
	2024
NOx	1,8

GRI STANDARDS 306-3 (2020): WASTE GENERATED

WASTE PRODUCED	TONS	
	2023	2024
HAZARDOUS WASTE	12	14
NON-HAZARDOUS WASTE	6.878	7.459
TOTAL	6.890	7.473

¹² Note that the kilograms were calculated based on the samplings requested by AUA at an hourly flow rate and then converted to kilograms.

6. RESPONSIBILITY TOWARDS PEOPLE



MATERIAL ISSUES

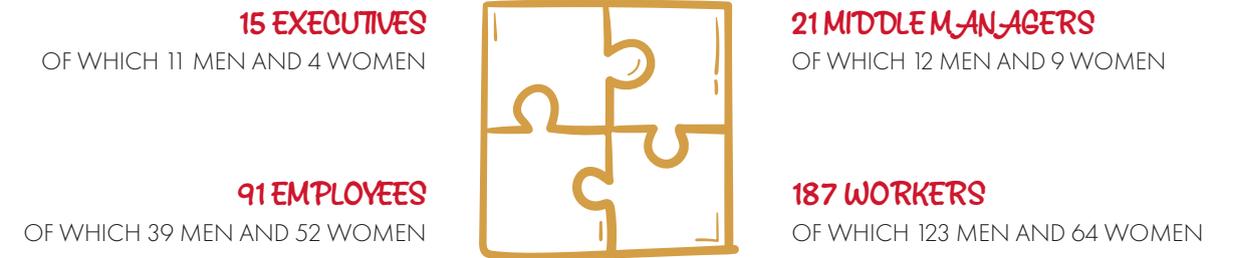


6.1 Our People

F.lli Polli recognises its employees and collaborators as valuable assets for the continuous growth and innovation of its business. The **centrality of people** and constant attention to their needs are the principles on which F.lli Polli's social responsibility model is based, ensuring working conditions that respect individual dignity and fostering the **creation of a safe, dynamic, and inclusive work environment**.

As of December 31, 2024, F.lli Polli had **314 employees**¹³ (+4.3% compared to 2023).

The most represented professional category is Workers (59.6%), followed by Employees (29.0%), Middle Managers (6.7%), and Executives (4.8%).



As of December 31, 2024, women make up 41% of the workforce, reflecting an increase of 2.2% compared to 2023.

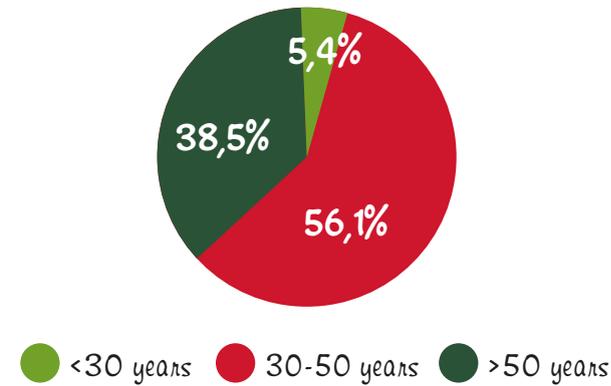
F.lli Polli is committed **to valuing the professional contribution of each employee and to building long-term relationships** based on principles of loyalty, mutual trust, and collaboration. 8.0% of employees work part-time, and all of them (314 out of 314) are employed under permanent contracts, providing a strong retention incentive for the Group's workforce.

¹³ The number of employees does not include temporary workers, who are mainly employed during the peak seasonal period, coinciding with the basil harvest campaign.

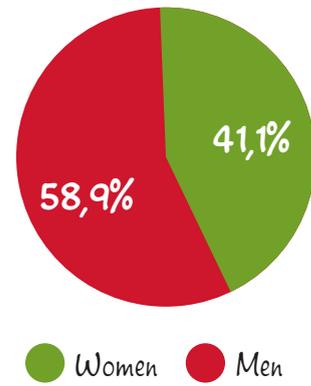


Regarding the composition of employees by age group, the **30 to 50 age bracket is predominant**, (56.1% of the workforce), while employees under 30 represent 5.4% and those over 50 make up the remaining 38.5%.

% OF EMPLOYEES BY AGE GROUP AS OF DECEMBER 31, 2024



% OF EMPLOYEES BY GENDER AS OF DECEMBER 31, 2024



It should be noted that almost all (99%) of F.lli Polli's employees are covered by collective labor agreements. Considering employees working in Italy, this figure is 100%.

In addition to employees, the workforce also includes 53 temporary agency workers (29 as of December 31, 2023) and 3 collaborators (consistent with 2023). Furthermore, F.lli Polli hires seasonal workers, especially during the peak period, which coincides with the basil harvest campaign.



¹⁴ This figure is calculated in HC as at 31.12.2024 and does not consider seasonal workers.

F.lli Polli rigorously applies criteria based on **meritocracy** and **professional skills** in managing its personnel, ensuring that every decision is aimed at **valuing the talent, experience, and contribution of everyone**. In terms of recruitment, in the coming years the Company will focus on hiring young talent, promoting generational turnover to ensure business continuity and long-term sustainability, in line with the evolution of roles and activities dictated by changes in the context and market. The goal is to create a **stimulating work environment** oriented towards merit recognition, with the aim of **consolidating long-term employment relationships** and minimizing turnover as much as possible. For recruiting, F.lli Polli usually relies on local agencies that, based on the provided job description, perform an initial CV screening.

In 2024, **30 new employees** joined F.lli Polli, representing 9.6% of the total workforce; 19 were men and 11 women. Regarding turnover, in 2024, 17 employees left the Company (equal to 5.4% of the workforce), compared to 26 in 2023.



6.2 Inclusion, Development and Well-being of Employees

F.lli Polli recognizes the **growth, development, and enhancement** of its employees as fundamental elements to ensure long-term business success.

Functional managers are responsible for defining individual or group **training plans**, covering mandatory training and the improvement of professional skills. For topics of collective interest, training plans are usually proposed by the HR Department.

During 2024, the Group provided **11,370 hours of training**, with an average of **36.2 hours per employee**. In the previous reporting year, total training hours were 2,360, with an average of 7.8 hours per employee. The significant increase in 2024 was also made possible by the Group’s access to the “Fondo Nuove Competenze” (New Skills Fund), a tool established by the Italian Ministry of Labour and Social Policies to support continuous employee training, promoting skill updates and the acquisition of new professional competencies. Thanks to this fund, the Group was able to expand and enhance its training offerings, consolidating continuous training as a strategic lever for the professional and personal growth of employees.

Specifically, training activities focused on **two priority areas: Occupational Health and Safety, and Food Quality and Safety**. Investment in these areas underscores the Company’s commitment to promoting safe working environments and ensuring high-quality standards throughout the production chain. In the coming years, training programs related to safety, quality culture, and food safety are expected to increase across all professional categories. Additionally, specific initiatives and training plans on the topic of female empowerment are planned.



11,370
THE NUMBER OF TRAINING HOURS IN 2024



36,2
TRAINING HOURS OF PER CAPITA

With the aim of creating a serene and creative work environment, F.lli Polli is committed to **respecting and promoting the principles of equality and non-discrimination**, offering equal opportunities to all employees. Over the years, F.lli Polli has worked tirelessly to build a workplace where every individual feels respected and valued, thereby contributing to the company’s growth and success. The processes of recruitment, selection, hiring, and professional development are based on objective evaluations of skills and job performance, without any form of discrimination. To further strengthen its commitment to safety and transparency, the Company has introduced the Group Whistleblowing procedure, aimed at improving the detection of potential risk situations. It is important to note that **during 2024, no actual or alleged cases of discrimination were reported**.

In this regard, gender differences are not relevant in determining salaries and wages; any average pay gaps between men and women are attributable to differences in professional seniority or the role held within F.lli Polli. The **ratio of the average base salary of women to men** in the Group varies by professional level and, in 2024, is as follows: 1.1 for Executives, 0.99 for Middle Managers, 0.99 for Employees, and 0.90 for Workers. Considering the **ratio of total average remuneration** of women to men for each employee category, the figures are: 1.1 for Executives, 0.83 for Middle Managers, 1.02 for Employees, and 0.84 for Workers.

At the same time, the Company encourages merit and value creation through the continuous expansion and **improvement of incentive systems**. Aware of the importance of employee well-being, F.lli Polli is evaluating new initiatives to make the corporate welfare system even more accessible and rich in opportunities.



Top left: G. Gallarati, N. Taylor, A. Dorigo, M. Russo, M. Giordano, M. Segura, A. Tuci, D. Merli, M. D’Ettore, M. Petti, M. Fraccaroli
In basso da sinistra: A. Dalla Via, P. Beretta, M. Polli

6.3 Health and Safety at Work

For F.lli Polli, **ensuring workplace safety** represents an essential commitment for the proper conduct of its activities. In this regard, the Group has implemented all necessary measures to provide a safe and healthy working environment, taking all reasonably practicable precautions to prevent accidents and injuries to employees, external collaborators, and visitors. The Company is constantly committed to protecting the physical and moral integrity of everyone present in its workplaces, **preventing risks and adopting effective measures to safeguard their safety**.

Particular attention is given to **strict compliance with current regulations** on workplace safety, hygiene, and health, **aiming to minimize risks** using the best technologies and appropriate equipment. In cases where risks cannot be eliminated, F.lli Polli is dedicated to their careful assessment and mitigation, adopting both collective and individual safety solutions. Any non-compliance detected, whether during work activities or inspections, is promptly managed and resolved by the Group efficiently and effectively.

Training and information on health and safety are a top priority for F.lli Polli: all members of the organization are adequately trained and updated to carry out their tasks safely. Moreover, the organization of work and operational procedures are structured to protect not only employees but also third parties and the community in which the Group operates.

During 2024, a portion of **training activities** was specifically dedicated to health and safety topics, reflecting the importance assigned to these areas within the employees' growth and awareness journey.

To ensure effective management of health and safety issues at the Group level, F.lli Polli has established a **dedicated role** for this area. Additionally, the Group has equipped itself with tools and procedures aimed at identifying potential workplace hazards and managing them correctly, including monthly **incident monitoring to analyze causes and define corrective actions**, as well as an **annual safety meeting** conducted in accordance with Article 85 of Legislative Decree 81/2008. Furthermore, within the scope of occupational health services, F.lli Polli works closely with the company physician, who regularly performs workplace inspections and health assessments as part of their responsibilities.

Regarding hazard identification, risk assessment, and incident investigations, the Group updated its **Risk Assessment Document (DVR)** during 2024, prepared in compliance with the requirements of Legislative Decree 9 April 2008, No. 81.

In addition, technical interventions were carried out during 2024 to increase the safety level of machinery.



11
ACCIDENTS AT WORK RECORDED IN 2024
FOR EMPLOYEES (12 in 2023)



3,9
EMPLOYEE INJURY RATE IN 2024
(-10.6% compared to 2023)

During 2024, there were 11 workplace accidents recorded among employees (12 in 2023), mainly due to cuts, collisions, or crush injuries. The employee accident rate for 2024 was 3.9 (with a decrease compared to 2023, when it was 4.4). The goal for 2025 is to achieve **zero workplace accidents**, supported by ongoing **health and safety training and targeted prevention projects**.

Regarding non-employee workers, there were 6 workplace accidents in 2024, none of which were severe. Overall, consistent with the previous year, there were no cases of workplace fatalities.



Claudia Polli, Manuela Polli, Maddalena Bobba.

SOCIAL ANNEX

GRI STANDARDS 2-7: INFORMATION ON EMPLOYEES AND OTHER WORKERS¹⁵

TOTAL NUMBER OF EMPLOYEES BROKEN DOWN BY TYPE OF CONTRACT (PERMANENT AND TEMPORARY) AND GENDER						
CONTRACT TYPE	AS OF 31 DECEMBER 2023			AS OF 31 DECEMBER 2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
PERMANENT	180	120	300	185	129	314
TEMPORARY	-	1	1	-	-	-
TOTAL	180	121	301	185	129	314

TOTAL NUMBER OF EMPLOYEES BROKEN DOWN BY TYPE OF CONTRACT (PERMANENT AND TEMPORARY), BY GENDER AND GEOGRAPHICAL AREA						
CONTRACT TYPE	AT 31 DECEMBER 2023			AS OF 31 DECEMBER 2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
ITALY	172	104	276	175	111	286
PERMANENT	172	104	276	175	111	286
TEMPORARY	-	-	-	-	-	-
FOREIGN	8	17	25	10	18	28
PERMANENT	8	16	24	10	18	28
TEMPORARY	-	1	1	-	-	-
TOTAL	180	121	301	185	129	314

¹⁵ The employee data shown in the following tables do not include seasonal workers, who are mainly employed during the peak period coinciding with the basil harvest campaign.

TOTAL NUMBER OF EMPLOYEES BY TYPE OF EMPLOYMENT (FULL-TIME AND PART-TIME), GENDER AND GEOGRAPHICAL AREA						
FULL-TIME / PART-TIME	AS OF 31 DECEMBER 2023			AS OF 31 DECEMBER 2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
ITALY	172	104	276	175	111	286
FULL-TIME	170	80	250	174	90	264
PART-TIME	2	24	26	1	21	22
NON-GUARANTEED HOURS	-	-	-	-	-	-
FOREIGN	8	17	25	10	18	28
FULL-TIME	8	14	22	10	15	25
PART-TIME	-	3	3	-	3	3
NON-GUARANTEED HOURS	-	-	-	-	-	-
TOTAL	180	121	301	185	129	314
OF WHICH FULL-TIME	178	94	272	184	105	289
OF WHICH PART-TIME	2	27	29	1	24	25
OF WHICH AT NON-GUARANTEED	-	-	-	-	-	-
PART-TIME PERCENTAGE	1,1%	22,3%	9,6%	0,5%	18,6%	8,0%

GRI STANDARDS 2-8: WORKERS WHO ARE NOT EMPLOYEES

TOTAL NUMBER OF EMPLOYEES BY TYPE OF CONTRACT AND GENDER						
CONTRACT TYPE	AS OF 31 DECEMBER 2023			AS OF 31 DECEMBER 2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
AGENCY WORKERS	20	9	29	41	12	53
SELF-EMPLOYED WORKERS (E.G. VAT NUMBER)	1	1	2	-	-	-
INTERNS	-	-	-	-	-	-
EXTERNAL COLLABORATORS	3	-	3	3	-	3
TOTAL	24	10	34	44	12	56

GRI STANDARDS 2-30: COLLECTIVE BARGAINING AGREEMENTS

PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS		
NUMBER OF EMPLOYEES	AS OF 31 DECEMBER 2023	AS OF 31 DECEMBER 2024
TOTAL EMPLOYEES	301	314
NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS	298	311
TOTAL PERCENTAGE	99,0%	99,0%

GRI STANDARDS 401-1: NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER ¹⁶

INCOMING EMPLOYEES BY GENDER, AGE GROUP AND GEOGRAPHICAL AREA												
NUMBER OF PEOPLE	2023											
	ITALY				FOREIGN				TOTAL			
	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE
MEN	5	17	5	27	-	-	-	-	5	17	5	27
WOMEN	1	10	3	14	3	-	-	3	4	10	3	17
TOTAL	6	27	8	41	3	-	-	3	9	27	8	44

INCOMING EMPLOYEES BY GENDER, AGE GROUP AND GEOGRAPHICAL AREA												
NUMBER OF PEOPLE	2024											
	ITALY				FOREIGN				TOTAL			
	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE
MEN	3	12	2	17	1	1	-	2	4	13	2	19
WOMEN	1	4	2	7	1	3	-	4	2	7	2	11
TOTAL	4	16	4	24	2	4	-	6	6	20	4	30

OUTGOING EMPLOYEES BY GENDER, AGE GROUP AND GEOGRAPHICAL AREA												
NUMBER OF PEOPLE	2023											
	ITALY				FOREIGN				TOTAL			
	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE
MEN	-	5	6	11	-	-	-	-	-	5	6	11
WOMEN	-	2	9	11	3	-	1	4	3	2	10	15
TOTAL	-	7	15	22	3	-	1	4	3	7	16	26

OUTGOING EMPLOYEES BY GENDER, AGE GROUP AND GEOGRAPHICAL AREA												
NUMBER OF PEOPLE	2024											
	ITALY				FOREIGN				TOTAL			
	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE
MEN	2	5	7	14	-	-	-	-	2	5	7	14
WOMEN	-	-	-	-	2	1	-	3	2	1	-	3
TOTAL	2	5	7	14	2	1	-	3	4	6	7	17

¹⁶ The employee data shown in the following tables do not include seasonal workers, who are mainly employed during the peak period coinciding with the basil harvest campaign.

RECRUITMENT RATE BY GENDER, AGE GROUP AND GEOGRAPHICAL AREA												
NUMBER OF PEOPLE	2023											
	ITALY				FOREIGN				TOTAL			
	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE
MEN	33,3%	18,9%	7,5%	15,7%	0,0%	0,0%	0,0%	0,0%	31,3%	18,3%	7,0%	15,0%
WOMEN	33,3%	15,4%	8,3%	13,5%	150,0%	0,0%	0,0%	17,6%	80,0%	13,7%	7,0%	14,0%
TOTAL	33,3%	17,4%	7,8%	14,9%	100,0%	0,0%	0,0%	12,0%	42,9%	16,3%	7,0%	14,6%

RECRUITMENT RATE BY GENDER, AGE GROUP AND GEOGRAPHICAL AREA												
NUMBER OF PEOPLE	2024											
	ITALY				FOREIGN				TOTAL			
	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE
MEN	25,0%	12,4%	3,0%	9,7%	50,0%	20,0%	-	20,0%	28,6%	12,7%	2,9%	10,3%
WOMEN	50,0%	6,3%	4,3%	6,3%	100%	27,3%	-	22,2%	66,7%	9,5%	3,8%	8,5%
TOTAL	28,6%	10,0%	3,6%	8,4%	66,7%	25,0%	-	21,4%	35,3%	11,4%	3,3%	9,6%

TURNOVER RATE BY GENDER, AGE GROUP AND GEOGRAPHICAL AREA												
NUMBER OF PEOPLE	2023											
	ITALY				FOREIGN				TOTAL			
	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE
MEN	0,0%	5,6%	9,0%	6,4%	0,0%	0,0%	0,0%	0,0%	0,0%	5,4%	8,5%	6,1%
WOMEN	0,0%	3,1%	25,0%	10,6%	150,0%	0,0%	14,3%	23,5%	60,0%	2,7%	23,3%	12,4%
TOTAL	0,0%	4,5%	14,6%	8,0%	100,0%	0,0%	9,1%	16,0%	14,3%	4,2%	14,0%	8,6%

TURNOVER RATE BY GENDER, AGE GROUP AND GEOGRAPHICAL AREA												
NUMBER OF PEOPLE	2024											
	ITALY				FOREIGN				TOTAL			
	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE
MEN	16,7%	5,2%	10,6%	8,0%	-	-	-	-	14,3%	4,9%	10,1%	7,6%
WOMEN	-	-	-	-	200%	9,1%	-	16,7%	66,7%	1,4%	-	2,3%
TOTAL	14,3%	3,1%	6,3%	4,9%	66,7%	6,3%	-	10,7%	23,5%	3,4%	5,8%	5,4%

GRI STANDARDS 404-1: INFORMATION AVERAGE HOURS OF ANNUAL TRAINING PER YEAR AND PER EMPLOYEE ¹⁷

HOURS OF TRAINING BY PROFESSIONAL CATEGORY AND GENDER - 2023						
PROFESSIONAL CATEGORY	NO. OF MEN'S HOURS	NO. OF HOURS PER CAPITA MEN	NO. OF WOMEN'S HOURS	NO. OF HOURS PER CAPITA WOMEN	TOTAL NUMBER OF HOURS	TOTAL PER CAPITA HOURS
EXECUTIVES	72	7,2	34	8,5	106	7,6
MIDDLE MANAGERS	30	3,3	2	0,3	32	2,0
EMPLOYEES	333	10,7	32	0,6	365	4,2
WORKERS	1.448	9,7	410	6,1	1.858	10,1
TOTAL	1.882	10,5	478	4,0	2.360	7,8

HOURS OF TRAINING BY PROFESSIONAL CATEGORY AND GENDER - 2024						
PROFESSIONAL CATEGORY	NO. OF MEN'S HOURS	NO. OF HOURS PER CAPITA MEN	NO. OF WOMEN'S HOURS	NO. OF HOURS PER CAPITA WOMEN	TOTAL NUMBER OF HOURS	TOTAL PER CAPITA HOURS
EXECUTIVES	542	49,3	236	59,0	778	51,9
MIDDLE MANAGERS	471	39,3	204	22,7	675	32,1
EMPLOYEES	2.030	52,1	2.688	51,7	4.718	51,8
WORKERS	3.898	31,7	1.301	20,3	5.199	27,8
TOTAL	6.941	37,5	4.429	34,3	11.370	36,2

¹⁷ The employee data shown in the following tables do not include seasonal workers, who are mainly employed during the peak period coinciding with the basil harvest campaign.

GRI STANDARDS 405-1: DIVERSITY OF GOVERNING BODIES AND EMPLOYEES ¹⁸

TOTAL NUMBER OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER						
PROFESSIONAL CATEGORY	AS OF 31 DECEMBER 2023			AS OF 31 DECEMBER 2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
EXECUTIVES	10	4	14	11	4	15
MIDDLE MANAGERS	10	6	16	12	9	21
EMPLOYEES	36	51	87	39	52	91
WORKERS	124	60	184	123	64	187
TOTAL	180	121	301	185	129	314

PERCENTUALE DI DIPENDENTI PER CATEGORIA PROFESSIONALE E GENERE (PERCENTUALI)						
PROFESSIONAL CATEGORY	AS OF 31 DECEMBER 2023			AS OF 31 DECEMBER 2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
EXECUTIVES	3,3%	1,3%	4,7%	3,5%	1,3%	4,8%
MIDDLE MANAGERS	3,3%	2,0%	5,3%	3,8%	2,9%	6,7%
EMPLOYEES	12,0%	16,9%	28,9%	12,4%	16,6%	29,0%
WORKERS	41,2%	19,9%	61,1%	39,2%	20,4%	59,6%
TOTAL	59,8%	40,2%	100,0%	58,9%	41,1%	100,0%

¹⁸ The employee data shown in the following tables do not include seasonal workers, who are mainly employed during the peak period coinciding with the basil harvest campaign.

TOTAL NUMBER OF EMPLOYEES BY PROFESSIONAL CATEGORY AND AGE GROUP								
PROFESSIONAL CATEGORY	AS OF 31 DECEMBER 2023				AS OF 31 DECEMBER 2024			
	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL
EXECUTIVES	-	8	6	14	-	6	9	15
MIDDLE	2	6	8	16	1	12	8	21
EMPLOYEES	11	50	26	87	9	52	30	91
WORKERS	8	102	74	184	7	106	74	187
TOTAL	21	166	114	301	17	176	121	314

PERCENTAGE OF EMPLOYEES BY JOB CATEGORY AND AGE GROUP								
PROFESSIONAL CATEGORY	AS OF 31 DECEMBER 2023				AS OF 31 DECEMBER 2024			
	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL
EXECUTIVES	0,0%	2,7%	2,0%	4,7%	0,0%	1,9%	2,9%	4,8%
MIDDLE	0,7%	2,0%	2,7%	5,3%	0,3%	3,8%	2,5%	6,7%
EMPLOYEES	3,7%	16,6%	8,6%	28,9%	2,9%	16,6%	9,6%	29,0%
WORKERS	2,7%	33,9%	24,6%	61,1%	2,2%	33,8%	23,6%	59,6%
TOTAL	7,0%	55,1%	37,9%	100,0%	5,4%	56,1%	38,5%	100,0%

COMPOSITION OF THE BOARD OF DIRECTORS BY GENDER AND AGE GROUP								
NUMBER OF PEOPLE	AS OF 31 DECEMBER 2023				AS OF 31 DECEMBER 2024			
	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL	<30 YEARS	30-50 YEARS	>50 YEARS	TOTAL
MEN	-	1	1	2	-	1	2	3
WOMEN	-	3	1	4	-	1	1	2
TOTAL	-	4	2	6	-	2	3	5

COMPOSITION OF THE BOARD OF DIRECTORS BY GENDER AND AGE GROUP (PERCENTAGE)								
NUMBER OF PEOPLE	AS OF 31 DECEMBER 2023				AS OF 31 DECEMBER 2024			
	<30	30-50	>50	TOTALE	<30	30-50	>50	TOTALE
MEN	0,0%	16,7%	16,7%	33,3%	0,0%	20,0%	40,0%	60,0%
WOMEN	0,0%	50,0%	16,7%	66,7%	0,0%	20,0%	20,0%	40,0%
TOTAL	0,0%	66,7%	33,3%	100,0%	0,0%	40,0%	60,0%	100,0%

GRI STANDARDS 405-2 DISCLOSURE: RATIO OF BASIC SALARY AND REMUNERATION ¹⁹

RATIO OF BASIC SALARY FOR WOMEN AND MEN BY CLASSIFICATION		
PROFESSIONAL CATEGORY	AS OF 31 DECEMBER 2023	AS OF 31 DECEMBER 2024
	RATIO OF WOMEN TO MEN	RATIO OF WOMEN TO MEN
EXECUTIVES	1,13	1,10
MIDDLE MANAGERS	0,89	0,99
EMPLOYEES	1,02	0,99
WORKERS	0,84	0,90
TOTAL	1,02	1,03

RATIO OF TOTAL FEMALE TO MALE SALARY BY CLASSIFICATION		
PROFESSIONAL CATEGORY	AT 31 DECEMBER 2023	AT 31 DECEMBER 2024
	RATIO OF WOMEN TO MEN	RATIO OF WOMEN TO MEN
EXECUTIVES	1,06	1,10
MIDDLE MANAGERS	0,81	0,83
EMPLOYEES	0,91	1,02
WORKERS	0,80	0,84
TOTAL	0,95	1,00

¹⁹ The employee data shown in the following tables do not include seasonal workers, who are mainly employed during the peak period coinciding with the basil harvest campaign.

INFORMATION GRI STANDARDS 403-9: WORK-RELATED INJURIES ²⁰

EMPLOYEES		
ACCIDENTS AT WORK		
NUMBER OF ACCIDENTS	2023	2024
TOTAL NUMBER OF DEATHS DUE TO ACCIDENTS AT WORK	-	-
TOTAL NUMBER OF RECORDABLE OCCUPATIONAL ACCIDENTS	12	11
OF WHICH TOTAL NUMBER OF SERIOUS OCCUPATIONAL ACCIDENTS (EXCLUDING	-	-
INJURY RATES		
RATE OF DEATHS DUE TO ACCIDENTS AT WORK	-	-
RATE OF RECORDABLE OCCUPATIONAL ACCIDENTS	4,4	3,9
RATE OF SERIOUS ACCIDENTS AT WORK (EXCLUDING FATALITIES) ²¹	-	-
HOURS WORKED	547.299	561.439

NON-EMPLOYEES OF THE GROUP		
ACCIDENTS AT WORK		
NUMBER OF ACCIDENTS	2022	2023
TOTAL NUMBER OF DEATHS DUE TO ACCIDENTS AT WORK	-	-
TOTAL NUMBER OF RECORDABLE OCCUPATIONAL ACCIDENTS	4	6
OF WHICH TOTAL NUMBER OF SERIOUS OCCUPATIONAL ACCIDENTS (EXCLUDING	1	-
INJURY RATES		
RATE OF DEATHS DUE TO ACCIDENTS AT WORK	-	-
RATE OF RECORDABLE OCCUPATIONAL ACCIDENTS ²²	7,7	8,7
TASSO DI INFORTUNI GRAVI SUL LAVORO (ESCLUDENDO I DECESSI)	1,9	-
ORE LAVORATE	104.262	137.547

²⁰ The employee data shown in the following tables do not include seasonal workers, who are mainly employed during the peak period coinciding with the basil harvest campaign.

²¹ Serious workplace accidents refer to accidents that result in a fatality or in an injury such that the employee cannot, or is not expected to, fully recover to their pre-accident health status within six months.

²² The accident rate was calculated as the ratio of the total number of accidents to the total hours worked, using a multiplication factor of 200,000.

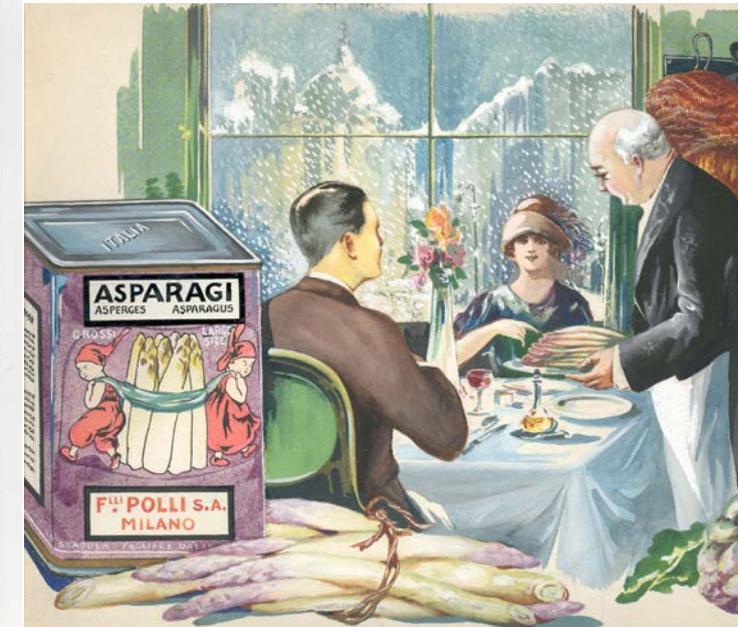
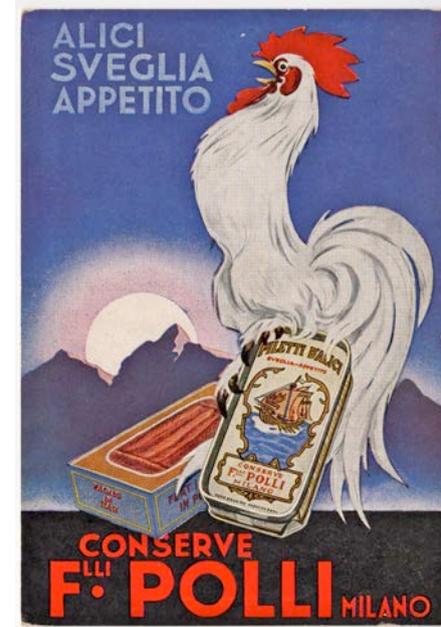
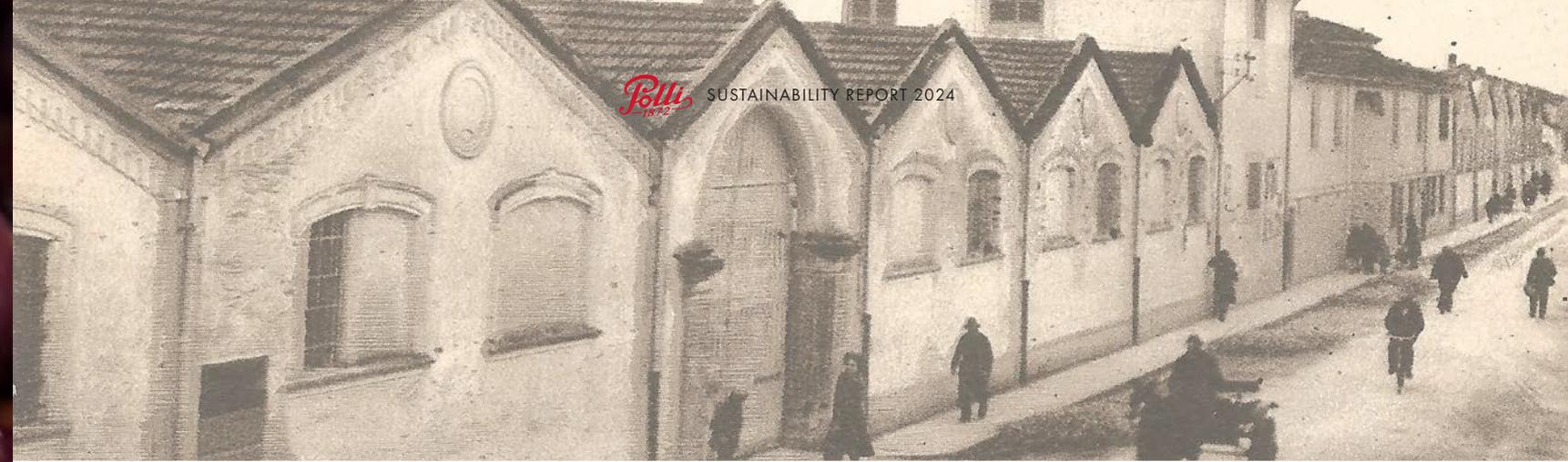
SEASONAL WORKERS ²³

MAXIMUM NUMBER OF A SEASONAL WORKERS		
REGION	2023	2024
ITALY	65	41
SPAIN	14	17
TOTAL	79	58

AVERAGE NUMBER OF SEASONAL WORKERS DIVIDED BY TYPE OF CONTRACT AND GENDER (ULA)						
AGE GROUP	2023			2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
<30 YEARS	3	2	5	4	2	6
30-50 YEARS	18	9	27	12	9	21
>50 YEARS	7	8	15	7	7	14
TOTAL	28	19	47	23	18	41

AVERAGE NUMBER OF SEASONAL WORKERS BY GENDER AND GEOGRAPHICAL AREA						
REGION	2023			2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
ITALY	25	14	39	21	12	33
FOREIGN	3	5	8	2	6	8
TOTAL	28	19	47	23	18	41

²³ All Seasonal Workers are full-time.



7. SOCIAL RESPONSIBILITY



84,5%
THE PERCENTAGE OF EXPENDITURE FROM ITALIAN SUPPLIERS (+3% compared to 2023)



3
CERTIFIED SUPPLY CHAINS (BASIL, MUSHROOMS, AND PEPPER)



Member of sedex smeta
TO FACILITATE DIALOGUE BETWEEN THE GROUP, CUSTOMERS, AND SUPPLIERS



25
AUDITS CARRIED OUT ON SUPPLIERS

MATERIAL ISSUES



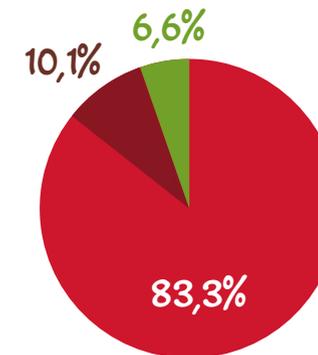
7.1 Supply Chain

F.lli Polli recognizes the fundamental role of supply chains in **ensuring the quality** and **safety** of its ingredients and is committed to **responsible** and **resilient procurement practices**. The Group places particular emphasis on maintaining relationships and conducting negotiations with its suppliers, aiming to establish solid partnerships characterized by mutual trust, transparency, and fairness. In fact, to ensure consistent quality for its customers, F.lli Polli **favors long-term relationships with its suppliers**.

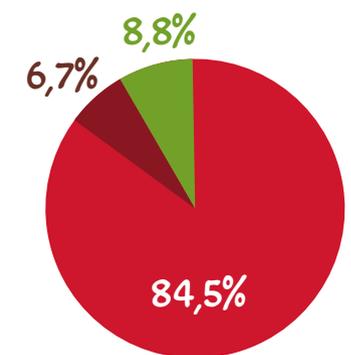
To promote relationships based on transparency, diligence, and integrity, the **Sustainable Procurement Charter** has been drafted, and the Supplier Code of Conduct has been distributed to all suppliers. To include aspects related to workplace safety and environmental protection, with a primary focus on quality, safety, and environmental sustainability, the audit checklists have been updated. Furthermore, specific KPIs related to sustainable procurement have been defined, particularly regarding the coverage of the supplier base in terms of submission and acceptance of these two key documents. Additionally, a reference to the Fratelli Polli **Code of Ethics** is included in supply contracts.

In addition, in the selection of its suppliers, F.lli Polli tends to favor **Italian suppliers, 84.5% in 2024** (+1.4% compared to 2023), with the aim of forging solid ties with the community and boosting the local economy²⁴. The proportions of expenditure according to the geographical distribution of purchases for 2023 and 2024 are shown below:

% OF EXPENDITURE BY GEOGRAPHICAL AREA IN 2023



% OF EXPENDITURE BY GEOGRAPHICAL AREA IN 2024



● Italy ● Spain ● Others*

*Other: Turkey, Morocco, Netherlands, UK, Belgium, India, Germany, Greece, Hungary and Portugal.

²⁴ Local means Italy and Spain, where the Group's plants are located.

Supplier audits were also conducted during 2024 with the aim of verifying aspects related to product quality and food safety. The main purpose of these audits was to control product quality, particularly for suppliers of agricultural products such as vegetables, while for processors and producers (cheese, spices, nuts), the focus was primarily on food safety. Audits were also carried out on packaging suppliers (glass and caps). Supplier selection for audits was based on volumes, giving priority to suppliers who do not hold food safety certification or who have previously presented non-compliances.

In 2024, F.lli Polli continued the project of **evaluating new suppliers** according to **ESG criteria**, which was launched in 2023. During the year, five new suppliers were assessed based on environmental parameters. Specifically, these criteria include having a formal Environmental Policy, consistently and rigorously complying with environmental laws and regulations, ensuring operational and environmental efficiency of processes, committing to reducing waste and resource consumption, preventing pollution, and protecting the environment, as well as obtaining ISO 14001 certification.

F.lli Polli is a member of **SEDEX**, a non-profit organization established to promote ethical principles along global supply chains. SEDEX is the largest platform in Europe for collecting and analyzing data on the ethical conduct of supply chains. SEDEX has developed the **SMETA (Sedex Members Ethical Trade Audit)** procedure, which gathers best practices for conducting ethical and social audits at supplier sites.

For the second consecutive year, F.lli Polli voluntarily underwent the **EcoVadis assessment**, completing the questionnaire that analyzes company performance in environmental, social, and ethical areas. In 2024, the Company received the **Commitment Badge**, a recognition that certifies a performance rated as “good” according to the methodology adopted.



Since 2020, F.lli Polli has established a **certified agricultural supply chain for basil under UNI 22005 and DPT 035 standards**, expanding the certification in 2023 to include **peppers** and **mushrooms**. A supply chain is considered “certified” when an external body verifies its compliance and operation according to specific standards. In F.lli Polli’s supply chain, raw materials are monitored and managed according to a strict protocol to maintain freshness and organoleptic characteristics.

F.lli Polli ensures the Italian origin and freshness of its products by managing and controlling the entire process from sowing to production, ensuring that raw materials are harvested at peak ripeness and processed as quickly as possible.

“Innovation and the quality of raw materials are the strengths that have characterized the history and entrepreneurial successes of Fratelli Polli. This important certification provides an additional guarantee for our customers, as the food product they purchase is the result of a process managed and controlled from its origin throughout the entire supply chain.”

Manuela Polli, Chairman of the Board of Directors and Head of Corporate Strategy & Development

Below are the main characteristics of the three supply chains of the F.lli Polli brand²⁵ and the related certifications:

	<p>BASIL</p> <p>The basil used in F.lli Polli’s pestos is guaranteed to be 100% certified Italian origin. It is harvested from the farms in the supply chain, transported to the production facilities, and processed within 24 hours of harvesting.</p>	<p>CSQA – ISO22005 CERT. N. 71049</p> <p>DTP035 CERT. N. 71050</p>
	<p>MUSHROOMS</p> <p>The champignon mushrooms used in F.lli Polli’s preserved products come from a certified supply chain. They are grown and harvested by farms affiliated with the Treviso Mushroom Consortium.</p>	<p>CSQA – ISO22005 CERT. N. 71049</p> <p>DTP035 CERT. N. 71050</p>
	<p>PEPPERS</p> <p>The pestos and vegetable preserves are made with peppers grown and harvested by farms within the supply chain. The peppers are processed fresh within 24 hours of harvesting and immediately transported to the production facilities.</p>	<p>CSQA – ISO22005 CERT. N. 80596</p> <p>DTP035 CERT. N. 80597</p>

From a sustainable development perspective, among the short-term objectives already underway, F.lli Polli has established **partnerships with agricultural producers** to adopt cultivation techniques that improve adaptation to extreme weather conditions and reduce the use of plant protection products. Starting in 2024, a process was also launched to select and implement an IT management system equipped with a weather station and sensors for monitoring humidity, aimed at optimizing irrigation water management, reducing water consumption, and limiting the development of plant pathogens and the use of agrochemicals.

The Group has also strengthened existing partnerships by promoting **agricultural practices aimed at reducing water resource exploitation**, rationalizing the use of agrochemicals, and fostering a balanced production system in harmony with the ecosystem and local communities, through the creation of **local agricultural supply chains**.

From a long-term perspective, the Group is committed to reinforcing its supply chains by monitoring 100% of suppliers according to environmental, social, and ethical sustainability criteria. In support of this commitment, the importance of the **Sustainable Procurement Charter** is emphasized, which in 2024 was drafted and distributed to all suppliers, formalizing the adoption of sustainable criteria in the evaluation and accreditation processes of its business partners.

²⁵ It should be noted that the supply chains described below refer only to F.lli Polli brand products.

7.2 Relationship with the Communities

It is crucial for companies to establish a **deep and collaborative relationship with local communities**, as **creating shared value** is essential for the Group's well-being and business success. Over time, F.lli Polli has strengthened its strong connection with the territory in which it operates, showing solidarity and providing concrete support to local realities. This close daily relationship translates into a **tangible contribution to the social, economic, and environmental development of the area**.

Specifically, during 2024, **over €384,000 was donated to support the local community**, a significant increase compared to 2023 (+39.3%), demonstrating that, for the Polli Group, working closely with and **contributing to the development and well-being of the communities in which it operates** remains a central goal for business success.

Among the many charitable initiatives, the Company actively collaborates with severe non-profit organizations, including **Banco Alimentare Toscana** and **Caritas**. These organizations focus on the recovery and redistribution of food surpluses and unsold products, which are donated by F.lli Polli and other companies in the food sector, depending on availability.

In 2023, F.lli Polli inaugurated the **Polli 1872 Playground** in Monsummano Terme, the headquarters of F.lli Polli. This previously abandoned area was transformed into a space equipped with playground structures. The Polli Playground is now the only **area dedicated to young children** in Monsummano Terme and provides local children with the opportunity to play outdoors and connect with nature. In 2024, children in the community continued to benefit from this space, which **represents an important social and environmental resource for the community**.

To reinforce this commitment, Polli's social and environmental initiatives will be communicated to consumers via the company website and social media, aiming to encourage careful and responsible behavior towards the environment and the local community.

In addition to initiatives benefiting the local community, F.lli Polli actively supports environmental protection and biodiversity. In 2023, through a collaboration with **Beeing**, Polli adopted five beehives managed by Tuscan beekeeper Clarissa Bitossi, who holds a degree in Animal Production Science and Technology. In 2024, continuing this partnership, Polli became the owner of an apiary consisting of five hives located near the Polli facility in Lozzo Atestino, in the heart of the Euganean Hills, further strengthening its commitment to biodiversity and environmental sustainability. This initiative not only contributes to the protection of bees but also supports terrestrial biodiversity, recognizing the crucial role of bees in pollination and food production.

Additionally, F.lli Polli supports the following associations:

	<p>FAFCE (European Federation of Catholic Families) Aims to promote and defend the values and rights of families in Europe, based on the principles of the social doctrine of the Catholic Church.</p>
	<p>A18 Autism Foundation Dedicates time and resources to the problems of adults with autism spectrum disorders and implements specific programs aimed at facilitating the social and work integration of adults with autism.</p>
	<p>European Institute of Oncology (IEO) Primarily focuses on the prevention, diagnosis, and treatment of tumors, using an integrated approach that combines scientific research, clinical innovation, and specialized training in the field of oncology.</p>
	<p>Fondazione Giacomo Ponzzone Promotes scientific research, training, and care activities in the field of medicine, with particular attention to the treatment of congenital diseases.</p>



Insight: **THE COLLABORATION WITH FEDABO ECOSYSTEM**

F.lli Polli actively participates in the **Ecosistema Fedabo** project to contribute to **the preservation of the forest and river ecosystems** of the Val Camonica and surrounding valleys. The project aims to enhance the ecological and natural value of the Camonica territory and the Oglio river ecosystem. In 2023, Polli supported the rehabilitation of 80 meters of the **“Sentiero Verde del Lazaret”** in the municipality of Colere, province of Bergamo, and the restoration of 200 sqm of the **forest area in Gianico**, in the Strada dei Tedeschi locality (BS), which extends over 30,000 sqm. In 2024, also in the municipality of Gianico, Polli contributed to the rehabilitation of an additional 200 sqm of forest area.

Through these actions, the Company supports the active and sustainable management of forests and natural resources, also intervening in the **restoration of mountain trails** and promoting the **ecological and landscape enhancement of the area**.



ANNEX SUPPLY CHAIN

GRI STANDARDS 204-1: PROPORTION OF EXPENDITURE ON LOCAL SUPPLIERS

REGION	PURCHASE DISTRIBUTION ²⁶			
	2023		2024	
	SPEND IN €	€ %	SPEND IN €	€ %
ITALY	90.365.413	83,3%	93.381.046	84,5%
SPAIN	11.009.940	10,1%	7.435.261	6,7%
OTHER ²⁷	7.159.972	6,6%	9.670.866	8,8%
TOTAL	108.535.325	100,0%	110.487.173	100,0%

²⁶ Local Suppliers are those based in Italy.

²⁷ The category “Other” refers to the following countries: Turkey, Morocco, Netherlands, UK, Belgium, India, Germany, Greece, Portugal, and Hungary.

MATERIAL TOPICS	IMPACTS	IMPACT DESCRIPTION	NATURE OF IMPACT		IMPACT MANAGEMENT
EMISSIONS AND CLIMATE CHANGE	Direct and indirect GHG emissions generation (Scope 1 and 2)	Contribution to climate change through direct and indirect energy-related GHG emissions from activities carried out at the Group's offices and sites.	NEGATIVE	Current	Improve or implement initiatives aimed at reducing greenhouse gas emissions, such as the production and use of energy from renewable sources, the purchase of green energy, and the offsetting of residual emissions.
	Indirect GHG emissions generation (Scope 3)	Generation of indirect climate-altering emissions produced in the value chain as a result of the activities carried out.	NEGATIVE	Current	
	Energy consumption	Consumption of energy from renewable and non-renewable sources, with resulting negative environmental impacts and depletion of energy stocks	NEGATIVE	Current	Develop energy efficiency initiatives in order to reduce energy consumption.
POLLUTION	Emission of pollutants into the atmosphere	Release of pollutants into the atmosphere, with a negative impact on air quality and ecosystems, including human and animal health, such as sulfur oxides (SOx), nitrogen oxides (NOx), and, in particular, particulate matter (PM), volatile organic compounds (VOCs), and carbon monoxide (CO).	NEGATIVE	Current	Develop and adopt emission control and monitoring technologies to reduce the number of pollutants released into the atmosphere, optimize production processes, and use less polluting fuels, in order to improve air quality and protect the health of ecosystems and communities.
		Implementare sistemi di trattamento e controllo degli scarichi idrici per prevenire il rilascio di agenti inquinanti nelle acque sotterranee, garantire il rispetto dei limiti normativi e ottimizzare la gestione delle acque reflue, al fine di proteggere le risorse idriche e preservare l'equilibrio degli ecosistemi.			Attuale
	Contamination of groundwater through wastewater discharges	Release of pollutants into water, resulting in groundwater contamination due to suboptimal wastewater management.	NEGATIVE		
	Generation of microplastics	Release of pollutant microplastics into the environment resulting from the Group companies' production activities, actors along the value chain, and the use of plastic packaging.	NEGATIVE	Current	Reduce the release of microplastics by adopting alternative and sustainable packaging materials, implementing controlled production processes, and promoting responsible practices throughout the entire value chain, with the goal of minimizing environmental pollution and protecting ecosystems.

MATERIAL TOPICS	IMPACTS	IMPACT DESCRIPTION	NATURE OF IMPACT		IMPACT MANAGEMENT
ECOSYSTEMS AND BIODIVERSITY	Depletion of ecosystems and biodiversity connected to business activities.	Conversion and reduction of natural ecosystems through deforestation and/or severe degradation linked to business activities.	NEGATIVE	Current	Adopt sustainable land management practices to prevent the conversion and degradation of natural ecosystems, promote reforestation and environmental restoration activities, and integrate biodiversity protection criteria into operational decisions, in order to preserve natural resources and ensure the sustainability of business activities.
	Depletion of ecosystems and biodiversity linked to value chain activities.	Conversion and reduction of natural ecosystems through deforestation and/or severe degradation linked to its supply chain.	NEGATIVE	Current	
CIRCULAR ECONOMY	Creation of a certified supply chain	Methods and procedures to trace the source, origin, or production conditions of raw materials and finished products.	POSITIVE	Current	Integrate sustainability criteria into supply chain management through procurement processes that allow for the evaluation and selection of suppliers based on environmental and social criteria, encouraging responsible and sustainable practices along the value chain.
	Impacts during the product life cycle	Negative impacts generated by packaging throughout its entire life cycle (from cradle, including the extraction and processing of raw materials, to end-of-life after use).	NEGATIVE	Current	Promote the use of packaging materials with a reduced environmental impact, favouring, wherever possible, the use of recovered, reused, or recycled materials.
	Sustainable and innovative product development	Promotion of sustainable product development, including through investments in research and development, with the aim of reducing their environmental impact.	POSITIVE	Potential	Continuously improve sustainability performance through innovative product and process projects.
	Recycling and reuse of waste and industrial symbiosis activities	Practices for reusing and reintroducing production waste into the manufacturing process following recovery and recycling operations, also within a circular economy perspective.	POSITIVE	Potential	Optimize waste management by minimizing its generation wherever possible and, at the same time, adopting circular economy practices to valorize waste as a resource through initiatives for the recovery or reuse of materials and/or production scrap.
	Waste generation	Environmental impacts related to the generation of hazardous and non-hazardous waste and their inadequate disposal.	NEGATIVE	Current	

MATERIAL TOPICS	IMPACTS	IMPACT DESCRIPTION	NATURE OF IMPACT		IMPACT MANAGEMENT
INTERNAL WORKFORCE	Employee well-being	Promotion of employee well-being through the implementation of dedicated well-being activities and benefits within a healthy and stimulating work environment.	POSITIVE	Current	Promote employee well-being through the implementation of well-being programs, the provision of targeted benefits, and the creation of a safe, inclusive, and motivating work environment, with the goal of improving quality of work life and increasing satisfaction and productivity.
	Accidents at work	Workplace accidents or other incidents with negative consequences for the health of employees or external collaborators.	NEGATIVE	Current	Ensure the adoption of the best policies, practices, and management systems aimed at both reducing the risk of accidents and enhancing prevention and workplace safety controls.
	Talent management and development	Promotion of a positive work environment through the development of HR policies aimed at attracting and empowering employees.	POSITIVE	Potential	Implement HR policies aimed at attracting, training, and enhancing employees, fostering an inclusive and stimulating work environment that supports professional growth and skill development within the organization.
	Meeting employee expectations in terms of well-being	Adoption of practices in terms of well-being (e.g., flexible working hours, job security) that meet employees' expectations, resulting in impacts on employee satisfaction.	POSITIVE	Potential	Guarantee the best working conditions and respect for workers' rights, allowing the expression of talents, the enhancement and development of human resources. Promote welfare initiatives aimed at increasing the well-being of workers and their families
	Development and enhancement of workers' skills through training activities	Improvement of workers' skills through training and professional development activities, general and technical programs, also linked to growth objectives and personalized evaluation (e.g., career development plans).	POSITIVE	Current	

MATERIAL TOPICS	IMPACTS	IMPACT DESCRIPTION	NATURE OF IMPACT		IMPACT MANAGEMENT
WORKERS IN THE VALUE CHAIN	Strengthening relationships with key partners	Strengthen relationships with key partners and stakeholders in the sector and value chain through initiatives aimed at listening to and responding to their needs.	POSITIVE	Potential	Promote continuous and collaborative dialogue with key partners and stakeholders in the value chain through active listening initiatives and targeted responses to their needs, in order to strengthen relationships and foster sustainable, long-term collaboration.
	Lack of diversity among workers in the value chain	Lack of diversity (e.g., gender, geographic origin, background, disability) among workers in the value chain, with direct and indirect impacts on the promotion of equality.	NEGATIVE	Potential	Promote inclusive policies and selection criteria that encourage gender, geographic, cultural, and ability diversity among workers in the value chain, in order to support equality, value differences, and create a fair and inclusive work environment.
	Cases of human rights violations within the organization and its value chain	Violation of human rights along the value chain, such as the right to freedom of association and collective bargaining, child labor, and forced or compulsory labor	NEGATIVE	Potential	Implement and strengthen due diligence policies and procedures throughout the entire value chain to prevent and address human rights violations, ensuring respect for freedom of association, the prohibition of child and forced labor, and promoting decent working conditions in compliance with international standards.
LOCAL COMMUNITIES	Economic support for associations belonging to the local community	Support for local communities through contributions and donations to promote a positive economic, social, cultural, and/or environmental impact where the Organization is physically present.	POSITIVE	Current	Ensure solid and sustainable economic performance through management practices that guarantee long-term value creation.
	Contribution to healthy diets	The organization's commitment to ensuring quality, safe, and nutritious products that meet people's dietary needs and food preferences for an active and healthy life.	POSITIVE	Current	Promote healthy and balanced eating through dedicated information campaigns and awareness activities, with particular attention to young people and the fight against food waste.
	Promoting food education	Implementation of food education activities, including collaborations with schools, universities, and nutrition experts, aimed at employees and consumers.	POSITIVE	Current	

RELEVANT RISKS AND OPPORTUNITIES ²⁸

MATERIAL TOPICS	IMPACTS	IMPACT DESCRIPTION	NATURE OF IMPACT	IMPACT MANAGEMENT	
CONSUMERS AND END USERS	Positive dialogue with the Company's customers	Promotion of positive dialogue with the Company's customers, ensuring a good brand experience by providing all relevant information both online and in stores.	POSITIVE	Current	Foster open and transparent dialogue with customers through clear and comprehensive communication of product and brand information, both online and in stores, to ensure a positive shopping experience and strengthen brand trust.
BUSINESS CONDUCT	Creation of a local supply chain	Methods and procedures to create a panel of suppliers located in areas close to where the organization operates and produces.	POSITIVE	Potential	Ensure solid and sustainable economic performance through management practices that can guarantee long-term value creation.
	Contribution to improving the ESG performance of suppliers	Contributing to the improvement of suppliers' ESG performance promotes sustainable, ethical, and responsible practices throughout the entire supply chain.	POSITIVE	Potential	

TOPIC RELATED MATERIAL	CATEGORY	RISK / OPPORTUNITY	RISK / OPPORTUNITY DESCRIPTION
ECOSYSTEMS AND BIODIVERSITY	RISK	Climate change and impacts on agricultural biodiversity	Climate change could compromise the quality and availability of agricultural resources necessary for food production, negatively affecting crop biodiversity and agricultural ecosystems, with potential economic and operational damage to the Group.
CONSUMERS AND END CUSTOMERS	OPPORTUNITY	Technological innovation for traceability and communication	The adoption of new technologies, such as blockchain for supply chain traceability and digital labeling, can improve transparency and strengthen the Group's reputation, increasing consumer trust and competitive advantage in markets that are more focused on sustainability and quality.
BUSINESS CONDUCT	OPPORTUNITY	Leadership in ESG	A proactive approach to sustainability and clear leadership in ESG enable the Group to anticipate market trends, respond effectively to stakeholder demands, and strengthen its reputation. This translates into a competitive advantage, increased attractiveness for investors and talent, as well as more resilient management of environmental and social risks.

²⁸ Risks and Opportunities identified as material following Financial Materiality.

METHODOLOGICAL NOTE

This document represents the Sustainability Report of F.lli Polli and its subsidiaries (hereinafter also referred to as “F.lli Polli,” “Polli Group,” “Group,” or “Company”), voluntarily prepared to describe the activities, initiatives, and key results achieved regarding economic, environmental, and social aspects, and covers the period from January 1 to December 31, 2024.

The document, prepared annually, reflects the Group’s commitment to sharing with its stakeholders, in a spirit of increasing transparency, the most significant qualitative and quantitative information regarding its corporate responsibility model.

For the purposes of preparing the Sustainability Report, the reporting content was selected based on the results of the materiality analysis, which identified the relevant, or “material,” aspects for F.lli Polli and its stakeholders, considering the guidelines of the GRI – Global Reporting Initiative (hereinafter also “GRI”), focused on the principle of materiality. For details on the materiality analysis conducted by the Group, which for the first time allowed the identification not only of Impacts but also of relevant Risks and Opportunities, please refer to the section “The Materiality Analysis” in this document.

The document has been prepared in accordance with the “Global Reporting Initiative Sustainability Reporting Standards” defined by the GRI, under the “In accordance” option.

The scope of the economic, financial, and social data and information corresponds to that of the consolidated financial statements of F.lli Polli as of December 31, 2024.

To allow for data comparability over time and to assess business performance trends, comparisons with data from the previous year are provided where available. To ensure the integrity of the document and provide an accurate representation of performance, the use of estimates has been minimized; where present, they are clearly indicated and based on the best available methodologies.

The 2024 Sustainability Report has not been verified by an independent third party and is also publicly available on the Group’s website, accessible at the following address: www.polli.it

For information regarding the document, please refer to the following contact: polli@polli.it

GRI content index

DECLARATION OF USE	F.lli Polli S.r.l. submitted a report in accordance with the GRI Standards for the period from 01.01.2024 to 31.12.2024.
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