LADORIA
GROUP

LAND

COMMITMENT

PASSION

SUSTAINABILITY REPORT 2024
La Doria Group

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Letter to the stakeholders

Antonio Ferraioli
The Chief Executive Officer

We should be truly proud of the work we have put in and the results we have achieved in 2024. This was an extraordinary year from every point of view, both financially and in terms of sustainability, and underscores how we have evolved over the years. This year, in fact, is a special one for us as we celebrate La Doria's 70th birthday. From a small tomato processing factory founded by my parents in the Salerno area in 1954, today we are a global leader, operating in around 60 countries and reporting turnover of over Euro 1.2 billion in 2024. Growth and resilience are the secrets behind our long-term success. With the support of our majority shareholder, this year saw a sharp acceleration in growth as we completed two major acquisitions: Clas, in the ready-made sauces and pestos segment, enabling expansion into synergistic sectors, and a unit of Pastificio Di Martino (now La Doria Pasta PL), which sees us diversify our product portfolio. We have achieved these results against a challenging geopolitical backdrop which will, in 2025, require us to make further efforts to integrate sustainability into our strategy amid threats of protectionism, expanding conflicts, and increased volatility in global supply chains. Everything we have achieved stems from the adaptability of our people and their dedication and propensity for change.

This report outlines the progress we have made in the Environmental, Social and Governance areas. We firmly believe that our resilience is founded above all in the way we do business, which is also what sets us apart from the competition.

As we seek additional growth opportunities, we concretely address climate change in the knowledge that we can make a significant contribution to avoiding impacts on the fruits of the earth with which we work, and to leaving a better world for future generations. In this area, in 2024 we received SBTi validation of

the greenhouse gas emission reduction targets. Our approach has seen us take concrete measures such as transitioning to renewable energy sources and working with specialised companies to support fresh tomato farms in monitoring the crop microclimate and optimising natural resource management. In 2024, we invested in photovoltaic systems at our Parma facility and purchased 100% of our electricity from renewable sources.

Together we are creating high-quality products at competitive prices, developing long-term relationships with both customers and suppliers and promoting initiatives designed to ensure that conditions remain stable over time, thus encouraging sustainable investments and developing a responsible supply chain. Only by channelling our efforts toward common economic and sustainability goals can we move forward and create shared value for all stakeholders.

We also continue to make progress in relation to our ESG goals in the social sphere; we are committed to inclusion and diversity in the belief that they bring benefits for everyone. We achieved gender certification in 2024, another element that demonstrates our commitment to promoting gender equality and empowering our people. We work closely with the local communities around our facilities, engaging in projects to support education, inclusion and social sustainability.

In terms of Governance, this year we delivered training on the updated Whistleblowing procedure and the 231 Organisation, Management and Control Model, one of the main safeguards to prevent corruption, an issue that constitutes an obstacle to the country's economic development. We improved our CDP (Carbon Disclosure Project) rating from D to B, reflecting our careful and transparent management of environmental matters.

We look to the future with a sustainable growth strategy in mind, but we will not forget our roots, our passion for doing and doing well, or our drive to continue to push forward after achieving a goal. Engaging and collaborating with our people and sharing our path to future success is essential in meeting the challenges to come with our skills, our determination, and our Italian heart.

The fruits of our labour[1]

LAND

The land is our most important resource, the root and origin of our products. It is our duty to protect both it and the quality and safety of the fruits it bears and to avoid waste along the entire production chain.

100%
Of products are of guaranteed quality according to international food safety standards

100%
Traceability of our products

98%
Of waste recycled

€ 598,035
Value of products donated

[1] The data in this section on revenues, number of employees and production facilities also include the companies acquired at the end of 2024 (Clas S.p.A. and La Doria Pasta PL S.r.l.). There are 6 manufacturing plants within the scope of this report (La Doria Spa, Eugea Mediterranea and LDH)

€ 1.277 billion
Revenues
(97.2% from the *private labels* market)

83.7%
Of revenues from overseas

9
Production facilities

1,250
Personnel

667 mln kg
Production

COMMITMENT

We do not just take from the land, we commit on a daily basis to developing its fruits, With coherence, responsibility, safe working conditions, impact mitigation and the generation of shared value over the long term.

77
Ethical field audits carried out over two years

98.7%
Of metal can requirements satisfied internally

17 km
Average distance from most-used outsourced warehouses

93%
Economic value generated distributed to our stakeholders

PASSION

Every one of our products reflects the passion that each of us brings to our work. We wish to see our Italian tradition appreciated and to stand out for quality and excellence.

100%
Fresh Italian tomatoes

100%
Products made at our facilities in Italy

43.9%
Energy needs satisfied internally

20
Top Italian and overseas clients with us for at least ten years

The sector challenges

[GRI 2-22]

Agri-food systems face a threefold challenge of increasing access to healthy food, ensuring better livelihoods for farmers, and promoting environmental sustainability.

A combination of global economic shocks, rising food prices and severe market disruptions undermine the resilience and ability of countries to respond to food supply shocks. Agri-food systems remain highly vulnerable to disruptions associated with conflicts and extreme climate events. These factors, combined with growing inequalities, continue to challenge the ability of food systems to provide nutritious, safe and affordable diets to all.

Contrary to initial expectations, these events have exacerbated the already alarming hunger and food insecurity circumstances even more. The most recent estimates place the global hunger figure for 2023 between 713 and 757 million people, and considering the mid-range estimate (733 million), about 152 million more people may have gone hungry in 2023 than in 2019. Moreover, the global prevalence of severe food insecurity increased from 9.1% in 2019 to 10.6% in 2020 and has remained stubbornly unchanged since then, pushing perhaps millions of people into hunger[2].

- Ensuring that Europeans have access to healthy, affordable and sustainable food
- Tackling climate change
- Protecting the environment and preserving biodiversity
- Ensuring fair economic compensation in the food chain
- Strengthening organic farming

Environmental challenges, including water scarcity, land degradation and susceptibility to climate change, put further strain on agri-food systems, which are inherently linked to socioeconomic factors including poverty, unemployment and rural-urban disparities. Subsistence agriculture predominates and limited access to credit, agricultural inputs and inadequate infrastructure hinder agricultural development and perpetuate poverty.

The lack of improvement in food security and uneven progress on economic access to healthy diets cast a long shadow over the possibility of achieving Zero Hunger in the world, with the 2030

QUALITY AND SAFETY

These are at the heart of the sustainability challenges for the sector, as customers and consumers place particular attention on this issue (in some cases they are prepared to pay more for products which they perceive as safer or of higher quality). Research has shown that Millennials place products with natural and organic ingredients at the top of their list of priorities. Over recent years, a number of standards have been achieved in these areas (e.g. IFS, BRC).

FOOD LOSS AND WASTE

Focus continues to intensify on this issue, as it is estimated that approximately 1/3 of all global food production is wasted. In a number of countries, the first rules to reduce waste throughout the supply chain have been introduced. In any other industrial sector, similar inefficiencies would be considered unacceptable.

HEALTHY FOOD CHOICES

Proper nutrition plays a key role in the prevention of a large number of diseases, such as the so-called "diseases of affluence". There is a significant focus on the processing of foods and the reduction of salt, sugars and fats, in addition to newly-emerging demands (organic, gluten-free, etc.). Research has shown that Gen Xers place healthy products with reduced calories at the top of their list of priorities. More and more emphasis is placed on correct labelling and consumer education.

ETHICS IN THE SUPPLY CHAIN

Over recent years in Italy fruits in general - and the tomato chain in particular - have been the subject of significant pressure regarding the conditions of field workers (undeclared labour, illegal recruitment, migrant workers, safety). Companies are being called upon to commit to eradicating unethical practices in their supply chains, particularly by Gen Zers. Legislation is also increasingly attentive to providing greater protections.

TRACEABILITY

This issue in certain ways is related to other challenges (safety, waste, ethics throughout the chain). Clearly knowing the origin of a product (or of its ingredients) is becoming a decisive factor in consumer choices, as it is considered a commitment to product transparency and trustworthiness.

SMART FARMING

Technological development and digitalisation may enable a more effective approach in tackling certain crucial challenges in the farming sector. Digital monitoring systems and *precision farming* provide new techniques to tackle, for example, water waste, the overuse of soil, the use of chemical agents and the repercussions on ecosystems.

EFFICIENT USE OF RESOURCES

Efficient use of resources often allows cost reduction to be combined with environmental benefits. A number of resources have been under the microscope for some time: the soil, water and energy; others are assuming increasing importance, such as for example the reduction of packaging and its recyclability.

DEVELOPMENT AND LOCAL GROWTH

In this sector, the supply chain can both positively and negatively impact the local communities in which products are grown and in which processing facilities are located. In both cases, the link with the local area is particularly important and businesses can make a difference in terms of employment and local growth.

[2] Source: https://openknowledge.fao.org/items/65139780-d06c-4b7c-a2cd-3ed4256eaa1c

deadline just five years away. The transformation of our food systems must be accelerated in order to strengthen resilience to key drivers and address inequalities to ensure that healthy diets are affordable and available to all.
The transformation of agri-food systems, through technological progress and the strengthening of urban-rural connections, via policies, actions and investments, is key to overcoming challenges and seizing opportunities for universal access to healthy and affordable foods[3].
Against this backdrop, changing consumer habits, with an increasing focus on healthy eating choices and product quality and safety, in addition to increasing awareness that their decisions may impact the planet's sustainability, pose a number of questions which sector operators simply cannot ignore.
To the scourge of hunger necessitates a new focus on multilateral commitments and the ability of the United Nations to bring together the human, technological and financial resources of individual states and use them where they are most needed, to the benefit of sustainable development[4].

The Green Deal was adopted by the European Commission in 2019 to orient Europe towards achieving climate neutrality by 2050. Measures adopted under the Green Deal seek to: 1) ensure a just and socially equitable transition; 2) maintain and strengthen industrial innovation and competitiveness in the European Union, while ensuring equal conditions with economic operators in third countries; 3) support the European Union's leading position in the global fight against climate change. The measures regard climate, environment, energy, transport, industry, agriculture, and sustainable finance. Strategies such as "From producer to consumer" (Farm to Fork strategy) and the "EU Biodiversity Strategy for 2030"[5] outline a food policy with measures and objectives that make their mark on the food chain from production to consumption, involving distribution in addition to preventing food waste and waste generation. The "Farm to Fork" strategy seeks to accelerate the transition to a sustainable food system designed to:

- have a neutral or positive environmental impact;
- contribute to mitigating climate change and adapting to its impacts;
- reverse biodiversity loss;
- guarantee food security, nutrition and public health by ensuring that everyone has access to sufficient safe, nutritious and sustainable food;
- maintain food affordability while generating fairer economic returns, fostering the competitiveness of the EU supply sector and promoting fair trade.

[3] Source: https://www.fao.org/publications/fao-flagship-publications/the-state-of-food-security-and-nutrition-in-the-world/en
[4] Source: https://www.fao.org/world-food-day/80th-anniversary/it
[5] Source: https://food.ec.europa.eu/horizontal-topics/farm-fork-strategy_en

Actively addressing these challenges is decisive in the pursuit of the United Nations Sustainable Development Goals (SDGs[6]), the achievement of which has been made even more challenging by the crises of recent years. The SDGs are the result of a wide-ranging consultation process conducted through surveys, presentations, working groups and meetings with companies. They establish objectives on a number of global issues requiring urgent action, all while integrating the ten principles of the UN Global Compact. The 17 SDGs were approved in 2015, and consist of 169 targets. They aim to mobilise every group involved, including institutions and organisations, but also companies and civil society, to achieve three common goals by 2030: end extreme poverty; combat inequality and injustice; solve climate change.

The 17 United Nations objectives form a concrete framework for companies to integrate sustainability practices into their medium- and long-term strategies, thereby helping to achieve said objectives. La Doria contributes to achieving all of the Sustainable Development Goals (SDGs).

La Doria incorporates the Ten Principles of the United Nations Global Compact[7] into its strategies, policies and procedures. By doing so it lays the foundations for a culture of integrity and long-term success. As such it supports and respects internationally proclaimed human rights (principle 1), ensuring that it is not even indirectly complicit in violations of said rights (principle 2); on labour, it upholds workers' rights to freedom of association and collective bargaining (principle 3) and rejects all forms of forced and compulsory labour (principle 4), child labour (principle 5), and any kind of employment and occupation discrimination (principle 6). On the environment, La Doria maintains a precautionary approach to environmental challenges (principle 7), and simultaneously undertakes initiatives to promote greater environmental responsibility (principle 8), encouraging the research, development and diffusion of new technologies (principle 9). Finally, it is committed to working against corruption in all its forms, including extortion and bribery (principle 10).

[6] https://www.un.org/sustainabledevelopment/sustainable-development-goals/
[7] https://unglobalcompact.org

Sustainability Plan

[GRI 2-22]

La Doria's commitment is formalized in the 2023-2031 Sustainability Plan, initially approved by the Board of Directors on March 22, 2024, and subsequently updated on March 28, 2025. The Sustainability Plan represents La Doria's strategic vision of sustainability and sets out strategic, operational and target objectives by linking them to SDGs and material topics.

The Sustainability Plan outlines the strategic objectives linked to six pillars:

- Governance and Sustainability culture;
- Human Capital and Corporate Expertise;
- Environmental protection and climate change;
- Responsible procurement;
- The Community and the local area;
- Product and customer centrality.

Strategic Objective		Pillars	Sub-Topic	SDG	Objectives / Initiatives	Baseline	Target / Year achieved	Status at 31/12/2024
Environ-ment	OPTIMISED resource use andreduced emissions	ENVIRONMEN-TAL PROTECTIO-NAND CLIMATE CHANGE	Climate change	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 13 CLIMATE ACTION; 15 LIFE ON LAND	Request validation of the Science Based Targets (SBTi) initiative		By end of 2023	Achieved in 2023
					Develop an action plan to achieve carbon emissions reduction targets		By end of 2023	Achieved in 2023
					Validation of targets		By end of 2023	Achieved
					Meet annual carbon emissions reduction targets	2021	-29,116 equivalent tonnes of CO_2 (Scope 1+scope 2) by 2031; -189,759 equivalent tonnes of CO_2 (Scope 3) by 2031	We commit to cutting Scope 1 and Scope 2 emissions by 46.2% and Scope 3 emis-sions by 32.3% by 2031. In progress
					Scope 1 reduction project: Install heat-ing systems that do not consume gas (evaporators) *	2022	-125 tonnes of CO_2 by 2023; -249 tonnes of CO_2 by 2024;	We saved: -260 equivalent tonnes of CO_2 in 2023; -715 equivalent tonnes of CO_2 in 2024. Achieved and sur-passed
					Plant 1,000 trees in a previously defor-ested area at hydrogeological risk (Mosa-ico Verde project);	2022	1000 trees by end of 2023; 500 trees by end of 2024; 500 trees by end of 2025	We planted: - 1000 trees in 2023; - 500 trees in 2024. Achieved
					Operation Pollination. Create flower corridors to attract pollinat-ing insects and birds. We will also place winter shelters in these areas to house insects and monitor them.	2022	+4 corridors per year until 2031	We created: - 6 corridors in 2023; - 12 corridors in 2024. Achieved and sur-passed
			Renewable energy	7 AFFORDABLE AND CLEAN ENERGY	Scope 2 reduction project: Install addi-tional photovoltaic panels*	2021	-100 equivalent tonnes of CO_2 by end of 2023; -260 equivalent tonnes of CO_2 by end of 2024	We saved: -173 equivalent tonnes of CO_2 in 2023; -295 equivalent tonnes of CO_2 in 2024. Achieved and sur-passed
			Water efficiency: precision irrigation	6 CLEAN WATER AND SANITATION; 13 CLIMATE ACTION	Install wireless sensor networks in fields to monitor and manage irrigation	2022	+24 points by end of 2023; +15 points by end of 2024; +10 points by end of 2025; +5 points per year until 2031	The following were installed: - 24 points in 2023; - 12 points in 2024. Achieved
			Reduced use of chemical products		Reduce use of pesticides	2022	-30% by end of 2023	Achieved in 2023
	RESPONSIBLE PROCUREMENT and supplier partnerships	RESPONSIBLE PROCUREMENT		13 CLIMATE ACTION	Increase the area planted (hectares) with fresh tomatoes from fields near the facilities	2022	+5% by end of 2023	Achieved in 2023
					Optimise raw material transport. Same quantity of raw materials transported from the USA and Canada. Reduce num-ber of containers by optimising container space	2022	-1% number of con-tainers by end of 2023; -2% number of con-tainers by end of 2024	-2,7% number of con-tainers. Achieved and sur-passed

* These projects contribute to the reduction of CO_2 set out in the objective "Meet annual carbon emissions reduction targets"

Strategic Objective		Pillars	Sub-Topic	SDG	Objectives / Initiatives	Baseline	Target / Year achieved	Status at 31/12/2024
Social	ENHANCEMENT of human capital andexpertise	HUMAN CAPITAL AND CORPORATE EXPERTISE		5 GENDER EQUALITY 10 REDUCED INEQUALITIES 8 DECENT WORK AND ECONOMIC GROWTH	Annual training/awareness-raising courses on social and environmental topics for our farmers	2022	16 hours per year	We provided: - 20 hours of training in 2023; - 20 hours of training in 2024. Achieved and surpassed
					Join the technical roundtable with UNHCR (UN Refugee Agency) and AIDP (the Italian HR Management Association) to foster the integration of immigrants		By end of 2023	The project is ongoing The following were hired: - four new refugees in 2023; - 11 new refugees in 2024
					Sign the declaration for WEPs (Women's Empowerment Principles)		By end of 2023 and annually for the following years	Achieved
					Obtain gender certification		By end of 2024	In December 2024, we obtained gender certification. Achieved
					Monitor the goals of the Gender Plan		By end of 2026	
	RESPONSIBLE PROCUREMENT and supplier partnerships	RESPONSIBLE PROCUREMENT		8 DECENT WORK AND ECONOMIC GROWTH	Ethical audits of suppliers of raw materials/at-risk ingredients	2022	+5% by end of 2023; +2% by end of 2024; +1% per year until 2031	On our raw material suppliers we carried out: - 48 ethics audits in 2023; - 52 ethics audits in 2024. Achieved
	INTEGRATION of sustainability into business strategies	GOVERNANCE AND SUSTAINABILITY CULTURE		8 DECENT WORK AND ECONOMIC GROWTH 17 PARTNERSHIPS FOR THE GOALS	Sign up to the UN Global Compact		By end of 2023 and annually for the following years	Achieved
	SOCIO-ECONOMIC DEVELOPMENT of the community and local area	THE COMMUNITY AND THE LOCAL AREA		4 QUALITY EDUCATION	Annual award of scholarships to our employees' most deserving children and to highly specialised schools		Annual	In 2024, eight scholarships were awarded to the most deserving students who are children of our employees

Strategic Objective		Pillars	Sub-Topic	SDG	Objectives / Initiatives	Baseline	Target / Year achieved	Status at 31/12/2024
Governance	INTEGRATION of sustainability into business strategies	GOVERNANCE AND SUSTAINABILITY CULTURE		8 DECENT WORK AND ECONOMIC GROWTH 17 PARTNERSHIPS FOR THE GOALS	Work with NGOs (non-governmental organisations) to promote workers' rights worldwide		Annual	Collaboration ongoing
	STRENGTHENING of the corporate image and customer loyalty	PRODUCT AND CUSTOMER CENTRALITY	ESG ratings and certifications	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Maintain social footprint certification for tomatoes		Annual	Achieved

Our History

La Doria's history is one of family, a journey commencing way back in 1954 in the Nocerino-Sarnese producing region, when Diodato and Anna Ferraioli had the foresight to imagine the future, in a land which - over time - became the Italian hub for the tomato processing industry. A journey which begins in Angri and returns there after travelling through the US, the United Kingdom, Japan, Australia and across Europe.

'54
FOUNDATION

The Company was founded in 1954 and the La Doria brand registered in 1957.

'60
DIVERSIFICATION

Production diversification: together with tomatoes, seasoned sauces, vegetables, pulses, fruits and fruit syrups are produced and the internal production of metal cans developed. Exports to the United Kingdom are launched, the production range restructured and, at the same time, more innovative products reflective of the times included, such as chopped and pureed tomatoes.

'70
EXPANSION

In 1973, the sole proprietorship Fabbrica Conserve Alimentari Diodato Ferraioli becomes La Doria S.n.c. di Diodato Ferraioli & Co. Expansion continues with entry into overseas markets: France, Germany, the Middle East and Australia. Towards the end of the 1970's, the Company converts into a joint-stock company

'80
GENERATIONAL CHANGE

These were difficult years - not only because of the sector crisis - but also due to the damage from the earthquake which brought the Company to its knees, forcing it into administration. This period also saw a generational change, with the brothers Antonio and Andrea Ferraioli taking the reins of the Company following the passing of their father. The Company focuses strategically on the production of private labels

'90
LISTING

These years featured the Stock Market listing undertaken to further the company's growth. In 1996, La Doria acquires a minority holding in Delfino S.p.A. and control of Pomagro S.r.l. In 1997, it sets up a joint venture with Gerber Foods for the marketing of La Doria products in the United Kingdom, and in the following year acquires control of Gerber La Doria Ltd, becoming the preferred supplier for many leading supermarket chains in the United Kingdom. In 1999, the production site of Star is acquired and the new Sarno production facilities established

Compliance, ethics, transparency and respect for workers' rights and the environment and regional development have been the key and inalienable values behind the business over the years. 2024 saw us mark **70 years of history** with **"1954-2024: 70 years of Italy in the World"**, which celebrated the journey of a company that brings the best of Italian agri-food to tables all over the world, without ever losing sight of our roots. This is our history and we hope also a reflection of our future.

'00 LEADERSHIP

An investment plan for over 70 billion Lira is adopted in order to expand volumes, improve efficiencies and reduce production costs. With the 80% acquisition of Sanafrutta S.p.A. in 2004, La Doria becomes the second largest Italian fruit juice producer. Indirect control of Eugea Mediterranea allows La Doria to increase its toma-to-based product production capacity by 30%. M&A's are also executed with Pomagro S.r.l. and Sanafrutta S.p.A./ Confruit G. The full acquisition of Pa.Fi.Al. S.r.l. Group in 2014 enables La Doria to become a leading Italian producer of private label ready-made sauces.

'21 CHANGE

The company Amalfi Holding S.p.A., which is indirectly owned by the Investindustrial VII L.P. fund, signs an agreement with the members of the Ferraioli family for the purchase of a 63.13% stake in La Doria.

'22 DELISTING

After 27 years of listing, La Doria is now a sole share-holder company. On conclusion of the manda-tory public tender offer on the shares of the Company launched by Amalfi Holding S.p.A., Borsa Italiana ordered its delisting from the Euronext Star Milan as of May 27, 2022. At December 31, 2024, La Doria is wholly owned by Amalfi Invest S.p.A., a company whose share capital is majority owned by an investment company traceable to the Investindustrial VII L.P. fund, in which the Ferraioli Family holds a minority interest.

'24 THE DEVELOPMENT STRATEGY

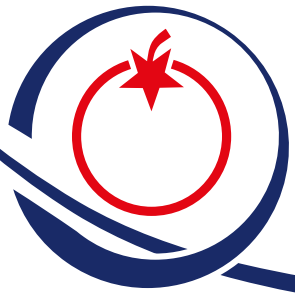
The Group has embarked on a new phase of develop-ment, further strengthening its international presence and laying the foundation for an even more ambitious future. Among its achieve-ments are the acquisition of Clas, which has strengthened the Group's pres-ence in the ready-made sauces sector, particularly pesto, and the acquisition of the busi-ness unit of Pastificio Di Martino, now La Doria Pasta PL. The latter acquisition means that La Doria is now a direct pasta producer

Production core in Italy

[GRI 2-1; GRI 2-2[8]; GRI 2-6]

Our products

The La Doria Group produces at six facilities in Italy and distributes its products across the globe.



TOMATO BASED PRODUCTS

The La Doria Group is the leading European producer of peeled and chopped tomatoes in the retail sector. The line includes peeled, chopped and puréed (including enriched) tomatoes and cherry tomatoes.

PULSES AND VEGETABLES

La Doria is the leading European producer of canned pulses in the retail sector. The line includes cooked pulses, baked beans, ready-made soups, minestrones and canned pastas in tomato sauce.

FRUIT PRODUCTS

La Doria is among the main Italian producers of juices and fruit drinks. The line includes nectars, 100% juices and beverages.

READY-MADE SAUCES

La Doria is the leading Italian producer of private-label ready-made sauces. The line includes ready-made tomato-, meat-, fish-, cream-sauces and pestos.

PASTA AND OTHER PRODUCTS

Since September 2024, the Company has also produced and sold private-label dry pasta. Through its subsidiary LDH, it also sells other products such as canned fish, fruit and corn on the UK market.

La Doria Group: an alternative to the brands

We are a food company with an Italian heart. We produce private label packaged foods. Our mission is to supply our clients with top quality products at highly competitive prices - an alternative to the brands

[8] Boundary information is detailed in the Methodological Note

In 2024, Group revenues reached Euro 1,276.8 million. 93.3% of consolidated revenues are generated from private label products, while 1% relate to products sold under the company brand[9].

REVENUES BY PRODUCT LINE IN 2024

Product line	Revenue %
Tomato-based products	18.1%
Pulses, vegetable and pasta	22.5%
Fruit products	4.7%
Ready-made sauces	18.3%
Pasta	2.9%
Trading[10]	33.5%

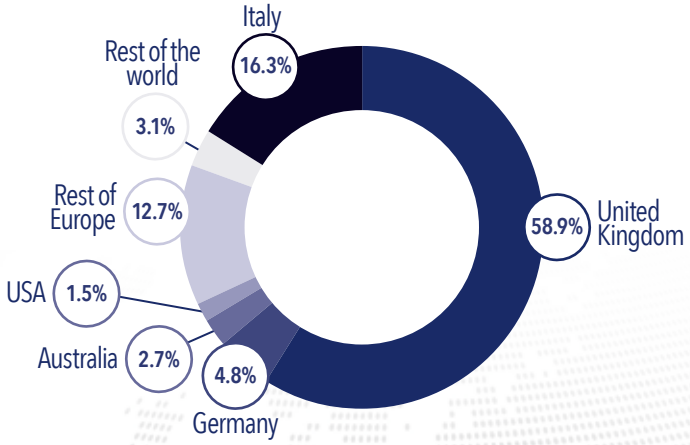
Reference markets

La Doria's international focus and its consolidated presence on overseas markets - garnering credibility and marking the unique Italian identity of its products on a number of specific markets - sets it apart from the competition.

The main market for La Doria's products is Northern Europe and in particular the United Kingdom, thanks mainly to the subsidiary LDH (La Doria) LTD. The company has also gained strong positioning on the German, Scandinavian, Australian and Japanese markets. La Doria is the leading exporter of distributor tomato-based products and baked beans in the United Kingdom; the Group is also the leading exporter of tomato-based products to Australia and Japan.

Despite its international focus, Italy remains a key market, where La Doria leads the private labels pulses and ready-made sauce markets, and is among the leading producers of fruit juices.

REVENUE BREAKDOWN BY REGION



La Doria's product brands

La Doria is the master brand under which the Group markets tomatoes, pulses and fruit juices, principally in Italy

La Romanella is the brand dedicated to the sale of pulses, fruit juices and tomato-based products on the discount channel

Vivi G is a well-established Italian market fruit juice brand

The Cook Italia brand was created for the British market and is associated with the premium quality and excellence of Made in Italy products in the United Kingdom (tomatoes, grated cheese, pizza kits)

Althea and Bella Parma are brands marketing ready-made sauces principally on the Italian market

[9] The remainder (5.7%) concerns the sale of industrial brand products and foodservice.
[10] Trading lines include both products imported from third parties and items produced by the parent company La Doria S.p.A., its subsidiary Eugea Mediterranea S.p.A. and the two new companies acquired in late 2024 (La Doria Pasta PL and Clas S.p.A.).

The production facilities

[GRI 2-2; GRI 303-1; GRI 305-1; GRI 305-2; GRI 305-4[11]]

Angri

PRODUCTION

Canned tomatoes, canned pasta, canned pulses, juices, nectars and fruit drinks, metal cans and lids.

CERTIFICATIONS

ISO 9001, ISO 14001, ISO 45001, BRC, BRC PACKAGING, IFS, KOSHER, ORGANIC, ISO 22005, HALAL, FRIEND OF THE EARTH and SOCIAL FOOTPRINT for the tomato.

AREA

101,000 m²

HOURS WORKED 2024

516,092

QUANTITIES PRODUCED 2024 (NET KG)	2024
TOMATO-BASED PRODUCTS	55,634,970
PULSES AND VEGETABLES	119,216,567
FRUIT JUICES	53,973,587
TOTAL	**228,825,124**

WATER SOURCED	2023	2024
GROUNDWATER IN ML	1,021	1,223

GHG EMISSIONS	2023	2024
DIRECT EMISSIONS (SCOPE 1) IN CO_2 EQUIVALENT TONNES	21,570	22,295
INDIRECT EMISSIONS (SCOPE 2) IN CO_2 EQUIVALENT TONNES - LOCATION-BASED	1,753	1,519
GHG INTENSITY – LOCATION-BASED	0.10	0.10

[11] The GHG Intensity index (tCO2/tonnes of net production) is calculated considering total Scope 1 and Scope 2 emissions.

Sarno

PRODUCTION

Canned tomatoes, canned pulses, soups, juices, nectars and fruit drinks, ready-made sauces and metal cans and lids.

CERTIFICATIONS

ISO 9001, ISO 14001, ISO 45001, BRC, BRC PACKAGING, IFS, ORGANIC, KOSHER, HALAL, ISO 22005, KRAV, JAS, FRIEND OF THE EARTH and SOCIAL FOOTPRINT for the tomato.

AREA

179,000 m²

HOURS WORKED 2024

422,738

QUANTITIES PRODUCED 2024 (NET KG)	2024
TOMATO-BASED PRODUCTS	34,029,960
PULSES AND VEGETABLES	172,861,759
READY-MADE SAUCES	16,955,772
TOTAL	**223,847,491**

WATER SOURCED	2023	2024
GROUNDWATER IN ML	936	1,088

GHG EMISSIONS	2023	2024
DIRECT EMISSIONS (SCOPE 1) IN CO_2 EQUIVALENT TONNES	13,507	16,025
INDIRECT EMISSIONS (SCOPE 2) IN CO_2 EQUIVALENT TONNES - LOCATION-BASED	4,453	4,705
GHG INTENSITY – LOCATION-BASED	0.09	0.09

Fisciano

PRODUCTION

Canned tomatoes and pulses, ready-made sauces.

CERTIFICATIONS

ISO 9001, ISO 14001, ISO 45001, BRC, IFS, ORGANIC, KOSHER, ISO 22005, KRAV, JAS, FRIEND OF THE EARTH and SOCIAL FOOTPRINT for the tomato.

PERMANENT EMPLOYEES	50
TEMPORARY EMPLOYEES	3
SEASONAL EMPLOYEES	205

AREA

112,000 m²

HOURS WORKED 2024

166,363

QUANTITIES PRODUCED 2024 (NET KG)	2024
TOMATO-BASED PRODUCTS	56,014,720
PULSES AND VEGETABLES	11,953,178
READY-MADE SAUCES	1,535,931
TOTAL	**69,503,829**

WATER SOURCED	2023	2024
GROUNDWATER IN ML	283	309
AQUEDUCT OR OTHER MUNICIPAL SOURCE IN ML	1.99	2.53

GHG EMISSIONS	2023	2024
DIRECT EMISSIONS (SCOPE 1) IN CO_2 EQUIVALENT TONNES	6,527	6,406
INDIRECT EMISSIONS (SCOPE 2) IN CO_2 EQUIVALENT TONNES - LOCATION-BASED	1,788	1,772
GHG INTENSITY – LOCATION-BASED	0.12	0.12

Lavello

PRODUCTION

Canned tomatoes and fruit puree

CERTIFICATIONS

ISO 9001, ISO 14001, ISO 45001, BRC, IFS, KOSHER, ORGANIC, JAS, ISO 22005, FRIEND OF THE EARTH and SOCIAL FOOTPRINT for the tomato.

PERMANENT EMPLOYEES	21
TEMPORARY EMPLOYEES	13
SEASONAL EMPLOYEES	280

QUANTITIES PRODUCED 2024 (NET KG)	2024
TOMATO-BASED PRODUCTS	60,151,084
FRUIT PURÉE	3,722,700
TOTAL	**63,873,784**

WATER SOURCED	2023	2024
GROUNDWATER IN ML	0	0
AQUEDUCT OR OTHER MUNICIPAL SOURCE IN ML	6.45	7.24
CO-OPERATIVE WATER[12] IN ML	326.30	340.5

GHG EMISSIONS	2023	2024
DIRECT EMISSIONS (SCOPE 1) IN CO_2 EQUIVALENT TONNES	5,796	5,232
INDIRECT EMISSIONS (SCOPE 2) IN CO_2 EQUIVALENT TONNES - LOCATION-BASED	1,343	1,423
GHG INTENSITY – LOCATION-BASED	0.11	0.10

AREA

266,000 m²

HOURS WORKED 2024

163,909

[12] The industrial water used for processing at the Lavello Facility is provided by the Basilicata reclamation co-operative set up with Regional Law No. 1 of 2017, while the potable water is provided by the local aqueduct.

Faenza

PRODUCTION

Fruit purée

CERTIFICATIONS

ISO 9001, ISO 14001, ISO 45001, ORGANIC, ISO 22005.

PERMANENT EMPLOYEES	7
TEMPORARY EMPLOYEES	0
SEASONAL EMPLOYEES	13

AREA

24,000 m²

HOURS WORKED 2024

18,944

QUANTITIES PRODUCED 2024 (NET KG)	2024
FRUIT PURÉE	10,049,565
TOTAL	**10,049,565**

WATER SOURCED	2023	2024
GROUNDWATER IN ML	41	26.83
AQUEDUCT OR OTHER MUNICIPAL SOURCE IN ML	2.31	3.02

GHG EMISSIONS	2023	2024
DIRECT EMISSIONS (SCOPE 1) IN CO_2 EQUIVALENT TONNES	379	423
INDIRECT EMISSIONS (SCOPE 2) IN CO_2 EQUIVALENT TONNES - LOCATION-BASED	169	166
GHG INTENSITY – LOCATION-BASED	0.09	0.06

Parma

PRODUCTION

Ready-made sauces & pestos.

CERTIFICATIONS

ISO 9001, ISO 45001, ISO 14001, BRC, IFS, ORGANIC, KOSHER, and ISO 22005.

PERMANENT EMPLOYEES	148
TEMPORARY EMPLOYEES	21
SEASONAL EMPLOYEES	0

AREA

110,000 m²

HOURS WORKED 2024

276,782

QUANTITIES PRODUCED 2024 (NET KG)	2024
READY-MADE SAUCES	70,770,163
TOTAL	**70,770,163**

WATER SOURCED	2023	2024
GROUNDWATER IN ML	565	575
AQUEDUCT OR OTHER MUNICIPAL SOURCE IN ML	0.69	2.69

GHG EMISSIONS	2023	2024
DIRECT EMISSIONS (SCOPE 1) IN CO_2 EQUIVALENT TONNES	8,062	8,902
INDIRECT EMISSIONS (SCOPE 2) IN CO_2 EQUIVALENT TONNES - LOCATION-BASED	1,125	546
GHG INTENSITY – LOCATION-BASED	0.13	0.13

The product journey

[GRI 2-6]

The two main La Doria Group procurement categories are the raw materials which the Company processes and the materials used for the canning and packaging of finished products.
The processed raw materials are undoubtedly the most sensitive purchases and the Group value chain management strategy seeks to develop long-term trust-based relationships and long-term collaboration with the suppliers of these raw materials, through direct contact in the country in which the materials are grown, in order both to oversee compliance with the ethical rules and to educate and train suppliers on aspects which may influence product quality and safety. This approach has ensured highly consolidated procurement and the maintenance of strong relationships over time.

TOMATOES

For the tomatoes, produced 100% in Italy, the farms in Apulia, Basilicata, Campania and Lazio are monitored every year on the basis of specific **ethical concerns**: health and safety, freedom of association, salaries and working hours. Supplier production operations should comply with the Group's Ethics Code in terms of human rights, workplace practices and the environment. Indeed, the collaborative relationships and ongoing contact with tomato suppliers has enabled the Group to guarantee continuous product quality improvements and the minimisation of waste. Collaboration with the businesses growing the tomatoes begins, in fact, from the supply of the seeds; subsequently, collaboration is undertaken with the farmers on aspects such as the plant protection treatments to be used and the technologies to be introduced for these treatments and the efficient use of resources, such as for example irrigation water.

PULSES

Pulses, on the other hand, are purchased all over the world to support both economic and geographical sustainability in the constant quest for higher quality. La Doria has, for example, continued development on a specific project to source chickpeas from Italy and Argentina. The organisation deals with major producers to procure pulses on the American and Argentinian markets, while on the Asian market deals with raw material collectors for a number of local growers. Again in this case, extensive collaboration is undertaken to guarantee high product quality and safety standards.

FRUIT

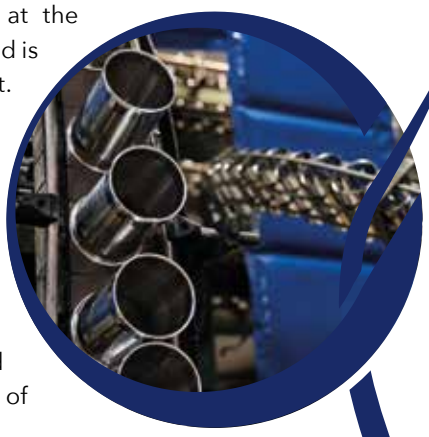
The fresh fruit used in juice production comes from Italy (apricots, pears, peaches and apples) since it is available in appropriate quantities and sourced close to production facilities. Finally, for the production of sauces and pestos, in addition to tomato suppliers, the suppliers of all ingredients used in the recipes also need to be taken into consideration.

INGREDIENTS FOR PESTOS AND SAUCES

The Company generally relies on local suppliers based close to the producing facilities for products such as basil, parmesan cheese and oils.

Strategic procurement is also employed in terms of the materials utilised to package products, with La Doria deciding some time ago to invest in ensuring that most materials are produced at the main facilities, covering in-house the majority of metal can requirements. Meanwhile, for other materials such as the combi packs, glass bottles and product labelling paper, the Group relies on third party suppliers.
Once the products have been processed and prepared for sale according to the terms agreed with clients, they are stored principally at the production plant warehouses, while any additional space needed is sourced from third party warehouses relatively close to the plant.

PACKAGING



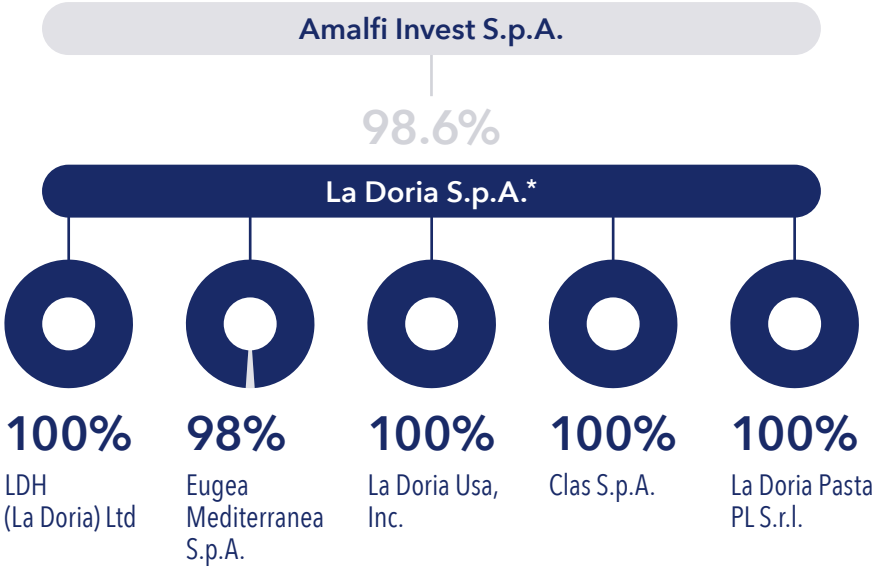
Three means are used to ship products to clients: by ship, road and rail. La Doria organises its logistics to exploit the proximity of its facilities to the ports of Naples and Salerno, optimising distribution to Europe, while trucks will continue to be favoured for Italian distribution. The transport companies with which La Doria works will be encouraged to use more environmentally-friendly vehicles. The products, finally, are sold to consumers under the brands of the various retail chain clients of La Doria.

LOGISTICS

The La Doria Group

[GRI 2-1; GRI 2-2; GRI 2-4]

The La Doria Group (hereafter also the "Company" or "La Doria") is a leading producer of tomato-based products, fruit juices and beverages, canned pulses and ready-made sauces, principally for the private labels. Company products to a significantly lesser extent are also sold under its own brands and for major Italian and overseas brands. La Doria, together with its subsidiaries, has become the leading European producer of canned pulses, peeled and chopped tomatoes and private label ready-made sauces, and is among the largest Italian producers of juices and fruit drinks.
The Company has established key market positioning, particularly abroad, with a consolidated presence in Northern Europe, Germany, Japan and Australia.



At December 31, 2024, the Group subsidiaries are:

- **LDH (La Doria) Ltd** (direct holding 63.9%). This is a trading company which sells the products of the Group on the British market. It also sells other products, such as canned tuna and salmon, dry pasta etc. LDH (La Doria) Ltd now leads the British market for private label tomato-based products, pulses and dry pasta.
- **Eugea Mediterranea S.p.A.** (direct control of 98%). This company produces tomato-based products and fruit purees.
- **La Doria Usa, Inc.**, (wholly-owned), incorporated in 2016 with a strategic objective for medium-term commercial expansion into the US market which offers considerable development prospects, in particular for the ready-made sauces range.
- **Clas S.p.A.** (directly wholly-owned), acquired in September 2024. The company, based in Chiusanico, IM, is a leader in pesto production. The company has consolidated relationships with major industrial companies that produce leading brands, and with major retail and discount brands.
- **La Doria Pasta PL S.r.l.** (directly wholly-owned), established in September 2024 from the acquisition of the Di Martino business unit. The company produces and markets dry pasta under the distributor's brand name.

* La Doria S.p.A. holds treasury shares amounting to 1.4% of the share capital.

Integrity and Transparency

[GRI 2-9; GRI 2-10; GRI 2-12; GRI 2-14; GRI 2-22 a GRI 2-28; GRI 205-1; GRI 205-2; GRI 207-1; GRI 405-1]

Group Governance

The La Doria S.p.A. Corporate Governance system is based on a set of regulations, conduct and processes formulated to guarantee efficient and transparent corporate governance and effective functioning of the corporate boards and control systems. The governance adopted by La Doria ensures correctness and transparency of management and information and is orientated towards the creation of sustainable value in the medium to long term, benefitting not just the shareholders but also all of its stakeholders. This system was put in place by the Company through preparing and adopting policies, principles, rules and procedures which govern the operations of all company organisational and operative structures.

The corporate governance structure of La Doria is based on a traditional Organisational Model and therefore comprises the following bodies: the Shareholders' Meeting, the Board of Directors and the Board of Statutory Auditors.

The Shareholders' Meeting expresses the wishes of the shareholders and deliberates in ordinary and extraordinary session on the matters reserved to it in accordance with law and the By-Laws.

The Board of Directors has a central role, tasked with strategic management, coordination and verification of the controls necessary to monitor the Company's performance. In addition, the Board has the widest powers of ordinary administration and in particular may carry out any and all acts it deems appropriate in furtherance of the corporate scope, with the sole exclusion of those attributed exclusively to the Shareholders' Meeting. The Board's duties include defining the nature and level of risk that is compatible with the Company's strategic objectives, including in their assessments all risks considered significant with regard to sustainability in medium/long-term operations. To this end, the Company set the guidelines for its Internal Control and Risk Management System; it has adopted the Organisation, Management and Control Model pursuant to Legislative Decree No. 231/01; and it has approved the Sustainability Plan and Policies.

As of December 31, 2024, the Board was made up of 10 members, including four Executive Directors and seven Non-Executive Directors, of whom four are independent. Within the Board, the Control, Risks and Sustainability Committee with consultative and proposal functions has been set up. The Board of Directors on January 23, 2019 in fact assigned to the CRC duties regarding sustainability i.e. the processes, initiatives and activities required to deliver the Company's commitment to sustainable development throughout the supply chain. The Committee's tasks include: promoting the integration of sustainability into the company's strategy and culture; supervising sustainability issues related to the conduct of business activities and stakeholders interaction dynamics; reviewing the Sustainability Plan and monitoring its implementation; and monitoring the adequacy and effective implementation of the Ethics Code. The Board of Statutory Auditors oversees compliance with Law and the By-Laws, with the principles

of correct administration, the adequacy of the structure in terms of the aspects within its scope, of the internal control system and of the administrative-accounting system, in addition to the reliability of this latter to reflect the operating events; it furthermore ensures the concrete implementation of the corporate governance rules and the adequacy of the directions provided by the Company to the subsidiaries. The Board obtains information on and supervises operating activities to the extent of its scope.

THE COMPOSITION OF THE BOARD OF DIRECTORS 31/12/2024

Composition of the Board	2023		2024	
Total members	11	%	10	%
- male	6	55%	6	60%
- female	5	45%	4	40%
< 30	0	0%	0	0%
30-50	4	36%	3	30%
> 50	7	64%	7	70%

Sustainability Governance

The issue of sustainability, as stated above, is within the scope of the Control, Risks and Sustainability Committee, which undertakes proposal and consultative functions for the Board of Directors with regards to the drafting of objectives, actions and guidelines to promote a strategy which integrates sustainability into business processes, so as to create value over time for the shareholders and for all other stakeholders. The 2023-2031 Sustainability Plan was therefore approved in 2024. Its objectives are in line with those set out in the United Nations Agenda, and it is organised into operational objectives and specific targets. The Company formalised the Diversity and Inclusion Policy to describe its principles and commitments to diversity, recognising this as a fundamental aspect of sustainability in the medium and long term. The Committee has the duty of implementing and monitoring the Policy so that a culture of sustainability and dialogue with the stakeholders is promoted at all levels - two crucial commitments in pursuing the objective of integrating sustainability into company strategies. Over the years, work in this area has continued to concentrate on raising internal awareness of sustainability issues through training courses on Specific training (Human Rights, Sustainability and the 231 Model) for all employees and through the Stakeholder Engagement process.

The importance of this issue was demonstrated by the setting up of a "Sustainability" Function, with the duty of co-ordinating and aggregating data, information and projects regarding Social and Environmental Responsibility, which reports directly to the Chief Executive Officer. This Function reports to the Control, Risks and Sustainability Committee on activities undertaken regarding non-financial reporting: the Plan, the policies, the objectives, the initiatives, the materiality analysis and Stakeholder Engagement. La Doria has drawn up and formalised an operating procedure (PG. E3.4 "Drafting of the Sustainability Report") for preparing the Sustainability Report. The Technical Sustainability Committee, formed of Directors involved in the reporting process and of the

Corporate Sustainability Director, was set up in 2020 with the main aim of:

- Contributing to the process of identifying material topics;
- Agreeing on ESG proposals and projects;
- Monitoring the achievement of the objectives of the Sustainability Plan;
- Spreading a culture of sustainability at all levels.

Because of the increasing attention paid by La Doria to sustainability issues it has been listed by leading national newspapers as one of the 2024 sustainability leaders – the 150 Italian companies that have distinguished themselves by performing well on environmental, social and economic indicators. Also in 2024, La Doria was awarded a gold medal as part of the annual Corporate Social Responsibility (CSR) assessment conducted by **EcoVadis**, one of the leading and most reliable providers of corporate sustainability ratings.

Taxonomy

Regulation (EU) 2020/852 (the "Taxonomy") is part of regulations designed to ensure the European Union's ecological transition toward the goal of net zero GHG emissions by 2050, with an intermediate target of a 55% reduction in emissions by 2030 compared to 1990 levels. Specifically, the Taxonomy seeks to establish criteria to determine whether an economic activity can be considered environmentally sustainable, in order to encourage funding for activities that are in line with European objectives. Within the relevant sectors, to be considered environmentally sustainable an economic activity must simultaneously meet four conditions: contribute to one of the six environmental objectives, do no significant harm to any of the remaining ones, meet the minimum safeguards and finally comply with the technical screening criteria.

La Doria's evaluation process began by reviewing the Taxonomy Regulation and Delegated Regulations and verifying whether La Doria's economic activities were included in the list of activities in the Delegated Regulation's annexes. The analysis conducted revealed that the Company does not perform activities that are Taxonomy-eligible or aligned. Having ascertained that La Doria's business activity was not eligible under the Taxonomy, we concluded that the portion of turnover from products or services associated with business activities listed in the Taxonomy is zero. As regulations are constantly evolving, the Company will monitor European updates and the issue of new Delegated Regulations that include new economic activities among those that may be eligible or aligned.

	Eligible activities
Turnover	0
Capex	0
OpEx	0

Organisation and operating model as per Legislative Decree No. 231/2001 and the Ethics Code

In order to ensure that the conduct of all those operating on behalf of or in the interest of the Company is consistently in line with the principles of legality, correctness and transparency in conducting business and company activities, the Group in 2008 adopted an Operating and Internal Control Organisational Model in accordance with Legislative Decree No. 231/2001[13], which makes reference both to the indications contained in the Confindustria Guidelines and best practices applied in Italy. The La Doria Model comprises a General Section and a Special Section, broken down into nine sub-sections dedicated to specific categories of offences. Specifically, Section I is dedicated to "Offences against Public Sector", section II to "Corporate offences", section III to "Occupational

[13] The General Part of the Model and the Ethics Code are available on the company website https://www.gruppoladoria.it/en/about-us/corporate-governance/ in the Corporate Governance section. The Italian subsidiary Eugea Mediterranea has also adopted an Organisational Model.

Health and Safety Offences", section IV to "Offences against Industry and Commerce", section V to "Environmental Offences", section VI to "Offences concerning the employment of illegal aliens", section VII to "Tax offences", section VIII to "IT offences" and section IX to "receipt, laundering, reuse and self-laundering". For the various types of offence set out in Legislative Decree No. 231/01, the areas at direct crime risk and those supporting them were identified, as were the relative methods of commission and the controls targeted at reducing the crime risk.

The Special Sections of the Model were introduced and/or updated following the extension of the body of offences over the years and take account of organisational changes. The Model is constantly updated with the new regulatory provisions and adjusted according to the changes, including those of an organisational nature, that have occurred in the meantime. The most recent update was approved at the Board of Directors meeting on December 12, 2023.

Simultaneous to the adoption of the 231 Model, the relative Supervisory Board was established, with the duty to oversee its effective application and adequacy. The Supervisory Board (SB) comprises three members - of whom two are external consultants and one is the Internal Audit Manager - ensuring the presence of all technical expertise and experience necessary to carry out this task.
In order to verify implementation of the Organisation, Management and Control Model, the Supervisory Board approved a Supervisory Plan, on the basis of which operational audits were carried out according to the plan, with the support of the Internal Audit Department, in relation to the areas considered in the Special Sections of the Organisational Model.

The Ethics Code is an integral part of the Model and together they represent an additional protection and sense of responsibility in terms of internal and external relations, while also offering guarantees of appropriate, efficient and correct management. The latest updates to the Ethics Code were approved on September 12, 2022. The main objective of the Ethics Code is to instil in all La Doria employees the ability to share and develop conduct that encourages sustainable growth by promoting respect for diversity and developing a real culture of integrity. La Doria encourages all stakeholders to report possible violations of the Ethics Code, ensuring them attentive and effective management of such communications. The Company has adopted a whistleblowing procedure for the management of alleged violations of the principles of the Ethics Code and the Organisation, Management and Control Model, which guarantees confidentiality and protects good-faith whistleblowers. From July 14, 2023, the procedure for reporting to the Supervisory Board was updated, and an IT platform was procured for managing the reporting process in compliance with the new European directive on whistleblowing (2019/1937). La Doria allows anyone becoming aware of violations and irregularities to report them through the La Doria Group website (https://www.gruppoladoria.it/chi-siamo/corporate-governance/), by e-mail to the address organismodivigilanza@gruppoladoria.it or anonymously through ordinary mail addressed for the attention of the Supervisory Board, Via Nazionale 320, Angri, SA. In 2024, the Supervisory Board (SB) did not receive any reports. To raise awareness of the above-mentioned communication channel and how to use it, La Doria provided training courses on its e-learning platform. In 2024, approximately 35% of employees took courses on anti-corruption topics.
All new hires were provided with training on the Ethics Code.

Combatting corruption

The Company, aware of its impact on the country's social-economic growth, has been committed for a number of years to the fight against corruption. This commitment is reflected in the tools utilised to identify, prevent and control corruption risk: the 231 Organisational Model and the Ethics Code, as an integral part thereof.
La Doria has identified in the Organisational Model the areas at risk of corruption, receipt, laundering, reuse and self-laundering, along with the relative controls. Specifically, it has prepared and communicated to employees the "Gift Management" and "Relations with the Public Sector" procedures to prevent both active and passive corruption. The prohibition on offering or accepting "any offer which may solicit a favour, even if only to speed up a due request" is expressly set out in the company's Ethics Code, which is communicated and a part of training activities.
The controls implemented resulted in the allocation of a maximum legality rating for the parent company by the Anti-trust Authority (AGCM). The rating assigned in 2017 was renewed again on June 19, 2023.

The overseas subsidiary adopted an anti-bribery policy.

With regards to training on Legislative Decree No. 231/01, reference should be made also to the offences covered, including Public Sector corruption, Corruption among private parties and Incitement to corruption.

The Internal Control and Risk Management System

The Internal Control and Risk Management System, the pillar on which Corporate Governance is based, is a central element for the parties and departments, each within their own remit, contributing to the running of the enterprise in a sound and correct manner and in line with the risk management objectives. The coordination between the various parties involved in the Internal Control and Risk Management System is achieved through the sharing among the parties of all significant information concerning the system. This takes place in an institutional manner through the participation of the principal actors in the Internal Control and Risk Management System at the meetings of the Control and Risks Committee. Specifically, Independent Directors, the Internal Audit & Corporate Sustainability Director, the Legal Affairs Manager (as secretary), and all members of the Board of Statutory Auditors, in addition to - for the meetings relating to issues of a financial nature - the CFO, participate at the Committee in addition to the three members. The Chief Executive Officer meets periodically with the Internal Audit Manager, discussing any significant issues in relation to the carrying out of the Audit Plan.
The corporate risk management system - the ERM (Enterprise Risk Management) system - provides a preventive approach to risks which, through identification, assessment, management and monitoring of principal risks, helps to support informed decision-making processes and, where possible, to translate these risks into opportunities and competitive advantage.

The methodology adopted for the assessment of business risks is that of self-assessment. This consists of an auto-diagnostic process carried out by managers in individual areas of operation, and seeks to provide an estimate of

the probability and impact of potential damaging events. This estimate is based on the perceived risk that the Managers of the Departments/Functions associate with the processes under their control.

La Doria's Risk Management System is structured to identify, assess and manage all risks impacting its business. In terms of non-financial risks, La Doria also considers: risks related to climate change, with regards to both major weather phenomena which may potentially threaten the Group's operating continuity (physical risks) and the Company's reaction to the transition to a sustainable economy (transition risk); risks arising from epidemiological events, risks related to the agricultural supply chain that provides the raw materials used in our facilities; risks related to the growing community and customer interest in environmentally-friendly industrial processes; compliance risks (quality, environment and safety); and risks associated with social responsibility, such as the implementation of the correct working conditions which La Doria demands of all its suppliers.

Climate change affects many sectors, and agriculture is one of the most vulnerable. Agriculture and climate change are linked by a cause-effect relationship. The agricultural sector, in fact, creates climate risks and subsequently suffers the impacts of climate change. Temperature increases and greater concentrations of greenhouse gases in the atmosphere are believed to reduce the yields and quality of many crops. Climate change will also affect the availability of water resources and the proliferation of plant pests, thus affecting agricultural production. La Doria's business is vulnerable to these risks, and as such it has already implemented corrective actions within its remit to ensure sustainable management of resources and the local area, using an approach based on mitigation and adjustment. Action has been taken to promote the transfer of knowledge and skills to our suppliers/farmers regarding good sustainability practices and reduction in waste, both of natural resources and products, using biodiversity as a tool to counteract the effects on crops, and in particular on tomatoes. With regard to pulses, both the transfer of good sustainable agriculture practices and the diversification of supply countries reduce the financial impact of these risks on our business. In addition, the company's adaptation to climate change towards a more sustainable model may lead to transition risk in the medium to long term. These risks can be divided into compliance risks (legal, reputational and relating to policies and regulations), market risks and technology risks. National governments and supranational institutions are increasingly active in designing and implementing policies to reduce the impact of economic activities on the climate. This means companies must comply with rules that require, for example, maximum levels of energy efficiency and/or minimum greenhouse gas emissions. Climate change risk may also be linked to market risk driven by changing consumer preferences, increasingly oriented towards products with a low environmental impact. In order to mitigate this risk, along with technological risk, which requires that advanced technologies be adopted to contain emissions, La Doria invests in improving its production lines, reducing its energy consumption and cooperating with its suppliers to reduce packaging surfaces and/or to use renewable, plant-based raw materials to minimise the impact on the environment. The gap analysis activity for compliance with the CSRD Directive began in late 2024. This pathway includes, among other things, an analysis of the impacts that climate change could have on our business.

Cyber security is one of the emerging risks of recent years, due to the growing computerisation of society and both public and private services, in terms of IT equipment and systems, and the parallel rise in and specialisation of hackers. A company's IT system must be able to prevent unwanted direct and indirect alteration of data, either by unauthorised users, or due to accidental events. Furthermore, it must also prevent unauthorised access to the data.
Addressing cyber risks, within the broader framework of ESG factors, means safeguarding operations, customers and the corporate reputation, while meeting social and environmental obligations. To mitigate such risks, La Doria has implemented specific monitoring tools and systems to identify anomalies.
Similarly to all industries, La Doria produces, by its very nature, an environmental impact in terms of energy consumption, the use of water and the production of waste material. Therefore investments were made to reduce consumption and waste, by monitoring the performances of the production facilities.
In terms of reputational risks, the Company is exposed to risks concerning the monitoring of compliance with the ethics principles by the procurement chain. In order to mitigate this risk, La Doria monitors the tomato and pulses supply chain in line with the ISO 26000 Social Responsibility Guide. La Doria has obtained Social Footprint Certification for tomatoes. The latter certification verifies a product's social footprint by analysing the organisation, people and production chain. La Doria is certified "Friend of the Earth", which promotes a model of agricultural production based on integrating innovations that reduce the environmental impact of crop cultivation, as well as respect for workers at every stage of the production chain. In pursuit of this goal, La Doria began to collaborate with the Ethical Trading Initiative (ETI), an association of businesses, trade unions and volunteer organisations that have a shared commitment to improving working conditions throughout the supply chain.

The risks related to compliance regarding food safety, occupational and environmental health and safety, the production activity of the Group companies and the introduction of increasingly stringent regulations has made it necessary to closely monitor these issues, implementing all necessary actions to mitigate such risks.
La Doria has in place certified operating systems to continuously monitor compliance with food safety and environmental regulations and those for the protection of workers. All La Doria Facilities are ISO 9001, ISO 45001 and ISO 14001 certified. Compliance risks include also those concerning the Administrative Responsibility of Entities, as per Legislative Decree No. 231/01), which La Doria offsets through adopting an Organisation, Management and Control Model which reduces the risk of committal of the offences contained therein, in addition to its Ethics Code.
For details on material topic risk management, reference should be made to the relative paragraphs.

Dialogue with the stakeholders

[GRI 2-28; GRI 2-29]

Over the years La Doria has continued the process of improving relations with its stakeholders, with the goal of involving them more in the decision-making process. An effective stakeholder engagement process in fact allows companies to improve its decision-making process and make it more "sustainable", while driving social, environmental and financial performances.

The involvement of the stakeholders and the frequency of dialogue with each varies according to the matters considered and the opportunities available to come together. Over the years, we have consulted workers, customers and suppliers using ad hoc questionnaires to gather opinions, ideas and suggestions to improve the Sustainability Report.

We summarise below the main communication means and matters of interest.

INVOLVEMENT OF STAKEHOLDERS AND MATTERS CONSIDERED

Stakeholders map

Stakeholders	Subgroups	Involvement and communication	Matters of interest
SHAREHOLDERS	**Majority shareholders** **Non-controlling interests**	• Shareholders' Meeting • Interim financial reports • Sustainability Report	• Economic sustainability • Quality of the organisation • Climate Change
CUSTOMERS	**Italian customers** **Overseas customers** **Consumers** **Future generations**	• Dedicated meetings • Collaboration in the development of products and improvement of services • Production facility visits • Questionnaires	• Product quality and safety • Food loss and waste • Quality of the organisation • Economic sustainability • Human rights and responsibility throughout the supply chain • Traceability • Environmental impacts of Production • Climate Change • Packaging sustainability • Logistics optimisation and efficiency • Innovation • Italian identity
PERSONNEL	**Management boards** **Headquarters personnel** **Facility personnel** **Third-party company employees**	• Circulation of the Ethics Code • Specific meetings and training • Company intranet • Company magazine • Questionnaires	• Quality of the organisation • Occupational health and safety • Economic sustainability
MEDIA	**Local and international press** **Social Media** **Specialist and sector press**	• Interviews • Meetings • Informational material • Website	• Product quality and safety • Food loss and waste • Quality of the organisation • Economic sustainability • Human rights and responsibility throughout the supply chain • Traceability • Environmental impacts of Production • Climate Change • Packaging sustainability • Innovation

Stakeholders map

Stakeholders	Subgroups	Involvement and communication	Matters of interest
COMPETITORS	National and international competitors	• Conferences • Events • Network	• Product quality and safety • Food losses and waste • Quality of the organisation • Economic Sustainability • Human Rights and Responsibility in the supply chain • Traceability • Environmental impacts of production • Climate Change • Packaging Sustainability • Innovation
TRADE UNIONS		• Periodic meetings	• Quality of the organisation • Occupational health and safety • Economic sustainability
FINANCIAL COMMUNITY	Institutional investors Banks Insurance companies	• Institutional website • Press releases • Interim financial reports • Sustainability Report	• Economic sustainability • Quality of the organisation • Environmental impacts of production • Climate Change
SUPPLIERS AND BUSINESS PARTNER	Suppliers of raw materials Suppliers of goods Suppliers of services Maritime and transport companies Consulting companies	• Dedicated meetings • Training courses on specific issues • Site visits • Institutional website • Contracts • Questionnaires	• Traceability • Food loss and waste • Human rights and responsibility throughout the supply chain • Logistics optimisation and efficiency • Economic sustainability
PUBLIC SECTOR AND LOCAL AUTHORITIES	Government institutions Regulatory authorities Control bodies Local public bodies European Union	• Dedicated meetings • Conventions • Institutional communications	• Quality of the organisation • Economic sustainability • Product quality and safety • Environmental impacts of Production
INDUSTRY ASSOCIATIONS AND OTHER ORGANISATIONS	Confindustria National Association of Fruit and Vegetable Preservation Industries (Anicav) Federalimentare Italian Food Union (UIF) Association for Italian Joint-Stock Companies (Assonime) Non-Governmental Organisations	• The organisation of or participation in activities, events and conferences on specific topics	• Product quality and safety • Human rights and responsibility throughout the supply chain • Italian identity • Food loss and waste • Traceability
LOCAL COMMUNITIES	Schools Universities Local associations Municipalities Citizens in the municipalities where the production plant are located	• Partnership • Involvement of Schools and Universities • Disbursement of Scholarships	• Quality of the organisation • Economic sustainability • Environmental impacts of Production • Loss and waste

LAND

Product quality and safety
Traceability
Food loss and waste

Product quality and safety

[GRI 416-1; GRI 416-2; GRI 417-2; G4-FP5]

The utmost quality and safety of our products is imperative for us, and for this reason we are constantly raising our standards.

In addition to complying with all applicable regulations, all our facilities have ISO 9001 and ISO 22005 certified quality management systems; in addition, the facilities that produce for the Retailers are certified to the main food safety standards (IFS, BRC).

Such certifications and the constant monitoring of our products ensure the very highest levels of quality and safety.

FACILITIES CERTIFICATIONS

Certifications at our facilities
ISO 9001, BRC, BRCGS, IFS, ISO 22005

FOOD SAFETY

All our production facilities are certified according to the food safety standards

QUALITY

The three steps to our quality:
1. Carefully select
2. Support our agricultural suppliers
3. Constantly invest

Issues relating to climate change - such as soil deterioration due to ozone concentrations, worsening air quality, increasing temperatures, volatility of seasons, changes in rainfall patterns, frequency of extreme events - have a direct impact on production and can affect the quantities and nutritional qualities of food. They also produce changes in working process requirements (e.g. as regards irrigation) and in production timing, since warmer temperatures shift production to the winter and affect the specific production suitability of agricultural areas. These threats can have major impacts on crop yields and therefore significant effects on human health and the ability to ensure food security, i.e. its continuing ability to meet global demand for crop products over time. La Doria therefore undertakes actions designed to reinforce its food safety system by obtaining certifications, adopting technological innovations, and increasing its focus on soil, fertilisers, energy, water, and seeds, all to ensure products of the highest quality.

Quality in 3 steps

We carefully select locations across the globe for the production of the very best raw materials. The areas of origin of the ingredients used by the Company are selected according to certain criteria that significantly affect the quality of our products. These criteria include climatic and meteorological conditions, territorial morphology, specific soil characteristics and, naturally, the production capacity of the land. To guarantee the right conditions, our quality team regularly visits suppliers to verify that they are able to meet the criteria required by La Doria.

We support our agricultural suppliers in purchasing the very best materials and tools needed for cultivation. We also monitor the entire supply chain to guarantee the full traceability of products, from the field to the shelf. In order to ensure the highest quality of products, and especially the flagship tomato products, La Doria takes it upon itself to provide farmers with the actual seeds to be planted. This decision derives from thorough studies of the characteristics that the raw materials must have in order to express all the qualities required in the production of the final products, but also to ensure adequate crop resistance during cultivation, thus minimising the need for crop protection measures. La Doria monitors the growth of crops and provides agronomic consulting services and targeted training for suppliers on issues such as the responsible and strictly limited use of agrochemicals, and educates on the care to be taken to ensure maximum yield and product safety.

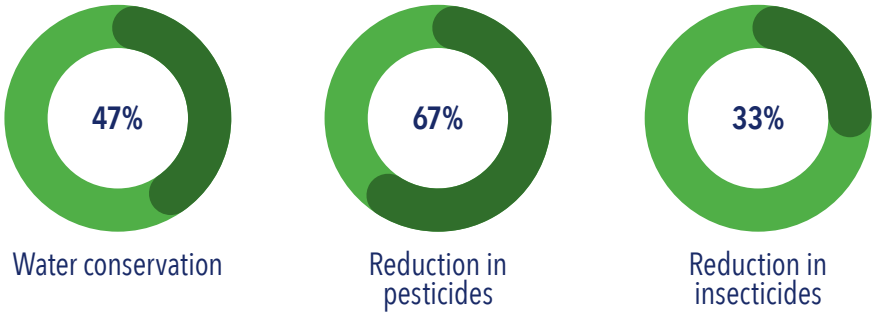
At the end of each production cycle, all our suppliers are assessed on the quantity and quality of the raw material conferred, as well as on the number of non-conformities and customer complaints.

Naturally, for all our main ingredients (tomatoes, pulses and fruits), we carry out a series of exacting quality controls in collaboration with our suppliers. Regarding pulses for example, La Doria partners with major suppliers committed to ensuring the very highest standards and rigorous quality and safety controls, which La Doria double-checks on receipt of the raw ingredients destined for production.

We constantly invest in the most advanced production and control systems for quality monitoring at every single stage of processing. The Group's investments in automating controls and introducing advanced production systems are an important contribution to guarantee product quality and safety. A series of automations have been successfully introduced in the collection, sorting and control of raw materials, with the aim of minimising manual labour errors. These systems have not only been introduced in La Doria's own facilities, but also in those of raw material suppliers.

In 2024, La Doria worked in partnership with a start-up (Evja) to help tomato farms optimise their management of crop nutrition, irrigation, and protection. This was accomplished by collecting data from the field using wireless agricultural sensors and analysing it using artificial intelligence (OPI). The system monitors the micro-climate of the crops in real time, predicts phytopathologies and precisely analyses historical data, in order to plan field interventions and optimise production factors and treatments for a high quality and quantity yield. The project involved companies in the regions of Lazio, Apulia, Basilicata, Campania and Molise, achieving a reduction in water consumption of approximately 47%.

SAVINGS ACHIEVED BY THE EVJA PROJECT[14]



The Company's investment in this area also focuses on human resources and the organisation. In 2024, the intensive training programme of specialist courses continued for internal staff and suppliers regarding food safety culture, foreign legislation, hazard analysis and critical control points (HACCP), internal audit management, and food safety and ethical audits.

La Doria has launched an e-learning platform for all employees, to promote and maintain an awareness of food safety and a positive food safety culture, as outlined by "The Global Food Safety Initiative" (GFSI).
These initiatives are accompanied by assessments throughout the lifecycle of our products to verify and ensure their quality and safety. We check for the presence of heavy metals (lead and cadmium) and pesticides, which may derive from agricultural treatments or soil quality. In the production stage, we monitor the weight, where requested, of the pH and Brix levels, the latter an important measure of the quantity of sugars in fruit and vegetables, in addition to other soluble and naturally present substances such as salts and acids. Finally, we assess all the organoleptic, chemical and physical properties of the finished products.

[14] Data from the Evja 2024 Report.

La Doria has obtained ISO 22005:2008 certification for tomatoes, basil, and fruit, and BRC certification for box packaging.

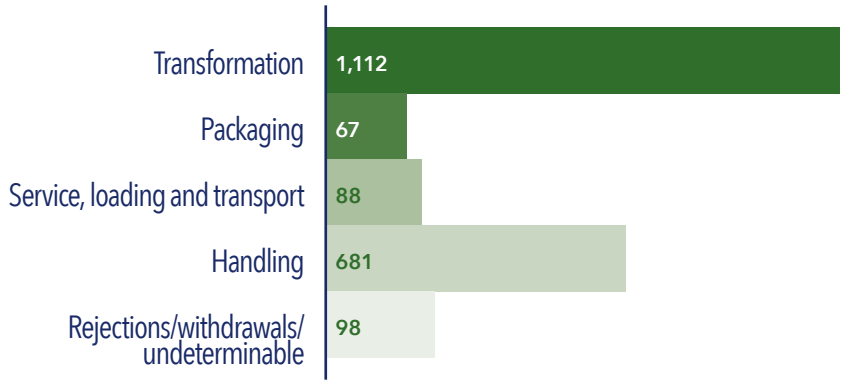
Complaints

During 2024, under the Company's quality management system, 2,046 complaints were registered, of which 1,340 pertaining to LDH customers. This number includes all types of quality complaints that La Doria receives, including those received directly from consumers, which are managed by the subsidiary and by clients directly. La Doria is constantly committed to taking full charge of complaints and providing an effective response, as well as putting in place the most adequate measures to prevent such issues from re-emerging.
The following tables summarise the trend in complaints.

TOTAL NUMBER OF COMPLAINTS RECEIVED AND PERCENTAGE OF THOSE SETTLED

Complaints regarding the quality of products	2023	2024
Number of complaints received	1,652	2,046
Percentage of complaints settled during the year	100%	100%

BREAKDOWN OF 2024 COMPLAINTS BY TYPE



Several types of complaints are not directly related to the production process itself, such as "*service, loading and transport*" and "*handling*". Complaints relating to "service, loading and transport" include those attributable to handling companies whose activities are outsourced by La Doria. In such cases, La Doria works in close partnership with its suppliers to constantly improve supplies and performance, with the aim of minimising the number of complaints. Complaints for "handling", on the other hand, are filed registered and managed by La Doria and come from final consumers of the supermarket chains, predominantly in the UK. The complaints relate to the primary packaging of products presumably damaged during the multiple handling phases downstream of the supply chain. This category includes all those complaints that cannot be attributed unequivocally to product processing and/or packaging processes, regarding which the Company has sought to identify causes and, in partnership with clients, to improve the indirectly controlled logistics processes.

QUALITY COMPLAINTS BY PRODUCT LINE PER MILLION ITEMS SOLD (IN PPM) EXCLUDING LOADING, SERVICE AND TRANSPORT

Complaints regarding the quality of products	2023	2024
Sauces and Pestos	1.73	1.99
Tomatoes	1.03	1.39
Pulses	0.87	1.00
Fruit	0.24	0.18

However, certain complaints are directly attributable to the production processes at La Doria facilities. These are complaints related to manufacturing activity and packaging processes. The product lines most affected by such complaints are ready-made sauces/pestos and tomatoes.
To address the criticalities in product processing, tools have been introduced to production lines to verify the integrity of packs used and to ensure that the product is properly canned and sealed.

Regarding foreign bodies within products, which, in particular, pose a risk to food safety, the Group has worked extremely hard in recent years both within its own facilities and in collaboration with suppliers of raw materials. It is of fundamental importance to ensure utmost attention to this issue, particularly in the collection and sorting of crops directly in the field of cultivation. La Doria is conducting major campaigns to raise awareness among agricultural suppliers, the most significant of which is the "Clean Countryside" project, which was conceived to promote better field management. Additionally, the Company promotes the use of automatic sorting machines to assist manual work relating to certain types of raw materials, such as pulses. Agricultural workers are also required to use exclusively black-coloured irrigation accessories, so that the picking machines harvesting tomato produce can effectively identify and expel any collected rubber fragments.
Technological advancements have also been introduced within processing facilities to minimise the risk of foreign bodies in products, including automatic input selection, improved X-ray equipment and broken glass controls.

Traceability

[GRI 301-1] [GRI 417-1]

TRACEABILITY
Full traceability of all product lines

TOMATOES
The traceability of tomato products right down to its cultivation lot

The supply chains form an intricate, complex system. Accordingly, they require adequate control and management safeguards to mitigate risks to the product throughout its journey to the final consumer.

Traceability facilitates the identification of origins of risk factors and the implementation of appropriate measures in the suspected chain to prevent the reoccurrences of any issues.
The traceability of a product consists of the collection of a series of data along the supply chain, with the collaboration of the various actors involved. This is an essential tool for responding to growing consumer demands and for the accountability of the various actors in the supply chain.
This is what traceability means to us, and, with the technologies we have implemented, we remain committed to guaranteeing the quality and safety of each batch of product that is processed within our facilities.

Food traceability is a key element of the broader topic of food safety. It is essential for both consumers to make informed purchasing decisions and companies to manage potential risks promptly, thus reducing the danger of exposure to the concerned product. Ensuring product traceability means improving our competitive advantage, ensuring compliance with the latest EU legislation, and limiting potential fraud.

From the land to the shelf

All product lines processed by La Doria are fully traceable from the land of origin to retailers' shelves, despite the great variety of raw ingredients used and their different origins.
Throughout the whole chain, whether long or short, key data is collected with the use of IT systems that, at any given time, associate a product being processed or already prepared for sale with its origin and lot. In this way, it is possible to trace the product's entire journey and identify all those who have had anything to do with the product along the supply chain. This data ensures that correct and reliable information about the characteristics of the raw materials are consultable at any time. The system enables La Doria to ensure the highest safety standards and to track down all product lots to wherever they have been distributed to clients in case any withdrawals or post-marketing controls are required.

GEOGRAPHICAL ORIGIN OF PRODUCTS (PERCENTAGE BREAKDOWN)

	NORTH AMERICA	SOUTH AMERICA	ASIA	ITALY	EUROPE OTHER	AFRICA
FRESH TOMATOES kg 206,050,566	-	-	-	100%	-	-
PULSES kg 66,160,009	61.4%	14.25%	6.6%	5.37%	7.06%	5.32%
FRESH FRUIT[15] kg 10,128,678	-	-	-	100%	-	-
FROZEN[16] kg 4,291,260	-	8%	22.59%	20.9%	44.2%	4.29%

To ensure that the system is effective, audits are carried out both internally and externally by ISO 9001:2015, BRCGS and IFS Quality Management Systems' certification bodies, as well as by the subsidiary LDH in relation to its suppliers, other than La Doria, in order to verify full compliance with product traceability procedures. Additionally, the Group's major clients also carry out periodic product traceability controls.

La Doria's commitment to this concern is ever greater, since the Company considers traceability an indispensable element to operating responsibly on the market. For this reason, the implemented traceability system is constantly evolving, with a progressive drive to adopt new technologies to improve its

[15] Peaches, apricots, pears and apples processed in facilities to transform the fruit into puree for fruit juice production.
[16] Semi-processed fruit that is frozen and shipped to La Doria facilities to be transformed into juices and fruit-based beverages.

reliability. As evidence of this evolution, La Doria has obtained ISO 22005:2008 certification for tomatoes, fruit and basil. The standard is intended to support companies in documenting product history by allowing them to determine product location and origin at all times. La Doria considers voluntary certification a useful tool in ensuring the conformity of production processes or in understanding and monitoring each of the risks arising from its daily business operations, going beyond compliance with the technical requirements established by domestic and international standards.

All products, as per legal requirements, are labelled with detailed information on their contents (i.e. ingredients), how to use and store them, and how to dispose of them.

Advanced automatic applicators of RFID tags have been installed on a number of lines at the Fisciano and Parma production facilities. These carry key information on palletised products and therefore substantially improve traceability.

The journey of a tomato

Regarding tomatoes, which are the traditional produce of the Group and entirely cultivated in Italy, La Doria deals directly with local associations of agricultural producers, not with other companies that produce for themselves or collect raw materials from local suppliers, as for other products. This characteristic of the tomato supply chain also allows for the identification of the Agricultural Production Unit (UPA), namely the exact field of cultivation. Indeed, each and every tomato field is geo-tagged through a GPS system. And the close collaboration with agricultural suppliers does not end here; a data set is also collected during the actual cultivation of the plants and fruit, providing detailed information on each lot arriving at the processing facilities. All tomatoes used by the Company are subject to this traceability system. Once the tomatoes arrive at a facility, each lot is linked to a Transport Document containing all the information gathered up to that point. Using the associated code, every movement within the facility can be mapped, ensuring the maximum traceability of every tomato and its characteristics.

Traceability at LDH

The approach taken by the subsidiary to this issue has a different connation in view of its trading activity, while still pursuing the same aim of ensuring the traceability of the finished product. LDH seeks to ensure that traceability drills involving its suppliers' finished products are concluded within a maximum of four hours. All traceability audits conducted in 2024 were successfully completed.

LDH was certified compliant with version 3 of the BRC Agents and Brokers standard in 2022. The audit reviews the protocols and procedures associated with product traceability and also examines controls in place regarding any indications of origin on packaging. All the technical audits conducted by LDH – or directly by its clients at its production facilities – include traceability assessments.

LDH has adopted a supply chain mapping model for information and visibility regarding products and suppliers. In 2024, LDH mapped 45% of its supply chain that presents high risk in terms of human rights protection and environmental sustainability. The objective for 2024 was to expand on the information collected in its Supply Chain maps data points related to risk assessment, in order to consider action plans and focus/risk areas. These suppliers are part of the supply chain for legumes, tomato puree and fish suppliers.

Food loss and waste

The issue of food loss and waste is increasingly a focus of the international community in its concern over the quantity of healthy products fit for consumption that are left uneaten.

Well-aware of the sensitivity of this issue, we are constantly striving to minimise and prevent losses throughout the entire value chain. For example, during the cultivation phase, we help farmers optimise their use of resources by introducing new technologies, and, during product processing, by increasing the use of processes, machines and equipment that reduce product waste and by recycling certain by-products.
Additionally, we strive to maintain strong partnerships with non-profit associations to which we can donate some of the products that are fit for consumption but cannot be sold to customers.

1,318,452
No. products donated to charity

342,380 kg
Fruit stones (peaches and apricots) reused in 2024

7,283,508 kg
Skins (tomato and fruit) reused in 2024

The broadest definition of food waste pertains to the lack of value attributed to food production and food itself throughout the various stages of the food supply chain. A food system that generates large amounts of waste but is still not able to feed everyone on the planet is unsustainable. Collaborating with food banks to donate food close to its expiry date, transforming food waste into feed and adopting technology in agricultural production to improve field performance are the main ways to reduce food waste.

Reducing waste in our facilities

Food product loss and waste is a priority issue for La Doria, also because reducing waste helps to reduce costs. This is why the Company is constantly committed to ensuring that its facilities adopt all necessary measures to minimise waste. Such measures are varied and applied at different stages of product processing, from the selection of raw materials to the handling of finished products that do not conform to required standards. La Doria also supervises this aspect by monitoring the index representing the reduction in the value of food destruction compared to the value of production.

In the raw material selection phase, automatic tomato and pulses selection tools have been introduced to assist manual work, to ensure greater precision in the initial sorting of the material entering the facilities, to ensure better quality control and to verify the absence of any foreign bodies. This significantly reduces the risk that products are later considered non-conforming and therefore to be discarded.

In the product processing phase, each facility undertakes to constantly monitor raw material and packaging consumption by using several applications that check for deviations in the bill of materials and trigger activities of readjustment and improvement that are evaluated by relevant departments. On the basis of reviews of deviations, specific readjustment and improvement processes are introduced and evaluated by the relevant departments.

Less waste and a second life for processing by-products

From a circular economy perspective, we have various projects to make use of processing by-products. This occurs through third-party production processes. For example, tomato peels and seeds are used in feed for farm animals, while the stones of puréed fruit are used in the confectionery industry, or as biomass fuel. These are just a few examples of how by-products are reused and not wasted.

QUANTITY OF RE-PURPOSED BY-PRODUCTS

	2023	2024
Peach stones (kg)	320,220	260,340
Apricot stones (kg)	138,960	82,040
Tomato skins (kg)	5,666,710	6,514,418
Fruit skins (kg)	800,740	769,090

Donate – don't waste

Another important activity that the Group carries out is the donation of certain products to charitable organisations, which help address food insecurity, manage surpluses, prevent food loss and waste at source, and move from a linear economy to a circular economy. This "From producer to consumer" strategy, which is at the heart of the European Green Deal initiative, calls for the construction of alliances within the Food System as a strategic and necessary tool to address the current situation, which is ever more complex and increasingly punctuated by unexpected events.

Donation is one way to extend the lifecycle of a product and happens with all those products considered not suitable for sale to customers but still fit for human consumption under food safety requirements. The reasons behind the non-conformities of such products vary, from secondary packaging defects to product characteristics not perfectly compliant with agreed specifications, but posing no risk to the goodness or healthiness of the products.

In 2024, La Doria donated products worth around Euro 512,611 to charity. 72.2% of these products were donated to the *Banco Alimentare* (Food Bank).

PRODUCT DONATIONS BY LA DORIA

LA DORIA
1,318,452
No. of products donated to charity

LA DORIA
€ 512,611
Economic value of the donated products

LDH
€ 85,424
Economic value of the donated products

At the source

La Doria is not only engaged in the reduction of waste generated by raw material processing, over which it has direct control, but also constantly collaborates with suppliers to put in place measures to mitigate product loss in the agricultural production stage.
Such collaboration takes different forms depending on the needs of suppliers, the organisation of their agricultural activities and the type of relationship with the Company.
With agricultural producers with whom there is a more consolidated and direct relationship, La Doria provides the tomato seeds and seedlings to be planted in order to minimise the risk that crops may be wasted or damaged. This decision is intended to ensure that the product is fully compliant with processing needs and customer requirements and that plantations have inherent resilience to parasites and other pathogens.

Again, in view of reducing waste during cultivation, several projects have been implemented to raise awareness and train agricultural suppliers on the use of innovative crop solutions. One example is the use of pheromone traps that, by monitoring the number of certain insects, allow plant protection measures to be applied only when strictly necessary. The introduction of technological and digital solutions (use of the "*OPI*" and "*Bluleaf*" apps) also helps to reduce waste by facilitating the monitoring of field conditions, for example, with sensors able to measure soil moisture, allowing for irrigation adjustments and reductions in wasted water.

Collaboration and communication with our suppliers is, increasingly, a means to educate stakeholders not only on careful sensitivity to the issue of waste reduction, but also as a means to create positive behaviours that contribute to achieving the objectives of the UN 2030 Agenda.

COMMITMENT

Environmental impacts of production
Climate Change
Human rights and Responsibility throughout the supply chain
Packaging sustainability
Logistics optimisation and efficiency
Economic sustainability

Environmental impacts of production

[GRI 302-1; GRI 302-3; GRI 302-4; GRI 303-1; GRI 303-2; GRI 303-3; GRI 303-4; GRI 306-3; GRI 306-4; GRI 306-5]

A commitment to reducing and monitoring the environmental impact of our production is at the heart of our Environmental Policy.

Our commitment to environmental protection is ensured by compliance with the ISO 14001:2015 Standard at all facilities through development projects and the adoption of technologies which protect the environment by reducing inefficiencies and waste.

5
Photovoltaic plants at the Sarno, Fisciano, Angri and Parma facilities and the headquarters of the subsidiary LDH (Sproughton)

2
Cogeneration plants at the Angri and Parma facilities

43.92%
Energy needs satisfied internally

The food industry's impact on the environment includes pollution, the excessive use of land, waste, the abuse of natural resources, and the modification of the natural habitats of several species. Food companies must therefore take action to guarantee the efficient use of basic inputs (like energy) through process optimisation and efficiency, maximise the use of agricultural ingredients and materials in all their components for human food, animal feed, and other utility chains. They must also prevent packaging waste through eco-design and focus on preventing food waste and managing surpluses. La Doria manages the impacts deriving from direct and indirect environmental aspects by setting up and maintaining certified environmental management systems and through innovation. The Environmental Management System thus features the development and implementation of environmental policy and the achievement of the objectives set out in it. The regulation requires the maintenance of an Environmental Management System which complies with the benchmark standard, guaranteeing satisfaction of the environmental rules in terms of its processes, products and services, the prevention of pollution, the planning of environmental actions and projects to ensure ongoing improvement in terms of environmental impacts, the monitoring of energy and natural resource consumption so as to ensure the reduction of waste and inefficiencies and the creation of awareness and assigning of responsibility among employees through education and training activities. The Environmental Management System involves all activities and operations carried out at sites that have or could have an influence on expected results. It is periodically verified and audited to ensure compliance with laws and the principles of continuous improvement.

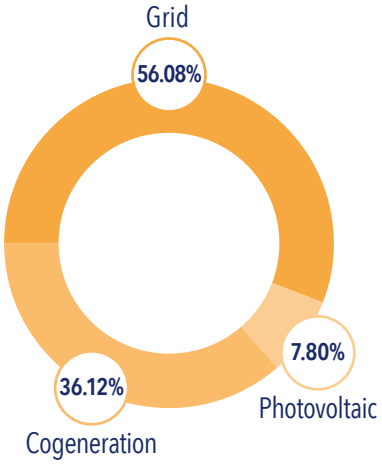
Power supply at our facilities

The energy needs of production facilities are a significant cost item for the Company. In the interest of reducing these costs, and of mitigating associated energy consumption impacts, La Doria has, over the years, made considerable investments in the innovation of facilities, allowing them to reorganise their power supply. Indeed, innovations have been introduced that have markedly reduced power consumption from the electrical grid in favour of energy produced by the Company itself.

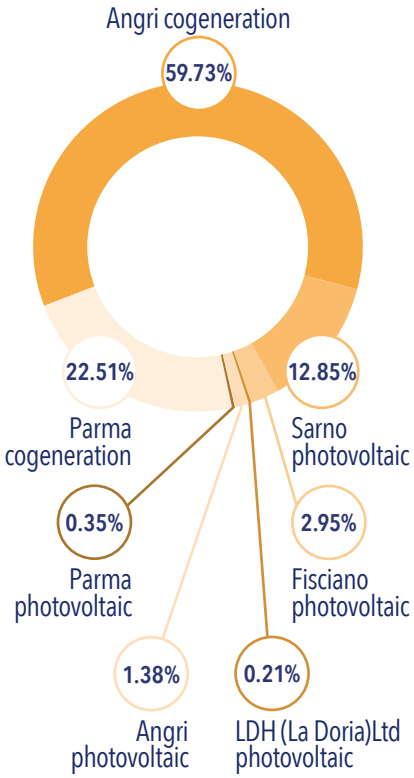
The PV plant at LDH has a capacity of 0.93 MW. Photovoltaic panels have been introduced at the Sarno and Fisciano facilities, with energy production capacities of 3.7 MW and 1 MW respectively, in line with the relative annual consumption and distribution demands. Photovoltaic systems have also been installed at the Angri and Parma facilities, the capacity of which are 0.4 MW and 0.2MW, respectively.
Furthermore, cogeneration plant with production capacities of 2,700 kW and 1,067 kW respectively have also been installed at the Angri and Parma facilities, covering a considerable portion of energy needs.
In 2024, the new cogeneration plant at the Parma facility covered 76% of the energy needs of the facility, in addition to recovering more heat, in the form of both steam and hot water.

These photovoltaic and cogeneration plants are a key resource for the Company, as in 2024 they were able to supply approx. 43.92% of production electricity needs, while the remaining share is taken from the grid, as shown in the table.
If we analyse in detail the percentage of electricity produced at the facilities themselves, we see that the cogeneration plant at the Angri facility, in particular, is able to cover a great share of demand.

ELECTRICAL CONSUMPTION BY SOURCE - 2024[17]



SHARE OF ENERGY PRODUCED ON-SITE BY SOURCE



[17] Data also includes the contribution of LDH (La Doria) Ltd.

Cogeneration is a system that enables the combined production of electricity and heat from a single energy source.
Cogeneration minimises the energy losses that would occur if the two energy vectors were obtained separately.
In addition, in 2024, recovery of heat from engine exhaust fumes and the engine and intercooler cooling of the Angri and Parma cogeneration plant totalling 19,700,684 kWht yielded a reduction in emissions of 4,024 tonnes of CO_2.

La Doria's cogeneration plant have received "High Yield of Cogeneration" (CAR) recognition[18]: This operating recognition is issued to facilities that are able to guarantee a high ratio of energy produced to energy consumed.
The groups already present reduced polluting emissions (CO_2 <90 mg/Nm³, and NOX <250 mg/Nm³).

Angri cogenerator

Parma cogenerator

In addition to cogeneration, La Doria has implemented several other heat recovery innovations that reduce gas consumption and thus CO_2 emissions. At Angri, heat recovery plant, for example for the re-use of the cooling water to heat the pulses processing water or recovered heat from overspray. This recovery has supported the gaining for five years of white certificates (energy efficiency securities).
At the Sarno facility, heat is recovered from the condensation formed in the sterilisation phase of the FMC canned legumes production line (the recovered heat is used to heat the water fed into the legume cooker) and from the condensation of the Odenberg legume production line (the heat recovered preheats the liquid used in the can pasteurisation system).
Meanwhile, a high-efficiency cold storage plant using carbon dioxide as refrigerant fluid has been introduced at the Parma facility. This removes the need to use fluorinated gases (Fgas) and thus reduces environmental impact in terms of CO_2 equivalent emissions.

In 2023, new high-efficiency steam generators were installed at the Lavello, Fisciano and Faenza facilities. In addition to offering high consumption performance, these installations reduce the emissions of atmospheric pollutants.
At the Sarno facility, the thermal power plant was upgraded in 2024 with the insertion of two new high-efficiency steam generators.
In 2023, a new tomato juice concentration system was installed.
The evaporator uses a Mechanical Vapour Recompression (MVR) system. This technology drastically cuts the energy consumption compared to traditional technologies.
At the Fisciano facility, heat is recovered from the boiling water drains of the boilers. This heat is then used to preheat the boiler intake water.

In 2024, energy-efficient lighting relamping projects continued in all facilities and meters were installed in order to improve the collection and distribution of consumption data through the Wonderware platform, designed to integrate operating and IT systems in order to implement an energy vector monitoring system.
In summary, in 2024 heat and energy recovery reduced consumption by 7,467.83 tCO_2.

[18] For certification criteria, refer to those established by the Ministerial Decree of August 4, 2011 (Annex III), valid from January 1, 2011 and completing the transposition of Directive 2004/8/EC initiated by Legislative Decree No. 20 of 2007.

The tables detail the energy needs of all facilities over the last two years. The data on the Company's own energy production takes into account all the electricity produced.

ENERGY SAVINGS BY SOURCE

Source	2023		2024	
Electricity	1,344,972 kWh	4,842 (GJ)	1,760,616 kWh	6,338 (GJ)
Natural gas	2,639,599 m³	93,592 (GJ)	2,767,895 m³	97,809 (GJ)

ENERGY CONSUMPTION WITHIN THE ORGANISATION

Energy consumed	2023		2024	
	(kWh)	(GJ)	(kWh)	(GJ)
Electricity	58,500,643	210,602	60,758,676	218,731
- of which from photovoltaic plants	4,185,500	15,068	4,738,498	17,059
- of which from renewable sources (PV) + purchase of green energy	887,874	3,196	34,071,206	122,656
Natural gas	27,747,269 (m³)	983,835	25,935,728 (m³)	916,491
LPG			2,237,866 (m³)	102,624
Total consumption		**1,194,437**		**1,377,561**

Self-generated and self-consumed energy	2023		2024	
	(kWh)	(GJ)	(kWh)	(GJ)
Self-generated electricity (cogeneration)	19,005,777	68,229	22,019,663	79,271
Self-consumed electricity (cogeneration)	18,862,628	67,905	21,948,973	79,016

Energy intensity index[19]	2023		2024	
	(MWh/t)	(GJ/t)	(MWh/t)	(GJ/t)
	0.49	1.75	0.44	1.75

Less Waste and less wastefulness

Fully aware of the potential impact of waste management on the environment and on human health, La Doria has adopted a policy of reducing waste production and eliminating wastefulness. It has also set up specific procedures and monitoring systems in order to:

- cut waste generation through scrap and waste reduction;
- take appropriate measures to use waste and scrap as a resource.

Each phase of the Company's production activities is managed to ensure the monitoring and control of consumption, promptly identifying and eliminating any scrap and wastage. Specific management methods are also drawn up and introduced for each type of waste, taking into account whether it may be hazardous and considering contamination risks and possible treatment in order to reduce and/or eliminate environmental impacts.

[19] The energy intensity index was calculated on the basis of the incoming energy, gas and electricity vectors. The generation of electricity is included within natural gas consumption and has already therefore been considered. The specific parameter used to calculate energy intensity is net production. Data shown were calculated based on ISPRA 2024 - National UNFCCC Inventory conversion factors (average of values for the years 2021-2023).

The types of waste produced are:

- waste related to production activities;
- waste related to packaging activities;
- waste related to auxiliary activities (purification, maintenance, laboratory waste, etc.).

WASTE PRODUCED BY GROUP FACILITIES BY TYPE[20]

Type	Quantity (t)	Hazardous (t)	Non-hazardous (t)
waste related to production activities	14,952	-	14,952
waste related to packaging activities	7,285	100	7,185
waste related to auxiliary activities (purification, maintenance, laboratory waste, etc.)	14,318	72	14,254
Total	**36,555**	**172**	**36,391**

The majority of waste is treated, while some is directed to disposal. The Company's commitment is to recover as much waste as possible, and, in 2024, the percentage of generated waste recovered was as high as 98%.

In order to prevent waste production, packaging has been optimised, leading to a reduction in plastic packaging and the use of recycled paper packaging. No shortage of attention is paid to collaborating with raw material suppliers and/or working to raise their awareness of issues regarding waste. At the Sarno and Angri facilities, a unit for the treatment of some production waste has been successfully introduced. This compacts the packaging, re-purposes its contents as a nutrient for the bacteria of biological activated sludge treatment plants and sends other materials for recovery.
In order to cut the waste volume and weight, all facilities producing sewage sludge have dehydration systems for the sludge extracted from the purification cycle flotation system.

By-products also contribute to preventing waste production and favouring circularity since, by their nature, they are suitable for use in other processes. These by-products include:

- tomato skins and seeds;
- fruit processing waste;
- animal by-products;
- copper scraps.

To manage the waste produced within La Doria, specific temporary deposits have been provided. These are equipped for each type of waste, using suitable sealed containers and collection tanks to prevent contamination of products or the environment. Hazardous waste and potential treatment methods are identified through analysis of waste characteristics. Waste collected, sorted and analysed is transported, disposed of and/or recovered by appropriate licensed companies. Waste is weighed to record the quantity produced, and these figures are compared with the quantities reported by the treatment facilities.

[20] For waste, the quantity generated by the trading company LDH (La Doria) Ltd, equal to 474 t, was not reported.

Regarding its supply chain, La Doria raises the awareness of its suppliers on waste management optimisation reduction, for example, by reducing packaging through the supply of unpackaged products, or the use of packaging that facilitates recovery and reuse. Specifically, all fresh tomato suppliers receive training on the management of agricultural waste and specific protocols are defined and monitored to manage other waste (irrigation hoses, plastic, containers of hazardous substances).
La Doria, for its part, is attentive to the end-of-life of its products and, in accordance with the relevant legislative provisions, labels its products with information on the correct way to dispose of packaging.

WASTE PRODUCED BY GROUP FACILITIES

Hazardous waste	2023	2024
Total weight (tonnes)	**140.40**	**163.39**
- destined for re-use or recycling	-	-
- destined for recovery	131.90	142.27
- destined for incineration	-	-
- destined for landfill	-	-
- other disposal	8.50	21.1
Non-hazardous waste	**2023**	**2024**
Total weight	**33,222.40**	**36,391.40**
- destined for re-use or recycling	-	-
- destined for recovery	32,612.90	35,782.60
- destined for incineration	-	-
- destined for landfill	-	-
- other disposal	609.50	608.80
Total waste (hazardous and non-hazardous)	**33,362.80**	**36,554.80**
Production volumes (tonnes)	642,822	666,870
Ratio of generated waste to production volumes	0.052	0.055

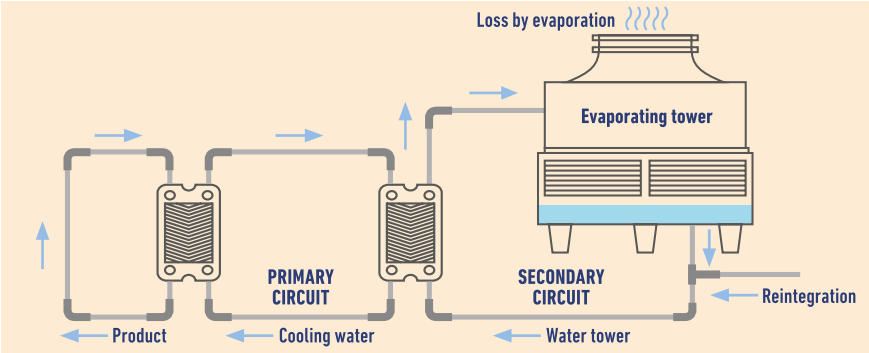
Water

Since La Doria is an industrial company that requires a significant amount of water, it is essential that it commit to rational water use, in terms of both progressively reducing its water use and minimising the risk of possible pollutants that could prevent water from being returned to the environment. Over the years La Doria has thus developed a strategy that allows water consumption to be optimised and maintains the original quality characteristics of its water sources. Specifically, the strategy is implemented in the Environmental Management System: the Company carries out a risk and opportunity assessment for each process and production phase that has an impact on water in order to minimise any impacts related to water management and continuously improve environmental performance. La Doria monitors water consumption at its facilities, reducing the use of natural resources and climate change impacts. The planning, execution and periodic controls, and more generally the correct management of water resources, optimises water consumption.

Over the years, various water reuse actions have been taken, e.g. the recovery of the cooling water for finished product tomato line boxes at facilities and/or the addition of condensers. The water at 30°C, coming from the box cooling phase, is reutilised in the various tomato washing phases, immediately before peeling. Other water recovery projects include the addition of evaporative towers.

These processes comprise two circuits: a primary circuit in which the cooling water exchanges heat with the product and a secondary circuit in which the tower water exchanges heat with the cooling water. The water tower transfers heat to the external environment to "cool down" and in turn cools the primary circuit water and then warms up again. The project evaporation towers have an evaporation loss of 3%, therefore this quantity should be reintegrated.

SIMPLIFIED GRAPH OF A CLOSED CYCLE CIRCUIT WITH EVAPORATION TOWER



To minimise water consumption, the Parma facility is also equipped with a closed-cycle cooling circuit with evaporative cooling towers. The latter makes it possible to avoid using "running" water during the cooling phase of one of the ready-made sauces production lines.
Over the years, water recovery in the tomato concentrator condenser in Eugea, the recovery of softened water from pasteurisation tunnels in the glass lines in Parma, and the upgrade of the softener on regeneration cycles at the Fisciano facility have all contributed to optimising water consumption within the Group.
In terms of its water performance, in 2024 La Doria's production facilities withdrew a total of over 3 million cubic metres of water. Most water used is groundwater and/or aqueduct water. A water flow meter is installed in each well, enabling constant monitoring of water consumption. Monthly and annual use of the water drawn is reported with the frequency set by the competent authorities and/or the managers of the integrated water service.
All quantities withdrawn are measured and checked monthly. Meters placed on the outflow of the well suction pumps are used as the measuring instruments.
Water resource management is based on facility and customer needs. The management process is sufficiently flexible that it can be adapted and tailored to individual facility needs and customer requirements. Any significant impacts are managed through potential optimisations of the facilities concerned.

Finally, wastewater is discharged, depending on the facility, either directly into a surface water body and/or into the public sewer system. Water quality is constantly monitored using chemical/physical analysis.

Minimum quality standards are set by the authority that issues the discharge authorisation and pollutants are monitored to ensure compliance with the authorised limits.

Water withdrawal and discharge are shown below.

Water withdrawal by source	2023	2024
Groundwater in ML	2,845.69	3,218.33
Aqueduct or other municipal source in ML	11.44	15.48
Co-operative Water in ML	326.30	340.50
Total procurement	3,183.43	3,574.32
Total water withdrawal m³/ tonne product	4.96	5.36

Water discharge	2023	2024
Sewerage in ML	1,430.03	1,666.40
Groundwater in ML	1,355.30	1,481.57
Soil or subsoil in ML	-	-
Total	2,785.33	3,147.97
Total water discharge m³/ tonne product	4.34	4.72

WATER STRESS DISTRIBUTION ACCORDING TO THE WEBSITE Aqueduct Water Risk Atlas[21]

Water discharge			Angri		Sarno		Fisciano		Lavello		Faenza		Parma		TOTAL	
		Unit	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Low	< 10%	ML											513.3	502.33	513.3	502.33
Medium Low	10% - 20%	ML													-	-
Medium High	20% - 40%	ML													-	-
High	40% - 80%	ML													-	-
Very High	> 80%	ML	788	971.97	842	979.24	272	300.03	326.3	340.6	43.73	53.79			2,272.03	2,645.63

Water withdrawal			Angri		Sarno		Fisciano		Lavello		Faenza		Parma		TOTAL	
		Unit	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Low	< 10%	ML											565.57	574.73	565.57	574.73
Medium Low	10% - 20%	ML													-	-
Medium High	20% - 40%	ML													-	-
High	40% - 80%	ML													-	-
Very High	> 80%	ML	1,021	1,223	936	1,088	284.81	311.29	332.75	347.74	43.3	29.85			2,617.86	2,999.58

[21] Water stress areas were identified according to the World Resources Institute criteria, through the use of the Aqueduct Water Risk Atlas tool, as suggested by the GRI 303 reference document. This classification system considers only the quantity and not the quality or accessibility of water resources under the inclusive approach.

Climate Change

[GRI 305-1; GRI 305-2; GRI 305-3]

13 CLIMATE ACTION

-46.2%
Scope 1 and 2 emissions by 2031

-32.3%
Scope 3 emissions by 2031

Our commitment to fighting climate change is a key element in our sustainability strategy.

In 2024, we our CO_2 emissions reduction targets were validated by the Science Based Targets initiative (SBTi). This generates a twofold effect: the reduction of our carbon footprint and that of our clients, to whom we have pledged our assistance in working towards reducing emission.

Climate change is one of the most insidious threats that humanity is called to face, since it can cause irreversible effects on ecosystems, human beings, human settlements and infrastructures; this is because natural and human systems are pushed beyond their adaptive capacity. The need therefore arises for a change in production and consumption models, and the spread of development that is sustainable. For such purposes, the Paris Agreement was signed by the parties of the United Nations Framework Convention on Climate Change (UNFCCC), to set the long-term goal of limiting the global average temperature increase to well below 2°C, and to aim for 1.5°C, in order to substantially mitigate climate change risks. A healthy planet is essential for the production of the raw materials and ingredients we depend on.
We are aware of how food systems are closely linked to the planet's resources. Furthermore, it is our duty to help protect, renew and restore the resources we all depend on. In this context, having acquired awareness of the climate change risks, and wanting to contribute to achieving the objectives of the Paris Agreement, in 2024, our CO_2 emissions reduction targets were validated by the Science Based Targets initiative (SBTi)[22]. Specifically, the Group is committed to cutting Scope 1 and Scope 2 emissions by 46.2% and Scope 3 emissions by 32.3% by 2031. Furthermore, we are committed to ensuring that 50% of our suppliers of goods and services have science-based emissions targets by 2027.

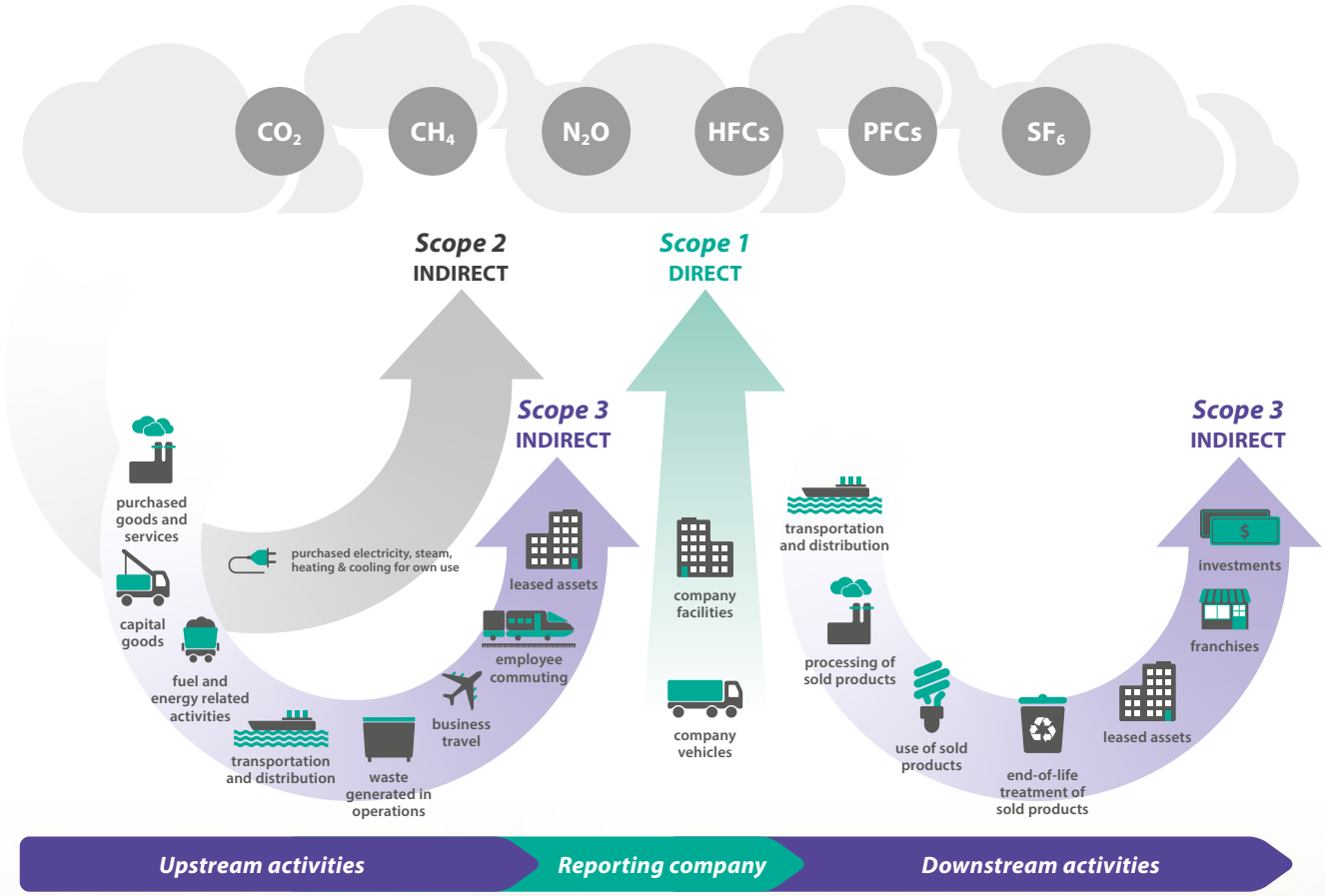
Also in 2024, La Doria joined the United Nations Global Compact, the biggest business sustainability initiative in the world. The goal of this partnership is to align strategies and projects with the 10 universal principles which include the respect of human rights, the environment and labour, not to mention fostering the progress of the Sustainable Development Goals championed by the 2030 Global Agenda. In 2024, we purchased nature-based carbon credits to offset our residual Scope 1 and 2 greenhouse gas emissions generated in the 2023 reporting period.

GHG emissions

Greenhouse gas emissions are classified in the Green House Gas Protocol (GHG Protocol) in three scopes. Scope 1 encompasses direct emissions from sources owned or directly controlled by the Organisation. Scope 2 covers indirect emissions from the generation of electricity, steam, heating or cooling purchased or consumed by the Organisation. Scope 3 includes all the other indirect emissions given off upstream or downstream of the Organisation's value chain. To face the challenge of cutting greenhouse gases and abating the effects brought on by climate change, we have decided to take stock of and quantify greenhouse gas emissions ("carbon footprint") linked to indirect (Scope 3) contributions from production activities at Group facilities. Scope 3 includes all indirect emissions that occur upstream or downstream of the organisation's value chain; the impacts of these stages of the product lifecycle play a key role in the assessment of environmental sustainability related to the organisation's activity, even if they are not directly generated by the organisation.

[22] https://sciencebasedtargets.org/reports/sbti-progress-report-2021/progress-data-dashboard#datadashboard

To achieve our reduction targets, we will install new heat recovery equipment, update our systems, and use new high-efficiency motors. We will continue to promote sustainable agricultural practices in our tomato, fruit and legume suppliers, with the reduction of direct and indirect soil N2O emissions, by reducing the use of fertilizers, and replacing chemical fertilizers with organic fertilizers. We will also evaluate new partnerships with suppliers to lay the foundations for the development of Agriculture 4.0 and more efficient agricultural practices. We have joined the Carbon Disclosure Project (CDP), a leading international non-profit organisation that assesses companies' environmental strategies, providing detailed disclosure on sustainability initiatives. In 2024, we improved our rating from D to B, putting us among the global companies that have reported on their commitment to climate change-related governance, impacts, risks and opportunities. This achievement is recognition of our commitment to addressing the environmental impacts of our business and ensuring that they are managed well.



The table below reports the direct and indirect greenhouse gas (GHG) emissions according to that set forth by the Greenhouse gas protocol.

Emissions	2023	2024
Direct emissions (Scope 1)[23] - (tCO_2eq)	55,862	59,534
Indirect emissions (Scope 2) - Location-based (tCO_2eq)	10,951	10,470
Indirect emissions (Scope 2) - Market-based (tCO_2eq)	15,801	0[24]
Indirect emissions (Scope3) – (tCO_2eq)	743,150	712,594
Total emissions - Location-based (tCO_2eq)	**809,776**	**782,599**
Total emissions - Market-based (tCO_2eq)	**814,625**	**772,129**
Tonnes of product	642,822	666,870
Emission intensity index (tCO_2/t of product) Scope1 and Scope2) - Location Based	1.260	1.170
Emission intensity index (tCO_2/t of product) Scope1 and Scope2) - Market Based	1.267	1.160

Processes[25] relating to Scope 3 emissions - La Doria	2023	2024
1. Purchased goods and services (agricultural raw materials and packaging)	478,492	466,899
2. Capital goods	4,237	2,771
3. Fuel and energy-related activities	27,239	27,945
4. Upstream transportation and distribution[26]	69,962	113,711
5. Waste generated in operations	6,793	7,550
6. Business travelling	12	24
7. Employee commuting	1,668	2,510
9. Downstream transportation and distribution	103,469	45,564
12. End-of-life treatment of sold products	51,278	45,620
Total Scope 3	**743,150**	**712,594**

Processes[25] pertaining to scope 3 - LDH (La Doria Ltd)	2023	2024
1. Purchased goods and services	691,079	743,678
2. Capital goods	86	14
3. Fuel and energy-related activities	121	102
4. Upstream transportation and distribution	23,112	16,962
5. Waste generated in operations	62	6
6. Business travelling	47	72
7. Employee commuting	86	139
9. Downstream transportation and distribution	1,540	4,342
11. Use of sold products	81,120	85,015
12. End-of-life treatment of sold products	5,468	5,761
Total Scope 3	**802,721**	**856,091**

[23] Only diesel fuel taken from company tanks was considered in the figure.

[24] An emission factor of zero is attributed to Scope 2 Market-Based purchases of electricity from renewable sources.

[25] The data also consider emissions from the transportation of products from La Doria S.p.A. sites to LDH (La Doria) Ltd.

[26] In 2024, emissions were reallocated between the "Upstream transportation and distribution" category (cat. 4) and the "Downstream transportation and distribution" category (cat. 9).

Human rights and responsibility throughout the supply chain

[GRI 406-1; GRI 414-1; G4-FP2]

Our commitment is evident in terms of three sustainability aspects: Economic, Environment, Social.

Respect for individuals, moral integrity and mutual trust are integral parts of La Doria's business culture.
The Company strives to promote respect for human rights and the elimination of all forms of human rights violations within its organisation and by its suppliers.
Over the last few years, in the tomato supply chain serious criticisms have been raised in relation to illegal hiring practices adopted in some regions, the extensive use of undeclared labour, the exploitation of migrant workers and inhumane working conditions.
In this context, we continue our important commitment regarding the tomato supply chain – which has achieved Social Footprint certification – because we want to be sure of not contributing, even indirectly, to the violation of people's rights and because we want to play an active part in eliminating the problem.

ISO 26000
We have created an assessment system for the tomato supply chain inspired by the key aspects of ISO 26000

77
field checks and audits were conducted over the 2023-2024 period by La Doria, its clients and third parties

0
There are 0 tomato suppliers assessed as at risk in 2024

SOCIAL FOOTPRINT
Maintenance of Social Footprint Certification for tomatoes

Respect for Human Rights

Both governments and companies are responsible for detecting, monitoring, and preventing human rights violations. Operations along a company's value chain play a major role in human rights outcomes, as highlighted by the 10 principles of the UN Global Compact. The right to work under equal and favourable conditions, the right to social protection, and the right to a suitable standard of living are areas where companies are particularly vulnerable. Human rights violations can expose companies to legal disputes and reputational risks. Within its sphere of influence, La Doria is committed to supporting the protection of the human rights enshrined in the United Nations Universal Declaration of the Rights of Man and the treaties inspired by it, such as the Declaration on Fundamental Principles and Rights at Work issued by the International Labor Organization (ILO).

This commitment is reflected in the Human Rights Policy adopted by La Doria. The Group has also formalised a "Modern day slavery statement" document[27], setting out the commitment to avoid any kind of involvement or show any kind of tolerance to slavery and human trafficking connected with the company's products or commercial activities. La Doria uses its Ethics Code[28] as an instrument to increase the ability to share and develop conduct that encourages sustainable growth by promoting respect for diversity and developing a real culture of integrity. Education in human rights and an understanding of the fundamental rights of humankind are the subject of training.

Responsible supply chain management

Our commitment throughout the supply chain is evident in terms of three sustainability aspects:

- **Economic**
- **Environmental**
- **Social**

In terms of economic sustainability, we undertake a number of initiatives to develop the community and ensure business continuity to our strategic suppliers. In terms of environmental sustainability, we work to reduce negative impacts on the environment (waste, water wastage, insecticide use, etc.). In terms of social sustainability, we commit to improving working conditions for those involved in agriculture.

In the wider context of increased focus on climate change, we have implemented programmes to convey good soil management practices to farmers, meaning increased water retention and carbon build-up in the soil to protect against floods and drought.
The activities carried out in the last few years have also preserved biodiversity, which helps adaptation to climate change, and combats the build-up of greenhouse gases in the atmosphere.
Respect for just working conditions and workers' rights is a requirement that the La Doria Group demands of all of its suppliers and is verified right from the supplier selection stage.

[27] The declaration is available at https://www.gruppoladoria.it/wp-content/uploads/2024/02/Declaration-on-Slavery_2023signed.pdf
[28] The Ethics Code is available on the website of the La Doria Group www.gruppoladoria.it/wp-content/uploads/2022/11/EthicsCode_LaDoria.pdf

To this end, we are committed to maintaining Social Footprint certification for our tomato chain. The Social Footprint certification is the first of its kind to assess a product's social footprint by analysing the organisation, people and production chain. The goal is to encourage consumers to make more socially conscious purchasing choices while helping companies to communicate transparently with the market. To obtain certification, we mapped all suppliers of fresh tomatoes, packaging, and ingredients. We subsequently calculated the social footprint of specific aspects related to worker protection, including the absence of illegal labour practices, respect for fair working conditions, absence of racial and gender discrimination, and fair wages. Our commitment for the coming years will be to maintain the certification.
Our focus on the tomato and pulses supply chain in recent years has also revealed the need for specific measures to verify and ensure effective compliance with ethical principles.

Qualification of suppliers

A specific procedure guides the process of approving and validating all suppliers. In the case of agricultural raw materials (e.g. tomatoes, pulses, fruits), prior to the signing of contracts with suppliers, La Doria inspectors make visits to their fields to verify in person several aspects, including those related to social sustainability. On selection, all suppliers are required to adhere to the company's Ethics Code and to commit to its upholding.

The Risk Assessment Procedure in the tomato supply chain

With the support of SGS[29], La Doria has a system of ethical risk monitoring in the tomato supply chain, which, on an annual basis, checks for the emergence of specific risks. Every year, SGS assesses La Doria's management of the tomato supply chain and its effectiveness and issues a certification letter.

This system, based on indications provided by ISO 26000 "Guidance on Social Responsibility", has over recent years identified suppliers at risk of improper working conditions. The analysis takes into account four factors:

1. Geographical location of the supplier;
2. Type of supplier (single producer or cooperative of producers);
3. Type of harvest;
4. Quantity of produce supplied.

The risk monitoring activities use a specific checklist to collect information and check critical aspects during audits at supplier sites. Over recent years, La Doria has carried out an ever-greater number of specific audits, initially focusing on the suppliers deemed most at risk and then expanding the number involved. In 2024, audits were conducted involving tomato suppliers in the regions of Apulia, Basilicata, and Campania.

MECHANICAL HARVESTING, A WAY TO LIMIT FIELD WORK

All the tomatoes that La Doria receives are entirely harvested mechanically. This choice is not only motivated by guaranteed rapid and accurate harvesting, but also by avoiding the exposure of workers to the hazardous working conditions of manual harvesting. Indeed, this policy dramatically limits the possibility that a large number of people have to work in the fields for many hours during the summer and under conditions unsuitable in terms of safety and fair employment.

ETHICAL AUDITS CONDUCTED BY LA DORIA

2023	2024
18	18

[29] SGS is an inspection, verification, analysis and certification services company

The audits are designed to check:

- the working conditions of suppliers in order to ensure compliance with health and safety standards;
- employment contracts and salary payments in order to ensure the absence of undeclared work and illegal hiring practices;
- the absence of any form of child labour, discrimination, abuse or forced labour.

In the event of any emergence of risk, La Doria is committed to immediately seeking agreement with the supplier on necessary measures to restore proper working conditions. The efficacy of the collaboration was verified by the risk assessment, which did not indicate any at risk situations in the 2023-2024 period.

CHECKS AND AUDITS CONDUCTED BY CLIENTS AND THIRD PARTIES

VISITS TO FIELDS BY CUSTOMERS AND SGS AUDITS

2023	2024
24	17

In the two-year period 2023-2024, no issues emerged from customers' field visits

POTENTIAL NEGATIVE IMPACTS CONCERNING LABOUR PRACTICES AND THE PROTECTION OF HUMAN RIGHTS IN THE TOMATO SUPPLY CHAIN

	2023	2024
Percentage of higher-risk suppliers audited	100%	100%
Number of suppliers that have negative, potential or existing, impacts concerning labour practices	0	0
Percentage of suppliers with possible negative impacts with which the Company has agreed specific actions to mitigate such impacts	-	-
Percentage of suppliers with possible negative impacts with which the Company has decided to terminate work relations based on the results of the conducted analyses	-	-

COMPLAINTS RECEIVED CONCERNING WORKING CONDITIONS

	2023	2024
Number of complaints received	0	0
Number of complaints received and resolved	0	0

Collaboration with suppliers, clients, and organisations

To tackle this issue effectively, collaboration between the different stakeholders in the supply chain and third-party organisations is crucial.

La Doria supports farmers both in the adoption of sustainable agricultural practices and in the development of specific training and awareness-raising campaigns, in order to promote a culture of sustainability throughout the supply chain. For such purposes, an imaginary character named "Happy Tomato" was created to lead the campaign demonstrating what La Doria means by a sustainable supply chain: product quality and safety, attention to the environment and waste, ethical and economic responsibilities. In light of the success of the campaign, La Doria has decided to extend the project to other supply chains involving Group activities.

For us, responsibility within the supply chain also means collaborating with suppliers to carry out projects focusing on environmental sustainability - reducing the consumption of water for irrigation and agro-pharmaceutical uses, and optimising water from phyto-sanitary treatments (mix residues in tanks and equipment cleaning water), and promoting biodiversity within systems supporting pollination. We understand that these habitats are the biological foundation for the natural and semi-natural landscapes, and that by supporting numerous plant and animal species they play important roles in the ecosystem, including soil protection, carbon absorption, and global warming temperature mitigation.

The project, which began in 2022 to create flower corridors to attract pollinating insects and birds, continued in 2024, funding an additional 12 corridors. Winter shelters were also placed in these areas to house insects and monitor them. Furthermore, it planted 500 bushes and trees in a previously deforested area. Again in collaboration with Evja, we launched a project for the digital tracking of the working hours of tomato farm workers.
Over recent years, close collaboration has been built up with a Northern European non-profit organisation, the ETI (Ethical Trading Initiative), which leads a network of non-profits, businesses and trade unions engaged in the promotion of workers' rights across the world. Collaboration with this organisation has led to education and discussion upon the issue and the identification of improvement opportunities for responsible chain management. Among its various activities, the ETI has launched a new pilot project to promote access to reporting mechanisms.

Pulses supply chain

Pulses are purchased all over the world to support both economic and geographical sustainability in the constant quest for higher quality, including through the continuation of a specific project to source chickpeas from Italy and Argentina.
The organisation deals with major producers to procure pulses on the American market, while on the Asian market deals with raw material collectors for a number of local growers.
With the aim of mapping criticalities within the pulses supply chain, in 2019 La Doria launched an audit campaign covering the geographical areas from which pulses are purchased.
In 2024 La Doria also monitored the supply chain of pulses according to the Social Responsibility Guide UNI ISO 26000:2010.

POTENTIAL NEGATIVE IMPACTS CONCERNING LABOUR PRACTICES AND THE PROTECTION OF HUMAN RIGHTS IN THE PULSES SUPPLY CHAIN

	2023	2024
Percentage of higher-risk suppliers audited	100%	100%
Number of suppliers that have negative, potential or existing, impacts concerning labour practices	0	0
Percentage of suppliers with possible negative impacts with which the Company has agreed specific actions to mitigate such impacts	-	-
Percentage of suppliers with possible negative impacts with which the Company has decided to terminate work relations based on the results of the conducted analyses	-	-

Action taken in 2024

1. Awareness was raised amongst tomato producer organisations (POs) regarding the obtainment of GLOBALG.A.P. GRASP certification for the implementation of agricultural and social best practices;

2. KRAV certification was retained for organic pulses;

3. Training was provided on the use of e-mail addresses to report situations at risk anonymously;

4. Tomato and pulse suppliers were provided gadgets in support of sustainable farming;

5. QR codes containing information on contractual aspects were introduced in different languages for agricultural operators;

6. "Friend of the Earth" certification was maintained for tomatoes and chickpeas (Italy). The initiative promotes a model of agricultural production based on integrating innovations that reduce the environmental impact of agriculture, as well as respect for workers at every stage of the production chain.

Further control schemes and awareness-raising activities will be progressively introduced also in other supply chains through collaborations with local raw material suppliers.
All our facilities are registered with the SEDEX platform and were subject to a SMETA audit. In 2024, we continued the SMETA ethical certification process. Also in 2024, 20 hours of training were provided to farmers, as detailed in the table opposite.

NUMBER OF FARMERS INVOLVED BY REGION

Lazio	41
Apulia	83
Campania	45
Basilicata	38

LDH – The Human Rights Commitment

LDH has adopted policies and procedures to develop and support the management of responsible behaviour within supply chains. LDH's responsible sourcing strategy continues to be refined each year. LDH adopts a framework that also considers the human rights aspect when evaluating supplier performance. Risk assessments are conducted annually to identify the highest-risk suppliers and the areas they need to focus on to improve their performances. LDH creates action plans on the basis of the findings of its risk assessments. Constant dialogue and performance monitoring are designed to reduce the risk class of suppliers to at least a medium or low level.

In addition, all of LDH's suppliers are required to become members of the Supplier Ethical Data Exchange (SEDEX), a non-profit organisation committed to the promotion of ethical principles in global supply chains. The organisation is the broadest platform in Europe collating and processing data on the ethical conduct of supply chains.
The SEDEX Members Ethical Trade Audit (SMETA) methodology, implemented by SEDEX, gathers together best practices in ethical and social audit practices. LDH accompanies the use of this methodology with a series of audits conducted directly by the company's own technicians. In fact, it has developed the "Responsible Sourcing Programme" based on the Sourcing Assessment Framework, the purpose of which is to understand and improve social and environmental impacts throughout the supply chain. This programme translated into a series of social audits of suppliers at medium and high risk according to the Ethical Trade Initiative Base Code (SMETA method). The suppliers found to be at high risk are the first to be subject to an improvement plan.
According to the framework used, all suppliers are reassessed annually or as soon as new information becomes available. In addition, the Supplier Sedex and Audit Compliance Tracker keeps track of all cases of non-conformity resulting from ethics audits, the corrective actions taken and the reports on the audits conducted. LDH works closely with its suppliers to support them and ensure that improvement actions are taken.

It uses various methods to monitor working practices and conditions:

1. The LDH Social Audit Tracker, which records first-level suppliers' performances in SMETA audits and highlights audits that have identified the most significant cases of non-conformity. This tool helps identify negative current and potential working processes and keep up a dialogue with suppliers to support them in improving;
2. The Responsible Sourcing Assessment, which aids in understanding indicators of potential negative working practices within the supply chain. A supplier assigned a "high risk" assessment requires more attention to workers' well-being;
3. The Horizon Scanning process, which performs weekly searches for any relevant alerts in the supply chain. This provides the opportunity to take action on problems identified or prevent potential issues.

A corrective measure is associated with each of the methods:

1. Where a SMETA audit indicates a case of critical non-conformity or the auditor reports negative behaviour towards a worker, LDH immediately contacts the supplier to understand the cause and take corrective action;
2. Where a direct supplier is deemed to be at high risk, LDH helps it develop and implement an action plan;
3. When a problem is detected it is recorded and reported to the internal technical team, who will inform the supplier of an investigation to analyse the root cause and/or identify possible corrective action.

Labour practices and conditions are also monitored through on-site and supply chain grievance mechanisms, human rights due diligence checks, policies and procedures designed to identify any gaps and high-risk areas.
In 2024, SMETA audits revealed no potentially risky situations.

POTENTIAL NEGATIVE IMPACTS IDENTIFIED BY THE LDH MONITORING SYSTEM

	2023	202
Percentage of high-risk suppliers (SMETA Audit) evaluated	100%	100%
Percentage of high-risk suppliers (SMETA Audit) of total number of suppliers	33%	33%
Number of suppliers that have negative, potential or existing, impacts concerning labour practices	4	4
Percentage of suppliers with possible negative impacts with which the Company has agreed specific actions to mitigate such impacts	100%	100%
Percentage of suppliers with possible negative impacts with which the Company has decided to terminate work relations based on the results of the conducted analyses	0%	0%

LDH – HUMAN RIGHTS TRAINING

LDH examines grievance mechanisms for migrant workers on Italian farms, and collects data on health and safety procedures.

Data	2023	2024
Number of training hours on human rights policies and procedures	2	10
Percentage of white-collar workers involved in training activities	1%	1%

Through Food Defence certificate assessments (TACCP/VACCP) and SMETA customer/audit assessments, LDH evaluates potential incidents of corruption.

LDH sends the Human Rights Policy and Supplier Code of Conduct to all suppliers.

GRI 414-1 (2016)	Percentage of new suppliers assessed according to human rights criteria

Data	2023	2024	Commenti
Percentage of new suppliers assessed	100	100	All new suppliers were assessed according to their working practices

LDH has also joined the Food Network for Ethical Trade (FNET), along with major British retailers and many food sector companies. The goal of this organisation is to respond to ethical issues in the sector through the collaboration of all of its members.

LDH has a number of policies and procedures in place to promote responsible conduct in its supply chains, including: the Human Rights Policy, the SEDEX Supplier Guidance Tool, the Seafood Sourcing Policy, and the Modern Slavery Statement.

G4-FP2	Percentage of purchase volumes verified according to internationally recognised responsible, credible production standards, broken down by standard

Date	
Name of standard 1	RSPO (Roundtable on Sustainable Palm Oil)
Name of standard 2	MSC (Marine Stewardship Council)
Name of standard 3	Cocoa Rainforest Alliance

Percentage of product purchased per standard	2023	2024	Comments
Percentage for standard 1	100	100	All palm oil used is RSPO certified
Percentage for standard 2	5	35	Salmon and anchovies are MSC certified
Percentage for standard 3	100	100	All products containing cocoa are RFA certified

Packaging sustainability

[GRI 301-1; GRI 301-2]

1,020 mln
No. of cans self-produced by La Doria (98.7% of 2024 requirements)

100%
Of corrugated cardboard from recycled material

72.5%
Of polyethylene from recycled material

Product packaging plays an important role in our industry as it protects food and safely preserves it during transport and storage.

Today, however, consumers are very sensitive to packaging sustainability, which is increasingly regarded as a key purchasing factor. The demand for sustainable packaging and for a reduction in unnecessary packaging is constantly growing.

Cognisant of the need to take actions which integrate sustainability into the company decision-making process, we follow sustainable packaging guidelines. For us, packaging sustainability means:

- self-producing a significant quantity of packaging, reducing costs and transport related impacts and avoiding storing large quantities of packaging;
- increasing the use of packaging made using renewable sources and recycled materials;
- reducing packaging volumes and unnecessary packaging.

The main categories of product packaging that the Group uses are cans, glass containers, cartons (Tetra Pak) and composite cartons (both of which are polycoated).
La Doria has committed itself over the coming years to contribute to developing the circular economy through the procurement of packaging from renewable sources, from reused and recycled, recyclable or biodegradable materials, in turn based on a circular production chain for the manufacturing and consumption aspects. This model reduces market demand for non-renewable and sometimes scarce resources, in addition to reducing the quantity of waste and removing system inefficiencies.
Over the years, La Doria has increased the use of recycled materials, in order to reduce local environmental and food chain impacts to benefit the entire community. In collaboration with one of its main suppliers, La Doria uses packaging made from renewable and plant-based raw materials, and also reduce the surface area of this packaging. We will increasingly focus on reducing the use of fossil-based plastic and move towards plant-based materials, without compromising food safety requirements.
We have revised our "La Doria" brand packaging, providing suggestions to the consumer on the ideal kitchen use of the product, and detailed information on how to properly dispose of each package.

In-house production of the most used packaging

La Doria's main commitment to the sustainability of its packaging lies in its own production of a large proportion of cans - by far its most used packaging. In 2024, the Sarno and Angri facilities produced approximately 98.7% of all company requirements for this type of packaging. These two facilities are also the main users of this type of packaging, since the bulk of the production of tomato-based products and canned pulses is concentrated there, although a portion of the cans is also sent to other nearby facilities. The production of "easy open" cans and lids allows the Company to simultaneously limit outsourced costs for packaging and transporting products and contributes significantly to sustainability.

100% of the cans are entirely recyclable and the steel with which they are made maintains its properties over time despite repeated recycling, which does not require the use of additives or other primary materials. The properties of this material are therefore unchanged through recycling, allowing it to be recycled several times without progressive degradation.
In recent years, in agreement with several major customers, La Doria has reduced the thickness of its cans, a further step in making the packaging of its most sold products more sustainable.

Focus on other materials

La Doria's glass principally comes from Europe. The weight of glass bottles and jars has also reduced over recent years.

Cartons and composite cartons, used mainly for the packaging of fruit juices, beverages, some tomato sauces, other sauces and pulses are both recyclable materials and 100% FSC-certified.

More and more customers are choosing these primary packaging solutions, with studies showing that they have a 63% lower carbon footprint than alternative packaging such as glass jars.

For paper and cardboard, La Doria has committed to procuring FSC-certified packaging.

Over the last few years, several projects have been carried out to replace secondary plastic packaging with certified cardboard.
In the coming years, the Company's attention will be focused on making increasing use of packaging with a percentage of recycled materials.

PACKAGING QUANTITIES AND ORIGINS[30] (2024)

Material	Unit	Quantity	NORTH AMERICA	SOUTH AMERICA	ASIA	ITALY	REST OF EUROPE	TURKEY	OTHER COUNTRIES
CANS	KG	46,538,661	-	-	19%	2%	32%	-	46%
GLASS CONTAINERS	KG	58,199,945	-	-	-	50.7%	25.4%	23.9%	-
CARTONS	KG	2,262,662	-	-	-	44%	56%	-	-
COMPOSITE CARTONS	KG	2,114,767	-	-	-	-	100%	-	-

Packing for transport

Our commitment to packaging sustainability also encompasses the materials used for the packing of raw materials received and for the finished products sent to clients.

Pulses are transported in large sacks that are often thrown away after use. La Doria and its sack supplier have agreed on the manufacturing of sacks that can be reused approximately 20 times before being discarded. When La Doria receives pulses at its facilities, it sends the sacks back to the sack supplier to be cleaned and repaired of any tears caused by transport before sending them on to bean suppliers, who use them again for the collection of the raw material.
A similar project has been introduced in relation to the boxes used for the transport of tomatoes from the field to facilities. In this case, they are plastic containers that are used a number of times until they break. Once they can no longer be used, they are sent to a specialised company that breaks them into pieces and reuses the plastic.

Other initiatives have been introduced in the packaging and transport of products in order to reduce the quantity of materials used or to select more sustainable materials that derive from recycling. 72% of the polyethylene that the Group purchases is made from recycled material; the cardboard interlayers that are inserted between stacks of products on transport pallets are used approximately five times, resulting in an annual saving of more than 1,000 tonnes of cardboard. A project is underway to reduce the thickness of the extendible film covering the finished and semi-finished product pallets and for the coming years a different form of palletising is under study, also involving the use of hot-melt adhesives, to increasingly limit the use of extendible film.

[30] The data refer to production facility countries.

In addition, for the transport of finished products, La Doria has proposed to an increased number of customers the use of CHEP pallets, limiting the use of the exchange.

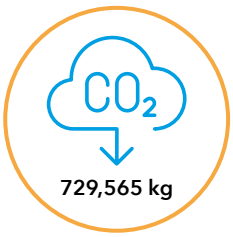
The CHEP pooling solution, based on a circular economy concept, allows for the reutilisation of a greater number of pallets compared to exchange, in order to minimise the use of the resource, waste, CO_2 emissions and consequently environmental impact.
Specifically, by using this system La Doria has saved 224 m^3 of wood, or 216 trees, reduced CO_2 emissions by 729 tonnes - the equivalent of 18 truck trips around the Earth - and saved 21 tonnes - or five trucks' worth - of waste.

The reduced environmental impact is due to a combination of factors, such as the extensive presence of the company CHEP across the country, reducing therefore transport costs to recover pallets, continued maintenance and repair, extending the life cycle of the pooled pallets, and the exclusive use of wood from sustainable forests.
The environmental benefits have been quantified through the certified LCA "Life Cycle Assessment" calculator.

Wood resource savings

216 trees

Diminishing emissions



18 truck trips around the world

Reducing waste

5 trucks of waste

The type of transport can also affect packaging sustainability, as some transport means reduce the number of pallets and packaging volumes required, such as in the case of shipping.

The increasing focus of the Group's clients on this issue, not only for ethical reasons, but also due to the high costs of waste disposal, has led to constant demands to use less packaging material for transport, for example, by reducing storage tray sizes, by optimising cardboard use, by reducing plastic wrapping weight and by using trays that do not require shrink-wrapping.

DELIVERY QUANTITIES 2024

Chep	Exchange	Total
268,818	329,097	597,915

Logistics optimisation and efficiency

Logistics is increasingly a key element in ensuring reliability and the reduction of costs and environmental impacts associated with the transport of raw materials, semi-finished products and finished products.

Accordingly, we are constantly committed to making all of our transportation needs more sustainable, by favouring the shipment of finished products directly from the final production facilities, by reducing the movement of materials and semi-finished products between facilities and by limiting the use of external warehouses. The proximity of the La Doria facilities to the ports of Naples and Salerno is also a strategic advantage that the Group has decided to exploit in order to increase intermodal transport and progressively reduce road transport.

17 km
All external warehouses used are within an average radius of approximately 17 km of production facilities

OVER 42,000
Pallet spaces at the Sproughton warehouse (LDH-La Doria Ltd)

OVER 38,000
Pallet spaces at the Parma automatic warehouses

Optimisation begins at our facilities

There are three main approaches to logistics optimisation through which the Company can gain more control: by increasing storage capacity at final production sites, by minimising the movement of materials and semi-finished products between Group facilities, in order to maximise shipment to our clients directly from final production sites, and by the Group's in-house production of a considerable portion of its packaging, which reduces the transport of such materials from third-party facilities to those of La Doria.

Significant investments have been made in recent years in the development of the Group's warehouses, with the aim of expanding storage capacity within production facilities and reducing the use of external warehouses. Shelving has been extended in the Fisciano warehouse to streamline product storage space, providing approximately 7,000 more pallet spaces (drive-in) to store composite carton products, enhancing use of the area by 20%. We are also working on optimising the storage of packaging. A semi-automated compactable warehouse was installed to better manage the Sarno label supply, improving the use of existing space and the quality of storage.

Continuing its strategy of constant optimisation and greater efficiency of logistics services, the subsidiary LDH (La Doria) has developed a logistics platform over the years, specifically designed to meet the needs of the British supply chain. With a total capacity of over 42,000 pallet spaces, the facility revolves around fully automated, high bay racking (42 metres). This design layout allowed the building (27,000 m^2) to be built on a smaller area than traditional sites with equivalent capacity. Automation of pallet handling in the warehouse also allows a reduction in the number of forklifts used on site and the resulting energy savings. The platform allows for more efficient inbound and outbound goods handling thanks to its 30 unloading slots and 11 dedicated loading bays. Its location, 17 miles (27km) from the port of Felixstowe (one of the UK's main container ports) and in proximity to major roadways, allows LDH to maintain a high degree of efficiency in inbound and outbound road transport of imported and distributed goods.

LDH Sproughton Warehouse, the automated warehouse built in Ipswich, UK.

In addition to the logistics efficiency aspect, in the design of LDH's warehouse there was also a focus on reducing energy consumption and environmental impacts through the installation of automatic lighting management systems that are sensitive to sunlight and the presence of personnel. Energy-efficient electrical systems for stacker cranes and photovoltaic solar panels were also installed.
This automatic warehouse was added to the existing ones at the Parma facility, which were completely revamped last year.
In the wake of these positive experiences, we plan on installing new automatic systems over the coming years, to improve the density and efficiency of finished product storage and support the growth of volumes, without the need for increased external storage that comes with goods transfer impacts.
In addition, to encourage the use of alternative and more ecological or environmentally friendly means of reaching the workplace, charging points for electric cars and bicycle racks have been set up.
Despite the Company's commitment to leveraging as far as possible its own warehouses, at several peak times of the year it is necessary to make use of external warehouses for temporary product storage. In such cases, in order to minimise movements between internal and external warehouses, the latter are located within a certain cut-off radius from the production facility. The facility that requires the use of external warehouses in peak production periods is predominantly Sarno, and to a lesser extent Angri and Fisciano. In the case of the Sarno facility, external warehouses are within an average radius of approximately 17 km. The external warehouse used by the Angri facility is approximately 10 km away.

17 Km

Average distance of external warehouses from Sarno facility

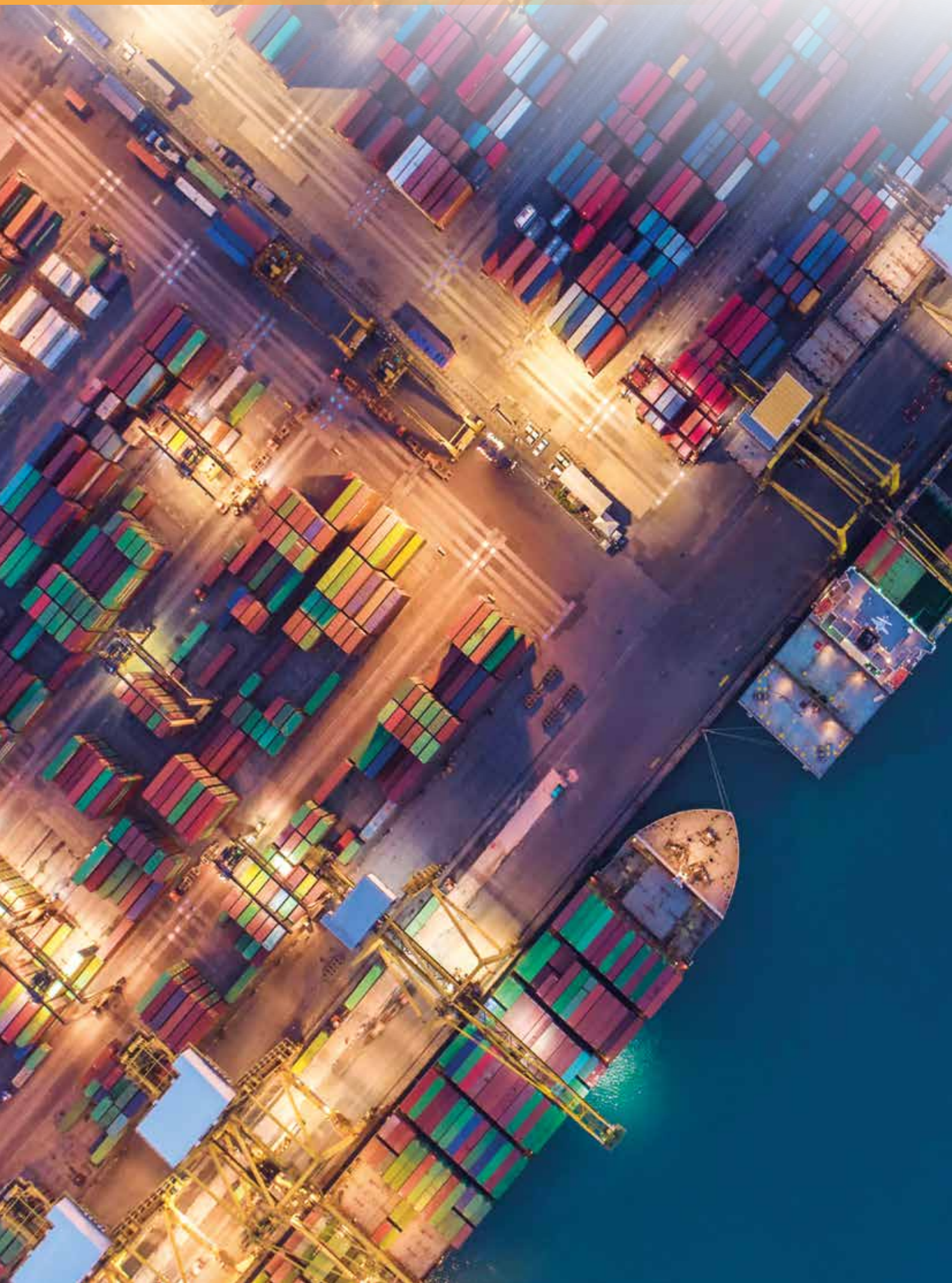
10 Km

Average distance of external warehouses from Angri facility

Commitment to reducing the environmental impacts of transport

The proximity of the La Doria facilities to the ports of Naples and Salerno is also a strategic advantage that the Group has decided to leverage upon in order to increase intermodal transport and progressively reduce road transport. Additionally, the Company is committed to developing intermodal logistics, favouring not only maritime transport but also rail transport as a substitute for road transport, where possible, in order to reduce the negative impacts of this form of transport on the environment.

Our commitment regarding international shipping involves prioritising intermodal transport wherever possible. Road transport is the most commonly used mode of transport in Italy. We raise awareness among hauliers using road vehicles of the search for technological and organisational solutions to prevent environmental damage, including maintaining an efficient, up-to-date vehicle fleet.
In 2023, the intermodal route connecting the facilities in Campania with the Italian Railway Company (CFI) in Parma was opened. In partnership with CFI, we opened an external warehouse along the intermodal transfer route between Fisciano and Parma. This warehouse will permit a portion of the Fisciano facility's production, destined for northern regions, to be temporarily stored to avoid congestion in internal warehouses and delays at intermodal railway hubs. The depot will be able to store up to 3,000 pallet spaces. For 2024, this action led to a 99.5-tonne reduction in CO_2 emissions, by reducing our reliance on road transport.
We also work closely with our transporters with a view to cutting emissions and protecting the climate. In 2024, our cooperation with GTS to prioritise rail over road transport saw CO_2 emissions cut by 585,648 tonnes.



Economic sustainability

[GRI 201-1] [GRI 204-1] [GRI 207-1]
[GRI 207-2] [GRI 207-3]

93%
Economic value generated and distributed to the various stakeholders

48%
Raw material spend relating to local suppliers

74%
Services spend relating to local suppliers

Economic sustainability for us means acting responsibly to ensure the long-term stability of the business.

With this in mind, we commit to generating value over time through a high quality and competitive product range, alongside high standard services within a continually evolving market.
Economic stability also means for the Company supporting local growth and all parties involved in the company's value chain. The value generated by La Doria is indeed distributed throughout the regions in which it operates, principally Southern Italy, through the creation of employment and the engagement of a high percentage of local suppliers - in this sense going against the grain and actively supporting employment and investment growth.

Financial highlights

2024 saw a 4% increase in sales over the previous year, mainly due to an increase in volumes sold; in turn, gross margins also increased by 4% on the previous year.

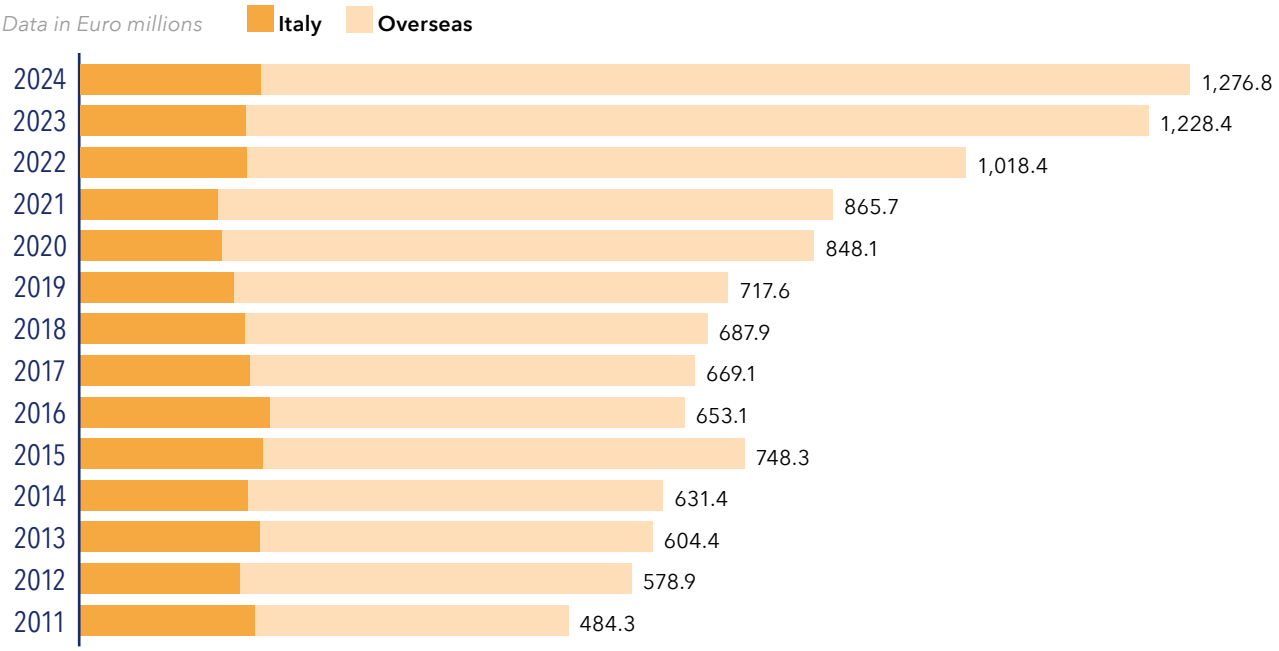
These results were made possible by the La Doria Group's leading market positioning. This meant that the Group was able to contain the effect of price drops while also seeking to improve procurement and productivity.

The most significant sales increases were recorded in the sauces line, up 28.6%, in the fruit line, up 1.5%, and in the trading line, up 12.2%.

A Euro 44.8 million investment plan was approved in early 2025. The plan centres around three main areas, each with its own set of specific interventions: production capacity, environmental impact, and digital transformation.

ANNUAL REVENUES

Data in Euro millions



Direct economic value generated and distributed

A sustainable business is capable not only of creating value but also of redistributing part of the wealth produced to the regions in which it operates and to its stakeholders - whether they be employees, suppliers, the public sector or the entire community.
The table presents, for the 2023-2024 two-year period, the economic value generated, distributed and summarised through a reclassification of the Group consolidated income statement accounts.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED[31]

Data in Euro thousands	2023		2024	
Economic value generated	**1,264,443**	**100%**	**1,312,522**	**100%**
Economic value distributed	**1,175,072**	**93.0%**	**1,221,981**	**93.1%**
Reclassified operating costs	1,045,672	82.7%	1,073,213	81.8%
Value distributed to employees	63,514	5.0%	75,792	5.8%
Value distributed to providers of capital	34,478	2.7%	59,126	4.5%
Value distributed to Public Sector	26,813	2.1%	12,768	1.0%
Value distributed to shareholders	3,322	0.3%	0	0%
Value distributed to the community	1,273	0.1%	1,062	0.1%
Economic value	**89,371**	**7.1%**	**90,561**	**6.9%**

As the figures indicate, over the last two years the breakdown of distributed economic value has remained stable. In the percentage breakdown of this value, we note that the value distributed to the Public Administration halved, due to a reduction in taxes following the Agreement signed by the parent company with the Tax Agency. This defines methods and criteria for calculating the economic contribution to the business income generation from intangible assets for the purposes of the Patent Box, for the 2020-2024 tax years. There was also an increase in the value distributed to capital providers, due to a bond issue for Euro 525 million, subsequently increased by an additional 125 million on a like-for-like basis, and a 0.8% increase in the value distributed to employees. The economic value retained remained almost unchanged.

In order to enhance and promote the socio-cultural aspects of the local area, La Doria donates to non-profit organisations, voluntary associations and local authorities.
The majority of the economic value generated concerns the purchase of raw materials and services, which in the specific case of La Doria has a significant impact on the company's regions, considering the close connection with the suppliers of the raw materials produced in Italy and the local service providers. This is a distinctive feature of La Doria, which is committed to investing in Italy, particularly in Southern Italy (the "Mezzogiorno"), in spite of the market tendency to look overseas.
This local investment model rooted in the region in which the Company was founded and has grown contributes to the distribution of value to local communities which otherwise would exist in challenging economic-social conditions.

Analysing specifically the location of raw material and services providers, principally with regards to logistics and plant maintenance, the Company's contribution to the local, national and regional (Campania, Emilia-Romagna, Basilicata) economic fabric is evident. This is a major commitment by the Group which is afforded ongoing focus.

[31] For the GRI 201-1 reporting, the consolidated income statement data has been taken into account due to the minor importance of the companies not included in the scope of this Sustainability Report (S.p.A. and La Doria Pasta PL S.r.l.)

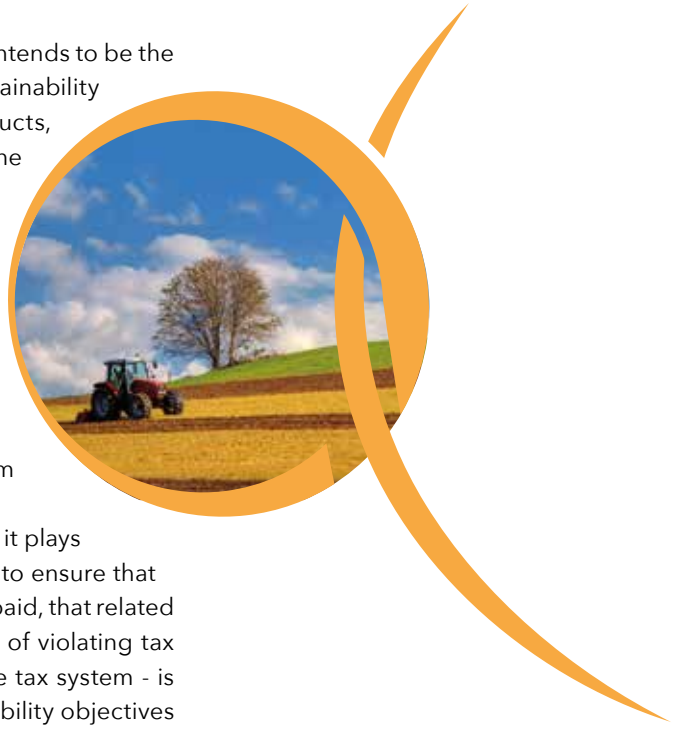
PROPORTION OF SPEND TO LOCAL SUPPLIERS[32]

	Cost	% of economic value generated	Suppliers	2023	Of which regional	2024	Of which regional
% of raw material procurement spend	908,048	69%	Local	51.80%	35.83%	48.10%	33.50%
			Non-local	48.20%		51.90%	
% of services spend (maintenance, logistics, etc.)	136,070	10%	Local	74.61%	36.18%	73.70%	36.77%
			Non-local	25.39%		26.30%	

La Doria is part of the Filiera Italia Foundation[33], an association established to support and promote 100% Italian food. This is a robust alliance between agricultural production - represented by Coldiretti - and more than one hundred of Italy's most important food processing companies, major organised distribution chains and strategic partners.

FILIERA ITALIA
COLTIVARE E PRODURRE ECCELLENZE ALIMENTARI

The *Fondazione Filiera Italia* (Italian Supply Chain Foundation) intends to be the central spokesperson for a new model to reinforce the sustainability approach, combatting imitation and "Italian-sounding" products, transmitting the value of authentic "Made in Italy" around the world, promoting good business practices such as supply chain contracts, developing a fair production model that valorises products of 100% Italian origin, and strengthening research and innovation.
It is an alliance that seeks to put the focus on people and on the community, to protect their rights and ensure them accessible, healthy and high-quality food.



In 2024, value distributed to the Public Administration in the form of taxes and duties totalled Euro 12,768 million.
While the Group's fiscal strategy is not formalised for La Doria, it plays an important role in the internal control system. It is designed to ensure that legally owed taxes are correctly and promptly determined and paid, that related obligations are met, and that tax risk - understood as the risk of violating tax regulations or the abuse of the principles and purposes of the tax system - is minimised. The Group's tax strategy is aligned with its sustainability objectives - themselves integrated into its business strategy - and is based on the principles set out in the Ethics Code. These include transparency and correctness in dealings with the tax authorities.

The Company shall therefore apply the tax laws of the countries in which it operates, ensuring that the spirit and purpose of the rule or regulation in question is observed. Where the interpretation of tax regulations is unclear, or where they are difficult to apply, the Group pursues a reasonable line of interpretation based on the principles of legality, employing external professionals where necessary and implementing the appropriate procedures for dialogue with the tax authorities. The Subsidiary LDH (La Doria) ltd, in accordance with the requirements of Schedule 19 Finance Act 2016, publishes its tax strategy annually on its website[34].

[32] For the GRI 204-1 reporting, the consolidated income statement data has been used due to the minor significance of the companies not included in the scope of this Sustainability Report (S.p.A. and La Doria Pasta PL S.r.l.)
[33] https://www.filieraitalia.it/
[34] https://www.ldhltd.com/home/tax-strategy/

In order to consolidate transparency in its dealings with the tax authorities, the Company adheres to the provisions regarding transfer pricing documentation, in compliance with the OECD Transfer Pricing Guidelines. This approach of openness and transparency in dealings with the tax authorities is designed to ensure communication that is transparent, accurate and timely.
Roles and responsibilities in the tax management process are clearly assigned, ensuring that the principles of segregation of duties are properly observed. A formal procedure is in place to govern relations with the public administration and identify the corporate functions that are authorised to deal with public sector bodies.
In pursuit of the objectives of minimising tax and reputational risk, the Group does not carry out transactions that primarily pursue a tax advantage and does not set up businesses and/or investments in territories classified as tax havens with the primary aim of reducing its tax burden.
With a view to continually improving its governance system and strengthening its Internal Control and Risk Management System, La Doria has added the part of the Special Section of the Organisation, Management and Control Model dedicated to Tax Offences (Article 25-*quinquiesdecies* of Legislative Decree No. 231/01). In the coming years, the Company undertakes to encourage the development of a culture and values that prize the correct application of tax regulations by organising training activities for all staff. The Group is aware that taxation is an important source of revenue and is vital for the macroeconomic stability of the country.

PASSION

Innovation
Quality of the organisation
Italian identity

Innovation

138
New product development projects launched in 2024

PRODUCTION PROCESSES
Versatile and efficient production processes

We view innovation and sustainability as two issues which are central to the present, and above all, crucial to building a future of greater well-being for all.

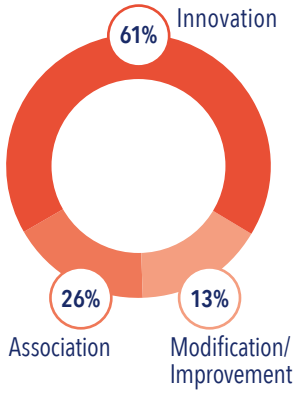
Innovation has two main pillars for us: the creation of new product lines and adapting existing lines to new market trends; and recipes and facility streamlining through innovation of IT systems and the production process.
We are producers of private labels, so for us product innovation necessitates close collaboration with our clients. Nonetheless, we make it a priority to identify market trends and consumers' expectations and propose new products and processes to our clients and commercial partners.
In product innovation, we have focused in particular on packaging, with the aim of meeting the growing demand on the market for sustainable products with a reduced energy/environmental impact by exploring new materials and new application technologies.
For production process innovation, we focus on production optimisation and the mitigation of production environmental impacts.

The Italian and international food products markets are increasingly affected by societal transformations, by changes in eating habits and by a growing focus on the environment. Consumers are increasingly able to recognise the intrinsic value of what they buy, from technological aspects and the attention paid to the correct environmental use of natural resources, to logistics and packaging, as part of a concept of global quality and shared responsibility. For La Doria, investing in innovation means making a concrete contribution to modernising the country and improving competitiveness.

Recipes for all needs

Product development is entrusted to a specialised team that analyses customer needs and proposes the best possible recipes to meet those needs. Innovative product design is entrusted to a dedicated team tasked with identifying new consumer trends and needs and improving and differentiating the range of products to be offered to clients.
Over the last few years, La Doria has seen an increase in demand for organic, vegan and free-from products and those in the healthy range, ranging from low-salt and low-sugar items to more complex formulations.
In 2024, 138 innovation projects were launched, involving all product lines.
The work carried out over the last few years has resulted in the introduction of several new La Doria products, including vegan pestos, ready-to-eat pulses, white sauces for the US market, and various low-sugar products. We offer our clients recipes linked to local culinary traditions on the basis of an analysis of shifting consumer tastes. For the sauces category, we developed innovative recipes using new ingredients and raw materials with a strong local identity, including cacio e pepe and Mediterranean sauces.
In 2024, new product development projects involved modifying and improving the quality of the recipes already in production and pitching existing recipes to new clients (the latter referred to as "association" in the table), but the majority of the activities was dedicated to product innovations viewed as the use of innovative, new ingredients and packaging.
In product innovation, we have focused in particular on packaging, with the aim of meeting the growing demand on the market for sustainable products with a reduced energy/environmental impact by exploring new materials and new application technologies.

NEW PRODUCT DEVELOPMENT PROJECTS



Versatile and efficient

In the field of innovation, a very important role is also played by the organisation of production processes and facilities in order to guarantee more production flexibility, cost reduction and the mitigation of environmental impacts.

Flexibility in format changes

At La Doria facilities, production processes are characterised by a high degree of versatility. Indeed, each production line must be able to vary its operations according to the different product formats required by clients.
Due to the importance of this aspect, over the years every one of the Group's facilities has been involved in a Kaizen improvement project dedicated to optimising format changes, with the additional goal of simplifying the product range. Kaizen is a Japanese management strategy meaning "change for better", or "gradual and continuous improvement", which encourages many little day-to-day improvements. To implement the project, a special team was

formed, composed of staff from all the facilities, who, on the one hand, analyse the relevant data in detail, including the mapping of all format changes and theoretical switching times, and, on the other hand, make direct observations on the lines, analysing the actual switching times and interviewing line operators. The project allowed the Company to draw up procedures to improve processes and to make the approach homogeneous across the different facilities.

Technological innovation

Over the years, La Doria has constantly pursued a process of innovation, taking advantage of the opportunities offered by technological innovation, while adequately supporting the business and human resources involved in the organisation.

La Doria's performance in recent years shows that technological innovation is a winning strategy.

A feasibility study was carried out in recent years which identified the action needed to improve the functionality of existing IT systems. In response, a multi-year plan of projects has been drawn up which has involved - and will continue to involve for the coming years - every area of the Company. The aim of the plan is to achieve a high degree of integration of the processes, systems and human resources involved. The La Doria Digital Transformation programme called for updating and development of the SAP system; development of a business intelligence system providing the various levels of the Company with reports analysing the various processes; dematerialisation of paper documents; and updating of the technological infrastructure and adaptation of IT security procedures.

The complex and ambitious programme involves and will continue to involve the whole Group and in particular the many young people present in all areas. These are the driving force for introducing new measures and acquiring skill and mastery in new tools, which in turn are crucial levers as we rise to face the challenges of the near future.

La Doria has adopted RFID tag technology and automatic applicators, to enhance product traceability, improve systems integration in support of production, logistics, quality and maintenance processes, promote digitalisation, improve safety, increase speed and reduce errors in processes.

Quality of the organisation

[GRI 2-7; GRI 401-1; GRI 403-1 a GRI 403-9; GRI 404-1; GRI 405-1; GRI 405-2]

10 YEARS
20 top Italian and overseas clients with us for at least 10 years

7%
Increase in workforce
(excluding growth from acquisitions)

The quality of the corporate organisation is what appeals to clients and provides an ecosystem for the growth and consolidation of corporate expertise.

Over time, we have been able to build a solid relationship with our clients, gradually gaining their trust by constantly listening to them and responding to their needs quickly and efficiently through the delivery of quality products and services.
To do this, in an extremely competitive market, the daily contribution of everyone is required in order to be responsive enough to face challenges positively, aware that tomorrow further new competences will be needed. This is inseparable from the attention that the Company needs to dedicate to its people, their safety and their well-being. A responsible food system has the capacity to be strong and resilient.

A failure to satisfy clients and employees (two key stakeholders) can have financial repercussions and an adverse effect on a company's reputation. La Doria devises programmes and projects that promote a culture of sustainability and improve the workplace, starting with compliance with relevant regulations. This commitment increases productivity and operational effectiveness. As a result, our clients are more loyal.

Loyalty of our clients

The quality of our corporate organisation is what clients first notice about La Doria, in terms of product quality, know-how, capability, reliability and integrity and the transparency of our corporate governance.

Working in the private labels market with a large customer portfolio spread throughout the world is an ambitious challenge. Varying consumer preferences demand constant collaboration with clients and great production flexibility in terms of recipe formulation and format changes, all without compromising the very highest standards of quality and safety. However, these qualities alone cannot guarantee success and must be paired with efficient and effective services giving clients the fullest confidence that, year after year, requested product volumes can be realised and delivered within agreed timeframes.

The commitment and dedication with which the Group faces these challenges is reflected in the market leads achieved in Italy and abroad and in the confirmed loyalty of our main clients.

Of La Doria's top 10 Italian clients, accounting for 72% of turnover in the past two years, nine have been our clients for at least 10 years.

LOYALTY OF MAIN LA DORIA CLIENTS IN ITALY

ITALIA	2023	2024
Percentage of turnover from top 10 clients	76%	72%

Years of loyalty of the 10 top clients	Number of clients
At least 10 years	10

Regarding overseas markets, and excluding the subsidiary LDH, which alone accounts for more than 39% of La Doria's foreign turnover, the top ten clients account for 63% sales abroad. Of these, 10 clients have been loyal to La Doria for at least ten years.

LOYALTY OF MAIN LA DORIA OVERSEAS CLIENTS

OVERSEAS EXCLUDING LDH	2023	2024
Percentage of turnover from top 10 clients	64%	63%

Years of loyalty of the 10 top clients	Number of clients
At least 10 years	10

LOYALTY OF TOP LDH CLIENTS (LA DORIA PRODUCTS)

OVERSEAS TURNOVER FROM LDH	2023	2024
Percentage of turnover from LDH	38%	39%
Percentage of turnover from LDH's top five clients	92%	90%

Years of loyalty of the top 5 clients	Number of clients
Loyal for at least 10 years	5

The top five clients of the subsidiary LDH accounted for 90% of the La Doria's overseas sales in the last two years. All five clients have been loyal to LDH for at least 10 years.

To maintain these levels of competitiveness, La Doria has to be ready, every day, to respond to changing customer needs for new product lines, such as premium and organics lines, for packaging optimisation, for quality controls along the whole supply chain and for the simplification of product distribution.

Our people

The quality of the corporate organisation is bound to the work that, every day, our people with well-being and competence commit to the Group.

At December 31, 2024, the Group has 890 employees[35] in Italy and 107 in the United Kingdom, of whom 917 under permanent contracts. These people are the solid base on which the Company is founded[36]. The peculiarities of production cycles, however, demand the use of seasonal workers during peak production periods, mainly during the tomato season (from July through to September). In the last year, the Company hired 784 seasonal workers on temporary contracts. Such workers enjoy the same protection as others on our production lines and receive all necessary training to carry out their work in a safe way to the highest quality standards of the Company. As a confirmation of the attention that La Doria reserves for these workers, a high percentage work with us on an annually repeating basis, during peak production periods, or are offered longer-term contracts.

The type of work at our facilities, where most staff are employed, dictates a predominance of males and a gender imbalance. Women, indeed, account for approx. 22% of the total workforce. The net imbalance is only partially offset in some professional categories other than manual workers.

GROUP PERSONNEL BY ROLE, GENDER AND AGE BRACKET

Qualification / Range	2024					2023				
	Total	Male		Female		Total	Male		Female	
Executives	**25**	**23**	**92%**	**2**	**8%**	**25**	**23**	**92%**	**2**	**8%**
< 30	0	0	0%	0	0%	0	0	0%	0	0%
30-50	10	8	80%	2	20%	8	6	75%	2	25%
> 50	15	15	100%	0	0%	17	17	100%	0	0%
Managers	**55**	**36**	**65%**	**19**	**35%**	**49**	**33**	**67%**	**16**	**33%**
< 30	0	0	0%	0	0%	0	0	0%	0	0%
30-50	23	15	65%	8	35%	18	11	61%	7	39%
> 50	32	21	66%	11	34%	31	22	71%	9	29%
White-collar	**316**	**170**	**54%**	**146**	**46%**	**305**	**163**	**53%**	**142**	**47%**
< 30	43	18	42%	25	58%	37	16	43%	21	57%
30-50	190	101	53%	89	47%	190	100	53%	90	47%
> 50	83	51	61%	32	39%	78	47	60%	31	40%
Blue-collar	**601**	**547**	**91%**	**54**	**9%**	**553**	**502**	**91%**	**51**	**9%**
< 30	142	130	92%	12	8%	119	110	92%	9	8%
30-50	317	289	91%	28	9%	303	274	90%	29	10%
> 50	142	128	90%	14	10%	131	118	90%	13	10%
TOTAL	**997**	**776**	**78%**	**221**	**22%**	**932**	**721**	**77%**	**211**	**23%**

[35] Including the employees of the acquired companies La Doria Pasta PL and Clas SpA, the number of employees at December 31, 2024 is 1,143 in Italy and 107 in the United Kingdom.

[36] The GRI Content Index gives more detailed information on average training hours (indicator GRI 2-7).

La Doria is committed to ensuring a workplace environment free of discrimination, as per statutory law upon equal opportunities in the workplace.
La Doria complies with statutorily established salary levels and those under national collective bargaining. In addition, supplementary company agreements providing more favourable company benefits, in addition to bonuses on the basis of objectives achieved, have been established.
The average female-to-male wage ratio at La Doria is provided below. The differences in the Executive and white-collar categories are only partly due to the presence of longer-serving men, whose remuneration is consequently higher. The imbalance is greater at the foreign subsidiary.

AVERAGE FEMALE/MALE SALARY RATIO, LA DORIA AND EUGEA MEDITERRANEA

	2023	2024
Executives	53%	52%
Managers	90%	98%
White-collar	89%	81%
Blue-collar	97%	95%

AVERAGE FEMALE/MALE SALARY RATIO, LDH

	2023	2024
Executives	49%	57%
Managers	72%	72%
White-collar	76%	78%

We recognise the value of diversity and acknowledge that there is considerable room for improvement in this regard. We therefore renewed our signature of the UN Women Empowerment Principles (WEPs) in 2024, confirming our commitment to promote gender equality and women's empowerment in the workplace, business practices, and society as a whole. Determined to continue in this direction, we have obtained gender certification, knowing that only by making a constant, shared commitment can we build a fair and respectful work environment for all. In addition, once again in 2024 we took measures to maintain our connection with our employees by supporting them through this period of significant cost-of-living hikes. We achieved this by providing them with a financial contribution of Euro 1,000 net, which we disbursed at the start of the Christmas holidays. The company continued to allow smart-working, in favour of work flexibility and work-life-balance.

Importance of the local community and opportunities for young people
Another element of the quality of La Doria's corporate organisation is its commitment to contributing to local growth and the community. Indeed, most of the company's staff come from the facilities' neighbouring communities. In recent years, this commitment has most of all focused on creating job opportunities for young people through the "Rosso d'Estate" initiative.

DATA ON TURNOVER OF PERMANENT PERSONNEL IN ITALY

Annual hires	2023			2024			Annual departures	2023			2024		
	Total	Male	Female	Total	Male	Female		Total	Male	Female	Total	Male	Female
Total new hires	**44**	**34**	**10**	**79**	**61**	**18**	**Total departures**	**52**	**48**	**4**	**39**	**32**	**7**
< 30	24	17	7	46	33	13	< 30	19	18	1	5	5	0
30-50	18	15	3	30	25	5	30-50	19	17	2	20	15	5
> 50	2	2	0	3	3	0	> 50	14	13	1	14	12	2
New hire rate (%)	5.9%	5.5%	7.3%	9.7%	9.2%	11.8%	**Departures rate (%)**	6.9%	7.8%	2.9%	4.8%	4.8%	4.6%

DATA ON TURNOVER OF PERMANENT AND FIXED-TERM PERSONNEL IN ITALY

Annual hires	2024			Annual departures	2024		
	Total	Male	Female		Total	Male	Female
Total new hires	**290**	**233**	**57**	**Total departures**	**231**	**184**	**47**
< 30	171	138	33	< 30	127	104	23
30-50	99	76	23	30-50	72	53	19
> 50	20	19	1	> 50	32	27	5
New hire rate (%)	32.6%	32.2%	34.3%	**Departures rate (%)**	26.0%	25.4%	28.3%

DATA ON TURNOVER OF PERMANENT AND FIXED-TERM PERSONNEL IN THE UNITED KINGDOM

Annual hires	2023			2024			Annual departures	2023			2024		
	Total	Male	Female	Total	Male	Female		Total	Male	Female	Total	Male	Female
Total new hires	**20**	**6**	**14**	**22**	**6**	**16**	**Total departures**	**13**	**4**	**9**	**19**	**5**	**14**
< 30	5	3	2	10	2	8	< 30	7	3	4	7	2	5
30-50	6	1	5	9	3	6	30-50	4	1	3	5	2	3
> 50	9	2	7	3	1	2	> 50	2	0	2	7	1	6
New hire rate (%)	19.4%	13.0%	24.6%	20.6%	12.8%	26.7%	**Departures rate (%)**	12.6%	8.7%	15.8%	17.8%	10.6%	23.3%

The project was born from the company's ongoing and long-term corporate strategy of investment in human capital. It is a privileged channel for selecting, training and developing key human resources for the Group's production sites. Participants are engaged in a training course that enables them to acquire basic skills for the world of work and company operations, with valuable work experience during the summer tomato season.
The programme, conceptually simple, is quite complex in its structure and implementation, consisting of a series of steps towards a single goal: choosing the right people in which to invest, offering them real opportunities to stay in their environment and community.

The programme involves:

- Presentation of the project at selected institutes;
- Registration of interest;
- Selection of students;
- Professional training course;
- Participation in the tomato campaign;
- Final evaluation;
- Apprenticeship contract for standout participants.

In 2024, two approx. 20-student classes were organised.
This achieved the objective of maximising the working performance of each individual participant, allowing them to draw on a better understanding not only of their "bosses", but also of the environment, the machinery and the working "habits" of the site where they were based.
Another major investment by La Doria supporting the right to study, now in its 10th edition, is our "Anna and Diodato Ferraioli" scholarships for employees' children. Through this initiative, the Company awarded a Euro 1,200 contribution each to eight students.

Engagement with local communities continued in 2024, through the "Adopt a School project", which gave High School students free access to a wide selection of digital content from the La Doria Training Library, focusing on soft and digital skills and sustainability. The main objective of the initiative was to share with students, teachers, and the School Executive the corporate training topics, languages, and eLearning tools that can help reduce the gap between the academic and professional worlds.

On the subject of inclusion, we have renewed financial support to associations that work for social solidarity purposes. Specifically, the associations we support are committed to creating projects focused around inclusion and independence. These projects seek to improve the lives of numerous families who tackle obstacles related to autism and disability on a daily basis.

In 2024, membership of UNHCR's Welcome working for refugee integration program continued. This is a project through which, every year, sees UNHCR Italy assign a special logo to companies and associations that have excelled in promoting the integration of refugees into the labour market and the creation of effective inclusion pathways. Participation in the programme began at the Parma facility, in collaboration with CIAC, a non-profit association committed to welcoming, taking care of and protecting migrants and refugees. It was then further strengthened through a collaboration with the association NEXT Networking for inclusion. NEXT's mission is "to strive every day to Welcome, Support, Encourage, Train the most vulnerable people, enabling them to regain their dignity through work." The first classroom session was organised at the Parma facility in the spring of this year. With the aid of an Employment Agency, around ten people who are supported by the association attended a training course run by both internal and external teachers, which focused on joining the world of work. In 2024, this project saw an additional 11 employees placed on temporary contracts. On June 19, the company was awarded the Welcome logo for the commitment it demonstrated in the previous year.

In 2024, the company was awarded UNI/PdR 125:2022 certification, a recognition of its commitment to taking concrete steps to reduce gender gaps. This certification represents not only a significant achievement but above all a starting point for La Doria, which is determined to continue in this direction, knowing that only by making a constant, shared commitment can we build a fair and respectful work environment for all.

In 2024, La Doria supported the Mus-e project, promoted by the Mus-e Italia ETS Foundation, to promote various artistic disciplines among children, stimulating creativity, inclusion and personal development, particularly in disadvantaged socio-cultural contexts. The project saw theatre, expressive movement and ceramic workshop courses launched in two schools in the Province of Salerno. An expansion is planned for 2025, which will involve not only elementary school children but also a secondary school, reaching a total of 200 children who will be able to express themselves, experiment and grow in an environment that values culture and art.

Training and development

The Company's ability to be competitive on the market and continue to grow in both quantitative and qualitative terms depends on the development of its human capital. Product diversification and the speed of technological development, which provide businesses with increasingly effective and efficient solutions, would have a limited impact if it were not for a strong investment in professional growth. In this regard, in 2024, La Doria paid great attention to maintaining and developing skills in five major areas: 1) Transversal and managerial skills; 2) Cyber security; 3) Digital Skills; 4) Workplace safety; 5) Language skills; and 6) Food safety.

In 2024, Doria incurred costs for training activities of approximately Euro 150,000. The online training platform was a central tool for spreading and expanding company knowledge. 24.6% of employees were involved in Human Rights training in 2024.

This type of learning proved beneficial and consistent with the need for flexibility expressed by employees, who had the opportunity to learn without conflicting with their work commitments, to consult online materials as needed and to monitor their learning. The use of these technologies also made it easy for the Company to share its content and update it promptly.

ANNUAL HOURS OF TRAINING

	2023	2024
Hours of training	22,033	17,437

2024 saw the launch of several training courses through the e-learning platform. Thes covered topics such as 1) Sustainability and Inclusion; 2) People Management and Leadership; 3) Food Safety Culture; 4) La Doria's 231 Model; and 5) GDPR.

To promote and maintain a positive food safety culture within the Group, as defined by "The Global Food Safety Initiative" (GFSI), and to instil the concept of food safety awareness, having launched the Food Safety Culture Training Course on an e-learning platform, in 2024 the Company created a tool that is accessible to all: a web application for managing suggestions to improve Food Safety. The project, which was introduced at the Parma facility, incentivises employees who send in helpful suggestions to improve food safety at the site, through the monthly distribution of vouchers.

2024 also saw the continuation of the STEP programme, which began in spring 2022. This is a Leadership Evaluation system that seeks to develop leadership within the organisation, define the Company's priorities and organisational behaviour, measure both personal and organisational growth, and consolidate relationships between management and staff by sharing objectives and providing feedback. The programme involved executives and their direct reports.

In conjunction with the STEP UP programme, a series of training events were organised with the help of external consultants, to engage the company population in exploring topics of skills, appraisal, and personal and professional development. The strictly in-person events, involving both appraisers (executives) and appraised (first reports), stimulated important discussion and exchange on a range of leadership issues.

In 2024, with the launch of Global Growth Alliance, we began a relationship development programme to address organisational changes in the modern environment. The programme is reserved for executives and key people who have had excellent evaluations in recent years. Two of the 10 scheduled meetings were held in 2024.

On occasion of the presentation of the first Commuting Plan (Piano Spostamenti Casa-lavoro, PSCL), referring to the year 2023, in 2024 the company renewed a sustainable mobility programme in Parma, in collaboration with UP2GO. UP2GO is an Italian SME that provides sustainable mobility services to companies and public bodies, allowing employees of the same organisation, via an app, to organise car sharing with each other for journeys between work and home, and to quantify the impacts of sustainable cycling. The greenApes platform, via the app, not only allows users to report their journeys (as Carpooling, or Bike2Work), but also incentivises them through a reward system of BankoNuts points, which can be spent on a catalogue of organic and sustainable items, such as organic food products or cosmetics, or visits to nature parks or sustainable companies. To complement this reward system, at the end of each year the company awards shopping vouchers to employees who have demonstrated the most virtuous conduct.

Safety

With regard to the health and safety of workers, La Doria has made a significant commitment in recent years through initiatives focusing on greater worker involvement. La Doria is increasingly focused on supporting and establishing an effective safety culture at its facilities.
To formalise its commitment to this issue, La Doria has obtained UNI EN ISO 45001:2023 Certification for all its facilities. An integral part of the System is the Policy, which is available to all workers and stakeholders. The documentation supporting the Safety Management System includes:

a) the Manual of Occupational Health and Safety, which describes and illustrates the Occupational Health and Safety Management System and the characteristics and strategic and market aspects of the Company;

b) analysis of Context, stakeholders, risk and opportunity analysis;

c) the Occupational Health and Safety Procedures, which cover all the points of the UNI ISO 45001:2023 Standard and ensure that it is correctly applied to guarantee full compliance.

In order to ensure the correct implementation of this System, further audits were planned and conducted in all facilities by the Integrated Prevention and Protection Service in order to raise awareness around worker conduct, involving also Senior Executives and work supervisors.
Specific occupational health and safety objectives allow company performance to be continuously improved and, once approved by the Management, are communicated to everybody directly involved in applying them.

In line with the commitments undertaken, La Doria involves employees in Safety management, through the Facility Committees, at which Worker Safety Representatives take part, and through specialised training.

In accordance with law, La Doria has a Prevention and Protection Service with Managers and Focal Points appointed at each facility, supporting the relative assigned roles. HSPPO's (Health and Safety Prevention and Protection Officers) are formally assigned to provide operational support for all facilities. The Prevention and Protection service produces the Risk Assessment Document (RAD), identifies Prevention and Protection measures and training and education needs, prepares an annual Programme to coordinate prevention activities, organises and implements periodic workplace visits and meetings, and liaises with the Appointed Doctor.

The documentation created for the implementation, management and checking of Occupational Health and Safety Prevention and Protection (P&P) activities comes from the Risk Assessment, and is collected in a designated list attached to the Risk Assessment Document (RAD).

Those workers who are exposed to specific occupational environmental risk factors in the course of their duties are subject to periodic health checks, carried out by specialised doctors, in order that their health is constantly monitored.
Any event that may cause injury or damage to property, equipment, or the surrounding environment is governed by a specific procedure (Accident and injury investigations and corrective and preventive measures). This procedure calls for an accident/injury report and a systematic analysis of the causes of the event. The fundamental aim of this investigation is to identify and evaluate possible:

1. Critical conditions and any responsibilities;
2. Non-Compliance with or deviation from regulatory and legal standards;
3. Undocumented hazardous conditions and need for risk assessment;
4. possible disciplinary actions;
5. possible obligation to report to the authorities;
6. formal drafting of a Corrective, Preventive and Improvement Action Plan.

Workers may report any hazardous conditions to their health and safety representative, or do so anonymously using any of the designated boxes in each facility.
Worker involvement has contributed to the development of an active attitude in terms of reporting hazardous conduct ("near misses"), consistently monitored by the integrated Prevention and Protection Service in order to improve the prevention of accidents. The near misses are appropriately analysed and, where required, corrective actions are taken in order to avoid repetition.

Constant attention is paid to training and awareness raising among both permanently contracted employees and seasonal workers employed during peak production periods. The minimum training requirements for homogeneous groups of workers are thus listed in an attachment to the Risk Assessment Documents for each plant. Training activities are carried out in accordance with the Central Government-Regions Agreement of 2011, with periodic refresher sessions. The efficacy of all training initiatives is assessed by administering questionnaires on the topics examined.
Accordingly, corporate procedures require that all seasonal workers receive training on basic health and safety and company management procedures prior to starting work on the production lines.

INJURY RATE

Injury rate[37]	2023	2024
Total	17.57	13.42
- male	17.10	12.40
- female	19.41	18.22

[37] The injury rate is calculated is follows: (injuries/hours worked) *1,000,000.

Italian identity

The agro-food sector is the undisputed linchpin of "Made in Italy", ensuring Italian success internationally and playing its part in presenting to the world the eminent quality produced by our country.

All of our raw materials are processed at the Italian facilities, ensuring our "Made in Italy" guarantee.
For the Tomato Line products, Italian raw materials are used.
Pear, Peach, Apricot and Apple Nectars use exclusively Italian fruit.
Where the raw materials for other products are not available in the quantity required or due to climatic conditions, they are sourced from overseas but with processing in Italy.
We are committed to exporting the values and typical flavours of Italy - in particular Southern Italy - to a broad base of consumers across the world.

MADE IN ITALY
100% of products are produced at our Italian plant

100%
Fresh tomatoes are 100% Italian

100%
100% of the pears, apricots, peaches and apples in our nectars are sourced 100% from Italy

The strength of Made of Italy

Italy has a gastronomic heritage which few can match, largely featuring products and styles which are based on the Mediterranean diet, as a healthy and balanced dietary model which is increasingly recognised and appreciated also overseas. The food sector over recent years has become a pivotal aspect of Made in Italy, as associated with high quality and authentic products, while also guaranteeing the important competitive levers of safety, healthiness and origin.

Tomatoes, a core vegetable of the Mediterranean diet (and in general the entire packaged tomato segment), represent an area of major excellence for the Italian food industry. They play a driving role in the domestic economy and particularly in Southern Italy, where the majority of cultivators are based. The climatic and territorial characteristics of certain regions - in particular Campania, Apulia, Basilicata and Molise - in fact are unique, with this reflected also in the organoleptic and nutritional characteristics of the tomatoes.

The same focus on origin is placed also on other agricultural products, in particular on certain fruit varieties utilised for the production of juices. The fruit purees used for the "nectars" are made with fruit entirely sourced from Italy: the pears and the apples are from Northern Italy, while the peaches and apricots are sourced from Southern Italy.

For all those raw materials which may not be sourced from Italy in the quantities necessary for industrial processing - as is the case for pulses - the Made in Italy guarantee is based on industrial production carried out entirely in Italy according to high quality and safety standards.

The La Doria Group feels a sense of responsibility to its native land and its tradition to reflect in its products that which makes Italy truly unique. The business model is therefore based on the quality of the product and on a constant commitment to improving environmental sustainability. La Doria every day therefore proudly contributes to developing the Italian and Campanian agro-food sector.

Italian excellence across the world

For true Italian flavour when you Cook Italian… Cook Italia!

With a goal of exporting not only products, but Italian values and flavours, the "Cook Italia"[38] brand was launched on the British market almost a decade ago, distributed by the British subsidiary LDH. The Company was therefore able to not only promote the taste and tradition of the Italian agro-food sector, but also extend its range to British supermarkets.

www.cookitalia.co.uk

[38] The brand markets a series of Italian products on the British market, not only those produced by La Doria, but also by other Italian companies.

Encompassing the best tradition of the Italian food industry

"Tradizione Italiana – *Italian food tradition*" is a consortium company, with La Doria as one of the key founders, representing Italian culinary excellence and promoting the quality of Italy's agro-food sector. In addition to strengthening Italy's presence on the international markets, the consortium provides an opportunity to develop synergies among members both at production and commercial and distribution levels.

The Consortium is composed of 16 leading companies in the Italian food industry, and has aggregate revenues of Euro 3 billion, with an export market of 45%.

The product portfolio is extremely broad, covering a range of food categories, including pasta, tomato-based products, olive oil, dairy products, dried fruit, coffee, wine and other traditional products. A vast range of Italian tradition specialised products are offered, exporting the taste and flavours of the Mediterranean.

Origins of this report

Methodological Note

[GRI 2-1; GRI 2-2; GRI 2-3; GRI 2-4; GRI 2-5]

The definition of the material topics for the La Doria Group (hereafter also the "Group") and for the stakeholders, is undertaken on the basis of a materiality analysis, as described in the "Definition of material topics" paragraph of this document.
For 2024 (January 1, 2024 - December 31, 2024), the Sustainability Report's reporting scope relates to La Doria and its subsidiaries Eugea Mediterranea and LDH. Data from subsidiaries Clas S.p.A. and La Doria Pasta PL S.r.l. are excluded. The two companies were considered in the scope of consolidated sales, total employees and number of facilities provided in the section "The Fruits of our Labour".
For further information on the corporate structure, please refer to the Company's website.

The 2023 figures are reported for comparative purposes, in order to support an assessment of the performance. Any restatements of the comparative data previously published is clearly indicated as such. Furthermore, the use of estimates has been limited as much as possible to give a correct representation of performance and to ensure data reliability. Where use has been made of estimates these are based on the best available methodologies and are reported appropriately.

In 2024, there was a change related to the Group's size, consolidation scope, and supply chain following the acquisition of new companies.

The 2024 Sustainability Report was drawn up in line with the Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021 Edition, in application of the "With reference to" option. The "Food processing sector Disclosures" published by the GRI in 2014 were also taken into consideration. The presence of content responding to the guidelines is indicated in the text by means of identification codes shown at the beginning of the relevant paragraphs. As required, we abide by the key concepts of the Standards, adopting the GRI 2021 reporting principles (accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability), which we have factored into all stages of the document writing process.
In order to integrate sustainability into strategy and all of our operational processes, La Doria has developed a 2023-2031 Sustainability Plan. Its objectives are in line with those set out in the United Nations Agenda, and it is organised into operational objectives and specific targets.
The update to the Sustainability Plan was approved by the Board of Directors on March 28, 2025.
Since 2018, the La Doria Group has also adopted a **reporting procedure**, which describes the activities required for the planning, creation, approval, dissemination and presentation of the Sustainability Report.
The Group remains committed to ongoing improvements on all sustainability aspects in order to increasingly comply with best sector practices and to support dialogue with its stakeholders.

Combatting bribery and corruption

This matter is overseen by the Parent Company and its Italian subsidiaries within the framework of the Organisation, Management and Control Model pursuant to Legislative Decree No. 231/2001, and by LDH through the adoption of an anti-bribery policy. Finally, the legality rating assigned to the Parent Company by the Anti-trust Authority should be noted. With regards to training on Legislative Decree No. 231/01, reference should be made also to the offences covered, including Public Sector corruption, Corruption among private parties and Incitement to corruption. All new hires are trained on the Ethics Code.

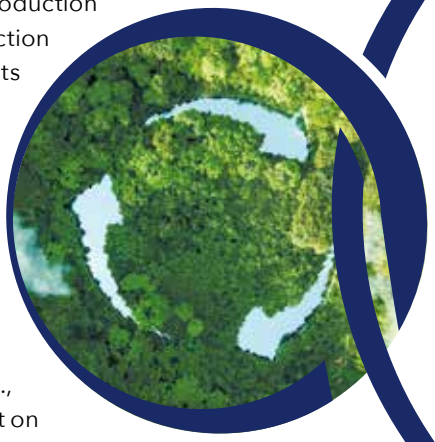
Social aspects, personnel and respect for human rights

The Group operates in a sector - the tomato and fruit and vegetable chain in general - which over recent years has been the subject of significant pressure related to field worker conditions (undeclared labour, illegal recruitment, migrant workers, safety). In this regard, a "Human rights policy" was formalised and made official. Together with the "Modern day slavery policy", this defines the commitment and rules which the Group has adopted to manage these aspects. The La Doria Group has obtained Social Footprint certification for its tomato chain. Social Footprint evaluates the social aspects of the supply chain underpinning products and services, including the ethical and social conditions at the various stages of the production chain. La Doria monitors the tomato and pulses supply chain according to the ISO 26000 Social Responsibility Guide.

With regards to product quality and safety, critical aspects to operate successfully in the food sector, an initiative to refresh skills on the Quality Assurance and Control Area continued, through the organisation of a series of specialist courses in collaboration with an external company.
In addition, a "Sustainability Policy", updated in June 2022, and a "Diversity Policy", updated in December 2024, were issued, involving education and action initiatives.
In December 2024, we obtained gender certification.

Environment

Aware of the environmental impact of its production processes, the Group has adopted policies and practices aimed at the correct management of its aspects and associated environmental impacts by adhering to the UNI EN ISO 14001 standard on Environmental Management Systems for all production facilities. It also has an energy management system at production sites which enables the effective management of energy aspects and supports investment with respect to efficiency.



This Sustainability Report is prepared annually and was submitted to the Control, Risks and Sustainability Committee and was subsequently approved by the Board of Directors of La Doria S.p.A. on April 28, 2025.
The Report is also subject to limited examination ("limited assurance engagement" according to the criteria indicated by the ISAE 3000 Revised standard) by Deloitte & Touche S.p.A., which, at the end of the work performed, issues a specific report on the truthfulness of the information provided.

The 2024 Sustainability Report is also available publicly on the website www.gruppoladoria.it.

For any clarification or further information on the contents of this Sustainability Report, please contact:

La Doria S.p.A.
via Nazionale, 320
Angri (SA) Italia

sustainability@gruppoladoria.it

Definition of material topics

[GRI 2-2; GRI 2-4; GRI 3-1; GRI 3-2; GRI 3-3]

The 2024 Sustainability Report has been structured in accordance with the material topics identified by La Doria, as reported in the list provided in this section of the document. The issues represent the most significant aspects on La Doria's business and for its stakeholders.
To reach the definition of the material topics, La Doria adopted a process envisaging:

1. an initial prioritisation of ESG aspects;
2. an analysis of the impacts generated by our business (actual and potential, positive and negative) on the economy, the environment, people and human rights, according to the "inside-out" impact materiality approach;
3. identification of the relevant issues, or all those issues that might potentially be significant for the Company.

To prioritise the relevant topics, an analysis of various contextual documents and sector research was conducted. Specifically, material topics for the sector identified by the Sustainability Accounting Standards Board (SASB) were considered[39], and analysis was carried out of the expectations and key points highlighted by La Doria's main clients[40], both national and international, and the majority shareholder's strategy guidelines. In addition, a benchmark analysis was conducted on the sustainability communications of a panel of national and international players. This contributed to gathering useful information for La Doria to assess the impacts generated by its business. Taking into consideration the analysis of contextual documents and sector research, the impact materiality assessment was carried as per GRI 3 of the standards (2021). Specifically, the impacts generated by our business (actual and potential, positive and negative), on the economy, the environment, people and human rights, were analysed according to the "inside-out" impact materiality approach, which considers the severity of the impact generated and the probability of its occurrence. Recent years have seen a gradual maturation in the process for involving stakeholders in sustainability issues: from a first phase focussed solely on listening, to a second stage based on consultation conducted through questionnaires. Over the next few years, efforts will be focused on stimulating further stakeholder engagement.
La Doria has retained the key themes that emerged from the 2023 analysis. These are listed on the next page.

The material topics were submitted for examination by the Technical Sustainability Committee, the Control, Risks and Sustainability Committee, and the Chief Executive Officer and approved by the Board of Directors on December 12, 2023.

[39] The matrices for the following sectors were considered: "Agricultural Products", "Processed Foods", "Non-Alcoholic Beverages", "Food Retailers & Distributors".
[40] Through analysis of specific requests received or of their sustainability documents.

Listed below are the material topics, their summary description, and their relevance along the value chain.

Material topics for La Doria		The value chain					
Product quality and safety	Guaranteeing high product quality and safety, also in consideration of certifications and reference standards (e.g. IFS, BRC, organic).	●	●	●		●	●
Traceability	Guaranteeing the maximum traceability of products, from agricultural origin to the shelf, also in consideration of internationally recognised certification standards.	●	●	●	●	●	●
Food loss and waste	Contributing directly to the reduction of food losses during production and to raising awareness among both suppliers and downstream stakeholders in the value chain, also helping to reduce consumer-related waste, and correctly minimising and managing impacts associated with facility production processes.	●		●		●	●
Environmental impact on production	Minimise and correctly manage the impacts of the production processes: energy consumption, water consumption and waste.			●	●	●	●
Climate change	Commitment to managing the impacts of GHG emissions related to the production process and supply chain as a whole.	●	●	●	●	●	
Human rights and responsibility throughout the supply chain	Commitment to promoting and ensuring responsible conduct along the supply chain, with particular reference to the protection of human rights, to working conditions, to raw material supplier health and safety, to raw material prices and other aspects related to ethical conduct and relations with producers and suppliers.	●	●	●	●	●	
Packaging sustainability	Paying attention to the environmental footprint of packaging used in terms of the efficiency of materials used (packaging reduction), the origin and sustainability of the materials and consumer packaging recyclability.		●	●	●	●	●
Logistics optimisation and efficiency	Guaranteeing logistics efficiency and consequent reduction of environmental impacts deriving from product distribution activities.		●	●	●	●	
Economic sustainability	Economic results of the Company and distribution of generated value to stakeholders.			●		●	
Innovation	Product innovation: working constantly on the search for new products and on responding to the ongoing evolution in consumer food habits and customer needs. Some areas of particular interest are: organic, free-from and halal products, etc. Process innovation: replacement of machinery and renewal/innovation in production facilities with the aim of streamlining processes and reducing/minimising the negative impacts of facilities.	●		●		●	●
Quality of the organisation	Attention paid to human resources and their safety and well-being. Corporate know-how, efficiency and responsiveness in meeting customer needs. Consolidation of customer relations and perceived quality of products and services.			●		●	
Italian identity	The importance of the origin of our products such as our 100% Italian tomatoes, Italian chickpeas, Italian fruit pulp (apricot, peach, pear and apple), and, for all products made with raw materials of non-Italian origin, the importance of their processing in Italy.	●		●		●	

CORRELATION BETWEEN THE MATERIAL TOPICS AND GRI ASPECTS

Material topic	GRI Aspect	Scope of impact
Product quality and safety	Customer health and safety Procurement practices	Upstream/Downstream/Group
Innovation	-	Group
Traceability	-	Upstream/Downstream/Group
Environmental impacts of production	Materials Energy Water Effluents and waste Transport	Group
Climate Change	Pollutant	Upstream/Downstream/Group
Human rights and responsibility throughout the supply chain	Supplier assessment for labour practices Labour practices and grievance mechanisms Supplier Human Rights assessment Human rights grievance mechanisms	Upstream/Group
Food loss and waste	-	Group
Packaging sustainability	Materials	Upstream/Downstream/Group
Logistics optimisation and efficiency	-	Upstream/Downstream/Group
Economic sustainability	Economic performance Procurement practices Taxes	Group
Quality of the organisation	Employment Health and safety[41] Training and education Diversity and equal opportunity	Group
Italian identity	-	Upstream/Group

[41] With regards to the monitoring of non-employee worker accidents, the Company shall assess the possibility of undertaking analysis on the number of other non-employee workers, in order to assess the need to collate data at the employer of outside collaborators and suppliers operating at the Group sites and/or under the control of the Group, assessing the quality and accuracy of this data over which direct control is not exercised.

Preparatory actions for the Corporate Sustainability Reporting Directive (CSRD)

In 2024, the Group began the process of complying with the CRSD (Corporate Sustainability Reporting Directive). A gap analysis was carried out through dedicated interviews that sought to analyse the ESG practices adopted by La Doria in relation to the mandatory disclosures required by ESRS (European Sustainability Reporting Standards). The analysis was designed to identify the activities that must be implemented to be ESRS compliant.

GRI Content Index

GENERAL STANDARD DISCLOSURES

GRI Standard	Disclosure	Description	Page number (or link)
GRI 1 Foundation 2021		La Doria has drafted this document in reference to the GRI Standards for the year 2024	
ORGANISATION AND REPORTING PRACTICES			
GRI 2 General Disclosures 2021	**2-1**	Organizational details	p. 14; 24; 108 For more information, refer to the information on the company website at www.gruppoladoria.it/en/
	2-2	Entities included in the organization's sustainability reporting	p. 14; 16-21; 24; 111
	2-3	Reporting period, frequency and contact point	p. 108-110
	2-4	Restatements of information	-
	2-5	External assurance	p. 108-110; 124-127
ACTIVITIES AND WORKERS			
GRI 2 General Disclosures 2021	**2-6**	Activities, value chain and other business relationships	p. 14-15; 22-23
	2-7	Total number of employees by employment contract, employment type, region and gender	In addition to the information reported at page 95 the table with the other data required by the indicator follows.

Workforce at 31-12	Facilities in Italy		LDH	
(by type of contract)	2023	2024	2023	2024
Permanent contract	750	812	101	105
- male	613	660	45	47
- female	137	152	56	58
Fixed-term contract	79	78	2	2
- male	62	64	1	0
- female	17	14	1	2
Full-time contract	802	865	92	95
- male	669	719	45	46
- female	133	146	47	49
Part-time contract	27	25	11	12
- male	6	5	1	1
- female	21	20	10	11
Total employees	829	890	103	107
Total male	675	724	46	47
Total female	154	166	57	60

GRI Standard	Disclosure	Description	Page number (or link)
GRI 2 General Disclosures 2021	2-7	Total number of employees by employment contract, employment type, region and gender	The table below indicates the total percentage of new hires on seasonal contract. Seasonal contracts / 2024 Number of seasonal workers hired in the year: 784 - Male: 402 - Female: 382 The number of personnel hired at the facility (p. 16-21) are period-end figures.
GOVERNANCE			
GRI 2 General Disclosures 2021	2-9	Governance structure and composition	p. 25-26
	2-10	Nomination and selection of the highest governance body	p. 25-26
	2-11	Chair of the highest governance body	https://www.gruppoladoria.it/en/about-us/corporate-governance/
	2-12	Role of the highest governance body in overseeing the management of impacts	p. 25-26
	2-14	Role of the highest governance body in sustainability reporting	p. 25-26
STRATEGY, POLICIES AND PRACTICES			
GRI 2 General Disclosures 2021	2-22	Statement on sustainable development strategy	p. 9-11; 25
	2-23	Policy commitments	p. 2-3; 25-29
	2-24	Embedding policy commitments	p. 2-3; 25-29
	2-25	Processes to remediate negative impacts	p. 29-31
	2-26	Mechanisms for seeking advice and raising concerns	p. 28
	2-27	Compliance with laws and regulations	p. 25-29 In the reporting year, there were no significant instances of non-compliance with regulations and laws.
	2-28	Membership associations	p. 32-33
STAKEHOLDER ENGAGEMENT			
GRI 2 General Disclosures 2021	2-29	Approach to stakeholder engagement	p. 32-33
	2-30	Collective bargaining agreements	100% of workers are hired under collective contracts.
INFORMATION ON MATERIAL TOPICS			
GRI 3 Material topics - 2021 version	3-1	Process to determine material topics	p. 111-114
	3-2	List of material topics	p. 111-114

SPECIFIC STANDARD DISCLOSURES

DMA and Indicators	Disclosure	Description	Page number or specific information
CATEGORY: ECONOMIC			
MATERIAL TOPIC: ECONOMIC PERFORMANCE			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 80
GRI 201 Economic Performance 2016	201-1	Direct economic value generated and distributed	p. 81-84
MATERIAL TOPIC: PROCUREMENT PRACTICES			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 81-84 https://www.gruppoladoria.it/en/about-us/quality-and-safety/
GRI 204 Procurement practices 2016	204-1	Proportion of spending made in favor of local suppliers	p. 82-84
MATERIAL TOPIC: CORRUPTION			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 27-29 https://www.gruppoladoria.it/en/about-us/corporate-governance/
GRI 205 Anti-corruption 2016	205-1	Operations assessed to determine the risks related to corruption	p. 27-29 La Doria has identified risk areas related to corruption in its Organisational Model. The risks associated with corruption are analysed in the development of the 231 Model.
	205-2	Communication and training on regulations and anti-corruption procedures	p. 27-29; 109
MATERIAL TOPIC: INCOME TAXES			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 28; 83-84 https://www.gruppoladoria.it/wp-content/uploads/2024/01/La-Doria_OMC-General-SectionEng.pdf
GRI 207 Tax 2019	207-1	Approach to tax	p. 28; 83-84
	207-2	Tax governance, control and risk management	p. 28; 83-84
	207-3	Stakeholder engagement and management of concerns related to tax	p. 28; 83-84

CATEGORY: ENVIRONMENT			
MATERIAL TOPIC: MATERIALS			
GRI 3 Material topics - 2021 version	**3-3**	Management of material topics	p. 42; 72-75 https://www.gruppoladoria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 301 Materials 2016	**301-1**	Materials used by weight or volume	p. 72-75
	301-2	Recycled input materials used	p. 72-75
MATERIAL TOPIC: ENERGY			
GRI 3 Material topics - 2021 version	**3-3**	Management of material topics	p. 52 https://www.gruppoladoria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 302 Energy 2016	**302-1**	Energy consumption within the organization	p. 53-55
	302-3	Energy intensity	p. 53-55
	302-4	Reduction of energy consumption	p. 53-55
MATERIAL TOPIC: WATER			
GRI 3 Material topics - 2021 version	**3-3**	Management of material topics	p. 52 https://www.gruppoladoria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 303 Water and Effluents 2018	**303-1**	Interactions with water as a shared resource	p. 16-21; 57-59
	303-2	Management of water discharge-related impacts	p. 57-59
	303-3	Water withdrawal	p. 59
	303-4	Water discharge	p. 59
	303-5	Water consumption	In 2024, 426 ML of water were consumed by La Doria and Mediterranean Eugea. 2 ML were consumed by LDH (La Doria) Ltd.
MATERIAL TOPIC: EMISSIONS			
GRI 3 Material topics - 2021 version	**3-3**	Management of material topics	p. 60-63 https://www.gruppoladoria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 305 Emissions 2016	**305-1**	Direct (Scope 1) GHG emissions	p. 16-21; 62; 63 Emissions were calculated according to the Emission Trading Directive 2003/87/EC. - MInEnvironment 2024.
	305-2	Energy indirect (Scope 2) GHG emissions - Location-based	p. 16-21; 62; 63 The emissions are calculated on the basis of the ISPRA 2025 conversion factors.
		Energy indirect (Scope 2) GHG emissions - Market-based	p. 16-21; 62; 63 The emissions are calculated on the basis of the conversion factors outlined in the document: AIB "Residual Mix" Report 2023.
	305-3	Other indirect (Scope 3) GHG emissions	p. 62; 63
	305-4	GHG emissions intensity	p. 62; 63

MATERIAL TOPIC: WASTE			
GRI 3 Material topics - 2021 version	**3-3**	Management of material topics	p. 52-53 https://www.gruppoladoria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 306 Waste 2020	**306-3**	Waste generated	p. 55-57
	306-4	Waste diverted from disposal	p. 55-57
	306-5	Waste directed to disposal	p. 55-57
MATERIAL TOPIC: SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 3 Material topics - 2021 version	**3-3**	Management of material topics	p. 64 https://www.gruppoladoria.it/en/about-us/quality-and-safety/
GRI 308 Supplier Environ-mental Assessment 2016	**308-1**	New suppliers that were screened using environmental criteria	All our key suppliers of raw materials are assessed on environmental factors.
CATEGORY: SOCIAL			
SUB-CATEGORY: LABOUR PRACTICES			
MATERIAL TOPIC: EMPLOYMENT			
GRI 3 Material topics - 2021 version	**3-3**	Management of material topics	p. 94 https://www.gruppoladoria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 401 Employment 2016	**401-1**	New employee hires and employee turnover	p. 96 **GROUP TURNOVER (LA DORIA, EUGEA AND LDH, EMPLOYEES ON FULL-TIME AND PART-TIME CONTRACTS)**

	2023			2024		
	Total	Male	Female	Total	Male	Female
Total new hires	**230**	**167**	**63**	**312**	**239**	**73**
<30	137	99	38	181	140	41
30-50	75	57	18	108	79	29
>50	18	11	7	23	20	3
New hires rate	24.7%	23.2%	29.9%	31.3%	31.0%	32.3%
Total departures	**203**	**159**	**44**	**250**	**189**	**61**
<30	110	84	26	134	106	28
30-50	69	54	15	77	55	22
>50	24	21	3	39	28	11
Departures rate	21.8%	22.1%	20.9%	25.1%	24.5%	27.0%

	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	All Executives and some Group Managers and Employees are provided with a company car. The daycare/pre-school contribution is provided only to permanent employees at the Parma facility as based on the level II agreements in place before the acquisition. Meal vouchers are issued to all full-time employees, to part-time employees at the Parma facility and to part-time employees at all other facilities, working for at least 180 days per year.

DMA and Indicators	Disclosure	Description	Page number or specific information
		MATERIAL TOPIC: HEALTH & SAFETY	
GRI 3 Material topics - 2021 version	**3-3**	Management of material topics	p. 92 https://www.gruppoladoria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 403 Occupational Health and Safety 2018	**403-1**	Occupational health and safety management system	p. 100-101
	403-2	Hazard identification, risk assessment, and incident investigation	p. 100-101
	403-3	Occupational health services	p. 100-101
	403-4	Worker participation, consultation, and communication on occupational health and safety	p. 100-101
	403-5	Worker training on occupational health and safety	p. 100-101
	403-6	Promotion of worker health	p. 100-101
	403-8	Workers covered by an occupational health and safety management system	p. 100-101 100% of employees at Italian facilities.
	403-9	Work-related injuries	In addition to the information reported at page 101 we present the following summary.

	Italian facilities	
	2023	**2024**
Number of recordable injuries[42]	31	21
- male	24	16
- female	7	5
of whom temporary	3	2
- male	2	2
- female	1	0
Rate of recordable work-related injury	17.57	13.42
- male	17.10	12.40
- female	19.41	18.22
Rate of lost work days	490.36	892.11
- male	478.11	929.98
- female	538.04	714.08

The main types of injuries that occurred were due to collisions, bruises and cuts.
In 2024, nine commuting injuries occurred (not considered in the summary table).
In 2024, there were no injuries involving outside company employees[43].
In 2024, four recordable injuries occurred at LDH.

[42] Calculated excluding injuries during commute.
[43] The data monitoring and collation systems at the Company do not permit for the calculation of third-party company injury rates.

DMA and Indicators	Disclosure	Description	Page number or specific information
GRI 403 Occupational Health and Safety 2018	**403-10**	Work-related ill health	In 2024, nowork-related ill health was recorded amongst employees.[44]

	2023		2024	
Cases of work-related ill health	1		0	
	Male	Female	Male	Female
	1	0	0	0

MATERIAL TOPIC: TRAINING AND EDUCATION

GRI 3 Material topics - 2021 version	**3-3**	Management of material topics	p. 92; 98 https://www.gruppoladoria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 404 Training and Education 2016	**404-1**	Average hours of training per year per employee	In addition to the information reported at page 99 below the tables. Average training hours.[45]

2023		2024	
20.5		16.4	
Male	Female	Male	Female
18.8	25.6	16.1	17.4

Average hours of training by role

	2023	2024
Executives	41.0	1.7
Managers	52.9	18.3
White-collar	39.1	16.4
Blue-collar	13.7	16.6

This data exclusively concerns Group personnel working in Italy. In 2024, 140 training hours were provided in the subsidiary LDH.

MATERIAL TOPIC: DIVERSITY AND EQUAL OPPORTUNITY

GRI 3 Material topics - 2021 version	**3-3**	Management of material topics	p. 26 https://www.gruppoladoria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 405 Diversity and equal opportunity 2016	**405-1**	Diversity in governance bodies and among employees	p. 25-26
	405-2	Ratio of basic salary and remuneration of women to men	p. 95; 96

[44] The data monitoring and collation systems at the Company do not allow the calculation of rates of employee work-related ill health at other companies.
[45] The average training hours were calculated on the basis of the average workforce.

DMA and Indicators	Disclosure	Description	Page number or specific information
MATERIAL TOPIC: LABOUR PRACTICES AND GRIEVANCE MECHANISMS			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 28; 64 https://www.gruppoladoria.it/en/about-us/the-tomato-supply-chain/ https://www.gruppoladoria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 406 Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	p. 65-70 No cases of discrimination were reported in 2024.
SUB-CATEGORY: HUMAN RIGHTS			
MATERIAL TOPIC: SUPPLIER ASSESSMENT FOR LABOR PRACTICES			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 64 https://www.gruppoladoria.it/en/about-us/the-tomato-supply-chain/ https://www.gruppoladoria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 414 Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	The percentage of new raw material suppliers subject to control for working conditions is 100%.
	414-2	Negative social impacts in the supply chain and actions taken	p. 65-70
SUB-CATEGORY: PRODUCT RESPONSIBILITY			
MATERIAL TOPIC: CUSTOMER HEALTH AND SAFETY			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 36-37 https://www.gruppoladoria.it/en/about-us/quality-and-safety/
GRI 416 Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	p. 36-40 100% of product and service categories assessed on the basis of their health and safety impacts.
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There were no cases of non-compliance with regulations and/or self-regulation codes relating to the impact on product health and safety.
GRI 417 Marketing and Labeling 2016	417-1	Requirements for product and service information and labelling	p. 42-45
	417-2	Incidents of non-compliance concerning product and service information and labelling	No cases of non-compliance with regulations and/or self-regulatory codes on information and labelling of products were recorded in 2024.

DMA and Indicators	Disclosure	Description	Page number or specific information
		MATERIAL TOPIC: TRANSPORT	
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 76 https://www.gruppoladoria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
		MATERIAL TOPIC: INNOVATION	
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 88
		MATERIAL TOPIC: ITALIAN IDENTITY	
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 102

G4 SECTOR DISCLOSURES

DMA and Indicators	Disclosure	Description	Page number or specific information
G4-FP1		Percentage of purchased volume from suppliers compliant with company's sourcing policy	100% of purchases are from suppliers complying with company policies.
G4-FP2		Percentage of purchase volumes verified according to internationally recognised responsible, credible production standards, broken down by standard	p. 70
G4-FP5		Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognised food safety management system standards	p. 36 100% of production volumes.

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Deloitte & Touche S.p.A.
Riviera di Chiaia, 180
80122 Napoli
Italia

Tel: +39 081 2488111
Fax: +39 666688/7614173
www.deloitte.it

INDEPENDENT AUDITOR'S REPORT ON THE SUSTAINABILITY REPORT

To the Board of Directors of
La Doria S.p.A.

We have carried out a limited assurance engagement on the Sustainability Report of La Doria S.p.A. (hereinafter also the "Company" or "Parent Company") and its subsidiaries Eugea Mediterranea S.p.A. and LDH (La Doria) Ltd (hereinafter also the "La Doria Group" or the "Group") for the year ended December 31, 2024.

Responsibilities of the Directors for the Sustainability Report

The Directors of La Doria S.p.A. are responsible for the preparation of the Sustainability Report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" established by the GRI - *Global Reporting Initiative* (hereinafter "GRI Standards"), as stated in the "Methodological Note" paragraph in the Sustainability Report.

The Directors are, also, responsible for such internal control as they determine is necessary to enable the preparation of the Sustainability Report that is free from material misstatement, whether due to fraud or error.

The Directors are, moreover, responsible for setting the Group's goals, with respect to sustainability performance, as well as for the identification of the Company' stakeholders and significant aspects to be reported.

Auditor's Independence and Quality Control

We have complied with the independence and other ethical requirements of the *International Code of Ethics for Professional Accountants (including International Independence Standards)* (IESBA Code) issued by the *International Ethics Standards Board for Accountant*s, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our auditing firm applies *International Standard on Quality Management 1* on the basis of which it is required to set up, implement and operate a quality management system that includes directives or procedures on compliance with ethical principles, professional principles and applicable law and regulations.

Ancona Bari Bergamo Bologna Brescia Cagliari Firenze Genova Milano Napoli Padova Parma Roma Torino Treviso Udine Verona

Sede Legale: Via Santa Sofia, 28 - 20122 Milano | Capitale Sociale: Euro 10.688.930,00 i.v.
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Auditor's responsibility

Our responsibility is to express our conclusion based on the procedures performed about the compliance of the Sustainability Report with the GRI Standards.

We conducted our work in accordance with the criteria established in the "*International Standard on Assurance Engagements ISAE 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information*" (hereinafter "*ISAE 3000 Revised*"), issued by the *International Auditing and Assurance Standards Board* (IAASB) for limited assurance engagements.

The standard requires that we plan and perform the engagement to obtain limited assurance whether the Sustainability Report is free from material misstatement.

Therefore, the procedures performed in a limited assurance engagement are less than those performed in a reasonable assurance engagement in accordance with *ISAE 3000 Revised ("reasonable assurance engagement")*, and, therefore, do not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures performed on the Sustainability Report are based on our professional judgement and included inquiries, primarily with Company personnel responsible for the preparation of information included in the Sustainability Report, analysis of documents, recalculations and other procedures aimed to obtain evidence as appropriate.

Specifically, we carried out the following procedures:

- analysis of the process relating to the definition of material aspects disclosed in the Sustainability Report, with reference to the methods of analysis and understanding of the context, identification, evaluation and prioritization of actual and potential impacts and the internal validation of the process results;

- comparison between the economic and financial data and information included in the "Economic Sustainability" paragraph of the Sustainability Report with the Group's consolidated financial statements as of December 31, 2024;

- understanding of the processes underlying the generation, collection and management of significant qualitative and quantitative information included in the Sustainability Report.

In particular, we carried out interviews and discussions with the management of La Doria S.p.A. and we have carried out limited documentary verifications, in order to gather information about processes and procedures, which support the collection, aggregation, elaboration and transmittal of non-financial data and information to the function responsible for the preparation of the Sustainability Report.

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In addition, for material information, taking into consideration the Group's activities and characteristics:

- at the Parent Company level:

  a) with regards to qualitative information included in the Sustainability Report, we carried out interviews and gathered supporting documentation in order to verify its consistency with the available evidence;
  b) with regards to quantitative information, we carried out both analytical procedures and limited verifications in order to ensure, on a sample basis, the correct aggregation of data.

- For certain performance indicators at a consolidated level and their locations, we carried out site visits and remote meetings, during which we have met the management and have gathered supporting documentation on a sample basis with reference to the correct application of procedures and calculation methods used for the indicators.

Other Aspects

The data for the year ended December 31, 2023, presented for comparative purposes in the Sustainability Report have been subject to a limited assurance engagement by another auditor that, on April 4, 2024, expressed an unmodified conclusion.

Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the Sustainability Report of the La Doria Group as of December 31, 2024 is not prepared, in all material respects, in accordance with the GRI Standards as stated in the "Methodological Note" paragraph in the Sustainability Report.

DELOITTE & TOUCHE S.p.A.

Signed by
Stefano Maria Santoro
Partner

Naples, Italy
May 14, 2025

This report has been translated into the English language solely for the convenience of international readers.

LADORIA
GROUP

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