

Sustainability REPORT 2024

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LETTER TO STAKEHOLDERS

[2-22]

Dear Stakeholders,

We are proud to share Atlante's second Sustainability Report—an important milestone in our journey towards more conscious, responsible growth. It is our way of being transparent about the progress we have made, while also setting out the vision that guides us and the daily commitment we bring to building a more balanced future.

As a global partner in the food retail sector, our responsibility extends beyond business performance. It means understanding the impact of our decisions, acting with care, and investing in practices that create long-term value for people, communities and the planet. That is why we have defined a sustainability strategy grounded in the present and designed for the future, supported by clear, measurable objectives.

In 2024, we concentrated our efforts on several priority areas. First and foremost, people remain at the heart of our approach. We strengthened programmes focused on professional development, wellbeing and inclusion, because we believe a fair, motivating workplace is essential to attract, retain and enable talent. We continue to foster a culture where everyone can thrive and express their full potential, free from discrimination—supported by ongoing training and skills development.

We also deepened our connection with the communities around us, contributing to initiatives that support collective wellbeing. In parallel, we reinforced our commitment to transparency and quality for our customers by working with suppliers who share our values and meet high ethical and environmental standards.

On the environmental side, we are taking practical, tangible steps to reduce our footprint—from renewable energy to more sustainable packaging, from responsible water stewardship to tackling food waste. Animal welfare is equally a core part of our commitment across the entire supply chain.

Looking ahead, we aim to strengthen our efforts even further by expanding dialogue with our stakeholders, so we can better understand expectations and co-develop solutions that are both effective and enduring. Over the coming year—and with a medium-term perspective—we will set new, more ambitious goals to increase our contribution to sustainable development.

We invite you to read the Report to explore the initiatives we have delivered, the challenges we have addressed, and the targets we have set for the future. Your input will be essential as we continue to evolve with focus, accountability and purpose.

Thank you for your trust and continued support.

Natasha Linhart
Founder and CEO of Atlante

METHODOLOGICAL NOTE

[2-1, 2-2, 2-3, 2-4]

Atlante Srl (hereinafter “Atlante”) confirms its commitment to promoting sustainable development by consistently integrating environmental, social and governance (ESG) dimensions into its strategies and operations. This commitment is fully reflected in the present Sustainability Report, prepared in accordance with the *GRI – Sustainability Reporting Standards 2021* (hereinafter “GRI Standards”), following the “in accordance with GRI Standards” option.

The Report has been prepared in compliance with the GRI principles relating to content definition and reporting quality, ensuring stakeholder engagement and inclusiveness, consideration of the sustainability context, materiality and completeness of information, as well as accuracy, balance, clarity, comparability, reliability and timeliness. It addresses the sustainability topics that are most significant for the company and its stakeholders, as identified through the materiality assessment.

The reporting period covered by this Report corresponds to the 2024 financial year, aligned with the calendar year from 1 January to 31 December 2024.

The reporting boundary of this Sustainability Report coincides with the financial consolidation perimeter and includes Atlante Srl, with registered office at Via Il Giugno 1946, no. 8, 40033 Casalecchio di Reno (BO), Italy, and the fully consolidated subsidiary Atlante UK Ltd.

Atlante’s Sustainability Report represents a key communication and sharing tool for the company’s environmental, social and governance performance. Through this document, Atlante aims to provide a clear overview of the results achieved in 2024, reaffirming its commitment to the continuous improvement of the impact generated by its activities.

To ensure transparency and consistency over time, the Report includes, where possible, comparative data from previous years, enabling an evolutionary reading of the company’s performance. Estimates have been used only where strictly necessary and are clearly indicated, with the aim of maintaining the highest level of reliability of the information reported.

The preparation of the Report is the result of a joint effort involving several company functions, each of which contributed to the collection, analysis and validation of data relating to its area of responsibility. This collaborative approach has ensured the accuracy, completeness and consistency of the content, strengthening the overall quality of the reporting process.

For any requests for information or further details regarding this Report, please contact: sustainability@atlantesrl.it

ATLANTE – FOOD OF THE WORLD

Atlante's profile

[2-6]

Atlante is an international company headquartered in Bologna, in the heart of Italy's Food Valley. It specialises in the sourcing, distribution and trading of food and non-food products. As a global strategic partner, Atlante stands out for its reliability, competitiveness and its ability to develop tailored solutions designed to meet customers' specific needs across different markets.

Atlante's mission is to provide end-to-end support across the entire supply chain, delivering bespoke projects that combine efficiency, quality and innovation. The company fosters an open, inclusive and multicultural working environment that values professional growth and people's wellbeing, recognising employees as the true heart of the organisation.

Atlante's economic and commercial strength is reaffirmed each year by certifications issued by leading credit rating agencies and by the prestigious CRIBIS Prime Company recognition. This achievement reflects the ethical rigour and professionalism of a dynamic, international team that operates with passion and a commitment to excellence.

Atlante's network includes over 200 selected producers and a well-established commercial presence worldwide. Its core business focuses on the sourcing and distribution of food products, alongside a dedicated non-food division specialising in textiles. The company acts as an intermediary between major producers and retail chains, importing products from multiple countries for the Italian market while also exporting Italian specialities across Europe and beyond. Its key reference markets include Italy, the United Kingdom and Switzerland, with additional partnerships in regions such as Japan, South Africa and Israel.

To ensure an efficient and reliable service, Atlante works closely with international logistics partners and a team of supply chain specialists, who ensure compliance with specifications and the optimal management of deliveries. Products are distributed both under private labels and through the company's own brands, leveraging a global network of retailers and distributors.

Guided by values such as integrity, responsibility, respect, innovation and passion, Atlante has built strong, long-term relationships with customers and partners over time. Its ability to think beyond conventional approaches, respond flexibly to change and optimise operating costs is a defining strength of a company that continues to reinforce its leadership in the international food and non-food landscape.

Our history

1994: The beginning of the journey

Atlante's story began in 1994 with its founding by Natasha Linhart and Federico Nanni, initially focusing on exploring the European food market through soy-based drinks and meat alternatives.

Consolidation of its role as a trusted partner

Atlante built a solid reputation thanks to a professional ethos rooted in its corporate values, quickly establishing itself as a reliable partner for major Italian and international retail chains.

Expansion into European markets

Atlante began exporting high-quality Italian products to global markets, expanding its business beyond the import of foreign products.

2011: Partnership with Migros

Atlante signed an agreement with Migros for the marketing of Swiss products in Italy and Italian products in Switzerland, with Migros acquiring a 20% equity stake in Atlante.

2014: Partnership with Sainsbury's

Atlante became a strategic partner of Sainsbury's in the United Kingdom, operating as a buying office and quality control hub for Italian products destined for the UK market.

2019: Expansion beyond the EU

Atlante expanded beyond the EU by partnering with Kroger in the United States for the development of new products, with Fruity in India to expand into the fresh produce sector, and with Costco in Japan for the launch of the Atlante brand.

2020–2024: Towards a sustainable future





In recent years, Atlante has strengthened its commitment to sustainability by integrating responsible practices across the entire supply chain. The company has invested in eco-friendly packaging, food waste reduction and the promotion of plant-based products, actively contributing to the transition towards a more sustainable food system.

Atlante has also established collaborations with certified suppliers and joined international initiatives focused on transparency and traceability, further consolidating its role as a conscious player in the global agri-food landscape.

Our brands

The Atlante portfolio is not merely a collection of brands, but a narrative of cultures, traditions and emerging food trends. Each brand is developed to respond to the needs of increasingly discerning consumers, with a strong focus on quality, safety and sustainability. Our strategy aims to combine authenticity and innovation, creating an offering that enhances taste while respecting the planet.

	<p>Pavlakis and Kionas: custodians of the authentic flavours of Greek cuisine, made with carefully selected ingredients and fully controlled supply chains.</p>
	<p>Vegamo, Plant Heroes and Soya Nat: advocates of a plant-based diet, aimed at reducing environmental impact and encouraging more conscious food choices.</p>
	<p>Naoki: Asian specialities that combine flavour and convenience, designed for those who enjoy exploring new gastronomic cultures.</p>
	<p>Bloom Drop: natural oils and condiments, created for consumers seeking wellbeing and authenticity.</p>

 	<p>Atlante and Le Grand Suisse: Italian and Swiss excellence, synonymous with authenticity and premium quality.</p>
 	<p>GFF Go For Fit and Vitto: ranges dedicated to wellbeing and experimentation, offering innovative and balanced solutions.</p>

These brands are not merely labels: they represent Atlante’s commitment to a more sustainable food future, where innovation, safety and social responsibility come together to deliver products that respect the planet and meet the needs of those who choose them.

GOVERNANCE AND CORPORATE MANAGEMENT

Company structure

[2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 405-1]

Atlante’s governance model is based on a traditional structure, articulated into two main bodies: the Board of Directors (BoD) and the Board of Statutory Auditors. The BoD, which represents the core body for management, accounting, reporting and corporate governance activities, operates in accordance with the provisions of the Articles of Association approved on 29 April 2016. The Articles provide for the allocation of two seats to Atlante and one seat to the Migros Group, which holds a 20% equity stake in the company.

The Board is composed of three members: Atlante’s CEO and owner, the company’s CFO, and a senior executive from the Migros Group. Directors are appointed by the Shareholders’ Meeting in compliance with Italian law and the Articles of Association, and they hold office with no fixed term. The BoD meets at least twice a year to discuss and resolve on key strategic and operational decisions, as well as to review and approve the contents of this Report, including the material topics relevant to Atlante. The Chair of the Board is held by Natasha Linhart who, as Chief Executive Officer and owner, provides unified and cohesive leadership, combining strategic direction with the day-to-day operational management of the company.

GRI Standard 2-9 Governance structure and composition

Carica	Componente	In carica da	Esecutivo	Indipendente
President	Linhart Natasha	06.12.2011	X	
Delegated Board Member	Picinini Sergio	13.01.2016	X	
Board Member	Arbenz Beat Carl	20.03.2024		X

GRI Standard 405-1 Diversity in governance bodies

	2024		2023	
	n	%	n	%
Men	2	67%	2	67%
Women	1	33%	1	33%
<30	-	-	-	-
30-50	-	-	-	-

>50	3	100%	3	100%
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Atlante adopts a well-structured governance model which, alongside the Board of Directors (BoD) and the Board of Statutory Auditors, also includes an Operational Committee. This body, established under the terms of reference approved on 4 April 2023, is responsible for steering the company’s day-to-day decision-making and ensuring the effective running of operations. Meeting on a monthly basis, the Operational Committee oversees strategic planning, business performance, risk management, internal control and people policies, with the aim of ensuring efficient operations aligned with Atlante’s objectives and regulatory requirements.

The composition of the Operational Committee is determined by the Chief Executive Officer and is subject to periodic review, with membership ranging from three to six individuals. At present, it includes the Chief Executive Officer, Chief Financial Officer, Chief Human Resources Officer, Chief Supply Chain Officer and Chief Transformation Officer. These roles contribute in a complementary manner to strategy definition, planning and the achievement of objectives, as well as to performance management, risk oversight and human resources management.

Each member has distinct areas of responsibility: the Chief Financial Officer oversees financial management, the Chief Human Resources Officer is responsible for people matters, while the Chief Supply Chain Officer is accountable for the entire logistics function, including strategy definition and the coordination of all Atlante’s activities. Lastly, the Chief Transformation Officer not only leads innovation programmes and organisational improvement initiatives, supporting the evolution of business processes, but also oversees the Quality Department, which ensures product effectiveness and compliance with quality standards. Thanks to this synergistic structure, Atlante can rely on an efficient and consistent governance system, capable of maintaining a high level of oversight and ensuring full integration across operational functions.

Responsible conduct and integrity

[2-15, 2-16, 2-23, 2-24, 2-25, 2-26, 2-27]

From its very foundation, Atlante has always regarded acting in accordance with clear and shared principles as a core priority, building relationships based on trust and respect with employees, suppliers and business partners. To give tangible expression to these values, in 2014 the company adopted a Code of Ethics, a true guiding framework that informs daily decisions and strategic choices, promoting honesty, fairness, transparency and respect for people. More than a set of rules, the Code also serves as a tool to foster a strong corporate culture and a shared professional conscience, defining essential behaviours expected of everyone.

The Code is periodically reviewed by the Chief Human Resources Officer and approved by the Chief Executive Officer, ensuring continuous alignment with best practices and applicable regulations. All employees can easily access it, both through the digital version available on the company website and in hard copy at the offices, so that Atlante’s guiding principles are always readily available.

For new joiners, the Code of Ethics also represents the starting point of a dedicated training pathway, designed to clearly communicate Atlante’s ethical expectations and core values from the very first days. Publishing the Code on the company website further reinforces this commitment, confirming Atlante’s determination to operate with transparency, integrity and responsibility across all areas of its activities.

Atlante safeguards the integrity and transparency of its business operations by adopting concrete measures to prevent conflicts of interest. All personnel are required to prioritise the company’s interests, ensuring that personal motivations do not interfere with corporate objectives.

Atlante further strengthens its ethical framework through a whistleblowing system, compliant with Legislative Decree no. 24/2023, which allows the secure and protected reporting of non-compliant behaviours. The full procedure is available on the company website.

Thanks to these tools and its ongoing commitment, Atlante promotes responsible and transparent conduct, reinforcing internal and external trust in its corporate governance. The effectiveness of this approach is also reflected in concrete results: during the latest reporting period, the company received no sanctions, confirming the robustness of its corporate conduct policies.

Governance and skills development

[2-17, 2-18, 2-19, 2-20]

Atlante recognises the value of sustainability and is actively committed to engaging experienced professionals with the aim of integrating environmental, social and governance principles into its business processes. Although a formal process for assessing the sustainability performance of the Board of Directors has not yet been established, there is a recognised need to define effective measurement systems capable of accurately evaluating the Board's contribution to the management of economic, environmental and social impacts. At the same time, the growth, consolidation and continuous updating of skills are considered essential elements to ensure the company's competitiveness and to foster the professional development of internal resources. To this end, Atlante is committed to investing in training and the transversal development of employee skills, encouraging clear and transparent communication with business partners and promoting a corporate culture based on continuous learning and innovation.

In line with these principles, the company adopts remuneration policies inspired by sustainability and merit-based criteria, applying clear rules to the remuneration of members of the highest governing body and top management, with reference to sector benchmarks. Atlante places strong emphasis on people and their needs, distinguishing itself through an approach that values human capital beyond average market levels. The definition of remuneration policies and individual compensation is based on a comparative analysis against industry benchmarks, recognising skills, strategic contribution and achieved performance, in the conviction that investment in human resources represents a key driver for improving the overall effectiveness and efficiency of the organisation.

MATERIALITY ANALYSIS

[3-1]

For Atlante, the materiality analysis represents a fundamental strategic tool to guide corporate decision-making and strengthen its commitment to sustainability. Through this process, the company identifies and assesses the most significant impacts generated by its activities on the economy, the environment and society, with the aim of coherently integrating ESG principles into its operational and development strategies.

Atlante's commitment to defining material topics has taken shape through a structured methodological process aligned with the most widely recognised international standards, such as the GRI Standards. The company has chosen to adopt an *"inside-out"* approach to assess how its activities generate effects on the economy, the environment and society. This approach, combined with the complexity of the analysis and the introduction of a new assessment methodology, led to the decision to involve a limited but highly strategic group of stakeholders.

Starting from an in-depth analysis of the reference context, the topics considered most relevant to the company were identified on the basis of sector dynamics, practices adopted by comparable organisations and the guidance provided by the GRI Standards. Subsequently, management reviewed and selected the priority topics,

namely those with the greatest strategic importance both for the company’s objectives and for its key stakeholders.

The assessment process made it possible to identify current and potential impacts—both positive and negative—associated with each material topic. These impacts were validated through the direct involvement of Atlante’s management. The analysis was conducted through individual interviews, during which each impact was assessed by considering its magnitude (defined in terms of significance, scope and remediability, the latter applicable only to negative impacts) and its likelihood of occurrence. The data collected were then consolidated to build a hierarchical ranking of material topics, supporting the definition of reporting priorities within the Sustainability Report.

The results of the analysis highlighted several areas of significant impact that Atlante intends to manage through a sustainability strategy oriented towards both the short and the long term. The identified topics, classified across environmental, social and governance areas, were assessed in relation to their relevance to the organisation and their potential effects on business performance and society.

Aware of the strategic value of these outcomes, Atlante integrates sustainability considerations into its strategies and operational activities by defining concrete objectives, implementing dedicated initiatives and continuously monitoring progress. At the same time, the company maintains an ongoing, open and transparent dialogue with stakeholders, regularly sharing achieved results and the main challenges encountered.

Finally, the company is committed to regularly reviewing its material topics, adapting them to the evolving expectations of stakeholders and emerging global challenges. This process represents a cornerstone of Atlante’s approach to sustainability, guiding decisions and actions aimed at generating a positive impact on the environment, communities and business development..

Materiality topics and impacts generated

[3-2]

During 2024, Atlante continued the materiality analysis initiated in the previous year, with the aim of ensuring full alignment of the Sustainability Report with the company’s strategy, mission, values and environmental and social priorities. The table below presents the material topics identified through the analysis and the main related impacts.

Materiality topic	Generated impact	Rating
Climate change	+ Use of energy generated from renewable sources	Moderate
	- GHG emissions across the value chain	High
Customer transparency	+ Compliance with regulations ensuring accurate labelling and ethical marketing practices	Moderate
	- Potential cases of non-compliance related to product labelling and information	Moderate
Responsible sourcing	- Environmental impacts along the supply chain	Moderate
	+ Supply chain transparency and traceability	Moderate
	- Potential human rights violations by suppliers	High
Community support	+ Direct, indirect and induced employment impacts (local suppliers)	Moderate
Product health and safety	+ Increased customer trust through the protection of health and safety	Moderate
Food waste reduction	+ Reduction of waste across the value chain	Moderate
	- Generation of hazardous and non-hazardous waste across the value chain	High
Sustainable packaging	- Development of conventional packaging with high environmental impact, characterised by a high carbon footprint and limited consideration of eco-efficiency	Moderate

Employee empowerment	+	Management of employee wellbeing and corporate welfare	Moderate
	+	Distribution of income to employees	Moderate
Water stewardship	-	Water discharges into the external environment across the value chain	Moderate
Diversity and inclusion	+	Fair and inclusive working environment	Moderate
	-	Pay disparities	Moderate
Animal welfare	+	Safeguarding animal welfare in supplier selection, aiming to avoid inadequate care, confinement and exploitation, with strong attention to ethical considerations	Moderate
Talent retention	+	Employee satisfaction and retention	Moderate
	-	Potential dissatisfaction with working conditions and resulting loss of workforce resources	Moderate

Stakeholder engagement





[2-29]

Building strong, long-term relationships with stakeholders is a cornerstone of Atlante's strategy, which views dialogue and collaboration as essential tools for ensuring legitimacy and long-term sustainability. The company recognises as stakeholders all individuals and groups that are involved in or influenced by its activities, and it manages these relationships with care in order to promote balance and transparency. To this end, Atlante differentiates stakeholder groups based on their level of influence and dependency, identifying customers, employees and suppliers as the most strategically relevant categories. Ongoing monitoring of these relationships helps safeguard business continuity and prevent potential negative impacts.

Throughout the year, the company strengthened its commitment to active stakeholder engagement through dedicated initiatives. Technical steering committees, supply chain management meetings and structured moments of dialogue provided opportunities to share best practices, innovations and sustainable solutions, contributing to greater collective awareness of ESG topics. The dialogue platforms developed enabled the discussion of challenges and opportunities, fostering a participatory approach to sustainability.

Atlante continues to encourage interaction with the economic and social environment, valuing the mutual contribution between the company and the communities in which it operates. Stakeholder mapping, which reflects the complexity and depth of these relationships, makes it possible to highlight the central role of each stakeholder within the business model and to identify potential ethical risks. This approach forms part of an integrated and responsible management vision, aimed at balancing business objectives with collective wellbeing.

In 2024, stakeholder engagement methods were further refined and documented, strengthening dialogue with stakeholders and enhancing the company's ability to respond to their needs. The collaborative projects and awareness-raising initiatives implemented reinforced shared value between Atlante and its stakeholders, confirming the company's commitment to acting as a reference point in corporate social responsibility and in the promotion of sustainable and responsible development.

Stakeholder category	Stakeholder engagement methods
 Community	Joint initiatives to promote sustainability (food waste reduction and food collections as part of the <i>National Food Collection Day</i> organised by <i>Fondazione Banco Alimentare Onlus</i>)
 People	Internal training on sustainability Employee survey Events Health communications Cost-of-living support
 Customers	Conferences Trade fairs Company website Brand websites Social media
 Suppliers	Supplier conference Industry trade fairs
Universities	Inspirational talks delivered by Atlante's executives at universities Collaboration on the placement of interns

ENVIRONMENT

In a global landscape increasingly shaped by visible environmental change, Atlante recognises its role and responsibility in contributing to the protection of the planet. The impacts of climate change, rising demand for natural resources and the need for sustainable energy transitions require every business to take concrete, measurable action.

For this reason, Atlante has chosen to embed environmental sustainability at the core of its operational strategies, adopting practices aimed at reducing the impacts arising from its activities and promoting the efficient and responsible use of resources.

Through continuous monitoring of consumption, process optimisation and the adoption of lower-impact technological solutions, the company aims to steadily improve its environmental performance. Atlante's vision is grounded in balancing economic development with the protection of the local environment, with the objective of contributing—day by day—to building a more sustainable future for people and the planet.

Energy and climate change

[3-3] [302-1, 302-3]

In the food retail sector, climate change represents a significant challenge, with the potential to affect every stage of the value chain, from production and distribution through to final consumption. For this reason, Atlante is committed to monitoring its energy consumption and greenhouse gas emissions, and to adopting solutions aimed at reducing their impact.

Energy consumption

Atlante recognises the importance of efficient management of its energy consumption as a key factor in reducing the environmental impacts associated with its business activities. The energy used is mainly derived from vehicles employed for operational activities and from the heating and air-conditioning systems at the company's headquarters, which involve the use of fuels and other energy sources.

To improve its performance, the company has implemented several efficiency measures, including the promotion of remote working, which helps reduce the use of company vehicles, and a preference for purchasing petrol and hybrid models, which have lower emissions compared to traditional vehicles. In addition, the air-conditioning system has been replaced with a heat pump system, capable of delivering significant energy savings. Evaluations are also currently under way for the installation of a photovoltaic system, aimed at generating renewable energy and further reducing consumption from non-renewable sources.

GRI Standard 302-1 Energy consumption within the organisation – Energy consumption (GJ)

	2024	2023
Heating from natural gas	1.346	613
Purchased electricity	276	261
Consumption of non-renewable fuels for the vehicle fleet	1.686	1.706
of which petrol	221	276
of which diesel	1.465	1.430
TotTotal energy consumption¹	3.308	2.580

¹ The conversion factors used to calculate energy consumption in GJ are taken from the *Greenhouse Gas Conversion Factors* published by the Department for Environment, Food and Rural Affairs (DEFRA), 2023 edition for the year 2023 and 2024 edition for the year 2024.

GRI Standard 302-3 Energy intensity

	2024	2023
Energy intensity²	12,6	10,40

Direct and indirect emissions from purchased energy (Scope 1 and Scope 2)

[305-1, 305-2, 305-4]

Direct emissions (Scope 1) arise from the use of fossil fuels within the organisation, such as fuel for the company vehicle fleet or gas used for heating systems. Indirect emissions from purchased energy (Scope 2) derive from electricity, heat or steam purchased and consumed by the company, namely energy generated by third parties but used within the organisation.

For the reporting of Scope 2 emissions, two calculation methods are available:

- **Location-based**, which reflects the average energy mix of the national or local electricity grid, regardless of the company's specific contractual arrangements.
- **Market-based**, which reflects the emissions actually associated with the purchased energy, taking into account the type of contract and the selected energy source, such as electricity from certified renewable sources.

Atlante's direct and indirect emissions from purchased energy remain limited and are mainly attributable to the company vehicle fleet and heating/air-conditioning systems.

GRI Standard 305-1 Direct greenhouse gas (GHG) emissions (Scope 1) (tCO₂e)

GRI Standard 305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2) (tCO₂e)

	2024	2023
Total Scope 1 ³	178	153
Total Scope 2 – Location Based ⁴	23	19
Total Scope 2 – Market Based ⁵	38	33
Total – location based	201	172
Total – market based	216	186

GRI Standard 305-4 Greenhouse gas (GHG) emissions intensity⁶

	2024	2023
Scope 1 and Scope 2 emissions intensity – location-based	0,76	0,70
Scope 1 and Scope 2 emissions intensity – market-based	0,82	0,75

² Energy intensity has been calculated using net revenues, expressed in millions of euros, as the denominator. The numerator corresponds to total energy consumption (GJ).

³ Emission factors used for the calculation of Scope 1 emissions are taken from the *Greenhouse Gas Conversion Factors* published by the Department for Environment, Food and Rural Affairs (DEFRA), 2023 edition for the year 2023 and 2024 edition for the year 2024.

⁴ Emission factors used for the calculation of Scope 2 emissions (location-based approach, Italy) are taken from ISPRA, 2023 edition for the year 2023 and 2024 edition for the year 2024.

⁵ Emission factors used for the calculation of Scope 2 emissions (market-based approach, Italy) are taken from the Residual Mixes published by the Association of Issuing Bodies (AIB), 2023 edition for the year 2023 and 2024 edition for the year 2024.

⁶ Emissions intensity has been calculated using net revenues, expressed in millions of euros, as the denominator. The numerator corresponds to total Scope 1 and Scope 2 emissions, calculated under both the location-based and market-based approaches (tCO₂e).

Indirect emissions along the value chain (Scope 3)

[305-3]

In 2024, Atlante calculated indirect emissions across the entire value chain for the first time, known as Scope 3 emissions. These represent the most significant emissions for the food retail sector, as they encompass the full life cycle of purchased products and services, from raw material sourcing and production to distribution and end-of-life management. For Atlante, Scope 3 accounts for approximately 99% of total emissions, confirming the importance of monitoring the climate footprint across the whole supply chain.

Within the Scope 3 categories, purchased goods and services represent the most significant share, as food production generates the majority of greenhouse gas emissions. Transport and distribution activities along the supply chain also have a substantial impact, particularly for long-distance deliveries. Other categories, such as business travel, employee commuting and end-of-life treatment of products, contribute to a lesser extent but are nevertheless monitored to ensure comprehensive reporting.

Overall, Atlante's Scope 3 emissions amount to just under 711 thousand tonnes of CO₂ equivalent, with the largest share attributable to purchased goods and services, followed by transport across the value chain. This first comprehensive measurement enables the company to identify the areas with the greatest impact and to develop targeted reduction strategies, such as selecting more sustainable suppliers, optimising transport activities and adopting materials with a lower carbon footprint, thereby contributing to the decarbonisation objectives of the entire sector.

GRI Standard 305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3) (tCO₂e)

	2024
1. Purchased goods and services	692.043
3. Fuel- and energy-related activities	42
4. Upstream transportation and distribution	18.496
6. Business travel	30
7. Employee commuting	96
12. End-of-life treatment of sold products	74
Total	710.781

Calculation methodologies and assumptions for Scope 3 emissions

For the measurement of Scope 3 emissions, Atlante adopted the *GHG Protocol*, following international guidance for reporting indirect emissions across the entire value chain. Estimates are based on actual data, internal information and official emission factors, integrating prudent assumptions for categories where direct data were not available.

Category 1 – Purchased goods and services

Category 1 was calculated considering purchased products only, estimated on the basis of products sold during 2024. The calculation was carried out using the *average data method*, multiplying the net weight of each product by the corresponding average emission factors included in the *Agribalyse* database, an international repository providing average greenhouse gas emission values associated with the production of different food products.

In this first measurement, the calculation is limited to the product itself, without considering primary or secondary packaging. Atlante is already preparing the necessary activities to refine the methodology and

include packaging in future estimates, in order to obtain a more comprehensive representation of the climate impact of its purchases.

Category 3 – Fuel- and energy-related activities

Category 3 includes indirect emissions associated with the production and transport of fuels and energy used by the organisation before they are consumed. To estimate these emissions, Atlante applied the emission factors published by DEFRA (Department for Environment, Food & Rural Affairs) to its energy consumption, including both purchased electricity and fuels used by the company vehicle fleet.

Category 4 – Upstream transportation and distribution

Category 4 includes emissions linked to the movement of goods along the supply chain, both for domestic transport and for long-distance deliveries. Atlante calculated this category using the *spend-based method*, applying the EEIO emission factors provided by Eurostat to logistics costs. Logistics costs were split between land transport (road and rail) and maritime transport based on Atlante's operating areas, in order to more accurately estimate the impact of different transport modes on overall emissions.

Category 6 – Business travel

Category 6 includes emissions arising from business travel undertaken by Atlante employees. The calculation was based on kilometres travelled by car, train and air, applying DEFRA emission factors for each mode of transport. For air travel, a more detailed analysis was adopted, distinguishing between different flight types (e.g. short-, medium- and long-haul) in order to more accurately estimate the emissions associated with air travel.

Category 7 – Employee commuting

Category 7 relates to emissions arising from employee commuting to and from work. To estimate these emissions, Atlante used internally calculated average data on corporate commuting, considering the number of employees, the average distance travelled and the average number of working days per year. It was assumed that all employees commute by car. Total kilometres travelled were then multiplied by DEFRA emission factors, resulting in a consistent estimate of emissions generated by daily staff commuting.

Category 12 – End-of-life treatment of sold products

Category 12 includes emissions associated with the end-of-life treatment of products sold by Atlante. To estimate these emissions, the same inputs as Category 1 were used, namely products sold during 2024. As these are food products, it was necessary to estimate the proportion of product that is not consumed and becomes waste. Products were divided into four categories: highly perishable products (10%), less critical fresh products (6%), semi-preserved products (3%) and beverages (2%). For each category, the quantity of product that would become waste was calculated based on statistics provided by Eurostat. Emissions related to the residual weights were then calculated using DEFRA emission factors. In this case as well, packaging is not included in the calculation; however, Atlante plans to integrate it into future estimates to obtain a more comprehensive representation of the climate impact of products sold.

Water stewardship

[3-3, 303-1]

Water is an indispensable resource for life, agriculture and industry, and its sustainable use plays a strategic role in ensuring the continuity of economic activities and the wellbeing of communities. In a context where water resources may be reduced, Atlante is aware of its exposure: many products depend on regular irrigation, and water scarcity in regions subject to water stress may limit available supply, affecting sales and supply chain continuity.

In addition to risks related to water availability, the company must also consider supplier management. Illegal or inadequate discharges into the environment could lead to pollution and regulatory penalties, resulting in operational disruptions and additional costs. Inefficient water resource management therefore represents both an environmental and an economic risk for Atlante.

Operations at the headquarters, while having a relatively low water footprint, recorded an increase in consumption also due to environmental conditions and climate change: usage rose from 353 cubic metres in 2023 to 715 cubic metres in 2024. To contain this increase, Atlante implemented targeted solutions, such as a water purification system that reduces the consumption of packaged water and environmental impact, as well as technologies that limit the use of large plastic drinking-water barrels.

Thanks to these measures, Atlante has not been identified as a significant water user in its offices and has not been subject to regulatory actions for discharges or improper use. The initiatives undertaken demonstrate the company's commitment to managing this vital resource responsibly, balancing operational needs with environmental protection.

Animal welfare

[3-3]

Atlante pays close attention to animal welfare throughout the entire supply chain, considering it essential to ensure dignified living conditions and respectful treatment. The company neither owns nor operates farms and does not market primary cuts of meat; however, it continuously monitors its supply chain to ensure that suppliers comply with the internal policy, through on-site visits and thorough audits of production facilities.

Risks related to animal welfare extend beyond ethical considerations and include potential reputational impacts. Mistreatment, inadequate living conditions or regulatory breaches along the supply chain could trigger negative consumer reactions, unfavourable media attention and a loss of brand trust. The clear definition of the company policy and the commitment to limiting the use of meat have enabled Atlante to keep these risks at a controlled level.

The company's supplier management programme ensures that Atlante's activities do not contribute to negative impacts on animal welfare. The strategic decision not to market or promote primary cuts of meat was discussed and approved by the Board of Directors, underscoring the importance attributed to ethical choices. The corporate policy establishes that the sourcing of meat, poultry and eggs excludes primary cuts from terrestrial animals or poultry, including carcasses, whole cuts and cured meat products. Atlante handles only a limited number of products in which meat is used as a secondary ingredient, and any commercial project involving such use must be approved in advance by the Board, with animal welfare certification required for each ingredient.

With regard to eggs, the company gives preference to those sourced from free-range or barn-raised hens, fully excluding caged farming systems and thereby ensuring higher animal welfare standards. The policy is communicated both internally and externally, and its implementation is overseen by the Board of Directors. Currently, 10 private-label products contain meat; Atlante keeps this number limited in line with its corporate guidelines, carefully assessing each new market request.

Atlante carries out annual visits to all suppliers to verify compliance with the policy and monitors the effectiveness of its actions through compliance checks and the continuous review of corporate policies. The policy on the use of meat is publicly available on the company website, ensuring transparency and ongoing compliance monitoring.

Furthermore, stakeholder engagement is an integral part of the strategy: the company carries out preliminary checks to ensure that suppliers are certified or informed about the relevant guidelines, and strategic decisions—

such as the non-promotion of primary cuts—reflect the weight of stakeholder feedback and ethical considerations. By working closely with suppliers, Atlante encourages the adoption and marketing of products that comply with high animal welfare standards, protecting brand reputation and demonstrating a concrete commitment to sustainability and respect for animals.

Sustainable packaging

[3-3, 301-1, 301-2]

Atlante promotes the sustainable management of packaging materials through a strategic approach based on the principles of reduction, reuse and recycling, aimed at optimising space and encouraging the reuse of materials across the entire supply chain. Although a formal packaging policy is still under development, the company has already launched several concrete initiatives to reduce negative impacts. These include the elimination of polystyrene, replaced with more sustainable materials such as rPET or PP, and the adoption of FSC-certified paper for all applications. In certain business areas, measures have also been introduced to lightweight packaging materials and remove unnecessary components. Cans used for beers and energy drinks also contain a proportion of recycled material, contributing to an overall reduction in the environmental impact of packaging. For the past couple of years, the company has also been progressively eliminating LDPE shrink wrap from all trays, thanks to increased cardboard tray height, which allows this secondary packaging to be completely removed.

In product development, Atlante uses different types of materials, ranging from traditional plastic packaging such as polypropylene and PET to FSC-certified cardboard and boards, where possible. The recyclability of these materials varies depending on the region in which products are sold: some are easily recoverable, while others present limitations.

The use of non-compliant or environmentally harmful packaging materials entails significant risks, including negative consumer reactions, critical media attention, legal sanctions and potential loss of market share. In addition, the limited availability of sustainable alternatives could force the company to rely on conventional packaging characterised by a high carbon footprint and low eco-efficiency.

Considering the growing availability of innovative solutions, Atlante is committed to remaining at the forefront of the development of eco-efficient and zero-emission packaging. In the meantime, lightweighting materials remains a strategic opportunity that the company will continue to pursue in order to improve sustainability and environmental performance.

Food waste reduction

[3-3, 306-1]

Atlante operates in the sourcing and distribution of food products both within the EU and in non-EU markets, where the management of surplus food represents a complex challenge with different local dynamics. In Italy, the company has implemented an effective system to reduce waste and channel products approaching their expiry date to charitable organisations, thereby limiting the environmental impact associated with disposal and generating social value. By contrast, in markets such as the United Kingdom, surplus management is not yet fully optimised, resulting in a higher proportion of products being sent for disposal.

The main drivers of food waste stem from multiple factors: production volumes exceeding forecast demand in order to meet unforeseen requests, non-compliant products arising during production and transport, and the management of products that are no longer commercially viable but remain safe for consumption. In this context, stronger coordination between the supply chain and warehouses—particularly in the United Kingdom—is essential to improve the allocation and recovery of surplus products.

Atlante has established policies aimed at preventing waste and redistributing surplus food to people in need. Key initiatives include partnerships with charitable organisations, the implementation of quality procedures to ensure the safety of donated products, ongoing monitoring of products approaching their expiry date, and supplier qualification processes to ensure compliance with food safety standards. Performance monitoring confirms the effectiveness of these actions and Atlante's commitment to promoting a responsible and solidarity-based model.

The results achieved in Italy in 2024 demonstrate the system's effectiveness: 100% of unsold products were allocated to charitable organisations, with a significant increase compared to 2023 (from 168,223 to 353,086 units). Despite a slight rise in products sent for disposal (from 165,091 to 171,153 units), the sharp increase in donations indicates an improved capacity to maximise the social value of surplus food, confirming the maturity of the process and the robustness of partnerships with the third sector.

In the United Kingdom, logistics optimisation initiatives and increased partner awareness enabled a substantial reduction in products sent for disposal (from 103,236 to 30,230 units) and an increase in the share allocated to charitable organisations, rising from 2.1% in 2023 to almost 10% in 2024.

Overall, these results show that Atlante considers surplus food management a strategic lever to generate social, environmental and ethical value across the value chain. While collaboration with charitable organisations and warehouses in Italy is well established, further strengthening of stock management in the United Kingdom remains necessary to further increase donations.

Atlante therefore maintains a sustained commitment to reducing food waste, combining strategic and operational actions, continuous performance monitoring and close collaboration with beneficiary organisations, while continuing to address the challenges that persist across international markets.

PRODUCTS

Responsible and local supply chain

[3-3, 204-1]

The responsible management of the supply chain represents a fundamental strategic pillar for Atlante. The company works with numerous suppliers of food and textile products, as well as with partners providing services such as transport and warehousing—sectors internationally recognised as being exposed to a high risk of human rights violations and vulnerability to climate-related events. Agriculture in particular entails significant environmental impacts: improper practices can lead to biodiversity loss, greenhouse gas emissions, soil degradation, and water and air pollution, as well as the depletion of fertile land.

Many of the products sourced come from long and complex supply chains, involving suppliers and sub-suppliers whose operating practices are not always fully visible. This increases the risk that negative impacts on human rights, the environment and local economies may occur within Atlante's value chain. To mitigate these risks, Atlante, where reasonably possible, leverages its commercial influence to establish transparent and stable relationships, improve working conditions, support suppliers facing difficulties and promote virtuous policies on human rights and climate impact mitigation. In 2024, total expenditure towards suppliers amounted to approximately €195.5 million, of which around 46% was directed to local suppliers, confirming the company's continued commitment to supporting local economies and strengthening relationships with territorial partners, in line with 2023 figures.

Ethical due diligence is central to Atlante's approach, although it is currently applied systematically only to suppliers in the UK market, where the company adopts rigorous procedures for monitoring ethical performance through defined objectives and KPIs. In other business areas, due diligence is applied in a targeted manner, in response to specific customer requests or when operating in high-risk sectors, such as the tomato supply chain in Italy or in developing countries such as India, Pakistan and China.

The company is a member of Sedex and has implemented an Ethical Employment Policy based on the ETI (Ethical Trade Initiative) Code, which is available on the company website and is binding for both suppliers and sub-suppliers. This policy applies to all new contracts, with the aim of progressively extending it to existing agreements as well. Atlante actively collaborates with leading European and UK retailers to prevent modern slavery and combat illegal practices in agriculture, participating directly in the work of the ETI group. Among the initiatives recently undertaken, the company has actively supported an ETI project aimed at promoting grievance mechanisms for migrant workers. In particular, Atlante's internal experts were made available to the international task force to take part in working groups with national and international stakeholders (supermarkets, trade unions and non-governmental organisations) to define and promote grievance systems within the Italian agricultural sector.

For suppliers operating in the UK market, active membership of the Sedex platform is mandatory in order to retain supplier qualification. This entails completing the self-assessment questionnaire, keeping it up to date and undergoing third-party ethical audits based on the SMETA checklist, with frequencies determined by the risk classification assigned by the platform. High-risk suppliers are subject to annual audits. Atlante supports production sites in addressing critical non-compliances and monitors the implementation of corrective actions, verifying key labour rights requirements during annual technical visits.

For other suppliers, Atlante requires ethical certifications and control procedures, although the policy is not always applied uniformly. The company organises periodic webinars on labour regulations, although participation to date has been limited. Through initiatives such as the Atlante Academy, the Ethical Employment

Policy and its presentation during the annual convention with suppliers and customers, Atlante reaffirms its commitment to building a sustainable and responsible supply chain. The company aims to continuously strengthen ethical compliance by promoting decent working conditions, environmental protection and virtuous practices, thereby consolidating its role as a benchmark in the adoption of ethical and sustainable standards throughout the value chain.

In this context, an ambitious project was launched in December 2024 to extend ethical due diligence to 100% of product suppliers, including the requirement to join Sedex as a prerequisite for qualification as an Atlante supplier. This project represents a significant challenge and requires a multidisciplinary effort to communicate the new requirements and their underlying rationale to suppliers. The first results are expected to be visible from January 2027 onwards.

GRI Standard 204-1 Proportion of spending on local suppliers (€)

	2024	2023
Total spend on suppliers ⁷	195.454.868,21	196.165.954
Spend allocated to local suppliers ⁸	89.210.206,19	89.377.233
Percentage of spending on local suppliers	46%	46%

Product quality and safety

[3-3, 416-2]

Product safety represents a top priority for Atlante, supported by dedicated resources and a highly specialised technical and quality team responsible for identifying and managing all potential risks associated with the products marketed by the company.

Over the years, Atlante has consolidated high food safety standards, confirmed by certifications issued by independent bodies such as the International Food Safety Standard and the British Retail Consortium. These organisations carry out regular external audits to ensure that Atlante’s operations comply with food safety requirements and that products are managed in line with industry best practice. This focus on safety is not limited to operational processes, but is embedded in the company culture, promoting an aware and integrated approach across all stages of the organisation.

Atlante actively communicates its standards externally through the corporate website, providing detailed information on the practices, commitments and preventive measures adopted. The technical team also delivers ongoing internal training, raising awareness across the organisation regarding risks and responsibilities related to food safety. The company’s online platform also hosts informative materials on food fraud and other related topics, supporting awareness and engagement among consumers and stakeholders.

Any non-compliance with Atlante’s high standards is managed with speed and rigour. The company defines performance indicators to promptly address deviations, and unannounced audits by certification bodies ensure continuous compliance with requirements. Thanks to this proactive approach, Atlante has maintained an impeccable track record, with no non-compliances resulting in legal action or sanctions.

⁷ The data reported refer to expenditure values gross of VAT and net of intercompany transactions.

⁸ Suppliers are considered “local suppliers” if they have their registered office within the national territory in which each company included in the scope of this Report operates.

A recent recognition further confirms the effectiveness of the management system: during the latest unannounced BRC audit for importers and distributors, Atlante achieved the highest rating of AA+, highlighting the company's ongoing commitment to strengthening its quality and food safety practices.

The company continues to integrate stakeholder feedback and contributions to guide targeted actions, refine its policies and ensure continuous operational improvement, further consolidating its reputation as a benchmark in the management of food product quality and safety.

Marketing and labelling

[3-3, 417-2, 417-3]

Clarity and accuracy of product information are a non-negotiable guiding principle for Atlante. The company ensures transparency across all aspects of labelling, marketing communications and ingredient information, committing to comply with applicable regulations and to promote ethical marketing that safeguards brand integrity.

Regulatory compliance is a strategic priority: advanced management systems and qualified personnel continuously monitor the accuracy of labels and commercial messaging. While occasional errors may occur, no serious cases of non-compliance have ever been identified that could undermine consumer trust or the company's reputation. This ongoing oversight significantly reduces the risk of sanctions and reputational harm.

Atlante adopts stringent industry standards such as IFS and BRC, which guide its approach to food safety and the integrity of communications. Any non-compliances are addressed through structured procedures, ensuring timely action to protect both safety and customer trust.

The company actively promotes stakeholder education through its website and internal training programmes. The technical team ensures that all employees understand the risks associated with food safety and marketing standards, while periodic updates and information on food fraud contribute to greater awareness among consumers and business partners.

Stakeholder feedback is embedded within business processes, enabling Atlante to continuously enhance the transparency and reliability of its communications.

Through these tools and an approach consistently focused on the quality of information, Atlante strengthens consumer trust and further consolidates its position as a responsible, forward-looking company within the food sector—placing transparency, integrity and accuracy at the heart of every decision.

PEOPLE

People of Atlante

[3-3, 2-7, 2-8, 2-30]

At Atlante, the belief that the company's growth goes hand in hand with the growth of its people is more than a principle: it is a daily way of working. Every employee is regarded as a unique resource, whose professionalism and motivation make a tangible contribution to collective success. For this reason, the organisation promotes a working environment in which trust, respect and collaboration are central elements of everyday professional life.

With a workforce of 101 employees across Italy and the United Kingdom, Atlante draws strength from diversity. The company is committed to building tailored development paths and fostering inclusion, nurturing a genuine sense of belonging. Its focus on younger generations is demonstrated by the four internships activated in Italy during the reporting period, representing a concrete investment in future talent.

Atlante also recognises the value of fair and regulated employment: all Italian employees, accounting for over 91% of the total workforce, are covered by collective labour agreements, ensuring rights and working conditions in line with applicable regulations.

The protection of people's wellbeing underpins all corporate policies. Health and safety are regarded as absolute priorities, supported by dedicated roles and an internal culture that promotes responsible behaviours and safe working environments. This approach goes beyond mere compliance, aiming instead for continuous improvement and the achievement of excellence standards.

In this way, Atlante's vision takes shape through a business model that places people at its core, supporting skills development, dignity at work and the quality of professional relationships. Professionalism, integrity and team spirit are not simply stated values, but everyday practices that define how Atlante chooses to grow together with its people.

GRI Standard 2-7 Employees (broken down by contract type: permanent, fixed-term and non-guaranteed hours)

	2024			2023		
	Uomini	Donne	Totale	Uomini	Donne	Totale
Total Italy	43	48	91	41	42	83
Employees with permanent contracts	42	41	83	39	33	72
Employees with fixed-term contracts	1	7	8	2	9	11
Full-time employees	43	47	90	41	41	82
Part-time employees	-	1	1	-	1	1
Total UK	4	6	10	4	5	9
Employees with fixed-term contracts	4	5	9	4	4	8
Full-time employees	-	1	1	-	1	1
Part-time employees	4	5	9	4	5	9
Employees with fixed-term contracts	-	1	1	-	-	-
Total	47	54	101	45	47	92
Employees with fixed-term contracts	46	46	92	43	37	80
Full-time employees	1	8	9	2	10	12
Part-time employees	47	52	99	45	46	91
Employees with fixed-term contracts	-	2	2	-	1	1

It should be noted that Atlante does not employ workers on non-guaranteed hours contracts.

Training and performance evaluation

For Atlante, people's growth is the key to sustaining innovation and competitiveness over time. Training is a core element of the corporate culture, through which the skills required to address an ever-evolving market are continuously built and renewed. The company views continuous learning not only as an investment in human capital, but also as a commitment to unlocking and enhancing the potential of each employee.

Atlante promotes a working environment that encourages knowledge sharing and professional development, investing in tailored training pathways that are accessible to all staff. Training activities, defined and coordinated by the Human Resources Department, are delivered in Italian and, where necessary, in English, depending on specific operational needs. Each corporate role is defined through a job description outlining objectives and required competencies, while the ongoing monitoring of existing skills enables the timely identification of development needs.

Training pathways include internal and external courses, on-the-job mentoring and technical and managerial refresher sessions. The effectiveness of each initiative is assessed through structured tools—such as one-to-one meetings, tutor reports, certificates of attendance, questionnaires and specific audits—with the aim of ensuring continuous and measurable improvement.

For new hires, Atlante provides a structured onboarding (induction) programme designed to facilitate integration and full alignment with the company culture. Training needs are collected on an ongoing basis through collaboration between Management, line managers and employees, and are consolidated into an annual training plan that is approved and updated in line with emerging priorities.

At the end of each training pathway, acquired skills are recorded and updated within the company skills map, ensuring alignment with strategic objectives and organisational changes. All training-related documentation is archived by the Human Resources Office and retained for the entire duration of the employment relationship and for at least five years thereafter, in accordance with internal procedures.

Through this systematic and inclusive approach, Atlante ensures that every employee is given the opportunity to grow professionally and to actively contribute to the organisation's sustainable development.

Diversity and inclusion

[3-3, 405-1, 405-2]

At Atlante, diversity is an integral part of the company's identity and represents a key driver of growth and innovation. The company recognises the value of differences in gender, age, skills and cultural backgrounds as a source of enrichment and constructive dialogue, placing people at the centre of its sustainability policies.

GRI Standard 405-1 Diversity among employees (by role and gender) (%)⁹

	2024			2023		
	Uomini	Donne	Totale	Uomini	Donne	Totale
Executives	3%	2%	5%	3%	1%	4%
Managers	13%	6%	19%	13%	4%	17%
Clerical staff	31%	45%	76%	33%	46%	78%
Total	47%	53%	100%	49%	51%	100%

⁹ This GRI 405-1 indicator refers exclusively to employees based in Italy and excludes employees based abroad.

GRI Standard 405-1 Diversity among employees (by role and age group) (%)⁹

	2024			2023		
	<30	30-50	>50	<30	30-50	>50
Executives	-	1%	4%	-	-	4%
Managers	-	7%	12%	-	4%	13%
Clerical staff	17%	49%	10%	19%	49%	11%
Total	17%	57%	26%	19%	53%	28%

The data show a balanced distribution between men and women and an intergenerational workforce composition that reflects Atlante’s commitment to building an inclusive working environment, capable of valuing different skills and perspectives. The diversity of ages, experiences and cultural backgrounds encourages knowledge sharing and contributes to a dynamic, collaborative organisational culture.

For Atlante, inclusion is not merely an objective, but a principle embedded in everyday practice. The company integrates employees from different countries and people with disabilities, fostering an environment based on respect, active listening and equal treatment. To strengthen internal connections and a sense of community, collective activities are organised—such as sporting events, culinary initiatives and volunteering days—which encourage participation and shared experience.

In parallel, Atlante has strengthened a human resources governance framework grounded in transparency, fairness and accountability. HR policies provide for selection, training and professional development processes based on meritocracy and the recognition of talent, regardless of gender or background. Corporate policies, the Code of Ethics and fair remuneration systems ensure consistency between stated values and operational practices.

Pay equity and gender equality

A key pillar of Atlante’s inclusion policies concerns pay equity. The company carries out periodic reviews of remuneration with the aim of reducing the gender pay gap and actively supports female representation in leadership positions. The adoption of flexible and remote working arrangements also contributes to improving work–life balance.

G GRI Standard 405-2 Ratio of basic salary and remuneration of women to men (%)

	2024		2023	
	Salario di base	Retribuzione	Salario di base	Retribuzione
Executives	0,75	0,75	0,71	0,74
Managers	0,70	0,73	0,82	0,81
Clerical staff	0,76	0,74	0,75	0,72

It should be specified that basic salary corresponds to the gross annual salary (RAL), while remuneration is based on the social security taxable income. No significant distinctions by location are provided, as Atlante employs staff exclusively in Italy and the United Kingdom, and disaggregated data are not considered meaningful.

Ongoing commitment and stakeholder dialogue

Atlante continuously monitors the effectiveness of its inclusion and diversity policies, engaging employees and external stakeholders to assess the impact of the actions implemented and to identify opportunities for improvement.

The integration of principles of equity, inclusion and respect into the company’s sustainability model represents a value-driven choice. By fostering a fair working environment that is open to differences, Atlante strengthens internal cohesion, enhances performance and consolidates its role as a responsible and sustainable company—capable of turning diversity into a genuine competitive advantage.

Talent development and retention

[3-3, 401-1, 401-3]

For Atlante, the ability to attract, develop and retain talent is a fundamental factor in ensuring continuity, innovation and long-term resilience. The company recognises that people’s wellbeing and motivation underpin lasting success and is committed to creating a working environment in which every employee feels valued, heard and an integral part of collective growth. Retention policies are designed to strengthen the sense of belonging and promote a healthy work-life balance, while fostering collaboration and open dialogue.

From the very first stage of recruitment, Atlante pays close attention to selecting individuals who share its values and organisational culture, ensuring alignment between personal aspirations and common objectives. This approach helps reduce turnover and build stable, long-term professional relationships. In parallel, the company invests in continuous skills development through training, mentoring and coaching programmes, enabling employees to fully express their potential.

Human resources management is grounded in transparency, listening and participation. Ongoing feedback, shared performance review moments and employee engagement surveys allow the company to understand workforce needs and continuously refine internal policies. Atlante views open communication and mutual trust as essential tools for building a positive and motivating working environment.

Wellbeing initiatives include competitive remuneration packages, corporate welfare services, operational flexibility and opportunities for remote working. These measures, combined with job security and clear career pathways, support employee satisfaction and balance. The promotion of diversity, equity and inclusion further completes a people-centred management model that recognises individual contribution as a key asset for organisational growth.

Through this approach, Atlante strengthens its bond with its people and fosters a corporate culture based on respect, motivation and trust—key enablers of sustainable long-term development.

GRI Standard 401-1 New employee hires and employee turnover (by age group)

	2024			2023		
	<30	30-50	>50	<30	30-50	>50
New hires - Italy	7	12	1	8	3	-
Leavers - Italy	2	5	3	1	2	1
Turnover inflow ¹⁰	47%	23%	4%	59%	10%	4%
Turnover outflow ¹⁰	13%	10%	13%	12%	4%	4%

¹⁰ Employee inflow turnover is calculated as the ratio between new hires and the total number of employees during the year, while employee outflow turnover is calculated as the ratio between leavers and the total number of employees during the year. The calculation of the turnover rate considers Italian employees only.

GRI Standard 401-1 New employee hires and employee turnover (by gender)

	2024			2023		
	Men	Women	Total	Men	Women	Total
New hires - Italy	9	11	20	1	10	11
Leavers - Italy	3	7	10	1	3	4
Turnover inflow ¹¹	21%	23%	22%	4%	30%	17%
Turnover outflow ¹⁰	7%	15%	11%	2%	9%	5%

GRI Standard 401-3 Parental leave (n)

	2024	2023
Employees entitled to parental leave	3	4
Employees who took parental leave ¹²	3	4
Employees who returned to work during the reporting period	3	2
Employees who returned to work after parental leave and were still employed by the organisation 12 months after returning to work	2	1
Return-to-work rate (%) ¹³	100%	50%
Retention rate (%) ¹⁴	67%	50%

Community engagement and social responsibility

[3-3, 413-2]

For Atlante, value creation also takes shape through a positive contribution to the communities it engages with on a daily basis. The company considers social responsibility an integral part of its way of operating in the food retail sector, committing to initiatives that support people’s wellbeing and strengthen social and territorial ties.

During 2024, Atlante renewed its social commitment through a range of activities involving both employees and the wider community. Among the most significant initiatives was participation in the *National Food Collection Day* (Colletta Alimentare), a nationwide event aimed at raising awareness of poverty and promoting the values of sharing and solidarity. The initiative enabled the collection of food for individuals and families in need, in line with the educational principle “Sharing needs to share the meaning of life”.

In addition to volunteering activities, Atlante promotes opportunities for social interaction and team building designed to strengthen internal cohesion and employee wellbeing. In 2024, several company Away Days were organised, with the objective of reinforcing internal relationships and fostering a healthy balance between professional and personal life.

¹¹ Employee inflow turnover is calculated as the ratio between employees hired and the total number of employees during the year, while employee outflow turnover is calculated as the ratio between employees who left and the total number of employees during the year.

The calculation of the turnover rate considers Italian employees only.

¹² The data refer exclusively to cases of statutory maternity leave.

¹³ The return-to-work rate is calculated as the ratio between employees who actually returned to work and those who were expected to return to work after parental leave.

¹⁴ The retention rate is calculated as the ratio between employees who remained employed 12 months after returning to work and employees who returned from parental leave in previous reporting periods.

One of the most appreciated internal initiatives was also *Kid's Day*, an opportunity for employees' families to engage with the company. The event allowed children to discover their parents' working environment in an informal way through dedicated workshops and recreational activities, helping to create a climate of inclusion and participation.

These initiatives, together with the ongoing donation of products to the Banco di Solidarietà of Bologna, represent the tangible expression of Atlante's values: attention to the community, waste reduction, promotion of culture and the enhancement of human capital.

Through continuous monitoring of outcomes and active engagement with schools, universities and external partners, Atlante continues to develop an inclusive and long-lasting model of social participation. In doing so, the company demonstrates that social responsibility is not an ancillary activity, but a core component of its identity—capable of generating positive impacts and strengthening the relationship between business, people and the local community.

GRI CONTENT INDEX

STATEMENT OF USE	Atlante Srl has prepared this document in accordance with the <i>GRI Standards 2021</i> , with reference to the period 01/01/2024 – 31/12/2024 .		
GRI 1 USED	GRI 1: Reporting Principles 2021		
APPLICABLE GRI SECTOR STANDARDS	Not applicable as of the publication date of this document.		
GRI STANDARD	INFORMATION	REFERENCE	OMISSIONS
General information			
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