


# 2025 SUSTAINABILITY REPORT



"It is with great pride that we present our fourth Sustainability Report in these pages.

I would like to thank everyone who contributes every day to this journey, driven by ambitious goals

and a shared commitment to continuing to build a company that not only creates value,

but, above all, acts responsibly towards

our planet Earth and future generations."

Manuela Polli



Polli®
1872

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# LETTER TO STAKEHOLDERS

Dear Stakeholders,

the international context continues to be characterized by high levels of complexity and uncertainty. Geopolitical tensions, volatility in commodity markets, and the redefinition of global trade balances are profoundly influencing the economy and production chains, requiring companies to develop increasing capacity for adaptation and strategic vision.

For the **Polli Group**, this scenario represents not an obstacle, but rather a stimulus to further strengthen its own solidity and resilience. It is precisely in moments of greatest instability that the value of consolidated supply chain relationships, the effectiveness of flexible organizational models, and the importance of corporate principles capable of guiding decisions even in continuously evolving contexts emerge. To this is added market demand is increasingly sensitive to sustainability issues, which confirms the validity of the path undertaken by the Group and its coherence with the expectations of consumers and stakeholders.

With the publication of the **fourth edition of the Sustainability Report**, we wish to recount with transparency and sense of responsibility the results achieved, the objectives pursued, and the vision that continues to guide our path of sustainable growth. This document represents not only a reporting tool, but also a moment of reflection on the value we intend to generate in the long term for people, the environment, territories, and all the subjects with whom we interact.

During 2025, the Group's commitment to environmental sustainability further consolidated. A particularly significant milestone is represented by the launch of **preparatory activities** for the first quantification of **GHG emissions from Scope 3**, which will be completed on the occasion of the next Sustainability Report, thus strengthening the organization's capacity to understand and manage its climate impacts in an increasingly comprehensive manner.

In this context, the Group, following the calculation of GHG emissions from Scope 3, will launch its own path toward commitment to the **Science Based Targets initiative (SBTi)**, with the objective of defining emission reduction targets consistent with climate science and international decarbonization commitments. This initiative represents a significant step in strengthening the Group's climate strategy and its progressive integration into corporate decision-making processes.

On the energy front, all Group companies were powered **100% by certified renewable electricity** through **Guarantees of Origin (GO)**, ensuring a supply entirely sourced from renewable sources. This result is directly reflected in Scope 2 emissions calculated according to the market-based approach, which in 2025 amount to zero tons of $CO_2$ equivalent.

In parallel, the share of **self-produced energy** has grown significantly thanks to investments made in photovoltaic systems installed at the Group's production sites. Solar energy production recorded an increase of **more than 15%** compared to the previous year, contributing to progressively reducing dependence on external energy sources and emissions associated with energy consumption. On the emissions front, the overall Emission Intensity Index resulted in a 34% reduction compared to 2024 (Scope 1 + Scope 2 Market Based).

Always with a view to reducing and tracing the carbon footprint, during the year the Group achieved a further important result with the attainment, for the second consecutive year of **compliance with the PAS 2060:2014 standard** for some products in the Pesto alla Genovese line.

The commitment to sustainability is also translated into the valorization of agricultural supply chains and the guarantee of maximum transparency throughout the entire production path. In this area, the Group has consolidated over the years **Controlled Supply Chain Certifications** for Italian basil, subsequently extending this approach also to peppers and mushrooms. With regard to basil, the traceability system is certified according to **ISO 22005** and **DTP 035 standards**, guaranteeing the traceability of raw materials throughout all phases of the supply chain. These results testify to the will to combine quality, food safety, valorization of local production, and sustainability, further strengthening the relationship of trust with consumers and stakeholders.

Alongside environmental objectives, attention to People continues to represent one of the fundamental pillars of our development model. In 2025, we continued the path aimed at guaranteeing increasingly **safe, inclusive work environments** oriented toward the **well-being of employees**, while promoting initiatives dedicated to the **valorization of diversity and gender equality**. We are convinced that human capital constitutes an essential strategic resource and that respect, inclusion, and professional growth are determining factors for value creation in the long term.

Also, on the front of governance and compliance, the Group has confirmed its commitment to maximum correctness and transparency in the conduct of business activities, ensuring full compliance with applicable regulations and promoting **behaviors consistent with the values that have always distinguished our reality**. The trust of our stakeholders is indeed founded on the capacity to translate principles and commitments into concrete and verifiable actions.

The results achieved during the year do not represent an end point, but rather a confirmation of the validity of the path undertaken and a stimulus to pursue increasingly ambitious objectives. We look to the future with the awareness that sustainability challenges require a long-term vision, capacity for innovation, and constant collaboration with all our stakeholders. It is through dialogue, comparison, and the sharing of expertise that we build that lasting value capable of generating benefits for the enterprise, for people, and for society.

The pages that follow recount this path: the results achieved, the commitments undertaken, and the vision that will continue to guide our strategic and operational choices in the years to come.

Finally, we wish to extend our heartfelt thanks to all the People of the Polli Group, who every day contribute with professionalism, passion, and dedication to the achievement of our objectives, as well as to all stakeholders who continue to support us and accompany us along the path of sustainable and responsible growth that we have chosen to undertake.



CEO Marco Fraccaroli







Marco Fraccaroli, Manuela Polli, Filippo Rossi

## POLLI SUSTAINABILITY MANIFESTO

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

Our commitment does not stop with the environment. **"Vivere Polli"** also means **guaranteeing high-quality products** that deliver on their promises **of taste and nutritional benefits**, and **creating a positive, inclusive work** environment for our people. We strongly believe that merit should be recognized and that every individual should feel like an integral part of a **shared vision**.

The support of our Customers is essential. **We carefully listen** to their needs and suggestions, translating them into the **continuous improvement of our products and processes**. Combining economic growth and sustainability forms the foundation of everything we do, with the goal of ensuring maximum quality and satisfaction, while safeguarding the Planet and promoting the well-being of People.













# 1. F.LLI POLLI'S 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

**Over 205 Millions**
UNITS PRODUCED IN 2025

**Over 30**
VARIETIES OF VEGETABLES PROCESSED
THROUGHOUT THE YEAR

**314 employees**
AS OF 31.12.2025 AND 68 TEMPORARY
WORKERS ON AVERAGE DURING 2025

**Over 6,800 hours**
OF TRAINING PROVIDED DURING 2025

**100%**
OF ELECTRICITY PURCHASED THROUGH
GUARANTEES OF ORIGIN

**Scope 2 market-based: 0 tCO2e**
ZERO MARKET-BASED SCOPE 2 EMISSIONS,
THANKS TO THE PURCHASE OF 100% CERTIFIED
ELECTRICITY THROUGH GUARANTEES OF ORIGIN

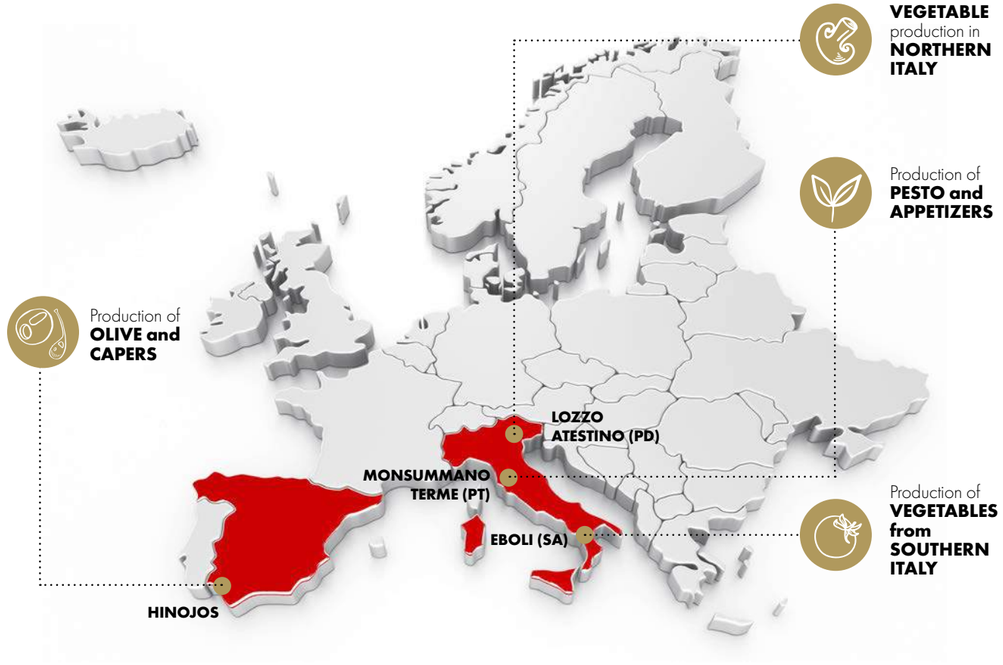
**1,094,262 KWH of self-produced renewable energy**
UP 15.3% COMPARED TO 2024
(both consumed and sold)

**-6% water withdrawal**
DECREASE IN WATER WITHDRAWAL COMPARED TO 2024

## 1.2 Who We Are

**F.lli Polli** is an Italian company active in the **production and marketing of food products**, with a particular focus on sauces, ready-made pasta sauces, and preserved vegetables. Using **selected raw materials** and adherence to **high quality and production standards**, the company has established itself as a **leading player** in the **preserved vegetable** and **ready-made sauce** sector within the **"Made in Italy"** food industry. In 2024, the Polli Group underwent a major corporate restructuring that led to the private **equity firm Platinum Equity** joining the company's shareholding structure. This transaction is part of a strategy aimed at strengthening the Group's international presence and consolidating its competitive position in key markets.

The registered office of F.lli Polli is located in Milan, at Via Sardegna 48, while its headquarters are in **Monsummano Terme** (Pistoia), which hosts the **production plant** dedicated to pesto and ready-made sauces, as well as the head office of Nuova Logistica S.r.l. (acquired in 2023). In addition to the main production facility, the Polli Group operates **three other plants**: one in Lozzo Atestino (Padua) and one in Eboli (Salerno), both specializing in vegetable processing, and a third in Hinojos, near Seville (Spain), dedicated to the production of olives and capers.








F.lli Polli is an integral part of the Italian agri-food sector and holds a significant role within **Unione Italiana Food**, the primary association in Italy representing food product categories directly.

The company boasts a long-standing tradition in **vegetable processing** and the **production of pickles and olives**. However, it has also demonstrated a strong drive for **innovation**, expanding its scope over the last two decades by introducing new product lines such as **pestos, ready-made sauces, and snacks**, while successfully enlarging and consolidating its international footprint. Currently, the company produces both under the Polli brand and for third parties (private label), exporting to **58 countries** worldwide. The main markets in which F.lli Polli operates include Italy, the United Kingdom, France, and Germany, with exports across all European Union countries, as well as the United States and other international markets.

F.lli Polli aims to promote and spread a **sustainable diet** characterized by several key 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.

## In-depth box: **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**, ensuring not only **healthiness** but also taste and **convenience** in use.

Firstly, "smart vegetables" are carefully selected and cultivated to guarantee 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 vital nutrient requirements through a plant-based diet.

In addition, "smart vegetables" combine a fresh and inviting taste—thanks to their superior quality and freshness, which promotes a healthier and more sustainable diet—with a high level of convenience, being ready to use and ideal for those seeking a quick, healthy solution without complex preparation.

In summary, "smart vegetables" represent an innovative response to the needs of modern consumers, offering a complete food option that fulfills the requirements of healthiness, taste, and convenience.








# THE PILLARS OF F.LLI POLLI

Quality

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

For over 150 years, F.lli Polli has been operating in the food sector, producing high-quality specialties that represent the excellence of "Made in Italy." To guarantee products that consistently meet consumer expectations, the company pays special attention to selecting suppliers and raw materials, favoring ingredients sourced from regions traditionally renowned for their cultivation. This choice reflects the conviction that origin and territorial characteristics contribute decisively to the quality and authenticity of the final product.
Technological innovation represents another defining element of the company's activity. Thanks to the use of cutting-edge facilities and production processes, in 2025 F.lli Polli processed over **44,000 tons of raw materials** and produced more than **214 million package**s, ensuring high production capacity and a constant market presence for its products.
Attention is also paid to respecting natural cycles and the seasonality of raw materials. The company processes over **30 varieties of vegetables**, approximately **85% of which are field grown**. This approach makes it possible to enhance fresh, wholesome ingredients, which are then processed using methods that preserve their organoleptic and nutritional properties, ensuring quality, authenticity, and taste in every product.

Sustainability

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

F.lli Polli actively promotes more sustainable food models, encouraging greater consumption of plant-based products through the development of social and digital initiatives aimed at raising consumer awareness. Notable among these is the "Orto in città" (Urban Garden) project, created to strengthen the bond between urban communities and the natural environment through educational activities and workshops for adults and children. Held in 2024, the initiative supported the spread of sustainable agricultural practices and fostered greater awareness regarding the origin of food.
In parallel, the company continues to reinforce its commitment to sourcing raw materials from sustainable supply chains, with a particular focus on vegetable species native to the Italian country and the local farmers involved in their cultivation. This approach not only contributes to safeguarding biodiversity and national agricultural traditions but also provides economic support to rural communities and local supply chains.
The focus on sustainability extends further to the social sphere. F.lli Polli recognizes the centrality of respecting human rights throughout its entire value chain, guiding its operations by the principles set out in the Universal Declaration of Human Rights and the ISO 26000 guidelines on organizational social responsibility.

Innovation

## "The most rewarding success is the one we have yet to achieve"

Innovation is one of the core principles of F.lli Polli's identity and serves as a decisive factor for its development and competitiveness. The company consistently places consumer needs at the heart of its strategy, both in the domestic market and internationally, closely monitoring evolving dietary habits and consumption trends.
Its innovation efforts are oriented toward meeting new market demands while respecting the values that have always distinguished the brand: taste, quality, well-being, and conviviality. These elements guide corporate decisions in developing products and solutions that combine tradition and modernity, maintaining high-quality standards and fulfilling the expectations of an increasingly attentive and diverse clientele.
Through this approach, F.lli Polli pursues a path of continuous improvement aimed at strengthening its capacity to innovate without compromising the foundational principles of its history and success, offering products that satisfy the needs of increasingly conscious and demanding consumers.

# 1.3 The Story of F.lli Polli, an Italian Brand that Made History

With over **150 years of history** and **5 generational transitions**, we currently represent one of the leading companies in the "Made in Italy" food industry. Below are the key milestones that have marked the evolution of F.lli Polli's operations from its founding year to the present day:

### 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 i**nto 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

FF.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 undergoes a corporate reorganization marked by the **entry of the Platinum Equity** fund into its structure. This transition not only strengthens the international dimension of the Group but creates new opportunities to face **the challenges of a constantly evolving market** with greater solidity.

### 2025

The Polli Group's commitment to **monitoring** its **carbon footprint** has led, in 2025, to the launch of an initial process of quantifying **Scope 3 emissions**. This path will allow the Group to report its Scope 3 GHG emissions in the 2026 Sustainability Report and to sign its commitment to the **SBTi initiative** during 2027.







# 2. PATH TO SUSTAINABILITY

## 2.1 Stakeholder

Cultivating a **constant and constructive dialogue** with its stakeholders is a central pillar for F.lli Polli, as it allows it to understand in depth the economic, environmental and social impacts of its activities, acting as a strategic basis for the Group's future initiatives. Also in 2025, with a view to **continuously strengthening its commitment**, F.lli Polli conducted activities aimed at **identifying and assessing the impacts, risks and opportunities** related to sustainability issues.

In 2025, the Sustainability Committee confirmed the **12 priority stakeholder categories for the Group identified during the previous Report**, mapping stakeholders is an essential step to map the subjects, individuals or groups of individuals, whose interests may be **directly or indirectly influenced**, positively or negatively, **by the Company's activities**. This process has made it possible **to actively involve stakeholders** and to direct social, environmental and economic performance towards a sustainable **and shared growth model**.



## In-depth box: **MEMBERSHIPS AND ASSOCIATIONS**

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

CONFINDUSTRIA

Unione Italiana Food
qualità, gusto e piacere

SSICA
STAZIONE SPERIMENTALE PER L'INDUSTRIA DELLE CONSERVE ALIMENTARI - FONDAZIONE DI RICERCA

G GRANA PADANO P

PARMIGIANO REGGIANO

PECORINO ROMANO

CONSORZIO DI TUTELA CIPOLLA ROSSA DI TROPEA CALABRIA IGP

ACETO BALSAMICO DI MODENA
A B M
CONSORZIO TUTELA





## In-depth box: **A MOMENT OF DIALOGUE WITH STAKEHOLDERS**

Polli's participation in **TUTTOFOOD Milano 2026** represented much more than a commercial showcase: it was a structured opportunity to **intensify dialogue with its stakeholders**. During the event, the Group met with established partners, potential new customers and professionals in the sector, both Italian and international, sharing experiences, market needs and prospects for future development.

The experience at the fair confirmed Polli's role as a **reference interlocutor** for the vegetable preserves and condiments sector, capable of combining attention to market needs and enhancement of a centuries-old history that began in 1872.

Through participation in events, fairs and moments of discussion, Polli confirms its desire to **maintain and strengthen a constant dialogue with its interlocutors**, based on listening, collaboration and the construction of long-term relationships. In this way, the presence at the fair translates into a concrete opportunity to **consolidate trust**, collect **feedback** and identify **new opportunities** for shared growth.









# 2.2 Materiality Analysis

Over the years, the Polli Group has promoted a constant **updating of the Materiality Analysis**, **involving** the Group's stakeholders in **an increasingly active manner** in order to define its **sustainability path** and identify the **material topics covered by** this Report. In addition, for the second year, an exercise was conducted to **analyze the risks and opportunities** related to the main ESG aspects, which, in synchrony with the **impact analysis**, allowed the Group to identify the **relevant Impacts, Risks and Opportunities** through a dual perspective: *Inside-out* and Outside-in.

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

For the second year, Polli has adopted a materiality determination process developed through a **dual perspective** that allows for a clearer and more reliable assessment of the sustainability impacts and financial implications involving the Group. Specifically, this process makes it possible to identify the **significant impacts generated** by the Group externally and, at the same time, to grasp the **risks and opportunities** that may arise from the external context.

**INSIDE-OUT**
It considers the potential or current impacts, positive or negative, that the Polli Group may generate externally.

**OUTSIDE-IN**
It takes into account all the Risks and Opportunities for the Group that may arise from the external context.

The process of determining materiality begins with the **Inside-out analysis**, where the impacts being assessed are identified thanks to the updating of the current **context analysis**, the **benchmark analysis** on a panel of companies in the sector, the analysis of the guidelines defined by International Organizations and the publications of some authoritative sources. In continuity with previous years, the first part of the activity was carried out through the **involvement of the Sustainability Committee**, composed of members of management and chaired by the Chief Executive Officer and the Chairman, who were involved, through *one-to-one interviews*, in order to assess a list of impacts that the Group generates on the environment, the economy and people. To this end, the assessment considered in a *range* from 1 to 5, the **Scale**, the **Scope** and the **Irremediability** for **negative impacts** and, in addition, the **Probability** for **potential impacts**.

In addition, in accordance with the requirements of the *GRI Sustainability Reporting Standards*, the Committee selected a **representative sample of key stakeholders** belonging to different categories (**Shareholders & Investors, Banks & Credit Institutions, Customers, Local Communities, Employees & Collaborators** and **Suppliers**) in order to collect their considerations and perspectives on the **economic, environmental and social impacts generated by the Group** through **online surveys**. Subsequently, the results obtained were grouped and ranked in order of priority.

The Group has therefore defined a materiality threshold and grouped the above-threshold impacts into the following **10 material topics**[1]:

| | |
|---|---|
| **ECONOMIC** | |
| **Business Ethics and Responsible Supply Chain** | |
| **ENVIRONMENT** | |
| **Climate Change and Energy Efficiency** | **Prevention of Air, Water and Soil Pollution** |
| **Sustainable Management of Water Resources** | **Biodiversity and Ecosystems** |
| **Circular Economy and Resource Efficiency** | |
| **SOCIAL** | |
| **People Development, Health & Safety** | **Human Rights and Decent Work in the Value Chain** |
| **Development of Local Communities and Healthy Nutrition** | **Quality, Product Safety and Consumer Protection** |

[1] For the complete list and description of material impacts, please refer to the table *"Material topics and related impacts"* in the "Annex" section of this Sustainability Report.





In addition to the identification of the material impacts generated by the Polli Group, through **the *Outside-in*** analysis it was possible to **identify the ESG Risks and Opportunities** that from the outside can generate repercussions - positive or negative - for the Group. This assessment was possible thanks to a context and *benchmark* analysis, which made it possible to identify a panel of potentially significant Risks and Opportunities and subsequently submitted to the **Group's CFO for assessment**.

During this phase, the **probability** of occurrence of the Risks and Opportunities in question and the **size of the potential financial effects** related to them from an economic, reputational, compliance and business continuity impact point of view were taken into account as evaluation parameters. These variables were evaluated on a scale from 1 to 5.

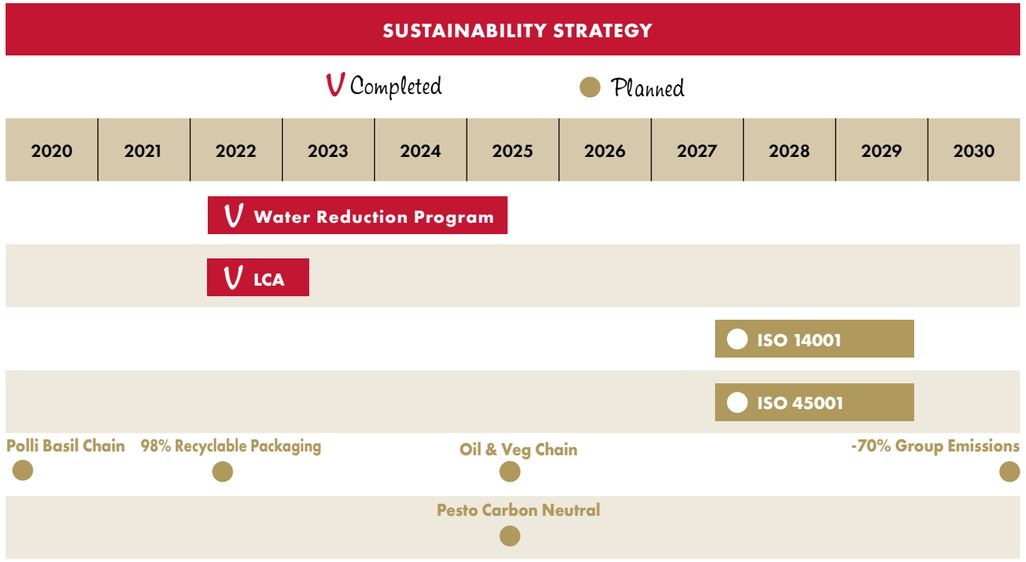
Based on the results of the assessment process, it was possible **to prioritize the Risks and Opportunities relevant** to F.lli Polli, define a financial materiality threshold and correlate them with the material topics described above[2].



[2] For the complete list and description of material risks, please refer to the "Significant Risks and Opportunities" table in the "Annex" section of this Sustainability Report.

## 2.3 The Sustainability Strategy

The Polli Group continues its journey towards **sustainable development**, demonstrating a **concrete commitment** to **the management of environmental and social impacts**. During the first Sustainability Report, the Group developed a **sustainability strategy** that defines **objectives for 2030**[3], starting from the **environmental and social sphere**.




During 2025, F.lli Polli **achieved** the goal of maintaining the **PAS 2060:2014 certification**, for **Pesto alla Genovese with and without garlic** (*190g and 2x90g* packaging).

In addition, over the years, F.lli Polli has certified its strategic supply chains through the **Polli Basil Chain** and **Oil & Veg Chain** programs, to promote traceability and transparency along the entire supply chain[4]. At the same time, the Company has undertaken **Life Cycle Assessment** (LCA) courses and launched the **Water Reduction Program** to improve the efficiency of water resource management.

[3] It should be noted that, compared to the 2024 Sustainability Report, the time frame for obtaining ISO 14001 and ISO 45001 certifications has been restated, as the Group in 2025 launched additional projects not previously assessed in the field of climate sustainability (such as, for example, the launch of activities for the calculation of Scope 3 GHG emissions, the achievement of new EPDs and the commitment to submission to science-aligned GHG emission reduction targets).

[4] For more details on supply chain traceability, please refer to the "Supply Chain" section of this document.





The plan is enriched with objectives focused on tracking the *value chain* and the start of the **ISO 14001** and **ISO 45001** certification process, starting from the Monsummano Terme site and with the aim of progressively extending them to all the Group's plants, as well as the ambitious goal of **reducing the Group's Market-based Scope 1 and Scope 2 emissions** by 70% by 2030, compared to the values published in the first Sustainability Report.

### In-depth box: **SUSTAINABILITY ACCORDING TO POLLI**

During 2025, **Manuela Polli**, Chairman of the *Board of Directors and Head of Corporate Strategy & Development* of the Polli Group, participated in **I podcast di Ersel**, a space dedicated to in-depth analysis of news and meetings from the first *Italian financial boutique. The meeting was also made available in podcast* ***format on the Spotify platform*** (available by framing the QR code below), to facilitate access to a wider audience.




The discussion offered an opportunity to reread the Group's **150-year history**, highlighting how the ability **to innovate, interpret market changes** and **invest in the future** is now a structural element of the **business model**.

Some central drivers of the Company's strategy emerged: attention to **industrial and financial solidity**, the desire to strengthen brand **positioning** and the awareness that **business continuity** also passes through **responsible choices** towards people, the environment and the communities in which the company operates.




The dialogue explored the role of **management** in defining **clear, measurable and long-term objectives**, progressively integrating **economic and non-financial considerations** into decision-making processes.

The Chair's testimony underlined the importance of a **governance** capable of combining **entrepreneurial tradition** and **openness to change**, promoting an internal culture attentive to **the quality of products**, safety **in the workplace**, efficient **management of resources** and **the strengthening of relations with the main stakeholders**.

In this context, the **podcast on Spotify** is configured as a **tool for transparency and sharing**, which allows the Group to tell in a **direct voice** its **evolutionary path** and the **strategic priorities** that guide the choices of the coming years.







# 3. GOVERNANCE AND BUSINESS ETHICS

**5**
MEMBERS OF THE BOARD OF DIRECTORS, INCLUDING 2 WOMEN

**187 million Euros**
ECONOMIC VALUE GENERATED IN 2025

**1**
COMMITTEE DEDICATED TO THE IMPLEMENTATION OF THE SUSTAINABILITY STRATEGY

**Over 297 Thousand Euros**
ECONOMIC VALUE DISTRIBUTED TO THE COMMUNITY

## MATERIAL TOPICS

- BUSINESS ETHICS AND RESPONSIBLE SUPPLY CHAIN
- CIRCULAR ECONOMY AND RESOURCE EFFICIENCY
- CLIMATE CHANGE AND ENERGY EFFICIENCY
- PEOPLE DEVELOPMENT, HEALTH & SAFETY
- PREVENTION OF AIR, WATER AND SOIL POLLUTION
- HUMAN RIGHTS AND DECENT WORK IN THE VALUE CHAIN
- SUSTAINABLE MANAGEMENT OF WATER RESOURCES
- DEVELOPMENT OF LOCAL COMMUNITIES AND HEALTHY NUTRITION
- BIODIVERSITY AND ECOSYSTEMS
- QUALITY, PRODUCT SAFETY AND CONSUMER PROTECTION

# 3.1 The Governance Structure

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

The organizational structure of F.lli Polli is based on **three formal governing 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 close of the financial year. **The Board of Statutory Auditors** consists of three standing auditors and two alternate auditors.

As a rule, the **Board of Directors** convenes whenever the Chairman or the Chief Executive Officer deems it appropriate. The composition of the Board of Directors of F.lli Polli as of December 31, 2025, is presented below:

| Board of Directors in office as of December 31, 2025 | |
|---|---|
| **ROLE** | **MEMBER** |
| CHAIR[5] | Manuela Polli |
| CHIEF EXECUTIVE | Marco Fraccaroli |
| DIRECTOR | Mary Ann Sigler |
| DIRECTOR | Nolan Renbarger Ty |
| DIRECTOR | John Gerald Holland |

The Board of Directors is therefore composed of 5 members, including 2 women and 3 men. Forty percent of the Board members are between 30 and 50 years of age, while the remaining 60% are over 50 years old.

Members of the **Board of Directors** are appointed by the Shareholders' Meeting based on their professional expertise and potential to drive company development and growth.

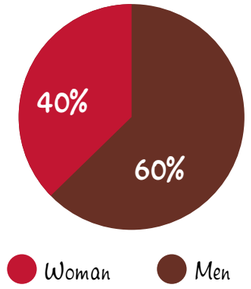
**Specific Board** sessions are regularly dedicated to evaluating the Group's strategic development, focusing on growth opportunities, diversification, and continuous improvement. These sessions also review sustainability policies and future initiatives to monitor efficacy and foster ongoing progress.

[5] Although not an employee of the organization, the former Chairman of the Board of Directors actively participates in discussions and decisions regarding corporate strategies, policies, projects, and operations, collaborating directly with the Management Committee.

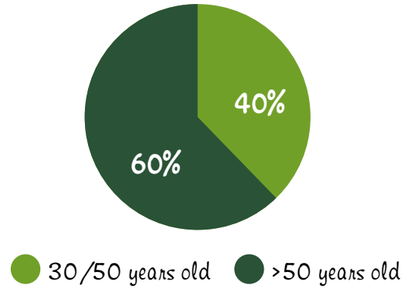




**% OF BOARD MEMBERS BY GENDER**




**% OF BOARD MEMBERS BY AGE GROUP**




To ensure structured oversight of ESG matters, the Group established a Sustainability Committee comprising C-suite management, chaired jointly by the Chairman and the Chief Executive Officer. This Committee oversees sustainability policy implementation, shares operational decisions, and tracks initiative progress, reporting periodically to the Board via the Chairman and CEO. It also actively helps identify and update material topics relevant to the Group.

Oversight and management of economic, environmental, and social impacts are entrusted to the Chairman, CEO, and top management, who define annual sustainability targets and assess results. Function directors manage the impacts associated with their respective operational areas and ensure the flow of relevant information to the Board via the Chairman and CEO. Critical concerns or high-priority matters are promptly communicated to the corporate governance bodies.

For financial and economic management, the Polli Group relies on an Executive Committee consisting of the Chairman, CEO, Chief Financial Officer (CFO), and Head of Strategic Development. This Committee periodically analyzes financial performance, evaluates potential growth scenarios, and outlines core strategic direction. Decisions are subsequently operationalized through the Management Committee and the Industrial Committee.

Operational strategy execution is delegated to the Management Committee, chaired by the CEO and composed of key department heads: the CFO, Operations Director, R&D Director, Procurement Director, Supply Chain Director, Commercial Directors, Marketing Director, and Quality Director. Each functional leader manages strategic projects within their area, collaborating with other business units and external stakeholders. Progress and outcomes are regularly presented to the Board by the CEO. To ensure strict policy compliance, committee members undergo targeted training on key operational topics.

Regarding conflict-of-interest management, the Board of Directors receives and evaluates reports of potential conflicts, defining appropriate mitigation and control measures. Prevention is supported by management's operational autonomy and organizational procedures designed to ensure transparency, integrity, and alignment with corporate objectives. No conflicts of interest were reported in 2025.

Regarding remuneration policies, only the Chairman, Vice Chairman, and CEO receive compensation for their roles on the Board of Directors. Compensation distribution is reviewed annually by the Board. Executive compensation—particularly for the CEO—comprises a fixed base and a variable incentive tied to annual performance targets, including Group KPIs, department-specific goals, and individual achievements. Executive compensation decisions fall under the authority of the Chairman.







# 3.2 Values

F.lli Polli's operations are built upon the **core values of ethics, integrity, and transparency**—essential principles that guide every corporate action, as well as all relationships and interactions with internal and external stakeholders, with consistency and accountability.

The corporate **Code of Ethics**, an essential tool for defining and communicating these principles, serves as an indispensable guide to **ensuring the proper conduct of business activities** and applies to all parties maintaining legal relationships with the Company. The dissemination and effective implementation of the Code occur through the distribution of a copy to all personnel, accompanied by a formal commitment to adhere to it, its publication on the corporate website, dedicated training activities, and periodic compliance audits. All addressees of the Code of Ethics may report, in writing and either anonymously or non-anonymously, any violation or suspected violation through the **Whistleblowing channel**. The Supervisory Body evaluates the appropriateness of initiating an inquiry on a case-by-case basis in light of specific circumstances. To this end, a dedicated channel for anonymous reporting has been activated, accessible to all employees and collaborators via a link to the dedicated platform on the F.lli Polli website. Physical drop boxes for submitting reports are also installed across production plants. Notably, no reports were submitted during 2025.

The Group entrusts the Supervisory Body with the function of "Guarantor" of the Code of Ethics. This body carries out the following responsibilities: establishing, in coordination with top management, criteria and procedures designed to ensure compliance with the Code; promoting the issuance of guidelines and operational procedures with the support of competent departments; developing employee communication and training programs aimed at fostering awareness and understanding of the Code across the organization; verifying the effective implementation of the Code; reviewing notices of potential violations; communicating the results of any investigations into violations to the CEO to enable disciplinary actions and providing advisory support during disciplinary proceedings when requested; submitting recommendations to the CEO for the broader dissemination and updating of the Code; maintaining appropriate information flows among relevant entities tasked with Model compliance; and presenting an annual report on the status of Code implementation to the Board of Directors.

**No significant cases of non-compliance with laws and regulations occurred in 2025**, resulting in zero monetary fines or non-monetary sanctions. Furthermore, there are no pending or concluded legal actions regarding anti-competitive behavior, nor any confirmed incidents of corruption or violations of antitrust and monopoly regulations.

In 2026, the Italian Competition Authority (AGCM) renewed and confirmed F.lli Polli's **Legality Rating** with a score of ★★+, recognizing the company's ongoing commitment to regulatory compliance and the promotion of fairness and responsibility. This renewal underscores the company's focus on consumer centrality, labor and human resource protection, environmental stewardship, honesty, information transparency, and fair competition within an ever-evolving operating environment.







# 3.3 Economic Value Generated and Distributed

The results in terms of economic performance, with a view to transparency and full understanding of the value generated by F.lli Polli, have been presented through the economic value generated and distributed statement[6].

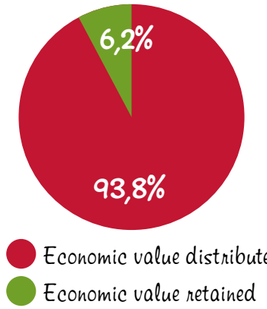
**IN 2025, F.LLI POLLI GENERATED VALUE OF OVER 187 MILLION EUROS.**

The **creation** and **distribution of economic value** serve as a key indicator of the Organization's capacity to generate wealth for its *stakeholders*. During 2025, the Group generated a total economic value exceeding €187 million, compared to €196 million in 2024.

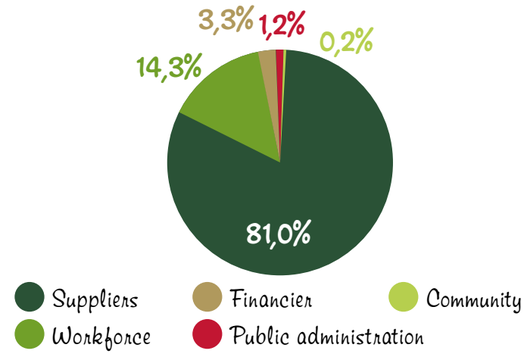
The largest share of the **generated value**—93.8% of which was **redistributed** to stakeholders—was allocated to **Suppliers** of goods and services (€142 million, accounting for 81.0% of the total distributed). This was followed by **Workforce** remuneration, including salaries, social security contributions, and benefits, totaling €25 million (14.3% of the total distributed). **Capital Providers** received €5.8 million in interest and financial charges, while more than €2 million was paid to the **Public Administration** in direct and indirect taxes. Finally, €297 thousand was directed toward supporting **Local Communities** through donations, sponsorships, and social initiatives, reflecting F.lli Polli's commitment to fostering close collaboration with the communities in which it operates.

The distribution of generated economic value reflects the Group's commitment to creating shared value for its *stakeholders* while securing the necessary resources to maintain corporate stability and competitiveness over the medium-to-long term.

**ECONOMIC VALUE GENERATED IN 2025**




**DETAIL OF ECONOMIC VALUE DISTRIBUTED IN 2025**




[6] The distributed economic value is categorized into the following line items: reclassified operating costs (primarily raw material purchases and services), personnel remuneration (direct compensation comprising wages, salaries, and employee severance indemnities, as well as indirect compensation consisting of social security contributions), capital provider remuneration (interest expenses and other financial charges), public administration remuneration (income taxes), and community remuneration (donations and sponsorships). Retained economic value refers to the net profit allocated to reserves, alongside depreciation, amortization, and provisions.







# 4. PRODUCT RESPONSIBILITY

**Over 30 varieties of vegetables**
WORKED IN 2025

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

**5,535 t of Basil**
WORKED IN 2025

**Vegetable ragù nominated for the italian food awards 2025**

## MATERIAL TOPICS

- BUSINESS ETHICS AND RESPONSIBLE SUPPLY CHAIN
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# 4.1 Product Quality and Traceability

For over 150 years, the Polli Group has been bringing only the best of the fruits of the earth to the table of its consumers, respecting what nature makes available. F.lli Polli's philosophy is based on the **responsible and conscious use of ingredients**, focusing on the quality and traceability of the products, two elements necessary to ensure food safety and customer satisfaction.

The Polli Group pays the utmost attention to information transparency for **end consumers**, clearly communicating the Group's commitment to the selection of **high-quality ingredients**. The Company has always favored the use of **fresh vegetables**, carefully chosen according to seasonality and harvested at their maximum freshness and ripeness, to guarantee quality and authenticity in each recipe. A particular preference is also reserved for **ingredients of Italian origin**, to enhance the country's culinary tradition and to support local agriculture: a choice that, in addition to promoting the excellence of the products, contributes to **reducing the environmental** impact linked to the transport of raw materials.

The Group aims to further strengthen the surveillance of the quality and food safety of the raw materials, ingredients and packaging used, carefully evaluating the performance of suppliers. At the same time, F.lli Polli intends to adopt a new MES (*Manufacturing Execution System*) system for the **digitization of data relating to the quality of production processes** that guarantees greater efficiency and precision in control operations. During 2025, **there were no cases of non-compliance** in the field of product health and safety with respect to self-regulatory and/or voluntary codes.

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 products. In fact, with the aim of establishing a relationship of trust and loyalty with its customers, it is committed to providing accurate, truthful and transparent information to consumers. In particular, to promote the clarity of the labels, F.lli Polli has set itself the goal of simplifying the list of ingredients present in its products.

It should be noted that, during 2025, in line with the previous year, **there were no cases of non-compliance** with the laws on product information and labelling.

F.lli Polli places the **quality and safety of its products at the center of its business**, together with **transparency in communication** with consumers, also expressed through packaging as a tool for direct and authentic dialogue. This commitment is confirmed by the ***Better Future Award*** obtained in 2025, an award dedicated to **ethics and sustainability** in the food sector, awarded on the basis of concrete and measurable choices: the use of **selected raw materials, traced supply chains** and production processes oriented towards respect for the environment and people. A result that strengthens Polli's positioning as a **historic and responsible brand**, capable of translating its values into tangible commitments throughout the supply chain.





## Insight: **PARTICIPATION IN FAIRS AND EVENTS IN 2025**

Also, during 2025, 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 it participated:

TUTTOFOOD INTERNATIONAL FOOD EXHIBITION MILANO

An international trade fair of reference for the **Food & Beverage** sector, a meeting platform for producers, distributors, buyers and professional operators, with a particular focus on product innovation, consumer trends and the development of international markets.

ANUGA 2025 THE NO. 1 FOR FOOD & BEVERAGE BUSINESS

International trade fair dedicated to **Food & Beverage** brings together companies and professional operators from many countries, offering opportunities for business meetings, presentations of new range of products and updates on the main trends in the food market.

sfa fancy food show

A reference event for the **specialty food sector**, dedicated to the discovery of new products and brands, which brings together producers, buyers and professional operators interested in exploring innovations, emerging trends and development opportunities in the food market.

PLMA's WORLD of PRIVATE LABEL

The Polli Group participated in the international event held in Amsterdam, a reference point for **private label products**, with exhibitors from all over the world.

The main trade fair dedicated to **natural and organic products** in North America, organized by New Hope Network at the Anaheim Convention Center in California. It represents a strategic point of reference for retailers, producers and buyers interested in discovering new brands, market trends and partnership opportunities in the wellness and natural products sector.

Italian trade fair dedicated to **private label products**, organized by BolognaFiere, which represents a point of reference for retailers, producers and buyers interested in developing new own-brand lines and strengthening commercial partnerships along the supply chain.

The 30th edition of Gulfood was held in Dubai at the *Dubai World Trade Center*, confirming the importance of the event for the *Food & Beverage* sector. A meeting platform for international suppliers, *retailers* and *buyers*, the event highlighted emerging trends such as **sustainability**, **food innovation** and new trade models in the sector.

International exhibition dedicated to Food & Beverage and catering. It brings together over 4,500 exhibitors and more than 150,000 visitors from over 140 countries, representing a **strategic meeting point** for professionals in the food, Beverage and Food service sectors. An opportunity to discover new products, identify suppliers and develop business partnerships along the international food supply chain.

Annual event of the Private Label Manufacturers Association dedicated to private label products, organized in Chicago, brings together retailers, manufacturers and buyers from over 60 countries to discover innovations in store brands, with a **focus on sustainability and new market trends.** A strategic point of reference to developing own-brand lines and strengthening commercial partnerships along the supply





## In-depth box: **THE COMMITMENT TO A TRACEABLE SUPPLY CHAIN**

Polli plays a leading role in the basil supply chain, defining a shared specification that establishes the requirements and standards to be respected at all stages of the production process, from sowing to product processing.

The **traceability system of the supply chain** is verified by a third party, according to the **ISO 22005** (certificate no. 71049) and **DTP 035** (certificate no. 71050) **standards**, to **guarantee complete traceability** along the entire production process, quality, hygiene and food safety.



## 4.2 Innovation

Product innovation is one of the main factors of growth and competitiveness of the Polli Group. The Company constantly invests in **research and development**, paying particular attention to **the selection of high-quality ingredients** and the adoption of formulations oriented towards **the principles of clean label**, in order to respond effectively to the needs and expectations of increasingly attentive and aware consumers.

The evolution of eating habits and consumption patterns requires a dynamic approach oriented towards continuous improvement, capable of promptly intercepting market changes. The Group develops new products and constantly optimizes its production processes, with the aim of combining quality, innovation and value for the consumer.

In a context characterized by a growing attention to well-being, health and quality of nutrition, innovation takes on an increasingly strategic role. For this reason, the Polli Group promotes the **development of food solutions capable of meeting new nutritional needs**, while integrating criteria of environmental sustainability and responsibility along the production chain. This approach responds to the growing demand for transparency, safety and quality that characterizes the contemporary food market.

Over the last few years, F.lli Polli has promoted numerous research and development projects dedicated to the **enhancement of vegetables and ingredients of plant origin**, which are increasingly appreciated for their contribution to a balanced and healthy diet. The goal is to create innovative products capable of combining taste, authenticity and genuineness, offering consumers solutions consistent with the most recent food trends and with a growing focus on well-being.

The Group, which in 2024 had already consolidated and expanded its presence on the market with the launch of the **line of 100% plant-based vegetable ragouts without the addition of soy** - in the two variants **"Peppers and Aubergines"** and **"Olives"** - continued its path of innovation in 2025 with the launch of **"DENSO"**, a new proposal in the simple red sauces segment.

Formulated to meet an increasingly widespread need among consumers - **ready-made sauces with a dense and structured consistency**, as opposed to the wateriness of conventional products - DENSO is positioned as a proposal with a **high-quality profile**, capable of bringing new value to the market through an **enveloping texture**, a **round organoleptic profile** and an **innovative combination of taste**.

The product combines the **sweetness of cherry tomatoes** with the **flavor of dried tomatoes**, creating a rich and full-bodied texture that blends perfectly with pasta **without the need to sauté**. The formulation responds directly to the main elements of consumer dissatisfaction with tomato-based sauces: firstly, **wateriness**, which hinders a correct link with pasta, and secondly, **acidity**.

Available in the **2×90g bipack format** in three variants - **Italian Basil, Parmigiano Reggiano DOP** and **Calabrian Chilli**, the new sauce represents a **qualitative evolution of the segment**.





This launch confirms F.lli Polli's ability **to combine tradition and innovation**, offering food solutions that meet new consumer needs with quality, authenticity and practicality.



## In-depth box: **WHEN TASTE TAKES TO THE CITY**

With ***"Basilico Couture"*** Polli experiments with a new way of talking about the product, bringing pesto out of traditional spaces and transforming it into the **protagonist of an urban experience in motion**.

During **Milan Fashion Week 2025**, Polli has set up a **branded historic tram**, which crosses the city like a real **traveling showcase**: a place where **taste "parades" through the streets of Milan**, meeting people, looks and new contexts of use.

The interior of the tram was conceived as an **immersive environment**, in which **installations, visuals, lights and design details** recall the imagery of pesto and its ingredients, enhancing the connection between **Italian gastronomic tradition** and **contemporary languages**. Each element is designed to build a **coherent narrative of the brand**, in which the product is not only displayed, but is **staged** through a recognizable visual and sensory story.

*"Basilico Couture"* is thus configured as a **narrative and relational format**: a device that allows Polli to **engage the public in an informal way**, create **opportunities for direct contact** with the brand and preside over a context, that of *Fashion Week*, in which **image, lifestyle and creativity** play a central role. The initiative represents a concrete example of how the company experiments with **new ways of experiential communication**, capable of integrating **codes from the fashion world** and **enhancement of taste** into a single proposal, designed to strengthen the **visibility of the brand** and its **ability to dialogue with different audiences**.








# 4.3 Education and Nutrition

Education **on proper nutrition** is of crucial importance for a company that, like F.lli Polli, aims to promote a **healthy and sustainable lifestyle** through the offer of its products. This commitment is not only aligned with the Company vision but is also essential to build a **more conscious and responsible society** in its food choices. In this direction, F.lli Polli continues to promote a healthy and balanced diet through **awareness-raising initiatives and information campaigns** dedicated to families and young people, among which the **"Orto in Città"** initiative represents one of the most significant carried out over the last few years.



Over the years, the Group has also given life to other significant projects, such as **"La domenica bestiale"**, with Sunday aperitifs and tastings of Polli products capable of encouraging moments of socialization in the green setting of Cascina Cuccagna, and the **educational workshops for children** part of the **"Summer in Cuccagna"** summer camp, which allowed the little ones to learn by playing, recognizing the scents and textures of vegetables and discovering the beauty of nature. Initiatives of this type have promoted an **authentic connection between city and nature**, emphasizing the importance of healthy and sustainable nutrition and encouraging **conviviality and sharing between adults and children**, in an oasis of serenity away from the chaos of the city.

The Polli Group is actively engaged in promoting and raising awareness for a healthy lifestyle. Thanks to the collaboration with **Dr. Elisabetta Bernardi** - Nutritionist and Biologist with a specialization in Food Science and Professor at the University of Bari - the Group has created communication materials aimed at promoting a culture based on **proper nutrition** and the importance of vegetables within the **food pyramid**. This material is made available free of charge to everyone and can be consulted on the  dedicated web page on the Group's website.







# 5. ENVIRONMENTAL RESPONSIBILITY

**+15% Self-produced electricity**
THROUGH PHOTOVOLTAIC SYSTEMS COMPARED TO 2024

**100%**
OF ELECTRICITY PURCHASED THROUGH GUARANTEES OF ORIGIN

**-33.6% vs 2024**
SCOPE 1 + SCOPE 2 MARKET BASED EMISSIONS

**-6%**
WATER WITHDRAWALS COMPARED TO 2024

## MATERIAL TOPICS

- BUSINESS ETHICS AND RESPONSIBLE SUPPLY CHAIN
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# 5.1 Energy and Emissions

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

During 2025, F.lli Polli's commitment translated into two **major milestones**. On one hand, the share of self-generated energy (consumed and fed back into the grid) via **the company's photovoltaic systems increased by over 15%**, reaching **3,939 GJ** over the course of the year. This contributed directly to reducing reliance on external energy sources and lowering associated emissions.

This achievement was driven by **initiatives aimed at reinforcing environmental sustainability**, which led to the installation of **new photovoltaic plants** across the Group's production facilities to **boost self-generation capacity** and progressively diminish dependence on traditional energy sources.

Specifically, new PV systems were built and brought online during 2025 at the **Eboli** and **Lozzo** sites. These facilities contributed significantly toward meeting plant energy demand through **clean, renewable power**, fully aligning with the Group's broader strategy focused on **ecological transition** and **energy efficiency**.

On the other hand, the Company secured **Guarantees of Origin (GO) certification** for its purchased electricity, formally verifying that it originates entirely from renewable sources and further reinforcing its ongoing energy transition journey.



In line with this commitment, **starting in 2025**, **100%** of the electricity used across all Polli Group companies **is covered by Guarantees of Origin (GO)**, thereby ensuring a fully renewable energy supply for all production plants.





During 2025, the Group initiated concrete energy efficiency measures **by replacing the steam generation plant at the Monsummano Terme facility**. This pathway will be pursued further through the **introduction of new technologies** and **the upgrading of existing equipment**, driving a progressive **reduction in energy consumption**.




## DRINKING WATER TREATMENT PLANT

In 2025, thanks to the replacement of the pump of the drinking water treatment plant and the related installation of the inverter at the Eboli plant, an annual saving of over 40,000 kWh per year is estimated.



## CHARGING STATIONS

At the Monsummano Terme and Lozzo plants, there are charging stations for electric cars (22kW), to encourage their use also among their workforces.



## HEAT RECOVERY [7]

At the Monsummano Terme plant, an intervention was completed for the thermal recovery of the pasteurizers which, thanks to the efficiency measures implemented is estimated to reduce consumption by about 170,000 Sm3 of gas per year.

[7] It should be noted that during 2025, operational inefficiencies occurred at the Monsummano Terme plant in connection with heat recovery interventions on the pasteurizers, resulting in a temporary increase in natural gas consumption of approximately 8%.

Since 2022, when the Group published its first Sustainability Report, F.lli Polli has consolidated its continuous, rigorous **commitment to environmental performance reporting**. Thanks to this transparent and structured approach, the Group accurately **calculates and monitors** both total **energy consumption** and the **carbon footprint** related to direct emissions (**Scope 1**) and energy indirect emissions (**Scope 2**).

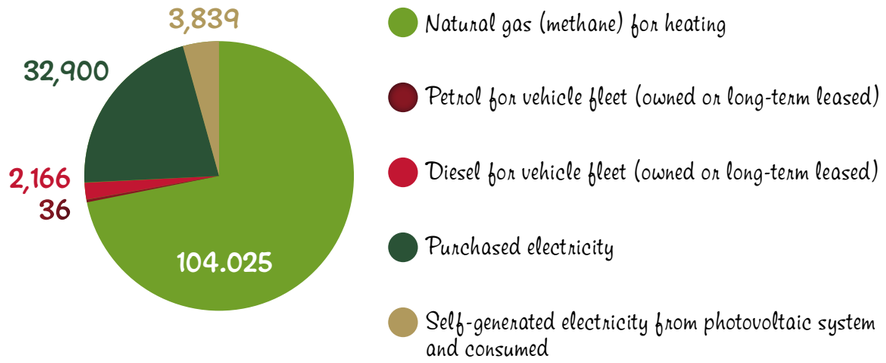
These data serve a strategic purpose, providing the core baseline necessary **to plan and define future projects** aimed at progressively reducing greenhouse gas emissions.

Ongoing monitoring enables the Group to effectively align its actions with increasingly sustainable resource management, representing a tangible contribution to mitigating the environmental impacts of its manufacturing activities.

In 2025, total energy consumption reached **142,966 GJ** (+7.6% compared to 2024). Most of this consumption is attributable to **natural gas**, which accounts for approximately **73%** of the total.

This is followed by **electricity usage**, which accounts for **26% of total energy consumption**, **10.7%** of which is generated by the **company's photovoltaic systems**. Finally, the remaining **1% of consumption** is represented by **diesel and gasoline used for company vehicles**.

## ENERGY CONSUMPTION (GJ)




In 2025, the Group's direct GHG emissions (**Scope 1**)[8] totaled **6,386 metric tons of CO2eq** (+14.1% compared to 2024), primarily driven **by stationary fuel combustion**—chiefly **natural gas**, which accounts for approximately 95.9% of total Scope 1 emissions. The remaining emissions are attributable to the **vehicle fleet (2.5%)** and **refrigerant gas** leakages (1.5%).

[8] The source of emission factors used to calculate Scope 1 GHG emissions is ISPRA (2025), in line with the factors applied in the Energy Audits for the Group's Italian companies, and AIB along with the "Government conversion factors for company reporting of greenhouse gas emissions," published by the Department for Energy Security and Net Zero (DESNZ, 2025) for foreign subsidiaries.





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-based[9]) were used.

In 2025, **Scope 2** GHG emissions calculated using the **Location-based** methodology amounted to **2,495 tCO2eq**, representing a slight increase of 2.0% compared to 2024.

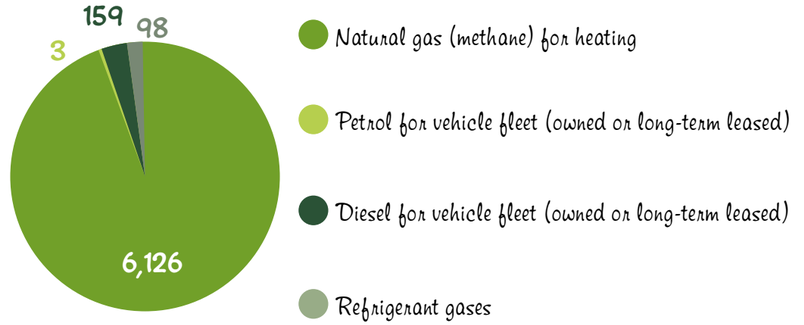
In the same year, **Scope 2** GHG emissions calculated using the **Market-based** approach totaled **0 metric tons of CO2eq** (compared to 4,026 tCO2eq recorded in 2024), resulting in a **33.9% decrease** in **Scope 1 + Scope 2 Market-based emission intensity relative to production volume** compared to 2024.

**The complete elimination of Market-based Scope 2 emissions** was achieved through the Company's commitment in 2025 to procure **100%** of its electricity via **Guarantees of Origin (GO)**—European-recognized electronic certificates verifying that an equivalent quantity of energy was generated from **renewable sources** and injected into the grid, thus ensuring traceability and transparent origin tracking.

**Scope 2 market-based: 0 $tCO_2e$**

ZERO MARKET-BASED SCOPE 2 EMISSIONS, THANKS TO THE PURCHASE OF 100% CERTIFIED ELECTRICITY THROUGH GUARANTEES OF ORIGIN

## SCOPE 1 AND SCOPE 2 MARKET-BASED EMISSIONS ($tCO_2e$)




[9] The Location-based methodology is based on average emission intensity factors related to electricity generation within defined geographic boundaries (Location-based emission factor in kgCO2eq/kWh; Source: ISPRA 2025 for the Group's Italian companies, aligned with Energy Audits, and AIB Supplier for foreign subsidiaries). Conversely, the Market-based methodology reflects emissions from the electricity choices purposefully made by companies (or lack thereof), utilizing supplier-specific emission factors or emission factors related to the "residual mix" and, where available, Guarantees of Origin (GO) certificates (Market-based emission factor in kgCO2eq/kWh; Source: AIB Residual Mix 2025).







# 5.2 Pollution

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

Regarding **atmospheric emissions**, the Company has adopted monitoring and containment systems for nitrogen oxides (NOx), sulfur oxides (SOx), particulate matter (PM), and volatile organic compounds (VOCs).

At its Italian production facilities, activities are regulated by Single Environmental Authorizations (AUA - *Autorizzazioni Uniche Ambientali*), which enforce specific emission limits and require periodic monitoring of key environmental and process parameters. These monitoring routines cover parameters such as temperature, oxygen levels, carbon monoxide (CO), nitrogen oxides (NOx), sulfur oxides (SOx), draft, efficiency, losses, and other relevant indicators to ensure full regulatory compliance and minimize environmental impacts.

In particular, control measures at the production plants are conducted at defined intervals:

- Quadrimestrial sampling (every four months) on steam generators at the Monsummano facility;
- Annual sampling on all other machinery and equipment subject to authorization.

During the year, no instances of exceeding legal limits occurred, confirming the plant's commitment to **ensuring environmental compliance** and continuously improving performance. For further details and complete monitoring data, please refer to the Environmental Annex section.

Regarding **groundwater contamination**, the Polli Group has implemented an optimized wastewater management system, ensuring strict compliance with regulatory thresholds and mitigating the risk of pollutant releases. Furthermore, the Company is proactively addressing the challenge of **microplastic generation** through a progressive reduction in plastic packaging usage and the introduction of alternative materials across the value chain to limit the dispersion of microplastics into the environment.

These actions reflect Fratelli Polli's dedication to making a tangible **contribution** toward protecting **air quality, water bodies, and ecosystems**, while fostering a responsible and sustainability-driven manufacturing model.

# 5.3 Raw Materials and Packaging

F.lli Polli pays careful attention to the selection of **quality raw materials**, fully aware that the excellence of its products depends on them. For this reason, the Group is rigorously committed to the **meticulous sourcing of ingredients** that meet the demands of increasingly discerning consumers who seek **certified, sustainable products**.

In recent years, the growing interest in plant-based diets—considered more sustainable than animal-based alternatives due to the lower environmental impact of their raw materials—has driven the agrifood sector toward an expanding focus on **plant-based products**. This strategic 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 rising demand for legumes and the expansion of vegetarian and vegan diets. Responsive to these shifts, F.lli Polli has been promoting a **new line of nutrient-dense, legume-based plant-based sauces** since 2022. In parallel, the Company has strengthened **supplier qualification and control** processes to guarantee the quality of all raw materials used.

During 2025, F.lli Polli processed **44,663 metric tons of raw materials and utilized 29,995 metric** tons of packaging materials (of which over 98% derived from recycled content).

**44,663 Tons**
RAW MATERIALS USED IN 2025

**29,995 tons**
MATERIAL USED
FOR PACKAGING IN 2025

In the food sector, **raw material traceability** represents a fundamental element in ensuring **product quality and safety, transparency toward consumers**, and **responsible supply chain management**. The ability to reconstruct the journey of every ingredient—from its origin through to the finished product—enables the timely identification of potential issues, mitigates risks along the supply chain, and effectively responds to the growing expectations of consumers and stakeholders regarding sustainability and corporate responsibility.

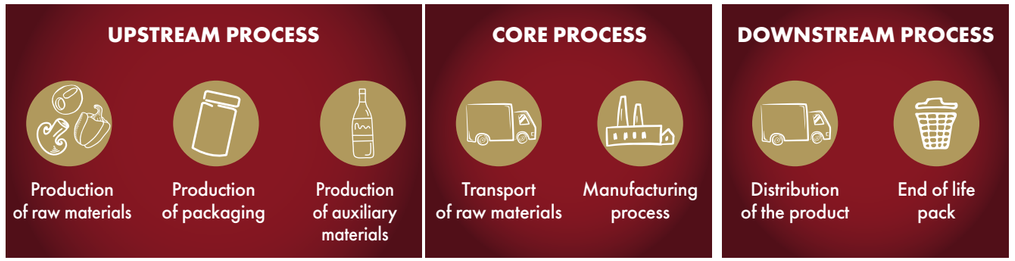




Over the years, the Group has consolidated its commitment by obtaining and showcasing **Controlled Supply Chain Certifications for Italian basil**, subsequently extending them to **peppers** and **mushrooms**. These certifications bear witness to the Company's constant focus on transparency and quality throughout the entire production chain.

In particular, with regard to basil, the Group's supply chain traceability system is certified according to **ISO 22005** (certificate no. **71049**) and **DTP 035** standards, guaranteeing complete traceability along the production chain and quality, hygiene and food safety.[10]

The product lifecycle unfolds across three primary phases: ***Upstream Process, Core Process, and Downstream Process***. The Group pays particular attention to each of these phases, adopting a systemic approach that aims to minimize environmental impacts throughout the value chain without overlooking any stage. Within this framework, 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 footprint across the full lifecycle—from raw material cultivation and preliminary processing to end-of-life packaging management.




This structured vision enables the clear identification of critical hotspots across the value chain, guiding corporate actions toward **a tangible reduction of the environmental** footprint through enhanced efficiency in the initial stages and conscious resource management throughout the entire product lifecycle.

Thanks to these analyses, the Group secured **Environmental Product Declarations (EPD)**—certifications that underscored the importance of scaling up impact-reduction efforts along the supply chain, which accounts for 90–95% of a product's overall carbon footprint. Notably, **these certifications were renewed in 2025** for Sicilian-style Sun-Dried Tomatoes in Oil and Genovese Pesto (with and without garlic) in the 190g and 2x90g formats[11].

[10] For more information on raw material traceability systems, please refer to the chapter *"Product quality and traceability"*.

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

In-depth box: **EPD Certification – Sicilian dried tomatoes in oil**

## SICILIAN-STYLE SUN-DRIED TOMATOES IN OIL[12]

### Product

The product covered by this Environmental Product Declaration (EPD) is Sicilian-Style Sun-Dried Tomatoes in Oil, packaged in 285g glass jars and prepared using sun-dried tomatoes that are softened and rehydrated in water, then seasoned with garlic, oregano, extra virgin olive oil, and a pinch of salt and sugar.

### Life Cycle Analysis Methodology

Environmental impacts were calculated based on a *"cradle to grave"* Life Cycle Assessment (LCA) study developed in accordance with the general rules of the EPD *Programme* and the specific *Product Category Rules* (PCR 2019:10). The SimaPro v.9.5.0.0 software was used to build the LCA model. Primary data provided by Polli were integrated with secondary information from recognized databases, including 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

F.lli Polli monitors the entire production chain for Sicilian-Style Sun-Dried Tomatoes in Oil, collaborating with international suppliers for the procurement of both raw materials and packaging. The tomatoes are produced in Turkey by suppliers committed to ensuring certified food safety and quality standards (ISO 22000:2005 and ISO 9001:2015), without the addition of preservatives or additives. The production process involves the selection of high-quality seeds, initial greenhouse cultivation of seedlings, and subsequent open-field planting during the summer period; drying is carried out naturally under the sun.

The sun-dried tomatoes are then processed at F.lli Polli's facility in Lozzo Atestino (Padua), where they are rehydrated in a water-based brine, seasoned with garlic, oregano, extra virgin olive oil, and a pinch of salt and sugar, and subsequently packed in glass jars with metal caps. Downstream of packaging, the assessment accounts for the transportation of the finished product to distribution centers across Italy and international markets, as well as the end-of-life treatment of the packaging materials.






[12] For further information on EPD Certifications, with the environmental impact results per kg of product, please refer to the *"EPD Certifications"* chapter available in the Annex.





In-depth box: **EPD certification - Pesto alla genovese in 190g format**

## PESTO ALLA GENOVESE – 190g jars[13]

### Product

The products covered by this Environmental Product Declaration (EPD) are Polli 1872 Genovese Pesto (with and without garlic), packaged in 190g glass jars and prepared using fresh basil from 100% certified Italian supply chains—cold-processed within 24 hours of harvesting—blended with sunflower oil, extra virgin olive oil, and PDO cheeses.

### Life Cycle Analysis Methodology

Environmental impacts were calculated based on a *"cradle to grave"* Life Cycle Assessment (LCA) study developed in accordance with the general rules of the EPD Programme and the specific Product Category Rules PCR 2010:19 *"Sauces, mixed condiments and mustard"*. The SimaPro Craft v.10.2.0.0 software was used to build the LCA model. Primary data provided by Polli were integrated with secondary information from recognized databases, including 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 updated the Environmental Product Declaration (EPD) for 190g Genovese Pesto ahead of schedule, reporting environmental performance data brought forward to 2024. Production takes place at the Monsummano Terme (Pistoia) and Lozzo Atestino (Padua) facilities, utilizing certified supply-chain basil and incorporating two new qualified suppliers. Packaging specifications were also optimized through the introduction of light weighted glass jars and lower-impact metal closures. The lifecycle assessment evaluates the complete "cradle-to-grave" cycle: from agricultural cultivation of ingredients and product packaging to distribution (primarily within the Italian market) and packaging end-of-life disposal based on 2023 Italian waste management scenarios.









[13] For further information on EPD Certifications, with the environmental impact results per kg of product, please refer to the *"EPD Certifications"* chapter available in the Annex.

In-depth box: **EPD Certification - Pesto alla genovese in 2x90g format**

## PESTO ALLA GENOVESE – Size 2x90g[14]

### Product

The product covered by this Environmental Product Declaration (EPD) is Polli 1872 Genovese Pesto (with and without garlic), packaged in twin 2x90g glass jars and prepared using fresh basil from 100% certified Italian supply chains—cold-processed within 24 hours of harvesting—blended with sunflower oil, extra virgin olive oil, and PDO cheeses.

### Life Cycle Analysis Methodology

Environmental impacts were calculated based on a *"cradle to grave"* Life Cycle Assessment (LCA) study developed in accordance with the general rules of the EPD Programme as well as the specific Product Category Rules PCR 2010:19 *"Sauces, mixed condiments and mustard"*. The SimaPro Craft v.10.2.0.0 software was used to build the LCA model. Primary data provided by Polli were integrated with secondary information from recognized databases, including Ecoinvent 3.10, Agri-Footprint 6.3, Agribalyse 3.1.1, World Food LCA Database 3.5, and Industry Data 2.0. No hazardous chemical substances are used within the recipe or the production process.

### Production chain analyzed for EPD Certification

In 2025, Fratelli Polli updated the Environmental Product Declaration (EPD) for 190g Genovese Pesto ahead of schedule, using updated 2024 data to reflect structural changes across the supply chain. The basil used is 100% Italian, sourced from three certified suppliers in Emilia-Romagna, and is harvested, processed, and stored under temperature-controlled conditions. Primary processing occurs within 24 hours of harvesting at the Monsummano Terme and Lozzo Atestino facilities. Final packaging takes place exclusively at Monsummano, where a portion of the required energy is self-generated via an on-site photovoltaic system. Low-impact packaging innovations were introduced, including lightweighted glass jars and E-Lite® metal closures manufactured with recycled steel. The life cycle assessment covers the complete production cycle, including auxiliary materials, distribution (primarily within Italy), and packaging end-of-life processing based on 2023 Italian waste management scenarios. The use phase is excluded from the system boundaries, as pesto is a ready-to-consume product.




[14] For further information on EPD Certifications, with the environmental impact results per kg of product, please refer to the *"EPD Certifications"* chapter available in the Annex.





Further information box: **PAS 2060:2014 CERTIFICATION**

In line with the Group's efforts to reduce and track its carbon footprint, among the concrete milestones achieved during the year, F.lli Polli obtained certification under PAS 2060:2014—the international standard that guarantees the credibility and verifiability of corporate climate commitments.

This certification verifies that the greenhouse gas emissions associated with the product's entire life cycle have been accurately measured, reduced where technically feasible, and offset using recognized carbon instruments, strictly excluding any form of unsubstantiated environmental claim.

The certification was issued in relation to the following products:

- **Pesto alla Genovese with and without garlic** – pack of **190g**
- **Pesto alla Genovese with and without garlic** – pack of **2x90g**

This result represents a significant step in the Group's path towards increasingly **responsible management of climate impacts**, and testifies to the desire to progressively extend the approach to carbon neutrality within its product portfolio.



Regarding **packaging**, F.lli Polli considers **food preservation** and protection from contamination essential, while simultaneously striving to improve the sustainability of its packaging materials. Most products are packaged in glass jars hermetically sealed with metal twist-off closures. Glass, which is infinitely recyclable, offers exceptional environmental performance: currently, 34.6% of the glass used consists of recycled content (up from 30% in 2024), while the metal caps contain 58% recycled material and are 88% recyclable.

During 2025, the Polli Group utilized **29,995 metric tons** of packaging to wrap and containerize its food products, with glass representing the primary material used at **27,010 metric tons**.

**90% of Packaging**
COMPOSED OF GLASS

In line with a more circular management of resources, in 2025 F.lli Polli transferred a total of approximately **49,000 kg** of industrial plastic packaging (drums and IBC totes) from its Monsummano Terme and Lozzo Atestino facilities to **Repack – Recycling Packaging**, directing them toward recycling and reconditioning operations rather than the production of equivalent virgin packaging. Based on the **2025 LCA study** conducted by Repack, this management approach generated an **estimated benefit of over 194,000 kg $CO_2$eq** compared to a scenario using new drums and IBC totes, highlighting the valuable contribution of specialized partners in closing industrial packaging lifecycles.

Among the main objectives for packaging optimization are **reducing container weight** while maintaining functionality, rationalizing formats to increase purchasing and production efficiency, **increasing the percentage of recycled content** used in packaging (currently ranging between 25% and 52% depending on supplier and format), and reducing and recycling plastic waste.

To achieve these goals, F.lli Polli has launched several **projects**, including **glass jar lightweighting and the use of R-PET for labels**. Furthermore, the Group **is working on a study to develop a sustainable label** and has set the short-term goal of favoring recyclable materials over non-recyclable ones.

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





















# 5.4 Waste and Circularity

Building a **sustainable development model** capable of maximizing available resources represents an ambitious challenge for companies in the agricultural and canned food sectors, which have increasingly focused on the concept of **circular economy** over the years. This approach enables the **recovery and reuse** of production waste, transforming potential waste into **useful new resources** with a positive impact on both **the environment and operational efficiency**.

In a setting like F.lli Polli's, the circular economy translates into dedicated 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 determinedly committed to implementing innovative and sustainable practices designed to reduce overall environmental impact and promote a culture of environmental responsibility **across all organizational levels**. This direction not only helps preserve ecosystems but also optimizes resources by reducing waste and costs, aligning with a **long-term strategic vision for sustainable growth**.

The Group **has also launched a study** for **the recovery of vegetable by-products** at the Eboli facility, aiming to **produce functional flours for the baking industry**. Additionally, the Group aims to closely **monitor waste generation** within its plants **to establish clear, measurable targets for waste reduction and recycling optimization**.

The measures implemented and the commitment to waste management enable **proper waste segregation** during processing phases. Plastic, wood, cardboard, metal, iron, and steel packaging, as well as edible oils and fats, non-usable processing scraps, and sludges, are all directed to recovery. F.lli Polli has also established a **partnership with a company specializing in integrated plastics lifecycle management** to reuse generated waste. In line with the circular reuse of resources, the Group launched initiatives to **collect and recover paper** used in label production, leading to its **participation in the Life4Green project**.

Among the initiatives promoted in 2025, F.lli Polli S.r.l. obtained **Certificate IT26/00000031** under the Italian National Certification System for the sustainability of biofuels, renewable fuels of non-biological origin, and recycled carbon fuels, in its capacity as a **waste producer** and **byproduct producer**.
The certification, compliant with the applicable national regulatory framework (**Ministerial Decree 07/08/2024 and ACCREDIA procedure RT-31**), verifies the existence of a structured system for managing waste and byproducts derived from the Group's agrifood activities, supporting their potential application in controlled energy and recovery supply chains.

**0,045 tons/thousands of units produced**
RATE OF WASTE GENERATED COMPARED TO PRODUCTION VOLUME IN 2025

**4,8%**
HAZARDOUS WASTE

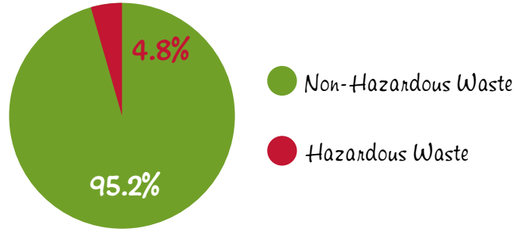




In 2025, the Group generated **9,139 metric tons** of waste—an increase compared to 2024, when total waste generation stood at 7,832 metric tons—of which **95.2%** consisted of non-hazardous materials (consistent with the 2024 proportion).

Overall, the **waste intensity relative to production volume** also experienced a proportional increase of 17% compared to 2024.

**COMPOSITION OF WASTE GENERATED IN 2025**




## In-depth box: THE GROUP'S PATH TOWARDS A CIRCULAR ECONOMY

A significant example of the Polli Group's commitment is the **ISCC (International Sustainability and Carbon Certification)** obtained for the **recovery of waste oils** at the Monsummano Terme plant, which are directed toward **biofuel production**.

Furthermore, F.lli Polli has strengthened its commitment to environmental sustainability by partnering with **ESO RECYCLING Società Benefit srl** to implement an **integrated collection, processing, and recovery system for corporate waste**. This initiative has yielded concrete environmental savings, avoiding **301 kg $CO_2$** emissions—equivalent to the emissions of a **diesel passenger vehicle traveling 994 km**, or the **environmental benefit of planting two trees**. These results were verified through a **Life Cycle Assessment (LCA)** certificate issued by ESOweb - Società Benefit srl, validating the avoided environmental impact.

# 5.5 Water Resources

**Water resource management** represents one of the most critical environmental challenges for agrifood companies, which are called upon to reconcile production growth with the **responsible and conscious use of water**—an increasingly scarce resource subjected to severe pressures from **climate change**, growing industrial and municipal demand, and escalating **water stress** across many regions.

The centrality of water stewardship is evident across the entire **value chain**: from the cultivation of agricultural raw materials, which depend heavily on water availability, through processing, **washing, cooling, and facility sanitation procedures**, down to the **quality of intake water** and the protection of receiving water bodies. **Efficient and responsible water management** thus reduces environmental impacts and operating costs while ensuring value chain **continuity and resilience, maintaining finished product safety and quality, and securing the trust of consumers and commercial partners**, who are increasingly attentive to environmental sustainability issues.

In this context, the Company conducted a dedicated assessment using the **Aqueduct- World Resources Institute tool**[15] to evaluate whether its production sites are located in water-stressed areas, enabling precise identification of vulnerable operational contexts and guiding targeted management strategies accordingly. Following this analysis, the facilities in Eboli (Salerno), Monsummano Terme (Pistoia), and Hinojos (Spain) emerged as being situated in water-stressed regions.

Regarding **wastewater management**, the **Eboli** and **Lozzo Atestino** facilities subject wastewater to on-site purification treatment prior to discharging it into surface water bodies, whereas the **Monsummano Terme** plant directs its wastewater into the public sewer system, where it is routed to a centralized treatment plant. In Spain, the **Estornino** facility manages discharges through two distinct methods: a portion is treated in an evaporation basin, while the remaining volume is sent via the public sewer system to the local municipal treatment plant.



**Water withdrawal: 742 ML**
DOWN 6% COMPARED TO 2024




**Water discharge: 268 ML**
DOWN 7% COMPARED TO 2024

[15] Source: Aqueduct | World Resources Institute





From a water metrics perspective, in 2025 F.lli Polli recorded a **positive downward trend** compared to the previous financial year—a performance that is even more significant when evaluated against production levels, which **remained substantially consistent** with the prior year.

In particular, the Group's total **water withdrawal** amounted to **742 ML**, representing a **6% decrease** compared to 2024, when it stood at **791 ML. Water discharges** amounted to **268 ML**, which also decreased by **7%** compared to 2024, when they totaled **288 ML**. Finally, **water consumption**, calculated as the difference between water withdrawal and water discharge, amounted to **474 ML** in 2025 (of which 326 ML occurred in water-stressed areas), recording a **6% decrease** compared to 2024 [16].



[16] For further information on water withdrawals, discharges and consumption in areas identified as water stressed, please refer to the quantitative tables in the "Environmental Annex" section.

# 5.6 Biodiversity Management

F.lli Polli recognizes the critical role companies must play in safeguarding ecosystems and the significance of the impacts that their operations can generate on biodiversity, both across direct operations and throughout the value chain.
As of the reporting date, the organization has not adopted formal policies dedicated to biodiversity aligned with the SBTN framework, nor public commitments regarding global biodiversity goals (Kunming-Montreal GBF Target 15). The organization has initiated an assessment of its biodiversity impacts (documented in analytical disclosures 101-4, 101-5, and 101-6) to serve as a baseline for potentially establishing dedicated policies in future reporting cycles.

As of the reporting date, the organization has not yet implemented a structured management system for biodiversity impacts based on the mitigation hierarchy (avoid – minimize – restore – offset). Biodiversity impacts are currently managed informally within the broader general environmental management system, lacking processes, targets, and indicators specifically dedicated to biodiversity. The analytical disclosures 101-4, 101-5, and 101-6 in this report provide the technical baseline for defining a dedicated management system in upcoming reporting cycles.
The organization does not utilize genetic resources or traditional knowledge in its operations or supply chain. Disclosure GRI 101-3 (Access and Benefit Sharing / Nagoya Protocol) is therefore not applicable to the organization pursuant to the Nagoya Protocol on ABS under the Convention on Biological Diversity (CBD).
Even in the absence of a formalized policy and structured measures, F.lli Polli has embarked on a journey toward understanding its biodiversity impacts, starting with the identification of its most significant potential and actual impacts. To this end, a two-pronged analysis was conducted, corresponding to two distinct potential impacts on biodiversity.

The first line of analysis addressed the **Group's direct operations** (own operations) across **its four production sites**: three Italian facilities—Lozzo Atestino (Padua), covering an area of approximately 0.71 ha; Monsummano Terme (Pistoia), covering approximately 1.81 ha; and Eboli (Salerno), covering approximately 0.2 ha—and the Spanish site in Hinojos, covering approximately 0.31 ha. This analysis stems from the potential impact posed by threats to biodiversity arising from the Group's direct operations, which could harm soil health through erosion, pollutant contamination, and fertility loss.

The second line of analysis addressed the **value chain**, starting from the potential impact represented by effects on biodiversity and natural ecosystem quality. While the Group does not currently possess an in-depth monitoring system along its value chain, its commitment translates into an initial **mapping** of high-impact potential commodities, focusing on upstream raw materials purchased and downstream plastic packaging[17].
Although a structured biodiversity risk analysis for these raw materials has not yet been conducted, the Group continuously monitors their environmental impacts. As further evidence of its commitment to quality and transparency along the supply chain, the Polli Group has obtained EPD (Environmental Product Declaration) certification[18] or the following Italian supply chain products: Sicilian-Style Sun-Dried Tomatoes, and Genovese Pesto with and without garlic (in 190g and 2x90g packaging formats).

[17] It should be noted that the main commodities used by the Polli Group are oil, basil, garlic and tomatoes.

[18] For more information on the Group's EPD certifications, please refer to the chapter *"Raw materials and packaging"*.





Building on these potential impacts, the Group conducted a detailed analysis of operational impacts using specific analytical tools and databases. Specifically, the Group evaluated whether its facilities are located within or near protected areas using a 5 km cutoff radius. The following analytical tools were utilized:

### Natura 2000 Network [19]

The distance of each production site from the areas of the **Natura 2000 Network**, which is the main instrument of the European Union for the conservation of biodiversity, was verified. The sites falling within the *cut-off* threshold were considered to be close to a Natura 2000 protected area.

### IBAT – Integrated Biodiversity Assessment Tool [20]

An analysis was also conducted using the **Integrated Biodiversity Assessment Tool (IBAT)** software, which allows organizations to assess the exposure of their sites with respect to areas of high sensitivity for biodiversity, including internationally recognized protected areas. The IBAT analysis made it possible to integrate and deepen the results obtained through Natura 2000, providing a more complete picture of the exposure of the Group's sites with respect to local and global biodiversity.



[19] Data Source Provider: Natura 2000 Viewer

[20] Data Source Provider: Integrated Biodiversity Assessment Tool (IBAT)

Thanks to the analysis conducted, the following specifications are reported[21]:

- The site of **Monsummano Terme** is located near the **Fucecchio Marshes** (at a distance of 2.4 km), a protected area established in June 1995 and protected by both the Birds Directive and the Habitats Directive of the European Union. With an area of about **2,081 hectares**, the area is home to 6 protected habitats at European level, 48 protected bird species and 7 protected non-bird species.

- The site of **Lozzo Atestino** is located near the protected area **Colli Euganei - Monte Lozzo - Monte Ricco** (at a distance of about 250 meters), established in August 1999 and protected by both the Birds Directive and the Habitats Directive of the European Union. With an area of about **15,096 hectares**, the area is home to 9 protected habitats at European level, 33 protected bird species and 21 protected non-bird species.

- The **Eboli** site is located near two protected areas under the Habitats Directive of the European Union, both established in May 1995. The first, **Tanagro and Sele Rivers** (about 2 km from the plant), covers an area of about 3,677 hectares and hosts 10 protected habitats at European level and 27 protected non-bird species. The second, **Monti di Eboli, Monte Polveracchio, Monte Boschetiello and Vallone della Caccia di Senerchia** (about 3.5 km away), covers an area of about 14,307 hectares and includes 12 protected habitats at European level and 18 protected non-bird species.

- The site of **Hinojos**, in Spain, is located in the vicinity of **three protected areas**. The first is **Doñana Norte y Oeste** (about 200 meters from the plant), protected by the Habitats Directive and established in December 2003, with an area of about **18,587 hectares**, with the presence of 21 habitats, 85 species of birds and 16 protected non-bird species. The second is **Dehesa de Torrecuadros y Arroyo de Pilas** (1.3 km away), also protected by the Habitats Directive and established in December 2000, with an area of about **1,034 hectares**, 7 habitats, 8 species of birds and 5 protected non-bird species. The third is **Doñana** (about 1.8 km away), protected by both the Birds Directive and the Habitats Directive and established in September 1987, with an area of about **128,268 hectares**, 35 habitats, 177 species of birds and 32 protected non-bird species.

The Group will progressively continue and deepen its biodiversity analysis and assessment activities, aiming to gain an increasingly comprehensive understanding of the potential and actual impacts associated with its operations and value chain. This path will serve as the baseline for the potential definition of dedicated management measures, targets, and tools in future reporting cycles, aligned with the evolution of best practices and reference frameworks on biodiversity.

[21] Data Source Provider: Natura 2000 Viewer





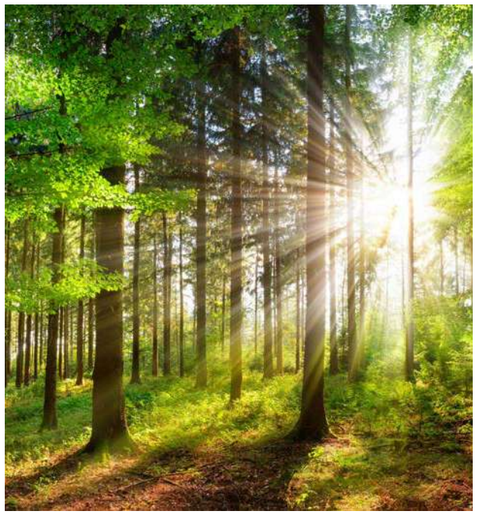
## In-depth box: **BIODIVERSITY PROJECTS**

F.lli Polli has promoted, over the last few years, some initiatives related to the management of local biodiversity including, starting from 2023, the collaboration with **Beeing**, through which it supports an apiary of five hives located near the Lozzo Atestino plant, in the heart of the Euganean Hills. 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. In addition, the Group carries out activities in collaboration with **Fedabo**, in order to safeguard the forest and river ecosystem of **the Camonica Valley** and the neighboring valleys, with the aim of enhancing the Camonica area and the Oglio river ecosystem from an ecological and naturalistic point of view.

The collaboration takes the form of continuous interventions for the restoration of the territory: among the activities carried out are the restoration of a stretch of the **"Lazaret Green Path"** in the municipality of Colere (BG) and the redevelopment of portions of the **wooded area of Gianico**, in the locality of Strada dei Tedeschi (BS), a forest that extends over a total of 30,000 square meters.

Through this constant commitment, the Group supports the **active and sustainable management of forests and natural resources**, contributing to the redevelopment of mountain paths and the ecological-landscape enhancement of an area of great environmental value.



# 6. RESPONSIBILITY TOWARDS PEOPLE

**314 Employees**
OF WHICH 186 MEN AND 128 WOMEN

**Over 40% Women**
AMONG THE EMPLOYEES

**0 Cases of discrimination among employees**
CONTINUOUS TRAINING
AND AWARENESS ON THE ISSUE

**-11.7% of injuries vs 2024**
DECREASE IN OVERALL ACCIDENTS
(EMPLOYEES AND EXTERNAL
COLLABORATORS)

## MATERIAL TOPICS

- BUSINESS ETHICS AND RESPONSIBLE SUPPLY CHAIN
- CIRCULAR ECONOMY AND RESOURCE EFFICIENCY
- CLIMATE CHANGE AND ENERGY EFFICIENCY
- PEOPLE DEVELOPMENT, HEALTH & SAFETY
- PREVENTION OF AIR, WATER AND SOIL POLLUTION
- HUMAN RIGHTS AND DECENT WORK IN THE VALUE CHAIN
- SUSTAINABLE MANAGEMENT OF WATER RESOURCES
- DEVELOPMENT OF LOCAL COMMUNITIES AND HEALTHY NUTRITION
- BIODIVERSITY AND ECOSYSTEMS
- QUALITY, PRODUCT SAFETY AND CONSUMER PROTECTION





## 6.1 Our People

F.lli Polli recognizes its employees and collaborators as valuable resources for the continuous growth and innovation of its business. The **centrality of People** and the constant attention to their needs are the principles on which the social responsibility model adopted by F.lli Polli is based, which guarantees working conditions that respect individual dignity and is committed to creating a **safe**, **dynamic** and **inclusive working environment**.

As of December 31, 2025, F.lli Polli had **314 employees**[22] (as of 2024).

The most represented professional category is that of **Blue-collar workers** (58.9%), followed by **White-collar workers** (29.6%), **Middle managers** (6.7%) and **Executives** (4.8%).

**15 EXECUTIVES**
OF WHICH 11 MEN AND 4 WOMEN

**21 MIDDLE MANAGERS**
OF WHICH 12 MEN AND 9 WOMEN

**93 EMPLOYEES**
OF WHICH 39 MEN AND 54 WOMEN

**185 WORKERS**
OF WHICH 24 MEN AND 61 WOMEN

Considering the total workforce as of 31 December 2025, **women** make up **more than 40%** of the workforce. The Group pays particular attention to the issue of gender equality and is committed to it.

F.lli Polli is committed to **enhancing the professional contribution of each employee and to building long-lasting relationships** based on the principles of loyalty, mutual trust and collaboration. *7.0% of employees have* a part-time contract (a slight decrease compared to 2024, when this percentage stood at 8.0%), while almost all of them (312 out of 314) are hired with a permanent employment contract, a strong incentive for retention for the people who make up the Group.

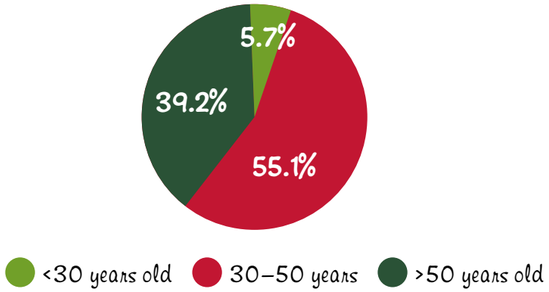
[22] The number of employees does not include temporary workers who work mainly in the peak seasonal period, which coincides with the basil campaign.

**Almost 100%**
EMPLOYEES WITH PERMANENT CONTRACTS[23]

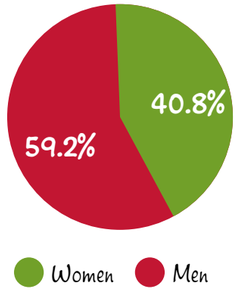
**7.0%**
*PART-TIME* EMPLOYEES

As regards the composition of employees by age group, there is a **predominance of the age group between 30 and 50 years** old (55.1%), while the under 30s represent 5.7% of the staff and the over 50s the remaining 39.2%.

**% OF EMPLOYEES BY AGE GROUP AS OF 31 DECEMBER 2025**




**% OF EMPLOYEES BY GENDER AS OF 31 DECEMBER 2025**




It should be noted that almost all (**99%**) of F.lli Polli's employees are **covered by collective bargaining agreements**. If we consider employees operating in Italy, this figure is equal to 100%.

In addition to employees, the workforce also includes **33 temporary workers** (53 as of December 31, 2024), 2 interns and 4 collaborators (3 collaborators in 2024).
In addition, F.lli Polli resorts to hiring **seasonal workers** especially in the peak seasonal period, which coincides with the basil campaign.

**68**
AVERAGE NUMBER OF SEASONAL WORKERS IN 2025

[23] This figure is calculated in HC as at 31.12.2025 and does not consider temporary workers.





F.lli Polli rigorously applies criteria based on **meritocracy** and **professional skills** in the management of its personnel, thus ensuring that every decision is oriented towards **enhancing the talent, experience and contribution of individuals**. On the recruitment front, the Company is committed to the inclusion of **young talents**, promoting **generational turnover** as a strategic lever to ensure **business continuity** and **long-term sustainability**, in response to the evolution of roles and activities required by changes in the context and the market. In this context, F.lli Polli recognizes the importance of building a **stimulating work environment**, based on **the enhancement of merit** and **stable professional relationships**, favored by the tendency to resort to **permanent contracts**. An approach that aims to strengthen the **sense of belonging**, consolidate **lasting relationships** and minimize **turnover**.

For the recruitment of F.lli Polli people, the Group usually relies on the support of local agencies which, based on the job description provided, carry out an initial screening of CVs.

During 2025, 22 new resources **were hired in F.lli Polli** (equal to 7.0% of the total employees), of which 13 men and 9 women. As regards turnover, in 2025, **22 people** ceased their employment (equal to 7.0% of employees), compared to 17 in 2024. The correspondence between new hires and terminations reflects a **natural turnover** of the workforce, testifying to a **balanced management of human resources** that guarantees **operational continuity** and the entry of **new skills**, without altering the overall size of the workforce.

**7.0%**
RATE OF EMPLOYEES HIRED IN 2025

**7.0%**
RATE OF TERMINATED EMPLOYEES IN 2025



## 6.2 Employee Inclusion, Development and Well-Being

F.lli Polli considers the **growth**, **development** and **enhancement** of its employees to be essential elements for building a **solid and lasting business success**. The definition of training plans, both for compulsory training and for the enhancement of professional skills, is entrusted to the **department managers**, at individual or group level, while initiatives of **collective interest** are planned by the **HR Department**.

During 2025, the Group provided **6,866 hours of training**, with an average of **21.9 hours of training per capita**. The total hours of training provided were lower than those recorded in 2024, attributable to the fact that in 2024 the Group had benefited from the **"Fondo Nuove Competenze"**, an instrument established by the Ministry of Labour and Social Policies to support the continuous training of workers, which had made it possible to expand and enhance the training offer in an extraordinary way

Despite the reduction in hours, F.lli Polli's attention to **continuous training** remains constant and a priority, confirming its role as a **strategic lever for the professional and personal growth of employees**. Training activities continued to focus on the areas considered most central: **Health and Safety at work** and **Food Quality and Safety**, confirming the Company's commitment to promoting safe working environments and ensuring high-quality standards throughout the production chain. In addition, the commitment to raising awareness of **gender equality** continues, for which specific initiatives and training plans relating to the issue of women's empowerment are also planned.



**6,866**
THE NUMBER OF HOURS OF TRAINING PROVIDED IN 2025



**21,9**
HOURS OF TRAINING PER CAPITA

With a view to creating a serene and creative working 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 can feel respected and valued, thus contributing to the growth and success of the Company itself. The process of search, selection, recruitment and professional development is based on objective assessments 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 system for detecting potentially dangerous situations. It is important to highlight that **during 2025 no actual or alleged cases of discrimination were found**, in continuity with the previous year.





In this regard, gender differences are not relevant in the determination of wages and salaries; any average salary differences between men and women are due to situations of professional seniority or role held within F.lli Polli.

The **ratio between the average basic salary** of women and men in the Group varies according to the professional qualification and stands at, in 2025: 1.01 for Executives, 0.81 for Middle Managers, 1.08 for Employees and 0.92 for Workers. Considering, on the other hand, the **ratio of the average total salaries** of women to men for each category of employees, these values are equal to 0.97 for Executives, 0.72 for the category of Middle Manager, 0.98 for that of Employees and 0.83 for Workers.

At the same time, the Group incentivizes merit and the ability to generate value, thanks to a constant expansion and **improvement of incentive systems**. Aware of the importance of the well-being of its employees, F.lli Polli is evaluating new initiatives to make the corporate welfare system even more accessible and full of opportunities.



# 6.3 Occupational Health and Safety

**Health and safety** at work is a fundamental value for F.lli Polli and an **indispensable prerequisite** for the responsible performance of its activities. The Group adopts a **proactive** and **structured approach** to risk management, with the aim of ensuring **safe and healthy working environments** for all those who work there: employees, external collaborators and visitors.

Prevention is the cornerstone of this strategy. The Group constantly invests in the identification and **assessment of risks**, adopting the most effective technical and organizational measures to eliminate or reduce them, including through the use of **up-to-date technologies** and appropriate equipment. In cases where risks cannot be completely eliminated, **collective and individual safety solutions** are defined, promptly managing any **non-compliance** detected, both during ordinary activities and during inspections.

Strict compliance with **current legislation** on health, safety and hygiene at work is an essential reference, accompanied by a continuous commitment that goes beyond mere compliance. In this perspective, **training** and **information** play a central role: all members of the organization are adequately prepared and constantly updated to operate safely, aware of the **risks associated with their duties** and the measures taken to combat them.

Finally, F.lli Polli's attention extends beyond company boundaries, in the belief that protecting health and safety means taking care not only of its workers, but also of **third parties and the community** in which the Group is part and operates daily.

During 2025, part of the **training activities** was dedicated to health and safety issues, confirming the importance attributed to these areas within the growth and awareness path of employees.

To ensure effective management of health and safety issues at Group level, F.lli Polli has set up a **specific figure dedicated** to this area. In addition, the Group has equipped itself with tools and procedures aimed at identifying potential risks in the workplace and managing them correctly, including **monthly monitoring of accidents** to analyze their causes and define corrective actions, as well as an **annual safety meeting**, held in accordance with the provisions of Legislative Decree 81/2008. In addition, in the field of occupational medicine services, F.lli Polli works in close collaboration with the competent doctor, who, among his responsibilities, regularly carries out visits and inspections in the workplace.

Regarding hazard identification, risk measurement and accident investigations, the Group has updated, in 2025, its **DVR (Risk Assessment Document)**, drawn up in implementation of the obligations provided.





**11**
RECORDED WORKPLACE INJURIES IN 2025 FOR EMPLOYEES

**3.9**
EMPLOYEE INJURY RATE IN 2025, IN CONTINUITY WITH 2024

During 2025, **11 accidents** at work were recorded for employees (mainly due to cases of injuries, bumps or crashes), a figure in continuity with the 11 accidents recorded in 2024. The **employee accident rate** for 2025 is 3.9, also in continuity with the 2024 figure.

The goal is to eliminate the number of accidents, also thanks to **constant training in Health and Safety** and through **targeted prevention projects**.

As far as **non-employee workers** are concerned, there were 4 cases of accidents at work during 2025[24] (down from 6 accidents recorded in 2024), none of which were serious. On a general level, in line with the previous year, there were no cases of deaths in the workplace.



Claudia Polli, Manuela Polli, Maddalena Bobba.

[24] The data relating to these accidents refer to non-employee personnel, specifically temporary workers, interns and collaborators who work for the Polli Group.

# 7. RESPONSIBILITY TOWARDS THE COMMUNITY

**84%**
THE PERCENTAGE OF SPENDING FROM ITALIAN SUPPLIERS

**3**
CERTIFIED SUPPLY CHAINS (BASIL, MUSHROOMS AND PEPPERS)

**Sedex smeta member**
TO FACILITATE DIALOGUE BETWEEN THE GROUP, CUSTOMERS AND SUPPLIERS

**100%**
NEW SUPPLIERS EXAMINED ACCORDING TO ENVIRONMENTAL CRITERIA

## MATERIAL TOPICS








## 7.1 Supply Chain

F.lli Polli recognizes the fundamental role of supply chains in **ensuring the quality** and **food safety** of its ingredients and is committed to adopting **responsible and resilient purchasing practices**. The Group pays particular attention to maintaining relationships and conducting negotiations with its suppliers, seeking to establish a solid partnership characterized by mutual trust, transparency and convenience. In fact, also with a view to guaranteeing consistent quality for its customers, F.lli Polli favors **long-term relationships with its suppliers**.

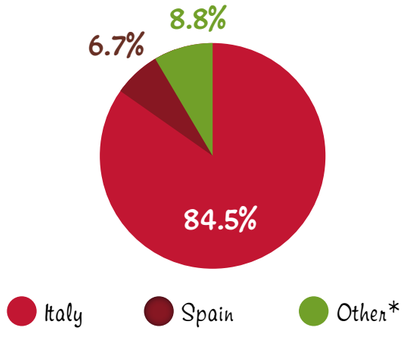
To promote a relationship with suppliers based on transparency, diligence and integrity, the **Charter of Sustainable Procurement** and the **Code of Conduct for Suppliers** have been drawn up, the latter distributed to 100% of the supply network. The checklists for audits have been updated to include aspects related to occupational safety and environmental protection, with a priority focus on quality, safety and environmental sustainability.

Specific KPIs on sustainable procurement **have also been defined**, concerning the percentages of coverage of the supplier base with respect to the sending and acceptance of the two key documents. Finally, the supply contracts include an explicit reference to Fratelli Polli's Code of Ethics.

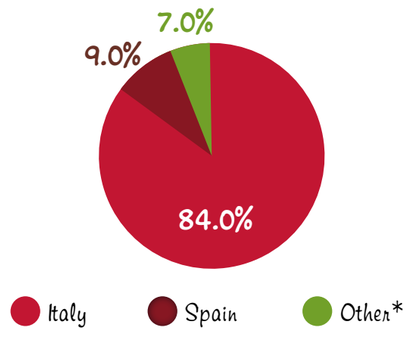
In the selection of its suppliers, F.lli Polli tends to favor **local suppliers**[25], **whose relative percentage of expenditure stands at 93.0% in 2025** (a significant increase compared to 2024, the year in which they stood at 91.2%), with the aim of forging solid ties with the community and boosting the local economy.

The proportions of expenditure according to the geographical distribution of purchases for 2024 and 2025 are as follows:

**% OF SUPPLIER SPENDING BY GEOGRAPHIC AREA IN 2024**




**% OF SUPPLIER SPENDING BY GEOGRAPHIC AREA IN 2025**




[25] The term "local supplier" refers to all those suppliers who have their registered office in the national country in which each Company operates. Local refers to Italy and Spain, where the Group's plants are located, net of intra-Group purchases.

Also, during 2025, **audits were carried out on suppliers** with the aim of verifying aspects related to quality and food safety. The main purpose of the audits was to control the quality of products, in particular for suppliers of agricultural products such as vegetables, while for processors and producers (cheese, spices, nuts) the focus was mainly on food safety. Audits were also carried out on packaging suppliers (glass and capsules). In the selection of suppliers to be audited, volumes were considered, giving priority to suppliers who do not have food safety certification or who have presented non-conformities.

For the third consecutive year, F.lli Polli continued the project launched in 2023 to **assess new suppliers** according to ESG criteria. During the year, **100% of new suppliers** were examined according to environmental parameters. In particular, these criteria include having formalized an Environmental Policy, constantly and scrupulously complying with the laws and regulations in force on environmental management, taking care of the operational and environmental efficiency of its processes, committing to reducing waste and waste, reducing the consumption of resources, 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 created with the aim of disseminating ethical principles along global supply chains and which is the largest platform in Europe that collects and processes data on the ethical behavior of supply chains. SEDEX has prepared the **SMETA (Sedex Members Ethical Trade Audit)** procedure which collects best practices regarding the conduct of ethical and social audits at its suppliers.

F.lli Polli has voluntarily joined the **EcoVadis assessment** process, answering the questionnaire dedicated to the analysis of the company's environmental, social and ethical performance. The Company obtained a score of 57 in 2025. The commitment to this path of transparency and continuous improvement continues during 2026.

Starting from 2020, F.lli Polli has established a **UNI 22005 and DPT 035 certified agricultural supply chain for basil**, expanding the certification to peppers and mushrooms in 2023. A supply chain is considered "certified" when an external body certifies its compliance and operation according to specific standards. In the F.lli Polli supply chain, raw materials are controlled and managed according to a strict protocol to maintain freshness and organoleptic characteristics.

F.lli Polli guarantees the Italian origin and freshness of its products, managing and controlling the entire process from sowing to production, to ensure that the raw materials are harvested at the point of maximum ripeness and processed in the shortest possible time.

*"Innovation and quality of raw materials are the strengths that distinguish the history and entrepreneurial successes of Fratelli Polli. This important certification represents a further guarantee for our customers because the food product that is purchased is the result of a process managed and controlled from the origin and throughout the supply chain."*

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





Below are the main characteristics of the three supply chains of the F.lli Polli brand[26] and the related certifications:



## BASILICO

The basil used in F.lli Polli's pesto is guaranteed to be certified as 100% Italian origin. It is harvested from the farms in the supply chain, transported to the factories and processed within 24 hours of harvesting.

**CSQA – ISO22005**

**DTP035**



## FUNGHI

The champignon mushrooms used in F.lli Polli's preserves come from a certified supply chain. They are grown and harvested by farms affiliated with the Treviso Mushroom Consortium.

**CSQA – ISO22005**

**DTP035**



## PEPERONI

The pesto and vegetable preserves are made with peppers grown and harvested by the farms in the supply chain. The peppers are processed fresh within 24 hours of harvesting and immediately transported to the factories.

**CSQA – ISO22005**

**DTP035**

With a view to sustainable development, among the short-term objectives already undertaken, F.lli Polli has entered **partnerships with agricultural producers** for the adoption of cultivation techniques capable of improving adaptation to extreme weather conditions and reducing the use of phytosanitary treatments. Starting from 2024, a process of selection and implementation of an IT management system equipped with a weather station and sensors for humidity monitoring has also been launched, aimed at optimizing irrigation water management, reducing water consumption and containing the development of phytopathogens and the use of pesticides.

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

With a long-term perspective, the Group is committed to strengthening its supply chains, continuing to monitor 100% of suppliers according to environmental, social and ethical sustainability criteria. Confirming this commitment, the importance of **the Charter for the Sustainability of Purchases**, which in 2025 was drawn up and sent to all suppliers, with which F.lli Polli formalized the adoption of sustainable criteria in the evaluation and accreditation processes of its business partners, is underlined.

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

## 7.2 Relationship with Communities

It is crucial that companies establish a **deep and collaborative bond** with local communities, since the **creation of shared value** is essential for the well-being of the Group and business success. Over time, F.lli Polli has consolidated a strong bond with the local communities in which it operates, showing solidarity and concrete support for local realities. This close daily relationship translates into a **tangible contribution to the social, economic and environmental development of the communities**.

The **donations** disbursed by the Polli Group are intended for **projects and initiatives** that the Group believes can bring a **concrete benefit** to the communities in which it operates. In particular, over 297 thousand euros were donated in 2025 **to support the local community**: a commitment that testifies to how, for the Polli Group, working closely with the communities and contributing to the development and well-being of the communities represents a central objective for the company's success.

Among the many charitable initiatives, over the years the Company has actively collaborated with various non-profit organizations, including **Banco Alimentare Toscana and Caritas**. The activities of these organizations consist of the recovery and redistribution of surplus food and unsold products, which F.lli Polli and other organizations in the food sector donate, according to availability.

In addition, among the symbolic projects of concrete support for the Community, there is also the inauguration in 2023 of the **"Area giochi Polli 1872"** in Monsummano Terme, headquarters of F.lli Polli S.r.l.. This area, previously abandoned, has been transformed into a space equipped with games and rides. The Area giochi Polli 1872 is now the only **area dedicated to young children** in Monsummano Terme and offers children from the local community the opportunity to play outdoors and in contact with nature. The children of the community continue to use this space, which **represents an important social and environmental resource for the community**.

To strengthen this commitment, Polli's social and environmental initiatives will be communicated to the consumer through the company website and social networks, with the aim of encouraging careful and responsible behavior towards the environment and the local community.





Below are some associations that F.lli Polli has supported over the last few years:

### 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.

### 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.

### European Institute of Oncology (IEO)

Which mainly deals with the prevention, diagnosis and treatment of cancer, with an integrated approach that combines scientific research, clinical innovation and specialized training in the field of oncology.

### Giacomo Ponzone Foundation

Which promotes scientific research, training and assistance in the field of medicine, with particular attention to the treatment of congenital diseases.






# ENVIRONMENTAL INFORMATION

**GRI STANDARDS 301-1**: MATERIALS USED ACCORDING TO WEIGHT

| MATERIAL | 2024 | | 2025 | |
|---|---|---|---|---|
| | TONS | | TONS | |
| | RENEWABLE | NON-RENEWABLE | RENEWABLE | NON-RENEWABLE |
| OIL | 13,437 | - | 14,019 | - |
| BASIL | 7,082 | - | 5,535 | - |
| PEPPERS | 3,200 | - | 3,490 | - |
| ADJUVANTS, SALT AND SUGAR | 2,817 | - | 2,411 | - |
| TOMATO DERIVATIVES | 4,292 | - | 4,091 | - |
| OLIVES | 2,073 | - | 1,940 | - |
| DRIED TOMATOES | 2,171 | - | 2,098 | - |
| ARTICHOKES | 1,107 | - | 1,508 | - |
| DAIRY PRODUCTS | 2,353 | - | 2,228 | - |
| ONIONS | 775 | - | 636 | - |





| MATERIAL | 2024 | | 2025 | |
|---|---|---|---|---|
| | TONS | | TONS | |
| | RENEWABLE | NON-RENEWABLE | RENEWABLE | NON-RENEWABLE |
| VINEGAR | 1,081 | - | 972 | - |
| MUSHROOMS | 763 | - | 780 | - |
| DRIED FRUIT | 1,016 | - | 1,023 | - |
| CUCUMBERS | 524 | - | 252 | - |
| GARLIC | 539 | - | 340 | - |
| CAPERS | 623 | - | 501 | - |
| CARROTS | 598 | - | 289 | - |
| AUBERGINE | 241 | - | 258 | - |
| JALAPENO PEPPERS | 183 | - | 259 | - |
| CELERIAC | 251 | - | 149 | - |
| TURNIPS | 72 | - | 91 | - |

**GRI STANDARDS 301-1**: MATERIALS USED ACCORDING TO WEIGHT

| MATERIAL | 2024 | | 2025 | |
|---|---|---|---|---|
| | TONS | | TONS | |
| | RENEWABLE | NON-RENEWABLE | RENEWABLE | NON-RENEWABLE |
| DRUGS AND FLAVOURINGS | 167 | - | 162 | - |
| ZUCCHINI | 81 | - | 72 | - |
| PEAS AND CORN | 79 | - | 35 | - |
| FENNEL | 83 | - | 22 | - |
| CAULIFLOWER | 44 | - | - | - |
| TUNA | 65 | - | 59 | - |
| WRUSTEL | 46 | - | 38 | - |
| RADICCHIO | 9 | - | 2 | - |
| LOMBARD PEPPERS | 43 | - | 29 | - |
| PUMPKIN | - | - | 290 | - |
| CELERY | 18 | - | 30 | - |
| THICKENING | 667 | - | 641 | - |
| GLASS | - | 27,023 | - | 27,010 |
| METAL | - | 1.566 | - | 1.570 |
| CARDBOARD | - | 923 | - | 917 |
| PLASTIC | - | 376 | - | 370 |
| MORE | 479 | 122 | 415 | 128 |
| **TOTAL** | **46,979** | **30,010** | **44,663** | **29,995** |

**GRI STANDARDS 301-2 INFORMATION**: MATERIALS USED THAT COME FROM RECYCLING

| MATERIAL | 2024 | | 2025 | |
|---|---|---|---|---|
| | QUANTITY IN TONS | % RECYCLED MATERIAL | QUANTITY IN TONS | % RECYCLED MATERIAL |
| GLASS | 27,023 | 30,0% | 27,010 | 34,6% |
| METAL | 1,566 | 58% | 1,570 | 58% |
| CARDBOARD | 923 | 90% | 917 | 90% |
| PLASTIC | 376 | - | 370 | - |
| MORE | 122 | - | 128 | - |
| **TOTAL** | **30,010** | **98%** | **29,995** | **98%** |

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

| POWER CONSUMPTION | GJ | |
|---|---|---|
| **TYPE OF CONSUMPTION** | **2024** | **2025** |
| **NON-RENEWABLE FUELS** | **98,263** | **106.227** |
| NATURAL GAS | 95,525 | 104,025 |
| PETROL FOR TRANSPORT | 14 | 36 |
| DIESEL FUEL FOR VEHICLES (INDICATE ONLY THE CONSUMPTION FOR OWNED AND LEASED VEHICLES FOR A LONG PERIOD) | 2,724 | 2,166 |
| **ELECTRICITY** | **34,646** | **36,739** |
| ELECTRICITY PURCHASED | 31,341 | 32,900 |
| OF WHICH FROM RENEWABLE SOURCES | - | 32,900 |
| OF WHICH FROM NON-RENEWABLE SOURCES | 31,341 | - |
| SELF-PRODUCED ELECTRICITY FROM RENEWABLE SOURCES (CONSUMED – SOLD TO THE GRID) | 3,304 | 3,839 |
| | | |
| **TOTAL ENERGY CONSUMPTION** | **132,909** | **142,966** |
| RENEWABLE ENERGY | 3,304 | 36,739 |
| NON-RENEWABLE ENERGY | 129,604 | 106,227 |
| **ENERGY INTENSITY BY TURNOVER (GJ/THOUSANDS OF EURO)** | **0.69** | **0.75** |





**GRI STANDARDS 303-3 INFORMATION**: : WATER WITHDRAWAL

| WATER WITHDRAWALS | MEGALITERS | | | |
|---|---|---|---|---|
| **WATER WITHDRAWAL BY SOURCE** | 2024 | | 2025 | |
| | MEGALITERS | | MEGALITERS | |
| | NON-WATER STRESS AREA | WATER-STRESSED AREAS | NON-WATER STRESS AREA | WATER-STRESSED AREAS |
| TOTAL WITHDRAWALS | 479 | 312 | 416 | 326 |
| OF WHICH THIRD-PARTY WATER | 48 | 46 | 51 | 38 |
| OF WHICH GROUNDWATER | 368 | 266 | 291 | 288 |
| OF WHICH SURFACE WATER | - | - | - | - |
| OF WHICH SEAWATER | - | - | - | - |
| OF WHICH PRODUCED | 63 | - | 74 | - |

**GRI STANDARDS 303-3 INFORMATION**: WATER DISCHARGE

| WATER DISCHARGES | MEGALITERS | | | |
|---|---|---|---|---|
| **DESTINATION OF THE DISCHARGES** | 2024 | | 2025 | |
| | MEGALITERS | | MEGALITERS | |
| | NON-WATER STRESS AREA | WATER-STRESSED AREAS | NON-WATER STRESS AREA | WATER-STRESSED AREAS |
| TOTAL WATER DISCHARGES | 288 | - | 268 | - |
| OF WHICH SEWERAGE | 28 | - | 38 | - |
| OF WHICH IN GROUNDWATER | - | - | - | - |
| OF WHICH SURFACE WATER | 260 | - | 230 | - |
| OF WHICH AT SEA | - | - | - | - |

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

| SCOPE 1 DIRECT EMISSIONS | TON CO2eq | |
|---|---|---|
| **SCOPE 1** | **2024** | **2025** |
| NATURAL GAS | 5,510 | 6,126 |
| DIESEL FUEL FOR TRANSPORT | 30 | 159 |
| PETROL FOR TRANSPORT (INDICATE ONLY THE CONSUMPTION FOR OWNED AND LEASED VEHICLES OF LONG DURATION) | 1 | 3 |
| REFRIGERANT GASES | 55 | 98 |
| **TOTAL SCOPE 1 EMISSIONS** | **5,597** | **6,386** |

**GRI STANDARDS 305-2 DISCLOSURE**: INDIRECT GHG EMISSIONS FROM ENERGY CONSUMPTION (SCOPE 2)

| INDIRECT SCOPE 2 EMISSIONS | TON CO2eq | |
|---|---|---|
| **SCOPE 2** | **2024** | **2025** |
| PURCHASED ELECTRICITY – LOCATION BASED | 2,446 | 2,495 |
| PURCHASED ELECTRICITY – MARKET BASED | 4,026 | - |

| TOTAL EMISSIONS | TON CO2eq | |
|---|---|---|
| | **2024** | **2025** |
| TOTAL EMISSIONS (SCOPE 1 + SCOPE 2 - LOCATION BASED) | 8,043 | 8,881 |
| TOTAL EMISSIONS (SCOPE 1 + SCOPE 2 - MARKET BASED) | 9,623 | 6,386 |





**GRI STANDARDS 305-4 DISCLOSURE**: GHG EMISSION INTENSITY

| EMISSION INTENSITY | TCO2/thousand euro | |
|---|---|---|
| | **2024** | **2025** |
| SCOPE 1 EMISSIONS INTENSITY BY TURNOVER IN THOUSANDS OF EURO | 0,029 | 0,033 |
| EMISSION INTENSITY (SCOPE 2 - LOCATION BASED) IN TERMS OF TURNOVER IN THOUSANDS OF EUROS | 0,013 | 0,013 |
| EMISSION INTENSITY (SCOPE 2 - MARKET BASED) BY TURNOVER IN THOUSANDS OF EURO | 0,021 | 0,00 |

**GRI STANDARDS 305-7 DISCLOSURE**: NITROGEN OXIDES (NOx), SULPHUR OXIDES (SOx) AND OTHER RELEVANT AIR EMISSIONS

| OTHER RELEVANT ISSUES | kg[27] | |
|---|---|---|
| | **2024** | **2025** |
| NOx | 1.8 | 1.3 |

**INFORMATION GRI STANDARDS 306-3 (2020)** : WASTE PRODUCED

| WASTE PRODUCED | TONS | |
|---|---|---|
| | **2024[28]** | **2025** |
| HAZARDOUS WASTE | 373 | 443 |
| NON-HAZARDOUS WASTE | 7,459 | 8,696 |
| **TOTAL** | **7,832** | **9,139** |

[27] It should be noted that the Kg were calculated from the sampling requested by AUA at the hourly flow level and divided into Kg.

[28] With a view to continuous improvement, the calculation of the hazardous waste figure for 2024 has been improved. For the above values, please refer to the 2024 Sustainability Report.

# SOCIAL INFORMATION

**GRI STANDARDS DISCLOSURE 2-7**: INFORMATION ON EMPLOYEES AND OTHER WORKERS[29]

| TOTAL NUMBER OF EMPLOYEES BROKEN DOWN BY TYPE OF CONTRACT (PERMANENT AND FIXED-TERM) AND GENDER | | | | | | |
|---|---|---|---|---|---|---|
| CONTRACT TYPE | AS OF 31 DECEMBER 2024 | | | AS OF 31 DECEMBER 2025 | | |
| | MEN | WOMEN | TOTAL | MEN | WOMEN | TOTAL |
| PERMANENT | 185 | 129 | 314 | 185 | 127 | 312 |
| TEMPORARY | - | - | - | 1 | 1 | 2 |
| **TOTAL** | **185** | **129** | **314** | **186** | **128** | **314** |

| TOTAL NUMBER OF EMPLOYEES BROKEN DOWN BY TYPE OF CONTRACT (PERMANENT AND FIXED-TERM), BY GENDER AND GEOGRAPHICAL AREA | | | | | | |
|---|---|---|---|---|---|---|
| CONTRACT TYPE | AS OF 31 DECEMBER 2024 | | | AS OF 31 DECEMBER 2025 | | |
| | MEN | WOMEN | TOTAL | MEN | WOMEN | TOTAL |
| **ITALY** | **175** | **111** | **286** | **177** | **108** | **285** |
| PERMANENT | 175 | 111 | 286 | 176 | 108 | 284 |
| TEMPORARY | - | - | - | 1 | - | 1 |
| **ABROAD** | **10** | **18** | **28** | **9** | **20** | **29** |
| PERMANENT | 10 | 18 | 28 | 9 | 19 | 28 |
| TEMPORARY | - | - | - | - | 1 | 1 |
| **TOTAL** | **185** | **129** | **314** | **186** | **128** | **314** |

[29] The data relating to employees shown in the following tables do not include temporary workers who work mainly in the peak seasonal period that coincides with the basil 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 2024 | | | AS OF 31 DECEMBER 2025 | | |
| | MEN | WOMEN | TOTAL | MEN | WOMEN | TOTAL |
| **ITALY** | **175** | **111** | **286** | **177** | **108** | **285** |
| FULL-TIME | 174 | 90 | 264 | 177 | 88 | 265 |
| PART-TIME | 1 | 21 | 22 | - | 20 | 20 |
| NON-GUARANTEED TIMETABLE | - | - | - | - | - | - |
| **FOREIGN** | **10** | **18** | **28** | **9** | **20** | **29** |
| FULL-TIME | 10 | 15 | 25 | 9 | 18 | 27 |
| PART-TIME | - | 3 | 3 | - | 2 | 2 |
| NON-GUARANTEED TIMETABLE | - | - | - | - | - | - |
| **TOTAL** | **185** | **129** | **314** | **186** | **128** | **314** |
| **OF WHICH FULL-TIME** | **184** | **105** | **289** | **186** | **106** | **292** |
| **OF WHICH PART-TIME** | **1** | **24** | **25** | **-** | **22** | **22** |
| **OF WHICH AT NON-GUARANTEED** | **-** | **-** | **-** | **-** | **-** | **-** |
| **PART-TIME PERCENTAGE** | **0.5%** | **18.6%** | **8.0%** | **-** | **17.2%** | **7.0%** |

**GRI STANDARDS INFORMATION 2-8**: LNON-EMPLOYEES

| TOTAL NUMBER OF EMPLOYEES BY TYPE OF CONTRACT AND GENDER | | | | | | |
|---|---|---|---|---|---|---|
| CONTRACT TYPE | AS OF 31 DECEMBER 2024 | | | AS OF 31 DECEMBER 2025 | | |
| | MEN | WOMEN | TOTAL | MEN | WOMEN | TOTAL |
| AGENCY WORKERS | 41 | 12 | 53 | 21 | 12 | 33 |
| SELF-EMPLOYED WORKERS (E.G. VAT NUMBER) | - | - | - | - | - | - |
| INTERNS | - | - | - | 2 | - | 2 |
| EXTERNAL COLLABORATORS | 3 | - | 3 | 4 | - | 4 |
| **TOTAL** | **44** | **12** | **56** | **27** | **12** | **39** |

**GRI STANDARDS DISCLOSURE 2-30**: COLLECTIVE BARGAINING AGREEMENTS

| PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS | | |
|---|---|---|
| NUMBER OF EMPLOYEES | AS OF 31 DECEMBER 2024 | AS OF 31 DECEMBER 2025 |
| **TOTAL EMPLOYEES** | **314** | **314** |
| NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS | 311 | 312 |
| **TOTAL PERCENTAGE** | **99%** | **99%** |





**GRI STANDARDS 401-1 DISCLOSURE**:NEW HIRES AND TURNOVER [30]

| INCOMING EMPLOYEES BY GENDER, AGE GROUP AND GEOGRAPHICAL AREA | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| NUMBER OF PEOPLE | 2024 | | | | | | | | | | | |
| | ITALY | | | | FOREIGN | | | | TOTAL | | | |
| | <30 | 30-50 | >50 | TOTAL | <30 | 30-50 | >50 | TOTAL | <30 | 30-50 | >50 | TOTAL |
| 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** |

| INCOMING EMPLOYEES BY GENDER, AGE GROUP AND GEOGRAPHICAL AREA | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| NUMBER OF PEOPLE | 2025 | | | | | | | | | | | |
| | ITALY | | | | FOREIGN | | | | TOTAL | | | |
| | <30 | 30-50 | >50 | TOTAL | <30 | 30-50 | >50 | TOTAL | <30 | 30-50 | >50 | TOTAL |
| MEN | 3 | 7 | 3 | 13 | - | - | - | - | 3 | 7 | 3 | 13 |
| WOMEN | 2 | 4 | 1 | 7 | - | 1 | 1 | 2 | 2 | 5 | 2 | 9 |
| **TOTAL** | **5** | **11** | **4** | **20** | **-** | **1** | **1** | **2** | **5** | **12** | **5** | **22** |

| OUTGOING EMPLOYEES BY GENDER, AGE GROUP AND GEOGRAPHICAL AREA | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| NUMBER OF PEOPLE | 2024 | | | | | | | | | | | |
| | ITALY | | | | FOREIGN | | | | TOTAL | | | |
| | <30 | 30-50 | >50 | TOTAL | <30 | 30-50 | >50 | TOTAL | <30 | 30-50 | >50 | TOTAL |
| 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** |

| OUTGOING EMPLOYEES BY GENDER, AGE GROUP AND GEOGRAPHICAL AREA | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| NUMBER OF PEOPLE | 2025 | | | | | | | | | | | |
| | ITALY | | | | FOREIGN | | | | TOTAL | | | |
| | <30 | 30-50 | >50 | TOTAL | <30 | 30-50 | >50 | TOTAL | <30 | 30-50 | >50 | TOTAL |
| MEN | 1 | 6 | 4 | 11 | 1 | - | - | 1 | 2 | 6 | 4 | 12 |
| WOMEN | 1 | 5 | 3 | 9 | - | 1 | - | 1 | 1 | 6 | 3 | 10 |
| **TOTAL** | **2** | **11** | **7** | **20** | **1** | **1** | **-** | **2** | **3** | **12** | **7** | **22** |

[30] The data relating to employees shown in the following tables do not include temporary workers who work mainly in the peak seasonal period that coincides with the basil campaign.

| RECRUITMENT RATE BY GENDER, AGE GROUP AND GEOGRAPHICAL AREA | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| NUMBER OF PEOPLE | 2024 | | | | | | | | | | | |
| | ITALY | | | | FOREIGN | | | | TOTAL | | | |
| | <30 | 30-50 | >50 | TOTAL | <30 | 30-50 | >50 | TOTAL | <30 | 30-50 | >50 | TOTAL |
| 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%** | **100%** | **3.6%** | **8.4%** | **66.7%** | **25.0%** | **-** | **21.4%** | **35.3%** | **11.4%** | **3.3%** | **9.6%** |

| RECRUITMENT RATE BY GENDER, AGE GROUP AND GEOGRAPHICAL AREA | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| NUMBER OF PEOPLE | 2025 | | | | | | | | | | | |
| | ITALY | | | | FOREIGN | | | | TOTAL | | | |
| | <30 | 30-50 | >50 | TOTAL | <30 | 30-50 | >50 | TOTAL | <30 | 30-50 | >50 | TOTAL |
| MEN | 21.4% | 7.2% | 4.5% | 7.3% | - | - | - | - | 20.0% | 6.9% | 4.3% | 7.0% |
| WOMEN | 100.0% | 6.7% | 2.2% | 6.5% | - | 9.1% | 12.5% | 10.0% | 66.7% | 7.0% | 3.7% | 7.0% |
| **TOTAL** | **31.3%** | **7.0%** | **3.6%** | **7.0%** | **-** | **6.3%** | **9.1%** | **6.9%** | **27.8%** | **6.9%** | **8.1%** | **7.0%** |

| TURNOVER RATE BY GENDER, AGE GROUP AND GEOGRAPHICAL AREA | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| NUMBER OF PEOPLE | 2024 | | | | | | | | | | | |
| | ITALY | | | | FOREIGN | | | | TOTAL | | | |
| | <30 | 30-50 | >50 | TOTAL | <30 | 30-50 | >50 | TOTAL | <30 | 30-50 | >50 | TOTAL |
| 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%** |

| TURNOVER RATE BY GENDER, AGE GROUP AND GEOGRAPHICAL AREA | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| NUMBER OF PEOPLE | 2025 | | | | | | | | | | | |
| | ITALY | | | | FOREIGN | | | | TOTAL | | | |
| | <30 | 30-50 | >50 | TOTAL | <30 | 30-50 | >50 | TOTAL | <30 | 30-50 | >50 | TOTAL |
| MEN | 7.1% | 6.2% | 6.1% | 6.2% | 100.0% | - | - | 11.1% | 13.3% | 5.9% | 5.8% | 6.5% |
| WOMEN | 50.0% | 8.3% | 6.5% | 8.3% | - | 9.1% | - | 5.0% | 33.3% | 8.5% | 5.6% | 7.8% |
| **TOTAL** | **12.5%** | **7.0%** | **6.3%** | **7.0%** | **50.0%** | **6.3%** | **-** | **6.9%** | **16.7%** | **6.9%** | **5.7%** | **7.0%** |





**GRI STANDARDS 404-1 INFORMATION**: AVERAGE HOURS OF ANNUAL TRAINING PER EMPLOYEE [31]

| HOURS OF TRAINING BY PROFESSIONAL CATEGORY AND GENDER - 2024 | | | | | | |
|---|---|---|---|---|---|---|
| PROFESSIONAL CATEGORY | 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 |
| 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** |

| HOURS OF TRAINING BY PROFESSIONAL CATEGORY AND GENDER – 2025 | | | | | | |
|---|---|---|---|---|---|---|
| PROFESSIONAL CATEGORY | 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 | 86 | 7.8 | 50 | 12.0 | 136 | 9.1 |
| MANAGERS | 76 | 6.3 | - | - | 76 | 3.6 |
| EMPLOYEES | 748 | 19.2 | 305 | 5.6 | 1,053 | 11.3 |
| WORKERS | 4,373 | 35.3 | 1,228 | 20.1 | 5,601 | 30.3 |
| **TOTAL** | **5,283** | **28.4** | **1,583** | **12.4** | **6,866** | **21.9** |

[31] The data relating to employees shown in the following tables do not include temporary workers who work mainly in the peak seasonal period that coincides with the basil campaign.

**GRI STANDARDS 405-1 DISCLOSURE**: DIVERSITY OF GOVERNANCE BODIES AND AMONG EMPLOYEES [32]

| TOTAL NUMBER OF EMPLOYEES BY JOB CATEGORY AND GENDER | | | | | | |
|---|---|---|---|---|---|---|
| CATEGORIA PROFESSIONALE | AS OF 31 DECEMBER 2024 | | | AS OF 31 DECEMBER 2025 | | |
| | MEN | WOMEN | TOTAL | MEN | WOMEN | TOTAL |
| EXECUTIVES | 11 | 4 | 15 | 11 | 4 | 15 |
| MIDDLE MANAGERS | 12 | 9 | 21 | 12 | 9 | 21 |
| EMPLOYEES | 39 | 52 | 91 | 39 | 54 | 93 |
| WORKERS | 123 | 64 | 187 | 124 | 61 | 185 |
| **TOTAL** | **185** | **129** | **314** | **186** | **128** | **314** |

| PERCENTAGE OF EMPLOYEES BY JOB CATEGORY AND GENDER (PERCENTAGES) | | | | | | |
|---|---|---|---|---|---|---|
| PROFESSIONAL CATEGORY | AS OF 31 DECEMBER 2024 | | | AS OF 31 DECEMBER 2025 | | |
| | MEN | WOMEN | TOTAL | MEN | WOMEN | TOTAL |
| EXECUTIVES | 3.5% | 1.3% | 4.8% | 3.5% | 1.3% | 4.8% |
| MIDDLE MANAGERS | 3.8% | 2.9% | 6.7% | 3.8% | 2.9% | 6.7% |
| EMPLOYEES | 12.4% | 16.6% | 29.0% | 12.4% | 17.2% | 29.6% |
| WORKERS | 39.2% | 20.4% | 59.6% | 39.5% | 19.4% | 58.9% |
| **TOTAL** | **58.9%** | **41.1%** | **100.0%** | **59.2%** | **40.8%** | **100.0%** |

[32] The data relating to employees shown in the following tables do not include temporary workers who work mainly in the peak seasonal period that coincides with the basil campaign.





| TOTAL NUMBER OF EMPLOYEES BY JOB CATEGORY AND AGE GROUP | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| PROFESSIONAL CATEGORY | AS OF 31 DECEMBER 2024 | | | | AS OF 31 DECEMBER 2025 | | | |
| | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL |
| EXECUTIVES | - | 6 | 9 | 15 | - | 6 | 9 | 15 |
| MIDDLE | 1 | 12 | 8 | 21 | 1 | 10 | 10 | 21 |
| EMPLOYEES | 9 | 52 | 30 | 91 | 7 | 51 | 35 | 93 |
| WORKERS | 7 | 106 | 74 | 187 | 10 | 106 | 69 | 185 |
| **TOTAL** | **17** | **176** | **121** | **314** | **18** | **173** | **123** | **314** |

| PERCENTAGE OF EMPLOYEES BY JOB CATEGORY AND AGE GROUP | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| PROFESSIONAL CATEGORY | AS OF 31 DECEMBER 2024 | | | | AS OF 31 DECEMBER 2025 | | | |
| | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL |
| EXECUTIVES | 0.0% | 1.9% | 2.9% | 4.8% | 0.0% | 1.9% | 2.9% | 4.8% |
| MIDDLE | 0.3% | 3.8% | 2.5% | 6.7% | 0.3% | 3.2% | 3.2% | 6.7% |
| EMPLOYEES | 2.9% | 16.6% | 9.6% | 29.0% | 2.2% | 16.2% | 11.1% | 29.6% |
| WORKERS | 2.2% | 33.8% | 23.6% | 59.6% | 3.2% | 33.8% | 22.0% | 58.9% |
| **TOTAL** | **5.4%** | **56.1%** | **38.5%** | **100.0%** | **5.7%** | **55.1%** | **39.2%** | **100%** |

| COMPOSITION OF THE BOARD OF DIRECTORS BY GENDER AND AGE GROUP | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| NUMBER OF PEOPLE | AS OF 31 DECEMBER 2024 | | | | AS OF 31 DECEMBER 2025 | | | |
| | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL |
| MEN | - | 1 | 2 | 3 | - | 1 | 2 | 3 |
| WOMEN | - | 1 | 1 | 2 | - | 1 | 1 | 2 |
| **TOTAL** | **-** | **2** | **3** | **5** | **-** | **2** | **3** | **5** |

| COMPOSITION OF THE BOARD OF DIRECTORS BY GENDER AND AGE GROUP (PERCENTAGE) | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| NUMBER OF PEOPLE | AS OF 31 DECEMBER 2024 | | | | AS OF 31 DECEMBER 2025 | | | |
| | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL |
| MEN | 0.0% | 20.0% | 40.0% | 60.0% | 0.0% | 20.0% | 40.0% | 60.0% |
| WOMEN | 0.0% | 20.0% | 20.0% | 40.0% | 0.0% | 20.0% | 20.0% | 40.0% |
| **TOTAL** | **0.0%** | **40.0%** | **60.0%** | **100.0%** | **0.0%** | **40.0%** | **60.0%** | **100.0%** |

**GRI STANDARDS 405-2 DISCLOSURE**: RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN [33]

| RATIO OF BASIC SALARY FOR WOMEN AND MEN BY CLASSIFICATION | | |
|---|---|---|
| PROFESSIONAL CATEGORY | AS OF 31 DECEMBER 2024 | AS OF 31 DECEMBER 2025 |
| | RATIO OF WOMEN TO MEN | RATIO OF WOMEN TO MEN |
| EXECUTIVES | 1,10 | 1,01 |
| MIDDLE MANAGERS | 0,99 | 0,81 |
| EMPLOYEES | 0,99 | 1,08 |
| WORKERS | 0,90 | 0,92 |
| **TOTAL** | **1,03** | **0,96** |

| RATIO OF TOTAL FEMALE TO MALE SALARY BY CLASSIFICATION | | |
|---|---|---|
| PROFESSIONAL CATEGORY | AS OF 31 DECEMBER 2024 | AS OF 31 DECEMBER 2025 |
| | RATIO OF WOMEN TO MEN | RATIO OF WOMEN TO MEN |
| EXECUTIVES | 1,10 | 0,97 |
| MIDDLE MANAGERS | 0,83 | 0,72 |
| EMPLOYEES | 1,02 | 0,98 |
| WORKERS | 0,84 | 0,83 |
| **TOTAL** | **1,00** | **0,90** |

[33] The data relating to employees shown in the following tables do not include temporary workers who work mainly in the peak seasonal period that coincides with the basil campaign.





**INFORMATION GRI STANDARDS 403-9**: ACCIDENTS AT WORK OF EMPLOYEES [34]

| GROUP EMPLOYEES | | |
|---|---|---|
| ACCIDENTS AT WORK | | |
| NUMBER OF ACCIDENTS | 2024 | 2025 |
| TOTAL NUMBER OF DEATHS DUE TO ACCIDENTS AT WORK | - | - |
| TOTAL NUMBER OF RECORDABLE OCCUPATIONAL ACCIDENTS | 11 | 11 |
| OF WHICH TOTAL NUMBER OF SERIOUS OCCUPATIONAL ACCIDENTS (EXCLUDING | - | - |
| ACCIDENT RATES | | |
| RATE OF DEATHS DUE TO ACCIDENTS AT WORK | - | - |
| RATE OF RECORDABLE OCCUPATIONAL ACCIDENTS | 3,9 | 3,9 |
| RATE OF SERIOUS ACCIDENTS AT WORK (EXCLUDING FATALITIES) | - | - |
| HOURS WORKED | 561.439 | 556.300 |

| NON-EMPLOYEES OF THE GROUP | | |
|---|---|---|
| ACCIDENTS AT WORK [35] | | |
| NUMBER OF ACCIDENTS | 2024 | 2025 |
| TOTAL NUMBER OF DEATHS DUE TO ACCIDENTS AT WORK | - | - |
| TOTAL NUMBER OF RECORDABLE OCCUPATIONAL ACCIDENTS | 6 | 4 |
| OF WHICH TOTAL NUMBER OF SERIOUS OCCUPATIONAL ACCIDENTS (EXCLUDING FATALITIES) | - | - |
| INJURY RATES | | |
| RATE OF DEATHS DUE TO ACCIDENTS AT WORK | - | - |
| RATE OF RECORDABLE OCCUPATIONAL ACCIDENTS [36] | 8,7 | 6,4 |
| RATE OF SERIOUS ACCIDENTS AT WORK (EXCLUDING FATALITIES) | - | - |
| HOURS WORKED | 137.547 | 125.208 |

[34] The data relating to employees shown in the following tables do not include temporary workers who work mainly in the peak seasonal period that coincides with the basil campaign..

[35] The data relating to these accidents refer to non-employee personnel, specifically temporary workers, interns and collaborators who work for the Polli Group.

[36] 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** [37]

| MAXIMUM NUMBER OF SEASONAL WORKERS | | |
|---|---|---|
| **GEOGRAPHICAL AREA** | **2024** | **2025** |
| ITALY | 41 | 49 |
| SPAIN | 17 | 19 |
| **TOTAL** | **58** | **68** |

| AVERAGE NUMBER OF SEASONAL WORKERS DIVIDED BY TYPE OF CONTRACT AND GENDER (ULA) | | | | | | |
|---|---|---|---|---|---|---|
| **AGE GROUP** | **2024** | | | **2025** | | |
| | **MEN** | **WOMEN** | **TOTAL** | **MEN** | **WOMEN** | **TOTAL** |
| <30 YEARS | 4 | 2 | 6 | 11 | 6 | 17 |
| 30-50 YEARS | 12 | 9 | 21 | 14 | 14 | 28 |
| >50 YEARS | 7 | 7 | 14 | 10 | 13 | 23 |
| **TOTAL** | **23** | **18** | **41** | **35** | **33** | **68** |

| AVERAGE NUMBER OF SEASONAL WORKERS PEOPLE BY GENDER AND GEOGRAPHICAL AREA | | | | | | |
|---|---|---|---|---|---|---|
| **GEOGRAPHICAL AREA** | **2024** | | | **2025** | | |
| | **MEN** | **WOMEN** | **TOTAL** | **MEN** | **WOMEN** | **TOTAL** |
| ITALY | 21 | 12 | 33 | 29 | 20 | 49 |
| ABROAD | 2 | 6 | 8 | 6 | 13 | 19 |
| **TOTAL** | **23** | **18** | **41** | **35** | **33** | **68** |

[37] All temporary workers are in *Full-time mode*.





# SUPPLY CHAIN INFORMATION

**INFORMATION GRI STANDARDS 204-1**: PROPORTION OF EXPENDITURE MADE TO LOCAL SUPPLIERS

| PURCHASE DISTRIBUTION | | | | |
|---|---|---|---|---|
| **GEOGRAPHICAL AREA** | **2024** | | **2025** | |
| | **SPENDING IN THOUSANDS/€** | **€ %** | **SPENDING IN THOUSANDS/€** | **€ %** |
| ITALY | 93,381 | 84.5% | 91,530 | 84.0% |
| SPAIN | 7,435 | 6.7% | 9,797 | 9.0% |
| OTHER[38] | 9,671 | 8.8% | 7,610 | 7.0% |
| **LOCAL SUPPLIERSI**[39] | **100,816** | **91.2%** | **101,327** | **93.0%** |
| **TOTAL** | **110,487** | **100.0%** | **108,938** | **100.0%** |

[38] The "Other" category refers to the following countries: Turkey, Morocco, Netherlands, UK, Belgium, India, Germany, Greece, Portugal and Hungary.

[39] The term "local supplier" refers to all those suppliers who have their registered office in the national country in which each Company operates. Local refers to Italy and Spain, where the Group's plants are located, net of intra-Group purchases.

# EPD CERTIFICATIONS

## EPD CERTIFICATION: SICILIAN-STYLE SUN-DRIED TOMATOES IN OIL

### 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 charge | 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 $CO_2$ 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.





## EPD CERTIFICATION: PESTO ALLA GENOVESE - 190g format

### ENVIRONMENTAL IMPACTS | PESTO ALLA GENOVESE (average product) - 190 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 | 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 charge | 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.

# EPD CERTIFICATION: PESTO ALLA GENOVESE – 2x90g format

## 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 charge | 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.







# MATERIAL TOPICS AND RELATED IMPACTS. RISKS AND OPPORTUNITIES

## Significant impacts

| MATERIAL TOPICS | IMPACTS | IMPACT DESCRIPTION | NATURE OF IMPACT | | INVOLVEMENT OF THE POLLI GROUP |
|---|---|---|---|---|---|
| BUSINESS ETHICS AND RESPONSIBLE SUPPLY CHAIN | Creation of a local supply chain | Methods and procedures for creating a panel of suppliers located in the areas adjacent to the places where the organization operates and produces | POSITIVE | Potential | Caused by the Group and to which it contributes. and related to the Group through its business relationships |
| | Contribution to improving the ESG performance of suppliers | Contributing to improved supplier ESG performance promotes sustainable. ethical and responsible practices throughout the supply chain | POSITIVE | Potential | Caused by the Group and to which it contributes. and related to the Group through its business relationships |
| | Late payments to suppliers | Late payments to suppliers due to failure or ineffective monitoring of payment deadlines | NEGATIVE | Potential | Caused by the Group |
| CLIMATE CHANGE AND ENERGY EFFICIENCY | Direct and indirect GHG emissions generation (Scope 1 and 2) | Generation of direct and indirect emissions deriving from the consumption of climate-changing electricity produced within the organization | NEGATIVE | Current | Caused by the Group. and related to the Group through its business relationships |
| | Indirect GHG emissions generation (Scope 3) | Generation of indirect climate-changing emissions produced in the value chain because of the activities carried out | NEGATIVE | Current | Caused by the Group and related to the Group through its business relationships |
| | Power consumption | Consumption of energy from renewable and non-renewable sources, with consequent negative impacts on the environment and reduction of the energy stock | NEGATIVE | Current | Caused by the Group, and related to the Group through its business relationships |





| MATERIAL TOPICS | IMPACTS | IMPACT DESCRIPTION | NATURE OF IMPACT | | INVOLVEMENT OF THE POLLI GROUP |
|---|---|---|---|---|---|
| PREVENTION OF AIR. WATER AND SOIL POLLUTION | Emission of pollutants into the atmosphere | Release of pollutant emissions into the atmosphere, with a negative impact on air quality and ecosystems, including human and animal health, such as sulphur oxides (SOx), nitrogen oxides (NOx) and, in particular, particulate matter (PM), volatile organic compounds (VOCs) and carbon monoxide (CO) | NEGATIVE | Current | Caused by the Group and related to the Group through its business relationships |
| | Soil contamination | Introduction of pollutants into the soil with contamination resulting from suboptimal management of pesticides and herbicides. | NEGATIVE | Current | Caused by the Group and related to the Group through its business relationships |
| | Contamination of groundwater through water discharges | Introduction of pollutants into water with groundwater contamination resulting from suboptimal management of water discharges | NEGATIVE | Current | Caused by the Group and related to the Group through its business relationships |
| | Generation of microplastics | Release of polluting primary and secondary microplastics into the environment because of production activities by Group companies and players along the value chain and the use of plastic packaging | NEGATIVE | Current | Caused by the Group and related to the Group through its business relationships |
| | Pollution of living organisms and food resources | Pollution with negative impacts on living organisms and food resources that can compromise human health and ecosystems. causing diseases and imbalances in the food chain | NEGATIVE | Current | Caused by the Group and related to the Group through its business relationships |

| MATERIAL TOPICS | IMPACTS | IMPACT DESCRIPTION | NATURE OF IMPACT | | INVOLVEMENT OF THE POLLI GROUP |
|---|---|---|---|---|---|
| SUSTAINABLE MANAGEMENT OF WATER RESOURCES | Water withdrawal | Withdrawal of water for its production processes with repercussions on the availability of water resources | NEGATIVE | Current | Caused by the Group |
| | Water consumption | Water consumption for its production processes with repercussions on the availability of water resources. | NEGATIVE | Current | Caused by the Group |
| | Water Discharge | Discharge of water for its production processes with repercussions on the availability of water resources. | NEGATIVE | Current | Caused by the Group |
| | Water withdrawal in the value chain | Water abstraction within the value chain with an impact on the availability of water resources | NEGATIVE | Current | Caused by the Group and related to the Group through its business relationships |
| | Water consumption in the value chain | Water consumption within the value chain with repercussions on the availability of water resources. | NEGATIVE | Current | Caused by the Group and related to the Group through its business relationships |
| | Water discharge in the value chain | Water discharges within the value chain with an impact on the availability of water resources | NEGATIVE | Current | Caused by the Group and related to the Group through its business relationships |





| MATERIAL TOPICS | IMPACTS | IMPACT DESCRIPTION | NATURE OF IMPACT | | INVOLVEMENT OF THE POLLI GROUP |
|---|---|---|---|---|---|
| PROTECTION OF BIODIVERSITY AND ECOSYSTEMS | Impoverishment of ecosystems and biodiversity related to business activities | Conversion and reduction of natural ecosystems caused by deforestation and/or severe degradation related to business activities and biodiversity loss factors resulting from procurement, storage, infrastructure and logistics, resulting in habitat deterioration and species decline | Negative | Current | Caused by the Group and related to the Group through its business relationships |
| | Depletion of ecosystems and biodiversity related to value chain activities | Conversion and reduction of natural ecosystems through deforestation and/or severe degradation related to its supply chain | Negative | Current | Caused by the Group and related to the Group through its business relationships |

| MATERIAL TOPICS | IMPACTS | IMPACT DESCRIPTION | NATURE OF IMPACT | | INVOLVEMENT OF THE POLLI GROUP |
|---|---|---|---|---|---|
| CIRCULAR ECONOMY AND RESOURCE EFFICIENCY | Depletion of natural resources | Depletion of natural resources due to overexploitation of raw materials with repercussions on the availability of essential resources | NEGATIVE | Current | Caused by the Group and related to the Group through its business relationships |
| | Creation of a certified supply chain | Methods and procedures for tracing the source, origin or production conditions of raw materials and finished products | POSITIVE | Current | Caused by the Group and to which it contributes, and related to the Group through its business relationships |
| | Impacts during the product life cycle | Negative impacts generated by packaging along the entire life cycle (from cradle, extraction and processing of raw materials to end-of-life after use) | NEGATIVE | Current | Caused by the Group and related to the Group through its business relationships |
| | Sustainable and innovative product development | Promotion of the sustainable development of products, including through investments in research and development, with a view to reducing their environmental impact | POSITIVE | Potential | Caused by the Group and contributing to |
| | Recycling and reuse of waste and industrial symbiosis activities | Practices of reuse and reintroduction into the production process of processing waste following recovery operations, recycling also with a view to circular economy | POSITIVE | Potential | Caused by the Group and contributing to |
| | Waste generation | Environmental impacts related to the production of hazardous and non-hazardous waste and their inadequate disposal | NEGATIVE | Current | Caused by the Group |
| | Food waste | Food waste resulting from unsold products or inefficiencies within the production cycle | NEGATIVE | Current | Caused by the Group and related to the Group through its business relationships |





| MATERIAL TOPICS | IMPACTS | IMPACT DESCRIPTION | NATURE OF IMPACT | | INVOLVEMENT OF THE POLLI GROUP |
|---|---|---|---|---|---|
| PEOPLE DEVELOPMENT, HEALTH & SAFETY | 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 | Caused by the Group and contributing to |
| | Accidents at work | Accidents or other accidents in the workplace. with negative consequences for the health of direct workers or external collaborators | NEGATIVE | Current | Caused by the Group and related to the Group through its business relationships |
| | Talent management and development | Promoting a positive work environment through the development of HR policies to attract and empower employees | POSITIVE | Current | Caused by the Group and contributing to |
| | Meeting employee expectations in terms of well-being | Adoption of well-being practices to ensure workers have secure and decent employment opportunities, through fair and competitive wages, as well as professional development and talent development programmes, with positive effects on economic stability and personal well-being | POSITIVE | Current | Caused by the Group and contributing to |
| | 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 | Caused by the Group and contributing to |
| | Deterioration of relations with trade unions and associations | Inadequate relations with the social partners, lack of dialogue between trade unions and management with negative repercussions for workers in terms of working conditions and freedom of association | NEGATIVE | Current | Caused by the Group and related to the Group through its business relationships |
| | Breach and loss of your workforce's data | Poor IT security management and failure to apply data management best practices at the expense of the privacy of its workforce. | NEGATIVE | Current | Caused by the Group |

| MATERIAL TOPICS | IMPACTS | IMPACT DESCRIPTION | NATURE OF IMPACT | | INVOLVEMENT OF THE POLLI GROUP |
|---|---|---|---|---|---|
| HUMAN RIGHTS AND DECENT WORK IN THE VALUE CHAIN | Strengthening relationships with key partners | Strengthening relationships with key partners and players in the industry and value chain, through initiatives to listen to and respond to their needs | POSITIVE | Potential | Caused by the Group and to which it contributes, and related to the Group through its business relationships |
| | Lack of diversity among workers in the value chain | Absence of diversity (e.g. gender, geographical area of origin, background, disability) among workers in the value chain. with direct and indirect impacts on the affirmation of equality | NEGATIVE | Potential | Related to the Group through its business relationships |
| | Cases of human rights violations within the organization and its value chain | Violations of human rights along the value chain, such as the right to freedom of association and collective bargaining, child labour, forced or compulsory labour | NEGATIVE | Potential | Related to the Group through its business relationships |
| | Deterioration of relations with trade unions and associations of workers in the value chain | Inadequate relations with social partners, lack of dialogue between trade unions and management with negative repercussions for workers in terms of working conditions and freedom of association of workers in the value chain | NEGATIVE | Potential | Related to the Group through its business relationships |
| | Breach and loss of workers' data along the value chain | Poor IT security management and failure to apply data management best practices by actors along the value chain to the detriment of the privacy of their workers | NEGATIVE | Potential | Related to the Group through its business relationships |
| | Inadequate working conditions in the value chain | Failure to comply with adequate working conditions for workers in the value chain in terms of working conditions, secure employment, remuneration, working hours, and work-life balance. | NEGATIVE | Potential | Related to the Group through its business relationships |



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| MATERIAL TOPICS | IMPACTS | IMPACT DESCRIPTION | NATURE OF IMPACT | | INVOLVEMENT OF THE POLLI GROUP |
|---|---|---|---|---|---|
| DEVELOPMENT OF LOCAL COMMUNITIES AND HEALTHY EATING | Economic support for associations belonging to the local community | Support to local communities through contributions and donations to foster a positive economic, social, cultural and/or environmental impact where the Organization is physically present | POSITIVE | Current | Caused by the Group and contributing to |
| | Contribution to healthy diets | Assurance by the organization to ensure quality, safe and nutritious products that meet people's dietary needs and food preferences for an active and healthy life | POSITIVE | Current | Caused by the Group and contributing to |
| | Promotion of food education | Implementation of nutrition education activities, including collaborations with schools, universities and nutrition experts, aimed at employees and consumers | POSITIVE | Current | Caused by the Group and contributing to |

| MATERIAL TOPICS | IMPACTS | IMPACT DESCRIPTION | NATURE OF IMPACT | | INVOLVEMENT OF THE POLLI GROUP |
|---|---|---|---|---|---|
| QUALITY, PRODUCT SAFETY AND CONSUMER PROTECTION | Positive dialogue with the company's customers | Promoting a positive dialogue with the company's customers, ensuring good brand experience by providing all relevant information both online and in stores | POSITIVE | Current | Caused by the Group and to which it contributes, and related to the Group through its business relationships |
| | Offering products that do not meet quality and safety criteria | Any episodes of non-compliance with standard standards relating to product quality and safety due to lack or inefficiency of: traceability, controls or management systems along the entire value chain | NEGATIVE | Potential | Caused by the Group and related to the Group through its business relationships |
| | Failure to meet customer expectations | Customer dissatisfaction with the quality of the product supplied | NEGATIVE | Potential | Caused by the Group |
| | Breach and loss of customer data | Poor IT security management and failure to apply data management best practices to the detriment of the confidentiality of customer data. | NEGATIVE | Potential | Caused by the Group |





# MATERIAL RISKS AND OPPORTUNITIES[40]

| RELATED MATERIAL TOPICS | TYPE | RISK/ OPPORTUNITIES | RISK DESCRIPTION/ OPPORTUNITIES |
|---|---|---|---|
| PROTECTION OF BIODIVERSITY AND ECOSYSTEMS | RISK | Climate change and impacts on agricultural biodiversity | Climate change could compromise the quality and availability of agricultural resources needed for food production, negatively affecting crop biodiversity and agricultural ecosystems, with potential economic and operational damage for the Group. |
| CLIMATE CHANGE AND ENERGY EFFICIENCY | RISK | Energy market instability | The absence of an effective strategy to diversify the energy matrix, with limited adoption of renewable sources, could make the Group more vulnerable to market shocks and interruptions in energy supply due to extreme weather events. In addition, the increase in energy price volatility, influenced by climatic and geopolitical factors, could increase operating costs and reduce competitiveness |
| SUSTAINABLE MANAGEMENT OF WATER RESOURCES | CURRENT | Water scarcity and downtime | Water scarcity, both due to climatic causes and inefficiencies in supply sources, could compromise the Group's production capacity, cause operational downtime and increase investment costs for new procurement or recycling technologies |
| | RISK | Decreased availability of water in the supply chain | The reduced availability of water could affect the quality of raw materials, with economic and reputational impacts deriving from the poor quality of finished products |
| QUALITY. PRODUCT SAFETY AND CONSUMER PROTECTION | RISK | Impact of new regulations on food safety | The introduction of more stringent regulations on food safety could generate additional costs of compliance and procedural complexity, affecting the operational management of Polli 1872 |
| BUSINESS ETHICS AND RESPONSIBLE SUPPLY CHAIN | OPPORTUNITY | ESG leadership | A proactive approach to sustainability and clear ESG leadership allows the Group to anticipate market trends, respond effectively to stakeholder demands and strengthen its reputation. This translates into a competitive advantage, greater attractiveness for investors and talent, as well as a more resilient management of environmental and social risks. |

[40] Risks and Opportunities that emerged as material as a result of Financial Materiality.

# METHODOLOGICAL NOTE

This document represents the Sustainability Report of F.lli Polli and its subsidiaries (in this document also "F.lli Polli", "Polli Group", "Group" or "Company"), drawn up on a voluntary basis in order to describe the activities, initiatives and main results achieved with regard to economic, environmental and social aspects, and refers to the period from 1 January to 31 December 2025.

The document has been prepared in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" defined by the GRI, according to the *"In accordance"* option.

The document drawn up annually responds to the Group's desire to share with its stakeholders, with a view to increasing transparency, the most significant qualitative and quantitative information regarding its corporate responsibility model.

For the purpose of preparing the Sustainability Report, the reporting contents were selected on the basis of the results of the materiality analysis, which made it possible to identify the relevant aspects, the so-called "materials", for F.lli Polli and its stakeholders, taking into account 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 second year has made it possible to identify not only the Impacts, but also the relevant Risks and Opportunities, please refer to the paragraph "Materiality analysis" of this document.

The scope of economics, financial, environmental and social data and information corresponds to that of the Consolidated Financial Statements of F.lli Polli as at 31 December 2025.

To allow the comparability of data over time and the evaluation of the performance of Company activities, a comparison with the data relating to the previous year is reported where available. To ensure the integrity of the document and to give a correct representation of performance, the use of estimates has been limited as much as possible, which, if any, are appropriately reported and based on the best available methodologies. Where present, the restatements of data, with respect to the information previously published, are clearly indicated in the relevant sections.

The 2025 Sustainability Report has not been audited by an independent third party and is also made public on the Group's website which can be consulted at the following address: **www.polli.it**.

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





# GRI Content Index

| | |
|---|---|
| STATEMENT OF USE | F.lli Polli has reported in accordance with the GRI Standards for the period from 01.01.2025 to 31.12.2025 |
| GRI 1 | GRI 1 – Foundation – 2021 version |

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|---|---|---|---|---|---|
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| GRI STANDARDS | INFORMATION | LOCATION | OMISSION | | |
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| | | | REQUIREMENTS | REASON | EXPLANATION |
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| GRI STANDARDS | INFORMATION | LOCATION | OMISSION | | |
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| GRI STANDARDS | INFORMATION | LOCATION | OMISSION | | |
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| GRI STANDARDS | INFORMATION | LOCATION | OMISSION | | |
|---|---|---|---|---|---|
| | | | REQUIREMENTS | REASON | EXPLANATION |
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| GRI STANDARDS | INFORMATION | LOCATION | OMISSION | | |
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| GRI STANDARDS | INFORMATION | LOCATION | OMISSION | | |
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| GRI STANDARDS | INFORMATION | LOCATION | OMISSION | | |
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