# Sustainability Report

# 2025

CASALASCO

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# Letter to the **STAKEHOLDERS**

2025 was a year of crucial transitions, in which the entire Casalasco supply chain confirmed solidity, adaptability and long-term vision.

In a still complex external scenario, the Group has laid the foundations for a new phase of development, strengthening its industrial model and integrating ESG issues into strategic choices in an increasingly structural way.

In the path that has accompanied Casalasco from an agricultural cooperative reality to an international player in the sector, 2025 represents one of the most significant milestones. The entry of the FSI Fund into the capital has strengthened the Group's structure and opened up new growth prospects, consistent with an integrated and sustainable supply chain model.

This was accompanied by the expansion of the brand portfolio with the acquisition of Pummarò and the "Tomato al Gusto" range, consolidating the positioning in Italy and in foreign markets. On an industrial level, the launch of the basil supply chain and the inauguration of the Innovation Centre in Fontanellato represent two strategic milestones. The latter is confirmed as a true flagship of the Group: a research, development and training hub, designed to generate innovation and valuable relationships throughout the supply chain.

At the same time, the sustainability path continued, with the eighth edition of the Sustainability Report as the central reporting and transparency tool. Data collection for the Group's Carbon Footprint has been launched and initiatives on climate, sustainable packaging and biodiversity have been intensified, with increasing attention to the agricultural supply chain.

On the ESG governance front, the Strategic Plan has been revised and expanded with a five-year horizon, in line with the objectives set out in the 2030 Agenda. The integration of ESG KPIs into loan agreements and the establishment of the Sustainability and Cybersecurity Committee have further consolidated the oversight of environmental, social and safety issues. ESG monitoring of the supply chain and dialogue with strategic partners are also strengthened.

The year's results also include the ISCC+ certification for basil at the Fontanellato plant and the entry of Emiliana Conserve into the Ecovadis platform, confirming continuous improvement.

With regard to local communities and the territory, our support remained constant through social, cultural and sports initiatives.

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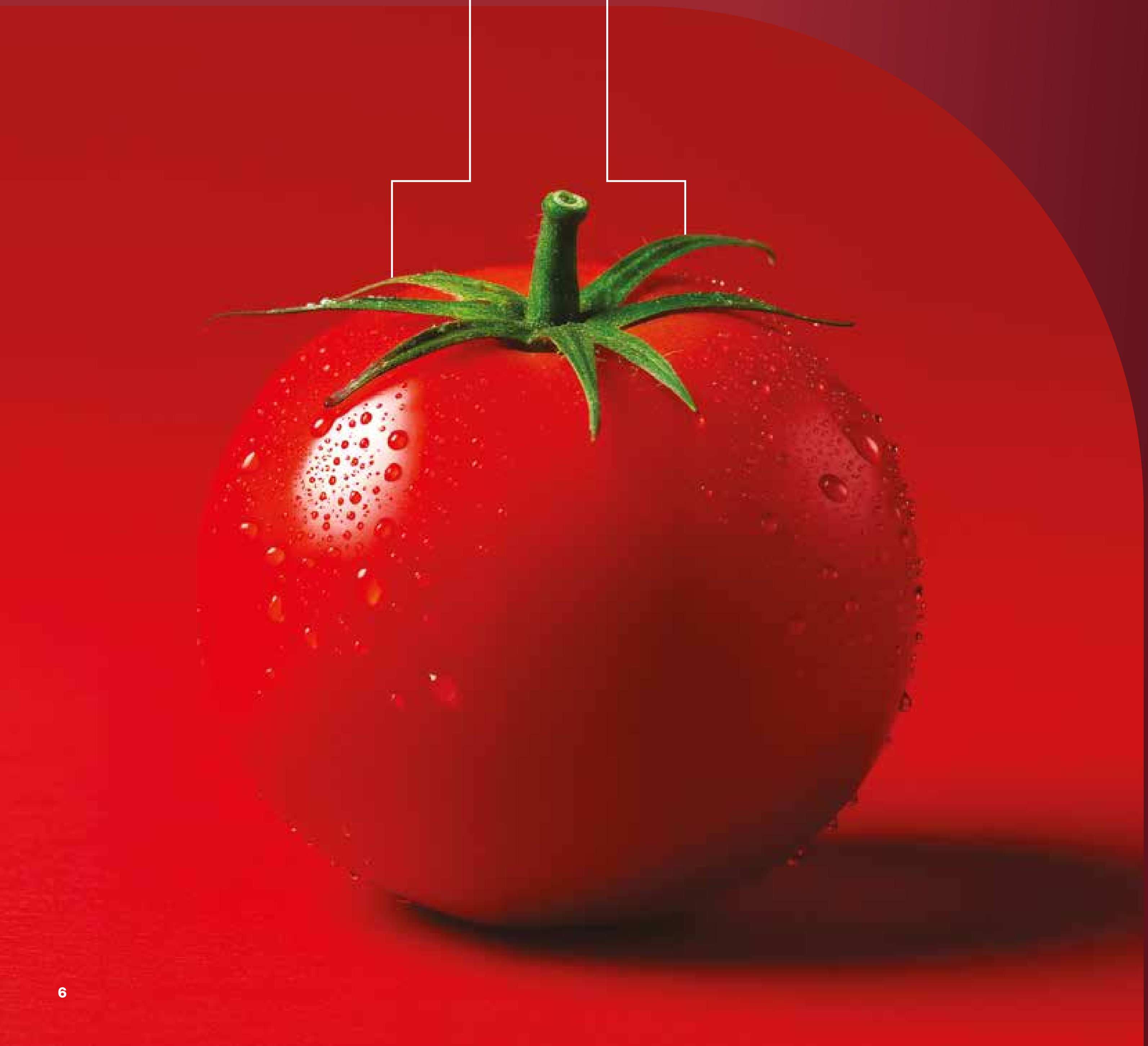
For our People, on the other hand, the Company Supplementary Contract for the years 2025-2028 was renewed during the summer, an agreement of great value that introduces significant measures, expanding welfare, strengthening health prevention, supporting parenting and introducing new forms of organizational flexibility.

Then the Evolution upskilling project continues: a project born with a simple but powerful idea: to grow. Growing as individuals, as a team and as a community towards the Twin Transition through three areas: Sustainability, Cybersecurity and Digital Skills.

And it is precisely to the People of Casalasco that we owe the results obtained: my heartfelt thanks therefore go to all of them.

Together we continue to work to grow the Group and support the evolution of our supply chain over time.

**Costantino Vaia**
CEO of the
Casalasco Group



# The Group
# CASALASCO

# HIGHLIGHTS

**3** **SUPPLY CHAINS** TOMATO, BASIL AND PEA

**5** PRODUCTIVE **PLANTS**

**70** **PACKAGING** LINES

**1ª** AGRO-INDUSTRIAL TOMATO **SUPPLY CHAIN** IN ITALY

over **850,000** tons PROCESSING CAPACITY OF **FRESH TOMATO**

FTE **EMPLOYEES*** **1,027**

**REVENUE** over **537** million euros

**PRODUCTS** B2B OR RETAIL **438,700** tons

**AGRICULTURAL COMPANIES** SUPPLYING FRESH TOMATO THROUGH CASALASCO CONSORTIUM over **800**

* FTE (Full Time Equivalent) represents the average number of employees expressed in full-time equivalents and also includes casual workers and seasonal workers, who work mainly during the peak period of production at the Group's plants

# 1.1 Activities and PRODUCTS

Casalasco transforms and packages industrial tomatoes, basil and peas and produces sauces, soups, pestos, condiments and broths, for retail and food service, in a wide range of formats and packaging.

In particular, the seasonal activity consists in the processing of:

**Fresh tomatoes** (from July to September) for the production of semi-finished products (concentrates, purees, chopped tomatoes and pulp), for internal industrial use or sale, or packaged "live" in the various food service and retail formats (bottles, bricks, cans, etc.), under its own brand or that of other clients (companies and large distribution);

**Fresh basil** (from June to September) for the production of semi-finished products for internal industrial use or for sale;

**Pea** (from May to June) for the production and packaging in cans for the retail channel.

## OUR BRANDS

### Pomì

Founded in the early 80s in the province of Parma, in the heart of the food valley, **Pomì** immediately stood out for its innovative capacity with a cardboard pack, unique for the type of product, which brings it to tables all over the world. Today, the range includes packaging in brick, glass and tin. The Pomì Food Service line is available for professionals in the sector.

### De Rica

**De Rica** was founded in Piacenza in 1963 and grew to become one of Italy's leading canned food industries. It enters the homes of Italians to bring the scent and flavor of fresh tomatoes and the genuineness of its legumes all year round. For out-of-home professionals, there is a dedicated line: "De Rica Professional".

### Pummarò

**Pummarò** is a historic line of tomato-based products. The range, launched in the 70s, has become an icon of Italian preserves, appreciated for its quality and for the use of 100% Italian tomatoes, from a controlled supply chain, processed as soon as they are harvested. The retail range includes Pummarò Passata, Polpabella Chopped Tomatoes, Double Tomato Concentrate, and Sugo Lampo, complemented by three food service products designed for HoReCa professionals.

### Tomato al Gusto

The **"Tomato al Gusto"** range represents a consolidated line of premium ready-to-eat sauces in bricks, with a strong presence on the German market for over thirty years. Its history starts from the 90s and is characterized by 100% Italian tomato-based recipes, variants with aromatic herbs and white sauces.

### Gustodoro

Alta Qualità Italiana

**Gustodoro** is a wide range of products and flavors for those who love preparations inspired by real Italian cuisine. Tomato and legumes in many formats to meet all the needs of consumers and catering professionals.

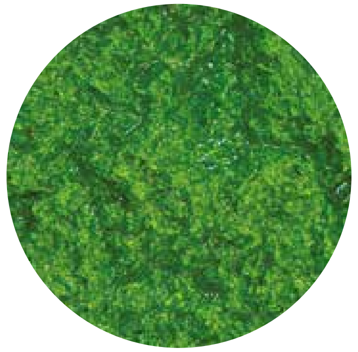
## THE **CO-MANUFACTURING** SEGMENT

Over the last 20 years, the Group has undertaken a policy of production diversification; Casalasco, therefore, is not only identified with tomato-based products, but offers a very wide range of products and recipes, in various formats, to offer international partners standard or tailor-made answers in 4 segments:

**TOMATO**
Pulps, purees and concentrates derived from the processing of fresh tomatoes

**READY-TO-USE PREPARATIONS**
TOMATO-BASED

**KETCHUP**



**READY-TO-USE PREPARATIONS**
NOT TOMATO-BASED

## **BASIL** SUPPLY CHAIN

The Casalasco basil supply chain is a strategic project officially launched with the 2025 campaign. This is the Group's third integrated supply chain, after the historical tomato and pea supply chains, created with the aim of diversifying the business into a market with high added value and creating development opportunities for member farmers.

The initiative involved an investment of more than €10 million in the Fontanellato facility, aimed at installing dedicated lines for the washing, sorting and primary processing of the product. The basil is cultivated under a supply chain agreement, in line with the company's agro-industrial model, ensuring full control of the product throughout the entire process, from sowing to harvest.

Casalasco aims to become a leading player in the premium pesto and basil-based semi-finished products segment, also leveraging its international distribution network.

# 1.2 The FACILITIES

**RIVAROLO DEL RE ED UNITI** (CR)
Province of Cremona - Strada Provinciale 32 snc
**Total Area**: 265,000 sqm
**Activity**: Reception and processing of fresh tomatoes for the production of all types of tomato derivatives (pulps, purees, concentrates). Production of sauces, pestos, condiments, ketchup.

**FONTANELLATO** (PR)
Province of Parma - Via Ghiara, 24
**Total Area**: 182,000 sqm
**Activity**: Reception and processing of fresh tomatoes for the production of all types of tomato derivatives (pulps, purees, concentrates). Processing of fresh basil for the production of semi-finished products. Production of sauces, soups, ready-made broths and white sauces.

**GARIGA DI PODENZANO** (PC)
Province of Piacenza - Via Primo Maggio, 25
**Total Area**: 106,000 sqm
**Activities**: Reception and processing of fresh tomatoes for the production of all types of tomato derivatives (pulps, purees, concentrates); processing of legumes; creation of recipe products.

**BUSSETO** (PR)
Province of Parma - Via Antonio Vivaldi, 7
**Total Area**: 113,000 sqm
**Activity**: Reception and processing of fresh tomatoes for the production of all types of tomato derivatives (pulps, purees, concentrates). Creation of recipe-based products.

**SAN POLO DI PODENZANO** (PC)
Province of Piacenza - Provincial Road to Podenzano, 10
**Total Area**: 140,000 sqm
**Activity**: Reception and processing of fresh tomatoes for the production of all types of tomato derivatives (pulps, purees, concentrates). Creation of recipe-based products.

# 1.3 The HISTORY

**1977**

The **Consorzio Casalasco del Pomodoro** is established as a cooperative entity, bringing together several farms from the **Bassa Pianura Cremonese** for the cultivation and sale of fresh industrial tomatoes.

**1982**

Construction of the **Rivarolo del Re (CR)** plant for the processing of tomatoes.

**2000**

The Consorzio Casalasco del Pomodoro is among the founding members of the Interregional **Fruit and Vegetable Consorzio (C.I.O.)**, ì for common supplies (seeds, fertilizers, etc.) for tomato cultivation.

**2007**

Acquisition of **Boschi Luigi e Figli S.p.A.**, with the Fontanellato plant and the **Pomì, Pomito and Pais brands**. The range of products is expanded with beverages and soups.

**2009**

**Pomì USA Inc.** is established as a trading company with exclusive rights to distribute Pomì brand products in the United States.


**2015**

Incorporation of the **company A.R.P.** (Agricoltori Riuniti Piacentini) with the production plant in Gariga di Podenzano (PC). The tomato supply chain **is joined by the legume supply chain**.

**2017**

Acquisition of the historic **De Rica** brand.


**2018**

Acquisition of the majority of **SAC** (Società Alimentari Carmagnolese S.p.A.), specialized in the **export** and distribution of tomato products, sauces and condiments on the international market.

**2021**

Establishment of **Casalasco Società Agricola S.p.A.** to support a project for the revitalisation of the Italian tomato supply chain

**2022**

Acquisition of 79.4% of the shares of **Emiliana Conserve Soc. Agr. S.p.A.** with 2 production sites: Busseto (PR) and San Polo di Podenzano (PC).

**2024**

Acquisition of the 70% of **De Martino S.r.l.**, a historic trading company specializing in the international trade of Italian canned food products.

**2025**

Acquisition of the **Pummarò, Polpabella and Sugo Lampo** brands for the Italian market and **Tomato al Gusto** for the German market.

Start of the **basil supply chain.**

Inauguration of the **Innovation Center**, a hub of excellence dedicated to research and development and sustainable innovation at the Fontanellato site.

# 1.4 The Group and the SUPPLY CHAIN

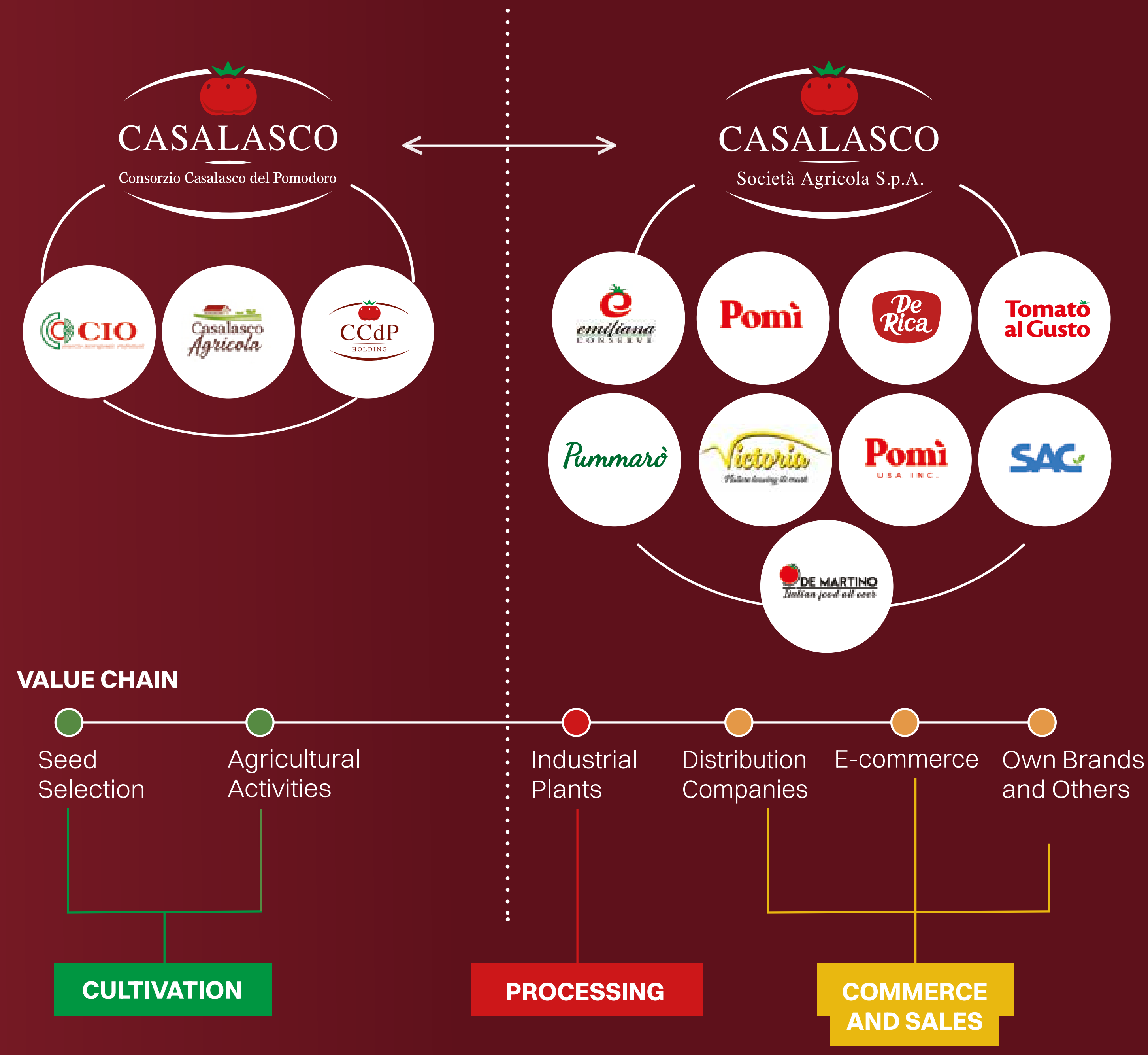
The configuration of the Casalasco Group's supply chain, with the farms that are members of the Casalasco del Pomodoro Consortium playing the dual role of owner members and suppliers of the raw material, allows a high level of integration between the agricultural and processing phases, unique in the Italian panorama and not found in other industrial supply chains.

The close relationship between the agricultural and processing phases, ensured by the synergy between the Management of the Casalasco Consortium and those of the Casalasco Group, ensures the coordination of strategic and operational choices along the entire supply chain starting from the various choices, the quantities, the cultivation method, the quality parameters of the berries, and so on, ensuring continuous satisfaction of the requirements set out in contracts and clients specifications.

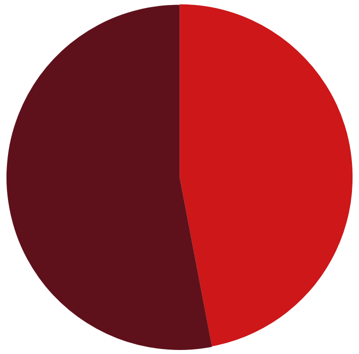
In particular, the Casalasco Consortium oversees the part of the supply chain in the field, through agronomic activities ranging from seed selection, to assistance and controls in the nursery and in the field. This approach makes it possible to guarantee the Casalasco Group's production plants a product with high quality standards, compliant with market demands and processed within 12 hours of harvesting.

The Group also provides the Consortium with a series of services including:

- **Quality Assurance activities:** Management of certified systems and customer protocols (traceability, support for certifications and application of technical protocols, internal audits), training, documentation development, etc.
- **Integrated management of the campaign:** With regard to the varieties to be sown, transplant plans, field checks, delivery plans and logistics, to ensure the optimisation of the supply to the various plants and the management of any critical issues (weather, plant and production problems, etc.).



**Casalasco Società Agricola S.p.A.** is a joint-stock company, unlisted, established in 2021 and 53.5% owned as of 31/12/2025 by Consorzio Casalasco Soc. Agr. Coop. and for the remaining share by FSI Holding 3 which sees, internally, several investors.





## CONSORZIO CASALASCO DEL POMODORO SOC. AGR. COOP. HOLDS CONTROLLING INTERESTS IN THE FOLLOWING COMPANIES:

### CIO

**62% owned by Consorzio Casalasco Soc. Agr. Coop.**, deals with the collective purchase of technical means of cultivation, control and verification of seed genetics (non ogm). It guarantees traceability in the early stages of the supply chain, promotes production techniques with a reduced environmental impact.

### CASALASCO AGRICOLA

An agricultural company of about 100 hectares distributed in the provinces of Parma, Cremona and Mantua. 100% owned by the Casalasco del Pomodoro Consortium, it develops research and experimentation projects with the aim of testing high-performance and sustainable agronomic solutions in the field to be subsequently applied in the fields of member farmers.

### CCDP HOLDING

CCdP Holding is a joint-stock company whose shareholders are agricultural enterprises that are members of Consorzio Casalasco del Pomodoro. The company's primary purpose is the management of financial activities and the provision of technical and managerial coordination services to affiliated companies.
On 30 June 2025, as part of the completion of the transaction with FSI, CCdP Holding sold its shareholding in Casalasco S.p.A. Following the disposal, the company was voluntarily placed into liquidation, having fulfilled its corporate purpose.

## **CASALASCO SOCIETÀ AGRICOLA S.P.A.** CONTROLS:

100%

**POMÌ USA INC**

Pomì USA Incorporated is **100%** owned by the Group. The company was founded in 2009 and is the exclusive distributor of Pomì branded products in the USA.

70%

**S.A.C. S.P.A.**

S.A.C. S.p.A. is **70%** owned. The company distributes Private Label products in Europe, particularly in France. It owns the Victoria brand.

100%

**EMILIANA CONSERVE S.P.A.**

Emiliana Conserve S.p.A. is **100%** owned.

70%

**DE MARTINO S.R.L.**

DE MARTINO S.r.l. is **70%** owned.

### EMILIANA CONSERVE

**Emiliana Conserve is a company that processes and packages preserved products.** Founded in 1985 in Busseto (PR), in 2007 it acquired the plant in S. Polo di Podenzano (PC); it works on behalf of the main Private Labels and the most important brands in the food sector, for the national and foreign market, with types of packaging such as glass, tinplate, aluminum tubes and aseptic drums.

### POMI USA INC.

**Pomì USA Inc. is a U.S. incorporated trading company and the exclusive importer and distributor of Pomì-branded products in the United States.** Pomì USA Inc. operates through its offices located at 315 Madison Avenue, New York, where it carries out representation, sales, marketing and operational activities aimed at promoting the development and growth of the Pomì brand across the U.S. market.

### S.A.C.

**S.A.C. S.p.A. is a trading company that has been operating in the preserved food sector for over fifty years.** Founded in 1965 in Carmagnola (Turin, Italy), the company has an international footprint, with commercial representative offices in five countries, dozens of exclusive distributors and customers in more than 80 countries worldwide. Its core reference market is the region comprising France, Belgium and the Netherlands.

The company's strong export orientation is reflected in its export share, which exceeds 93%, complemented by coverage of the out-of-home channel, served both through major multinational organisations and through local distributors and operators across Europe and beyond. Tomatoes and tomato-based products represent the core business of S.A.C. S.p.A., which supplies major retail chains primarily located across the European market.

### DE MARTINO S.R.L

**De Martino S.r.l. is a trading company that operates on international markets.** In January 2024 it became part of the Casalasco Group with the specific aim of overseeing and developing the business in strategic markets such as the Far East (in particular Japan), Scandinavia and the Baltic countries. The Company has its headquarters in Parma; in addition to the Group's products, De Martino S.r.l. offers other product categories such as pasta, oil, vinegar, legumes.

# 1.5 GOVERNANCE

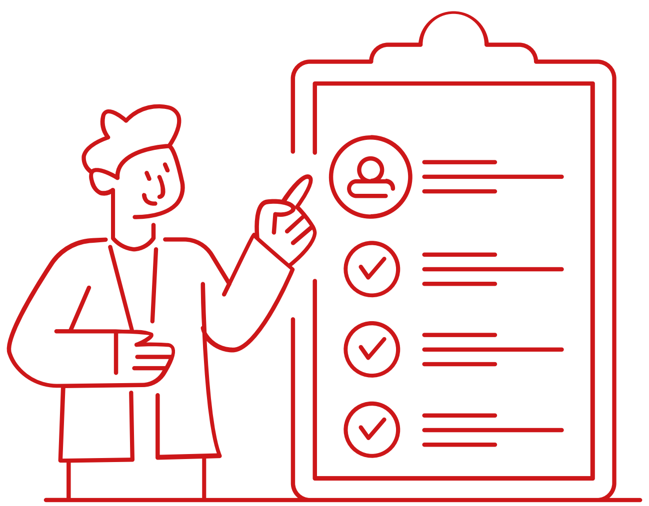
Casalasco Società Agricola S.p.A. has a traditional governance structure consisting of:

- **Shareholders' Meeting**
- **Board of Directors**
- **Board of Statutory Auditors**

## SHAREHOLDERS' MEETING

It represents the most important body of the company and is composed of all shareholders duly registered in the shareholders' register. It appoints the members of the Board of Directors and the Board of Statutory Auditors, as well as the statutory auditor; it approves the Financial Statements and deliberates on matters concerning the company's articles of association and those relevant to the life of the company (such as the duration of the company itself, extraordinary operations like mergers, demergers, transfers of business branches, and any changes to the corporate purpose).

The Shareholders' Meeting for the approval of the 2025 Financial Statements was held on 30/04/2026.



## MEMBERS

Casalasco Società Agricola S.p.A. is owned by the following shareholders: Consorzio Casalasco del Pomodoro, FSI Holding 3 S.r.l. and MC Scarlet S.r.l. who participate in the investment through the purchase of shares and capital increases.

On 30/06/2025 a new investment agreement was finalised among the shareholders of Casalasco Società Agricola S.p.A. As a result of this transaction, the private equity fund FSI II, managed by FSI SGR S.p.A. (FSI) through FSI Holding 3 S.r.l. (FSI Holding 3), replaced QuattroR SGR S.p.A. (QuattroR) and other shareholders, becoming the reference financial partner alongside the stable shareholder Consorzio Casalasco del Pomodoro Soc. Agr. Coop. The QuattroR fund, through MC Scarlet, retained an equity stake in the company.

Casalasco is a member of the Industrial Association (Cremona section) and of Confcooperative.

FSI

FSI is the largest operator in Europe dedicated to a single country, Italy; it boasts an important history of success in developing partnerships with international brands and, together with its investee companies, has always built stories of business growth and strengthening of competitive positioning in the market. The entry of the FSI II fund as a new financial partner represents a very important moment for the Casalasco Group to relaunch the strategic business development project; the goal is to create a great European and world leader in the tomato sector based on a supply chain that adopts innovative agricultural practices aimed at minimizing environmental impacts, the protection of biodiversity, water resources and the regeneration capacity of the soil, as well as the enhancement of the production of high quality Italian products.

## BOARD OF DIRECTORS

In accordance with applicable regulations, the Shareholders' Meeting appoints the Board of Directors, as well as the Chairman and a Vice Chairman, who generally remain in office for the entire term of the directors' mandate. In the event of absence or impediment of the Chairman, the Vice Chairman shall act in their place, and if the latter is also unavailable, the oldest-serving director shall assume the role.

The Board of Directors is the corporate body with strategic and institutional powers, responsible for defining the company's economic and strategic guidelines, assessing the adequacy of the organisational, administrative and accounting structure, and overall determining both ordinary and extraordinary management of the company.

The Board of Directors appoints the Chief Executive Officer, who holds legal representation of the Company, and is responsible for appointing and dismissing senior managers, as well as approving budgets, business plans and resolutions to be adopted by subsidiaries. The Board periodically reviews management reporting and the economic and financial statements, including an overview of the positive and negative impacts generated during the financial year.

The Shareholders' Meeting determines the remuneration of the Board of Directors, while the Board itself defines its allocation among directors based on their specific delegations. The appointment and assessment of Board members are carried out in accordance with Italian civil law and the provisions of the Company's bylaws. Board members are eligible for re-election. In the current composition, no members representing vulnerable or underrepresented social groups are identified.

The Board oversees and monitors economic performance, environmental and safety compliance, as well as social aspects, with the support of the Supervisory Body and the Board of Statutory Auditors, which annually issue a summary report on their audit activities, including a description of their findings and outcomes.

In the event of conflicts of interest involving senior executives, such situations are disclosed in accordance with Italian law to the Chief Executive Officer or, in the case of a Board member, to the Board of Directors itself. Where required by law, the Company also issues specific press releases describing the nature of any conflict of interest involving senior management.

The Company ensures an adequate level of involvement of Board members in sustainability-related matters. Over the years, the Group has worked to strengthen directors' competencies in this area; however, no specific training sessions were conducted during 2025.

The Board of Directors is significantly involved in managing the Group's impacts on economic, environmental and social matters. In this context, during 2025 Board meetings, the implementation and outcomes of the ESG Strategic Plan were monitored, as described in paragraph xx. In addition, some Board members were involved in the definition process of the Group's new ESG Strategic Plan, whose implementation is expected to begin in 2026.

Top management performance is assessed based on the achievement of corporate and individual Key Performance Indicators (KPIs), which determine the allocation of an annual bonus. KPIs are defined annually and linked to the objectives established during the budgeting process. Each employee has the opportunity to evaluate the Chief Executive Officer, their direct manager, based on the "employee/manager" relationship.

Board members are also involved in the preparation of the Sustainability Report. External stakeholders are informed annually by the Board of Directors of its activities through the engagement channels described in Chapter 2 "The Group's Stakeholders" and through the publication and dissemination of both the Sustainability Report and the Financial Statements.

As of December 31st, 2025, the Board of Directors of Casalasco Società Agricola S.p.A. is composed of 8 directors, including the Chairman: 2 executive and 6 non-executive members.

The Board of Directors currently in office was elected on 30/06/2025 and will remain in office until the shareholders' meeting convened to approve the 2027 financial statements. In 2025, the Board of Directors met eight times.
Marco Sartori, President of Consorzio Casalasco del Pomodoro since December 18th 2023 and President of Casalasco Società Agricola S.p.A. since 21 December 2023, was reconfirmed as President of Casalasco S.p.A.. Furthermore, at the Ordinary General Meeting of the Consortium held on 6 May 2025, he was re-elected as President of the Consorzio Casalasco del Pomodoro for the next three-year term.
The position of Chief Executive Officer was granted by the Board of Directors to Costantino Vaia on **December 28th 2021**. On **June 30th 2025**, he was reconfirmed in the role for the upcoming three-year term.

During the second half of 2025, the Board of Directors established three committees:

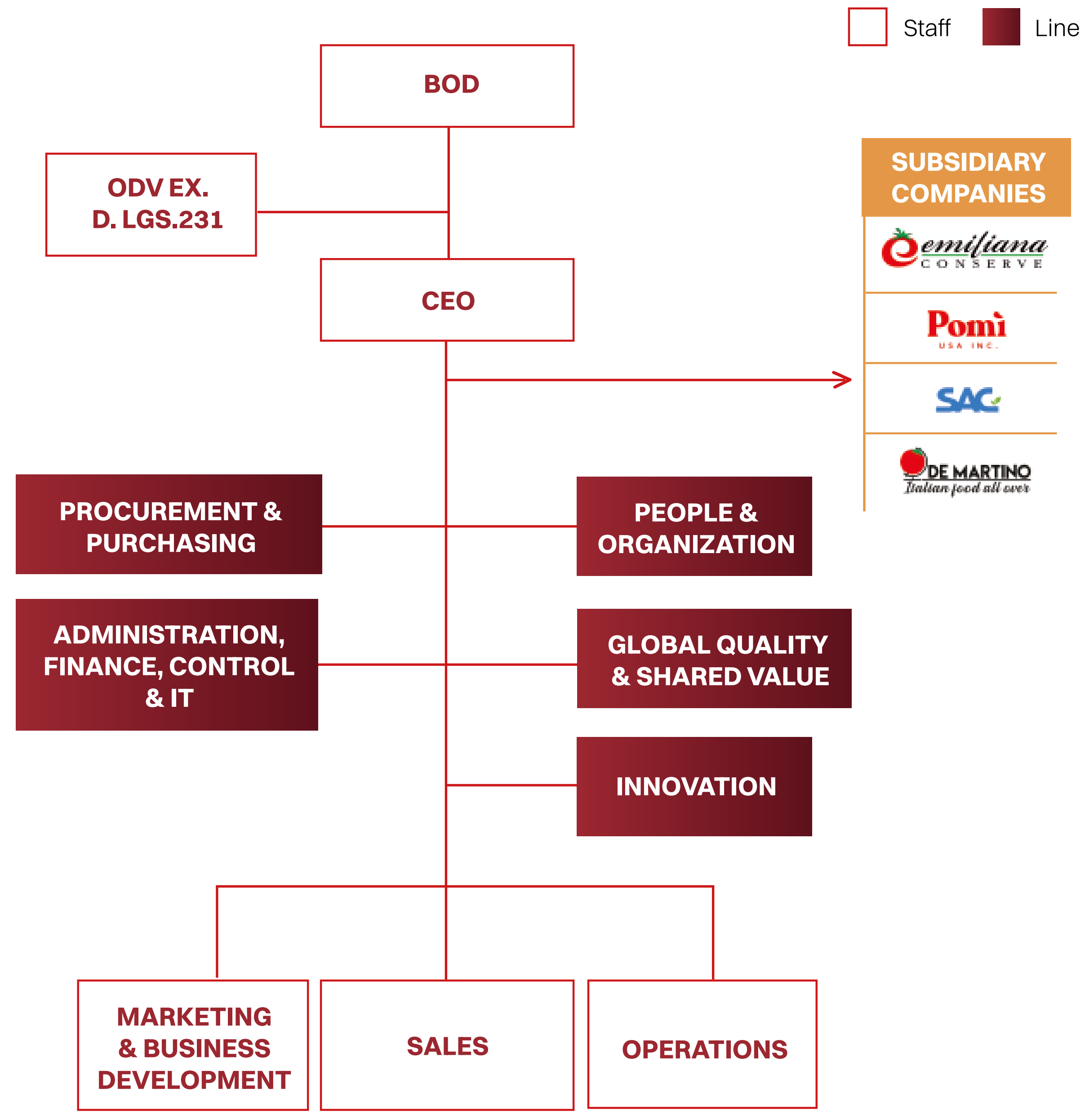
- Risk and Internal Control Committee, with advisory and support functions to the Board of Directors regarding risk management and internal control systems. Established on **July 11th 2025**, it meets on a semi-annual basis.
- Sustainability and Cybersecurity Committee, responsible for the implementation and monitoring of the company's and the group's Environmental, Social and Governance and Cybersecurity policies. Established on **July 11th 2025**, it meets on a quarterly basis.
- Extraordinary Transactions and Finance Committee, which supports and advises the Board of Directors on extraordinary transactions, as well as the supervision and monitoring of the group's performance. Established on **June 30th 2025**, it meets on a monthly basis.

The above-mentioned committees remain in office for the same three-year term as the Board of Directors.

## BOARD OF STATUTORY AUDITORS

Composed of 3 standing auditors appointed for 3 financial years and 2 alternate auditors, the Board of Statutory Auditors carries out the supervisory activities provided for in Rule 3.8 of the "Rules for the composition of the board of statutory auditors of unlisted companies", drawn up by the National Council of Chartered Accountants and Accounting Experts and verifies the correct preparation of the financial statements. Finally, the statutory audit of the accounts is entrusted to an external auditing firm (ERNEST & YOUNG), with a three-year mandate, which every year issues an initial report on the keeping of the accounts and the correctness of the data and information presented in the financial statements. The Board of Statutory Auditors was elected on 30/06/2025 and is in office until the shareholders' meeting to approve the 2027 financial statements.

## ORGANIZATIONAL STRUCTURE
OF THE CASALASCO GROUP



# 1.6 ETHICAL CONDUCT and Responsible

## PURPOSE

Enhancing the Italian agro-industrial supply chain, now and for future generations, creating value equally shared among all the actors involved, respecting nature and its times and guaranteeing people's health and quality of life.

## VISION

To be a world leader in 100% Italian processing tomatoes, from the agricultural phase to distribution.

## MISSION

Involve and aggregate the most advanced farms, which ensure high quality raw materials, following the principles of environmental and social sustainability. Identify market needs to offer partners and consumers innovative, safe and controlled food products according to the highest quality, technological and process standards.

## VALUES

- Mutuality, relationality and continuity over time
- Respect for the environment and proximity to the territory
- Transparency and compliance with the rules
- Defense of consumer health and promotion of healthy lifestyles
- Excellence, innovation and continuous improvement

## MODEL 231 AND ETHICAL APPROACH

The Casalasco Group has adopted an ethical model capable of directing corporate decisions towards sustainability, social responsibility, transparency and accountability, to protect stakeholders, build a solid reputation and ensure the creation of shared value in the long term. In line with the principles enshrined in its bylaws and in application of the ethical business model with which it identifies, it is committed to the dissemination of a culture based on ethical conduct established in the organization, management and control model (the "model" or "organizational model") in accordance with the provisions of Legislative Decree no. 231 of 8 June 2001.

The Organisational Models of Casalasco Società Agricola S.p.A. and Emiliana Conserve S.p.A. are composed of the following parts:

- **Code of Ethics**
- **Summary Table of predicate offences**
- **Risk mapping**
- **Information flows to the Supervisory Body**
- **Regulations of the Supervisory Body**

Special parts relating to the following areas:

- **Special Part 1:** Manslaughter and permanent bodily injury with violation of accident prevention and health and safety regulations at work
- **Special Part 2:** Computer crimes and unlawful data processing
- **Special Part 3:** Environmental Crimes
- **Special Part 4:** Corruption between private individuals
- **Special Part 5:** Fraud in the exercise of industry and commerce with particular reference to the crimes of alteration of food products, all hinged on the Group's operating practices.

This structure aims to promote a cooperative and transparent approach towards stakeholders, to prevent unethical and/or illegal conduct in the conduct of business, to ensure the performance of corporate activities in compliance with current legislation and according to the provisions of the Casalasco Code of Ethics. In accordance with the provisions of the legislation, Casalasco applies a "Whistleblowing" reporting procedure (an institution aimed at protecting the conduct of people who report irregularities, violations of the law or criminal offences committed, or who are presumed to be such, within its work area), with the issuance of a specific protocol and the preparation of collection channels and registration for detailed reports of unlawful conduct. During 2025, no reports were recorded. Training interventions are planned for 2026 for directors, top management, new hires from Casalasco Società agricola S.p.A. and Emiliana Conserve S.p.A. The code of ethics is also expected to be extended to subsidiaries with related training for top management and employees.

## RULES TO PROTECT FAIR BUSINESS

The Code of Ethics identifies the pillars of corporate action in order to prevent any corrupt practices:

- Provide high quality products and services that meet the Customer's reasonable expectations and protect their safety and security
- Provide accurate, complete and truthful information
- Be consistent in advertising, commercial or any other kind of communication
- Scrupulously observe the regulations in force and the internal procedures relating to the selection and management of relations with suppliers
- Adopt objective and transparent evaluation criteria in the selection of suppliers
- Observe and comply with the applicable legal provisions and the contractual conditions in the supply relationships without claiming undue advantages
- Be inspired by the principles of fairness and good faith in correspondence and dialogue with suppliers, in line with the strictest commercial practices

Finally, Casalasco complies with all applicable laws and regulations to protect transparent and regular relations with the Public Administration, authorities and other regulatory bodies.

Casalasco adheres to the Global Compact, a United Nations initiative created to encourage companies around the world to adopt sustainable policies, respecting corporate social responsibility and to make public the results of the actions taken.

As part of the COP (Communication on Progress) prepared every year for the Global Compact, Casalasco highlights the actions taken to promote relationships with its customers and suppliers based on honesty, transparency and integrity.

## APPLICATION OF THE LEGISLATION PROTECTING INFORMATION SECURITY

Casalasco Società Agricola S.p.A. and Emiliana Conserve S.p.A. are subject to Legislative Decree 138/2024 which implements EU Directive - 2022/2555 Network and Information Security 2 (NIS 2). In compliance with the deadlines set by law, the Group has verified its applicability and registered it on the official portal of the National Cybersecurity Agency (ACN).

The application of the NIS 2 directive involves an important commitment in the proactive and transparent management and accountability in terms of asset management and corporate information. To this end, the Casalasco Group is proceeding with the necessary formalities and integration of the pre-existing organizational models starting from the Integrated Management System, the Privacy Organizational Model and the Model 231.

# SUSTAINABILITY PLAN

Following the definition of the new corporate structure, the Casalasco Group confirmed that the adoption and maintenance of an active strategy on ESG (Environment, Social and Corporate Governance) issues is a priority for the long-term sustainability of Casalasco and its business model. Therefore, in 2025 work was done on the definition of an ESG Plan with the following key points:

**Governance Management**

1. Ensure CSRD compliance
2. Strengthening the governance set-up

**Social Impact Management**

3. Enhancing human capital
4. Strengthening the protection of Health and Safety
5. Promoting a responsible supply chain
6. Supporting the attractiveness of the agricultural profession
7. Promoting the evolution of dietary practices

**Environmental Impact Management**

8. Accelerating the transition to a low-emission food system along the value chain
9. Integrate biodiversity and soil protection into strategies and operational practices
10. Optimize natural resource management

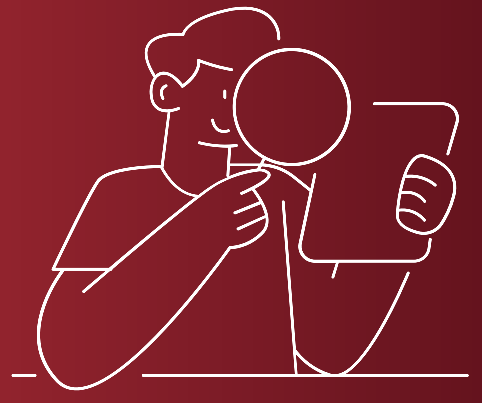
The structuring of the Plan, valid for five years (2026-2030), provides for a focus on biodiversity and territorial communities, with the key areas divided into sub-areas, objectives and operational activities.

The contents will be built in line with the CSRD requirements and with the transition to ESRS, ensuring terminological consistency and compatibility with information requirements. The governance structure of the project provides for the involvement of all internal stakeholders to collect evidence on priorities, risks/opportunities and existing initiatives.

Chapter 2 outlines the progress made on the Strategic Plan adopted in 2024. The management of environmental aspects throughout the agricultural supply chain is detailed in Chapter 3, "Stewards of the Land" (p. 83), while industrial projects are described in Chapter 7, "Environmental Sustainability."

# 1.7 QUALITY Assurance and Global Risk Management

Casalasco has equipped itself with an integrated management system aimed at proactive, systemic control and consistent with the risks arising from its activity and the mandatory rules and applicable voluntary policies.



Indicators and KPIs (key performance indicators) of the integrated system continuously provide a complete and reliable information base for the strategic planning and reporting process underlying this sustainability report.

System and product certifications allow the Group constant feedback on the correctness of the approach adopted, facilitate the improvement process, as well as providing external evidence of the reliability and significance of the results obtained.

## CERTIFICATIONS

Casalasco's integrated management system covers aspects of product quality and safety, ethics and social responsibility, management of the supply chain, environmental aspects, product standards and customer specifications.

### UNI EN ISO 22005:2008

Traceability system in the agri-food supply chains applied to the tomato and pea supply chains.
*(Plants in Rivarolo del Re, Gariga di Podenzano, Fontanellato, San Polo di Podenzano, Busseto)*

### PRODUCT CERTIFICATION

- 100% tomato raw material of Italian origin
- Controlled supply chain for the use of non-GMO seeds
- QC mark "Controlled Quality" in accordance with the agricultural production specification under the integrated pest management regime of the Emilia-Romagna Region (L.R. 28/99): industrial product

*(Plants in Rivarolo del Re, Gariga di Podenzano, Fontanellato, San Polo di Podenzano, Busseto)*

- QC mark "Controlled Quality" in accordance with the agricultural production specification under the integrated pest management regime of the Emilia-Romagna Region (L.R. 28/99): Pea

*(Plant in Gariga di Podenzano)*

### ORGANIC CERTIFICATION

For the packaging of organic food in compliance with EU Regulation 2018/848 and organic agri-food production.
*(Plants in Rivarolo del Re, Gariga di Podenzano, Fontanellato, San Polo di Podenzano, Busseto)*

### ISO 22000:2018 CERTIFICATION

Standard applied on a voluntary basis by food business operators that integrates the main management systems for the safety of the food industry and risk analysis and control of critical points (HACCP).
*(San Polo di Podenzano, Busseto plants)*

### FOOD SAFETY COMPLIANCE CERTIFICATION

According to the BRCGS (British Retail Consortium Global Standard) and IFS (International Food Standard) standards relating to the adoption of a HACCP system, the implementation of a documented quality system and the control of products, processes, personnel and environmental conditions of the establishment. The BRCGS certification of the 5 sites also includes the FSMA addendum, a voluntary supplementary audit, certifying the company's compliance with the FDA's US rules on preventive controls for human nutrition (PCHF).
*(Plants in Rivarolo del Re, Gariga di Podenzano, Fontanellato, San Polo di Podenzano, Busseto)*

### KOSHER CERTIFICATION

For semi-finished tomato products, Kosher and Kosher Passover for some types of finished products.
*(Plants in Rivarolo del Re, Gariga di Podenzano, Fontanellato, San Polo di Podenzano, Busseto)*

### HALAL CERTIFICATION

For semi-finished tomato products and for some types of finished products.
*(Plants in Rivarolo del Re, Gariga di Podenzano, Fontanellato, Busseto, San Polo di Podenzano)*

**GFCO CERTIFICATION - GLUTEN-FREE**

For Pomì brand products exported to the United States. The GF logo, issued by the GF Certification Organization, guarantees compliance with gluten levels well below the legal limits (<10ppm).

*(Plants in Rivarolo del Re, Gariga di Podenzano, Fontanellato)*

**NON-GMO CERTIFICATION - NON GMO PRODUCT VERIFIED (NSF)**

For Pomì brand products based on tomatoes exported and marketed in the United States.

*(Plants in Rivarolo del Re, Gariga di Podenzano, Fontanellato)*


**CERTIFICATION OF THE ENVIRONMENTAL MANAGEMENT SYSTEM**

For the control of business processes in compliance with the UNI EN ISO 14001:2015 standard.

*(Plants in Rivarolo del Re, Gariga di Podenzano, San Polo di Podenzano, Busseto)*

**RSPO - SUPPLY CHAIN CERTIFICATION SYSTEM**

With the aim of promoting the growth and use of sustainable palm oil products through credible global standards and stakeholder involvement; The certification is applied to ingredients/flavours involved in the "segregation" chain of custody.

*(Fontanellato plant)*

**EMAS REGISTRATION**

Of the Rivarolo del Re plant with IT001234 number and of the Gariga-di Podenzano plant with number IT000383. EMAS is a voluntary instrument created by the European Community to which organizations (companies, public bodies, etc.) can join to evaluate and improve their environmental performance and provide the public and other interested parties with information on their environmental management. The primary purpose of EMAS is to contribute to the achievement of sustainable economic development, highlighting the role and responsibilities of companies.

**ISCC-PLUS CERTIFICATION**

(International Sustainability and Carbon Certification) relating to the chain of custody of the raw material basil (fresh basil, frozen and semi-finished basil) certified on the basis of sustainability requirements.

*(Rivarolo del Re and Fontanellato establishments)*

**CERTIFICATION OF THE OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM**

For the design, implementation and maintenance of business processes in accordance with the UNI EN ISO 45001:2018 standard.

*(Busseto, San Polo di Podenzano plants)*

**SEDEX REGISTRATION**

All 5 of the Group's production sites are certified according to the SMETA (Sedex Members Ethical Trade Audit) scheme, one of the largest ethical trade promotion organizations in the world.

**ECOVADIS**

Casalasco and Emiliana Conserve are registered in EcoVadis, which provides a detailed assessment of sustainability performance, providing a rating based on environmental, social and ethical criteria. It should be noted that, with reference to 2024, Casalasco has obtained the "Bronze" rating, while Emiliana Conserve - in its first year of membership - has obtained the "Committed" rating.

2

# Commitments to the **STAKEHOLDERS**


# 2.1 STAKEHOLDERS of the Casalasco Group

## CONSORZIO CASALASCO DEL POMODORO S.A.C.

**The Consorzio Casalasco del Pomodoro gives life to the most important agro-industrial chain in Italy.**

For this reason, the strategies and objectives of the Casalasco del Pomodoro Consortium will be an integral part of the Casalasco Group's 2026-2030 ESG planning in relation to fundamental issues such as:

- Preserving natural resources;
- Accelerating the transition to a low-carbon food system
- Supporting the attractiveness of the agricultural profession. The activities of the Consortium are described in Chapter 3 of this document.

## INSTITUTIONAL INVESTORS

Institutional investors are subjects who invest the funds collected in the securities and real estate market in a systematic and professional way. Institutional investors in securities include open-ended and closed-end mutual funds, pension funds, financial companies, insurance companies and banks. These subjects, thanks to their targeted activity, perform an important function of channeling the savings available from private entities. Starting from March 2025, the FSI Fund has invested in Casalasco with an aggregative project that envisages growth not only in size, but also in terms of the development of sustainability issues and projects. The description of the transaction is in Chapter 1 "The Casalasco Group".

## EMPLOYEES

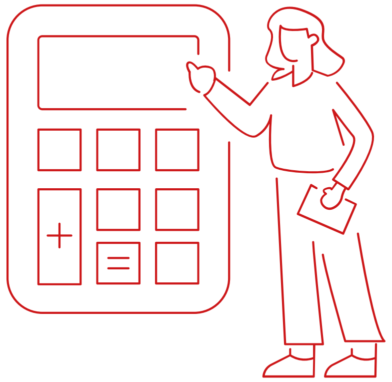
To whom Chapter 6 "The People" is dedicated.


### CUSTOMERS AND CONSUMERS

The customers of the Casalasco Group are divided into final consumers of the branded product and customers of the industrial, Co-manufacturer, Private Label and Food Service channels. Branded products: customers are end consumers reached directly by distributing their own brand products in the large-scale retail channel or through importers or distributors located in various countries around the world. Co-Manufacturing: customers are multinational companies that own their own brands that share research and development projects for their products and subsequent large-scale production with the Casalasco Group.

### SUPPLIERS

This category includes all those who supply goods and services beyond the raw material. These are heterogeneous subjects in terms of merchandise handled, size and structure. The suppliers of raw materials, ingredients and packaging of Casalasco Agricola S.p.A. sign a commitment to comply with the law and the principles of the Group's Code of Conduct, and are evaluated both in relation to the quality of the products/services provided, and for the economic aspect and for the social and environmental aspects, also thanks to the use of the Synesgy portal to which they must register, providing information on the environmental, social and governance dimensions. A snapshot of purchases is provided in Chapter 4 "From the fields to the table".



### INSTITUTIONS AND CONTROL BODIES

These are all those subjects who are responsible for verifying compliance with the mandatory regulations that govern the Group's activities, with regard to the economic and management part and safety of personnel, environmental, hygiene and safety of the product and all other applicable mandatory regulations. The Casalasco Group has an approach based on transparency, integrity and collaboration, principles enshrined in the Ethical Code and implemented through the operating practices and controls provided for by the Integrated Management System.

### BANKS AND FINANCIAL INSTITUTIONS

These are the economic operators who provide the Group with the financial means that allow it to operate while having the means to make investments and to manage in the short term the physiological financial needs generated by the time lags between payments and collections. These are subjects for whom it is essential to carry out a risk and compliance analysis that gives adequate security regarding the integrity, solidity and reliability of the financed organization. These analyses today go far beyond the evaluation of traditional economic and financial assets but extend to the ESG performance covered by this report.

### MEDIA

It is a very vast and heterogeneous panorama of media, from the most traditional ones such as print media to social media. While they support the Group in conveying information to stakeholders, they also have great power in managing reputation and trust with a wide audience of customers and consumers, and other stakeholders. The Casalasco Group oversees the various channels and means of information, adhering to the principles for transparent, truthful and respectful communication of the recipients, also with regard to what is included on the label.


## COMPETITORS

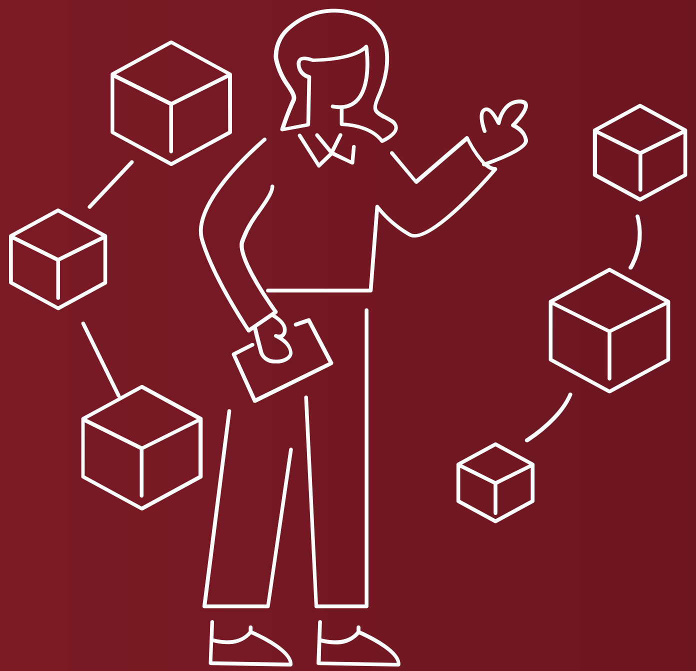
The competitors of the Casalasco Group are the top-of-the-range food brands and companies on a national and international level, which operate in the segments of processing and packaging of tomatoes for industry, food service, production of ready-to-eat products, both with products under their own brand and as co-manufacturers. Casalasco recognizes the value of fair competition - it has in fact adopted an anti-corruption policy - and is committed to ensuring that a transparent and law-abiding market offers customers and consumers a wide choice of increasingly better products. An overview of the markets in which the Casalasco Group operates is provided in Chapter 5 "The scenario and the value".

## TERRITORY, ENVIRONMENT AND FUTURE GENERATIONS

The Casalasco Group cannot ignore the strong link with the territories where the farms from which the supply chain originates are based. An action that involves the ability to aggregate and promote models and practices typical of an innovative, low-impact agriculture, attentive to the fragility of the territory and the communities that inhabit it. This means working so that the land can continue to bear fruit, in a long-term perspective that transcends generations, in the full cooperative spirit. The description of the supply chain and the initiatives to defend environmental sustainability in its various stages is provided in Chapter 3 "Keepers of the land".

## LOCAL COMMUNITIES

Local communities are made up of the social, economic and environmental fabric on which the activities of the Casalasco Group are based. Strengthened by its traditional link with the territories of which it is a direct expression, the Group maintains a privileged relationship with the communities that host its settlements, promoting their economic and social development, listening to their requests and operating with a sense of responsibility and respect.



# 2.2 MATERIALITY analysis

During 2024, the Casalasco Group launched a materiality analysis process, which made it possible to review and validate the list of its material topics, i.e. the most relevant issues on which to base the dialogue with stakeholders.

This process complied with the GRI Universal Standards 2021, and in particular the “GRI 3 - Material Topics” Standard. This standard defines the steps for identifying material issues through the application of a methodology based on the significance analysis of impacts.

The identification process was carried out in an articulated way starting from a benchmark analysis, in which guidelines defined by international organizations and authoritative publications such as, among others, the Sustainability Accounting Standard Board (SASB) and the S&P Global Yearbook were considered.

Finally, the content of the “GRI 13: Agriculture, Aquaculture and Fishing Sectors (2022)” Standard was integrated into the analysis, which can therefore be considered an additional reference for reporting.

The results of the materiality analysis were approved by the Group's ESG committee, which formalized the list of 14 topics and their impacts, considering them representative of stakeholder expectations.

The evidence of this analysis is provided in the table on page 49, which reports the relevant material issues. These issues have been the basis of ESG strategic planning until 2025, the progress of which is reported on page 54.



Page 50 summarizes the channels of dialogue with the various interested parties. As already indicated in paragraph 1.6, at the end of 2025 the main lines of a new ESG plan were identified and will be launched in the first months of 2026. This will be followed by the analysis for constructing the double materiality matrix as required by the European Union directive introducing the Corporate Sustainability Reporting Directive (CSRD).

The list of material topics for the Casalasco Group, in order of relevance, is as follows:

RELEVANCE

- Ethics and compliance
- Business outcomes and value creation
- Protection of human rights
- Food quality and safety and customer satisfaction
- Supply chain traceability and product certifications
- Product and packaging innovation
- Climate change risk management
- Natural resource management
- Responsible communication and labelling
- Occupational health and safety
- Staff management and well-being
- Community Support & Development
- Diversity and equal opportunities
- Italianness

Environmental topics | Governance topics (including economic aspects) | Social topics

# 2.3 STAKEHOLDER engagement

The table below highlights the main channels of dialogue for each stakeholder:

| | |
|---|---|
| **CONSORZIO CASALASCO DEL POMODORO** | • Board of Directors and Executive Meetings<br>• ESG Report construction road map<br>• Financial statements and financial reports<br>• Integrated contacts and processes between institutions and offices of the two Group companies |
| **INSTITUTIONAL INVESTORS (FSI FUND)** | • Financial statements and financial reports<br>• ESG Report construction road map<br>• Board of Directors and Executive Meetings<br>• Sustainability report and strategies<br>• Business analysis and due diligence<br>• Meetings and contacts with top management<br>• Management and operational committees<br>• Ratings by specialized operators (ratings) |
| **EMPLOYEES** | • Communication boards at the plants and offices<br>• my.studioziveri.it portal dedicated to administrative communications<br>• Events for institutional communications<br>• Regular meetings with the social partners<br>• Service orders and provisions, internal communiqués<br>• Reserved channels for internal reporting (Whistleblowing, Suggestion Box)<br>• Events and Talks |
| **B2B CUSTOMERS** | • Daily relationship with the Sales Offices and Quality Assurance<br>• Meetings and presentations during the main trade fairs<br>• Meetings with strategic customers to present the Sustainability Report and the results of the Casalasco Group<br>• Websites, social pages<br>• Joint management of sustainability and supply chain projects<br>• Questionnaires and digital platforms |
| **CONSUMERS** | • Websites, social pages, other digital communication tools<br>• Communication campaigns<br>• Events and marketing initiatives<br>• Pack information |
| **SUPPLIERS** | • Meetings on specific topics<br>• Site visits and audits<br>• Questionnaires and digital platforms<br>• Articles in the specialized press<br>• Technical and contractual documents |
| **INSTITUTIONS AND CONTROL BODIES** | • Mandatory communications related to prescriptions<br>• Economic and Sustainability Report<br>• Press releases and other institutional communications<br>• Inspections, inspections and requests for information<br>• Environmental Statement |
| **BANKS AND FINANCIAL INSTITUTIONS** | • Financial statements and financial and ESG reports<br>• Sustainability report and strategies<br>• Business analysis and due diligence<br>• Meetings and contacts with top management<br>• Ratings by specialized operators (ratings) |
| **MEDIA** | • Website<br>• Press releases<br>• Articles in the specialized press<br>• Information material<br>• Social channels, influencers, bloggers<br>• Sustainability report |
| **COMPETITORS** | • Press releases and other media initiatives<br>• Articles in the specialized press<br>• Website<br>• Information material<br>• Social channels, influencers, bloggers |
| **TERRITORY, ENVIRONMENT AND FUTURE GENERATIONS** | • Financial statements and financial and ESG reports<br>• Sustainability report and strategies<br>• Business analysis and due diligence<br>• Ratings by specialized operators (ratings) |
| **LOCAL COMMUNITIES** | • Collaborations with Local Authorities, schools, universities, private social, sports clubs<br>• Website<br>• Press releases and other communication initiatives<br>• Information material<br>• Social channels |

During 2025, when FSI's control team joined, an in-depth discussion on ESG issues was implemented, first through a due diligence process and then with a detailed analysis in order to determine the degree of maturity of the sustainability criteria. The results of this analysis will lead to the development of an ESG Strategic Plan, its implementation timing and the necessary investments.

Activities, strategic and operational projects are constantly monitored during meetings with representatives of the Fund, also thanks to the identification of appropriate KPIs. As regards strategic clients, collaboration on ESG issues continued with specifications that provide for both the application of good agronomic practices and audits.

Suppliers were involved through the continuation of the screening on the adoption of sustainability practices (see Chapter 4 "From farm to fork").

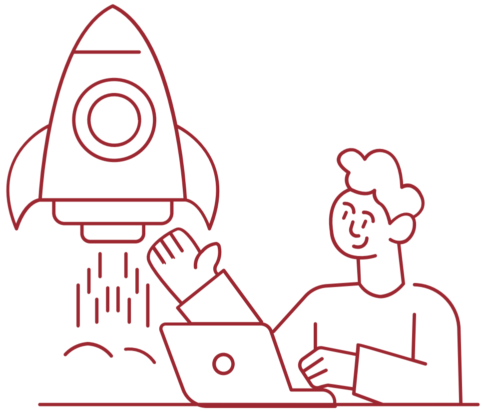
# 2.4 ACHIEVED TARGETS and new strategic plan ESG 2026-2030

The evolving regulatory environment and the growing expectations of stakeholders represent an opportunity for the Casalasco Group to consolidate an increasingly strategic ESG approach, translating it into measurable objectives and results. For this reason, Casalasco has started the definition of the new five-year ESG Strategic Plan.

The project, structured on the three pillars of Governance, Social and Environmental impact, aims to align the Group with the best practices in the sector.

The adoption of the Plan includes: Roadmap 2026-2030 for the execution of actions and the definition of KPIs dedicated to monitoring progress.

The following table shows the progress of the targets already defined by Casalasco. These results will be integrated and developed within the new 2026-2030 ESG Strategic Plan, ensuring continuity and consistency between past initiatives and the Group's new sustainability objectives.



| SCOPE | TARGET | PROJECT | TARGET | PROGRESS |
|---|---|---|---|---|
| **GOVERNANCE** | Strengthen corporate values at Group Level; Reduce risk of unlawful conduct and conduct that goes against company principles; Management of reputational risks | Training employees of subsidiary companies regarding the Code of Ethics, Whistleblowing, as well as MOCG 231 policies and procedures pertaining to their role | 100% white-collar staff of subsidiary companies | Rescheduled for 2026 |
| **ENVIRONMENT** | Improving the management of environmental risks and performance | Extension of the ISO 14001 environmental management system certification to the Gariga and Fontanellato plants | 100% of plants certified | Completed for the Gariga site; rescheduled to 2027 for the Fontanellato site |
| **SOCIAL** | Progressively increase the direct production of tomatoes by the Consorzio Casalasco del Pomodoro | Increase in tomato-grown area by members | +25% compared to the 2022 marketing year by the 2028 marketing year | +15% in 2025 |
| **SOCIAL** | Gradually increase the direct production of tomato by Consorzio Casalasco del Pomodoro | Creation of a new production line dedicated to the cultivation and transformation of basil at the Fontanellato plant | Production expected for the 2025 marketing year: about 2.700 tons of basil to be processed | 2.387 tons of fresh basil transformed |
| **ENVIRONMENT / SOCIAL** | | ISCC Plus certification of the basil chain | By July 2025 | Concluded |
| **GOVERNANCE** | Integrate key business processes in real time to improve efficiency, control, and planning | Implementing a New Business Management (SAP) | First modules by 2026 with system boot in 2027 | In progress, with go live in early 2027 |

| SCOPE | TARGET | PROJECT | TARGET | PROGRESS |
|---|---|---|---|---|
| **GOVERNANCE** | Manage the risk of fraud and product security risks | Adoption of a new portal for the management of food safety documentation and traceability of Raw materials and related suppliers | Operational platfrom for supplier evaluation | By 2027 (subject to SAP start-up) |
| **SOCIAL** | Create a supplier evaluation and selection system according to ESG criteria | Activation of ESG platforms for supplier evaluation and control (Synesgy and Ecovadis) | 100% of strategic suppliers managed through the portal | 38 suppliers (14 in 2024), or 10% of total suppliers of Raw materials, ingredients and packaging (297) |
| **ENVIRONMENT** | Develop carbon farming projects in collaboration with the agricultural faculty of the Catholic University in Piacenza | Definition and implementation of practices to promote carbon sequestration within the soil compared to conventional practices | Project scale definition by 2026 | Ongoing |
| | | Planting of native arboreal and shrub species in tomato-grown areas for the restoration of ecological corridors | More than 3.500 total trees planted by 2025 | 3,613 in 2025 |
| | | Extension of the practice of green manure on contributing farms | 120 ha in total at the end of 2025 | 135 ha by 2025 |
| **ENVIRONMENT** | Progressively reduce the use of disposable polystyrene semi-baskets | Develop and implement with the collaboration of the CIO new reusable polypropylene seed trays, with related collection and reconditioning system | 70,000 new seed trays in 2025 | 64,690 seed trays in 2025 |

| SCOPE | TARGET | PROJECT | TARGET | PROGRESS |
|---|---|---|---|---|
| **ENVIRONMENT** | Road to net 0 emission: Define and coordinate strategic projects for decarbonization in all areas of the company | Decarbonisation plan (management entrusted to the ESG committee) | -20% Emission intensity (Scope 1 + Scope 2 LB) by 2029 (2024 baseline) | Integrated into the ESG Plan being defined |
| | Reduce energy consumption and Scope 1 and Scope 2 (Location-based) GHG emissions | Installation of photovoltaic panels on the roofs of the Busseto plant | Estimated energy production by 2027: 950 MWh/year | Integrated into the ESG Plan being defined |
| | | Installation of photovoltaic panels on the roof of the unit 2 of the Rivarolo plant | Estimated energy production by 2027: 728 MWh/year | Integrated into the ESG Plan being defined |
| | | Installation of a 1 MW agri-voltaic system in Fontanellato | Estimated energy production by 2026: 1,608 MWh/year | Integrated into the ESG Plan being defined |
| **ENVIRONMENT** | Increase in the percentage of sustainable packaging | Increase in the percentage of recycled/colored glass in glass bottles for private-label products | >50% of the glass used by 2025 | The use of semi-white glass (containing at least 30% recycled glass) is planned for private-label products packaged during the 2026 campaign |

| SCOPE | TARGET | PROJECT | TARGET | PROGRESS |
|---|---|---|---|---|
| **SOCIAL** | Zero injuries | Extension of the certification of the health and safety management system at the Casalasco Società Agricola facilities in accordance with the ISO 45001 standard | By 2027 | Integrated into the ESG Plan being defined |
| **SOCIAL** | Raise awareness of the equal opportunity provisions set forth in company policies and the supplementary employment agreement | Brochure: Mom and Dad at Work | | Included in the supplementary collective bargaining agreement |

# 2.5 Casalasco for the COMMUNITY

For the Casalasco Group, creating shared value along the entire supply chain also means supporting social responsibility projects to support the territory and its people.

In this regard, the principles that inspire us are:

**FIGHT AGAINST HUNGER AND FOOD WASTE**

**DIALOGUE WITH SCHOOLS**

**PROMOTION OF SPORT AND INCLUSIVITY**

**PROMOTION OF CULTURE AND TERRITORY**

### FIGHT AGAINST HUNGER AND FOOD WASTE

Also in 2025, Casalasco confirmed its support for the Banco Alimentare Onlus Foundation with a financial donation, which made it possible to distribute the equivalent of 100,000 meals to people in need through affiliated local partner organizations. Also to the Food Bank, 62 tons of product were allocated.

### DIALOGUE WITH SCHOOLS

During the year, several meetings were held at the technical institutes of the area to tell the students about Casalasco's activities, the dedication to the land and agriculture, the know-how in producing 100% Italian quality food. In addition, the collaboration with Neways in primary schools continued with the initiative: "The adventures of Pomì and Dori: the tomato supply chain between sustainability and healthy food". The educational project aims to bring children closer to the world of healthy and sustainable food in a playful way, focusing on the tomato supply chain. At the end of the course, children have the opportunity to participate in the Class Contest, creating an artistic work. The winning classes are awarded a voucher for the purchase of school supplies.

In the 2024/2025 school year, the third edition of the project was held, which saw primary schools in the provinces of Bologna, Modena and Naples as protagonists, for a total of over 12,000 students. In the 2025/2026 school year, on the other hand, for the fourth edition, primary schools in the provinces of Cremona, Parma, Piacenza and Mantua were involved for a total of about 13,000 pupils.


## PROMOTION OF SPORT AND INCLUSIVITY

**Macron Warriors Sabbioneta**
Through the Pomì brand, the sponsorship with the Macron Warriors Sabbioneta continues with enthusiasm, a powerchair hockey team – electric wheelchair hockey – which promotes awareness-raising and social inclusion projects through Paralympic sport. For Casalasso, the Macron Warriors represent an admirable example of sport, courage and determination.

**Andrea Devicenzi**
The support for Andrea Devicenzi continues in 2025 with Pomì. The Paralympic athlete from Casalasco, who promotes sport and values such as inclusivity and resilience, was the protagonist of another incredible feat in 2025. At the Palma de Mallorca velodrome, he rode his one-legged bike for 602.99 km, setting 10 world records in one go. A further testimony of determination, sporting performance and mental strength.

**Other activities**
Still in the field of sports promotion and inclusion, many other activities and associations were supported during the year. Among the main ones: Mezza Maratona Cremona, Verdi Marathon, Olimpiadi Verdiane, Atletica Interflumina, Dolomitica Run e Dolomitica Bilke, Campionato Italiano Sci – Operatori Trasporto Infermi.

## PROMOTION OF CULTURE AND TERRITORY

In 2025, the Casalasco Group also supported other social and cultural initiatives.

**Eco Ostello Interflumina - Casalmaggiore**
Interflumina - Cascina Sereni in Casalmaggiore (Cr) offers educational accommodation for students, athletes and associations; spaces and classrooms for group work and educational workshops; orchard, vegetable garden and beehives for workshops with bees. It is not only a sports house, but also a place dedicated to the environment, biodiversity, culture, art and music of an entire territory.

**Exhibition "Messages from the Trees" – Palazzo Lombardia – Milan**
Messages from the Trees is an artistic project conceived by Francesco Sbolzani, who for over twenty years has been transforming the Christmas tree into a poetic and civil sign, capable of telling a different theme linked to life, memory and collective consciousness every year. With simple materials, often recycled, the artist builds installations that become works of relationship, capable of arousing emotion and thought. In December 2025, the exhibition at Palazzo Lombardia in Milan offered a selection of works and materials that retrace the two decades of this journey.

**Lea Garofalo National Award – Cremona/Milan**
Three days between Milan and Cremona to remember together with the students Lea Garofalo, witness of justice and symbol of courage, who challenged the 'ndrangheta by choosing the truth. An appointment that unites school, institutions and citizenship every year in the name of memory and legality. In 2025, the Prize ended with an extraordinary result: over 90 works created by students from different regions of Italy and intense participation in public debates, in which issues such as the mafia and violence were addressed.

**Other activities**
During the year, several institutions and events were supported, including the Festa dell'Agricoltura in Busseto (PR), the Tomato Festival in Podenzano (PC) and the Infinity Cremona Theater.

# 2.6 Communication and MARKETING activities

2025 has brought many innovations to Casalasco, which have been communicated to stakeholders according to an integrated multi-channel strategy, nationally and internationally, through targeted, clear and transparent messages.

The communication of the brands, with the necessary distinctions related to individual brand identities, has kept its pillars firm, namely: goodness, genuineness, traceability, health, quality, Italianness, well-being, Mediterranean cuisine and our supply chain.

The expansion of the portfolio with Pummarò and Tomato al Gusto has led to the simultaneous expansion of the digital platform and the launch of other dedicated social channels, on which the nuances of the product and the new recipes have been told, all united by the excellence of our 100% Italian tomato.

A progressive restyling has also been implemented for these two brands, in order to make their image more modern and attractive.

Pomì was the protagonist on connected TV with an exciting Christmas campaign entitled: "Not all gifts arrive wrapped", created to pay homage to all the people who, especially during the holidays, give time and love to their loved ones, cooking. The campaign was also declined on Pomì Global's social channels for the international market and on Pomito's social channels for the German and Austrian markets.

De Rica, our historic brand with premium positioning, saw the launch of the new 140 g tube of double plum tomato, unique on the market, communicated on social channels and the specialized press. For Pomì and De Rica, there were also several trade marketing activities carried out in the store and aimed at promoting the products and the brand. In continuity with previous years, in 2025 the company participated in the main trade fairs (B2B and B2C), nationally and internationally, presenting itself at Tuttofood Milano also with the recently acquired brands.

As far as corporate communication is concerned, the sustainability report has remained the point of reference for all activities, in order to share results, sustainability path and ESG commitment. However, the storytelling dedicated to the narration of our integrated supply chain has been enriched in a few months with relevant content, which has found considerable space in the local and national media: from the entry into the company of FSI to the acquisition of new brands, from the start of the new basil supply chain to the inauguration of the Innovation Center in Fontanellato.

## CASALASCO INNOVATION CENTER: IDENTITY, SUSTAINABILITY, ART AND CULTURE

The Fontanellato Innovation Center was formally inaugurated on November 13, 2025, in the presence of the Minister of Enterprise and Made in Italy Adolfo Urso, immediately establishing itself as a privileged meeting place for Casalasco's stakeholders.

During 2025, in addition to the continuation of R&D activities, the Innovation Center began its mission to:

- **Relationship hubs with external stakeholders** (customers, partners, institutions), to share experiences, growth prospects and both technical and commercial opportunities
- **meeting place** for agricultural and financial members to discuss plans and strategies and for technical training and updating of personnel and management.

In 2025 Casalasco also participated in open innovation initiatives. These include:

- **A4OI – Agritech for Open Innovation**, an initiative promoted by Beeco and the National Agritech Center. The event took place at the Santa Chiara Lab of the University of Siena on 26 and 27 November 2025 and saw Casalasco;
- **presentation of technological needs in the agricultural field** (management of infections and diseases);
- **discussion** with an audience of startups, universities, researchers and companies;
- **collection of proposals and innovative solutions** in the field of co-design.

## IDENTITY

A key identity element within the Innovation Center is the Sensory Archive: an environment designed to convey, through visual, sound and olfactory content, the history and values that guide our Group, creating an immersive and participatory experience for the visitor.

## SUSTAINABILITY

The redevelopment of the outdoor areas places the building in a park designed as a contemporary hortus conclusus that recalls the Po Valley countryside: vegetable gardens with native food plants, a greenhouse and relaxation areas designed to promote relationships and well-being. In this context, greenery becomes not only a landscape element, but a concrete metaphor for the sustainability strategy that guides the company philosophy. After all, even the building is the result of a project of total recovery and not of new cementifications.

## ART

Art is an integral part of the structure thanks to the mural-poster created by the artist Marianna Tomaselli. The work is spread over two floors and welcomes visitors in a surprising and inspiring environment. It is not just a decorative element: it represents a poetic and visual synthesis of our history and our values. It is the story in contemporary language of our integrated supply chain model. The mural is also interactive: in fact, QR codes are placed at strategic points of the work through which to access some videos to deepen aspects related to either the company reality or the process of creating the mural itself.


## CULTURE

The Innovation Center project has also become a real publication entitled: "Generative architecture for sustainable innovation. Casalasco Innovation Center, Fontanellato (Pr)" published by the Moma publishing house, on sale in specialized bookstores and available in the university libraries. There is also no shortage of seminars and conferences on topics related to innovation and sustainability in the building's auditorium.

# 3

# Keepers of the LAND

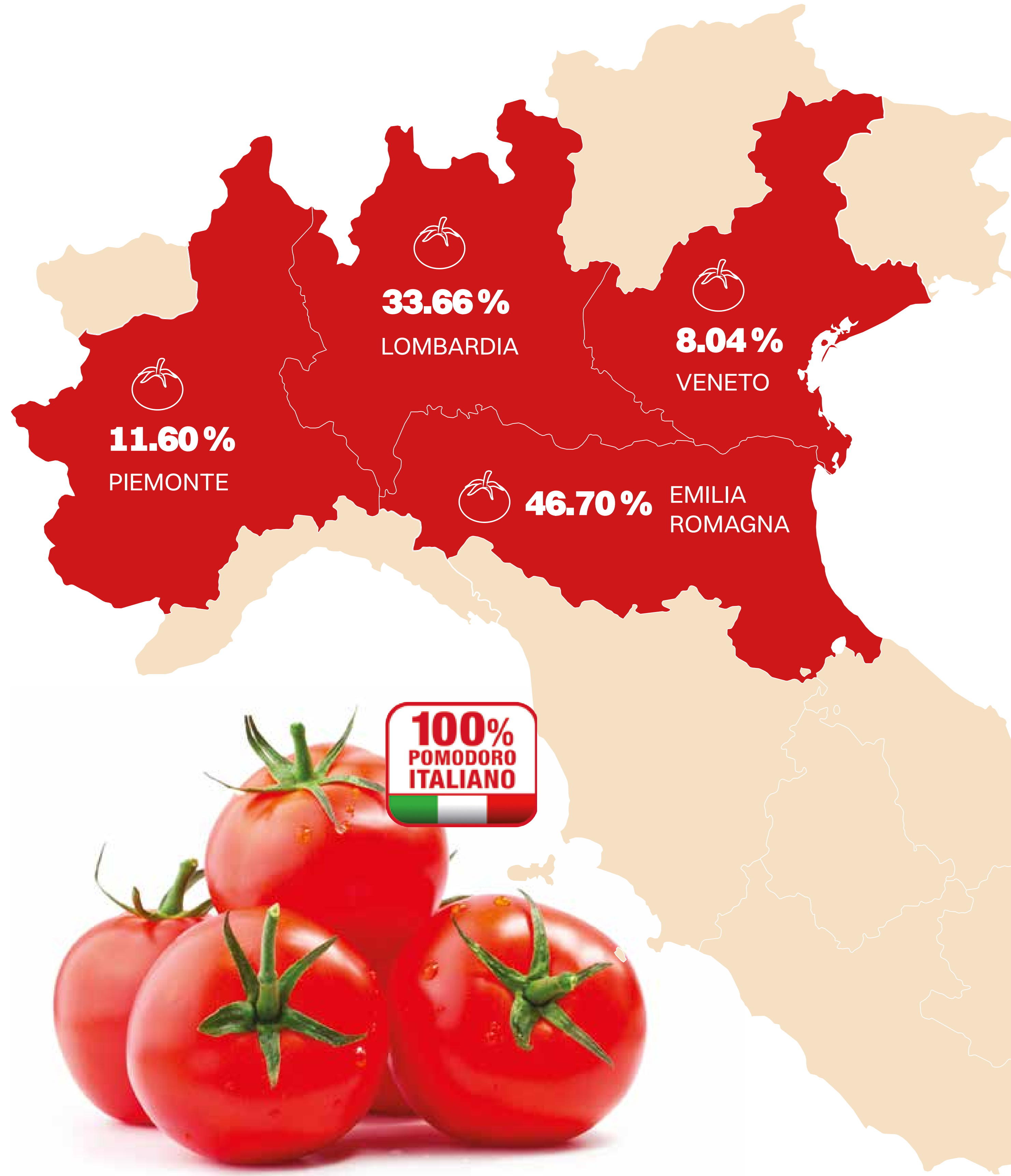
# 3.1 The consistency of the tomato SUPPLY CHAIN

In 2025, the five plants of Casalasco Group have withdrawn processing tomatoes from 875 farms through the Consorzio Casalasco del Pomodoro. Of these, 246 are direct members or of Cooperatives that are in turn members of the Consortium, while 629 belong to 9 Producer Organizations (P.O.) of which 8 are part of the list of subsidizing members.

The contributors supplied 759,261 tons of tomatoes for a total value of 115.2 million euros, an increase compared to last year, of which 69% came from direct shareholders. This increase is attributable not only to the better climatic trend, but also to the positive results of the recruitment policies of new members, implemented by the Consorzio Casalasco del Pomodoro.

Farms have very heterogeneous characteristics from a structural and territorial point of view; most have small extensions with an average of 20 ha, although, especially in the province of Piacenza, there are farms with areas of more than 35 ha. The small surfaces mean that it is necessary to work with an extensive social base, to ensure the supply of plants of the same size as those of the Casalasco Group.

All the tomatoes delivered to the Group's plants come from crops in Northern Italy. This geographical diversification makes it possible to optimise the management of seasonal and meteorological risk. The following graph illustrates the regions of origin of the tomato of the 2025 campaign: the total production is divided between four regions, with a clear prevalence of Emilia-Romagna and Lombardy.



# 3.2 THE TOMATO

## CONVENTIONAL TOMATO

Tomato produced according to good agricultural practices and compliant with the Integrated Production Regulations (L. Reg. Emilia Romagna 28/99), 100% of Italian origin and guaranteed for GMO absence.

## ORGANIC TOMATO

Tomato grown in full compliance with European standards for organic farming (EU Reg. 2018/848). This method of cultivation minimizes the use of external inputs, preserves the natural fertility of the soil, enhances local ecosystems, allows defense interventions only in case of actual need, using products of natural origin.

## DATTERINO TOMATO

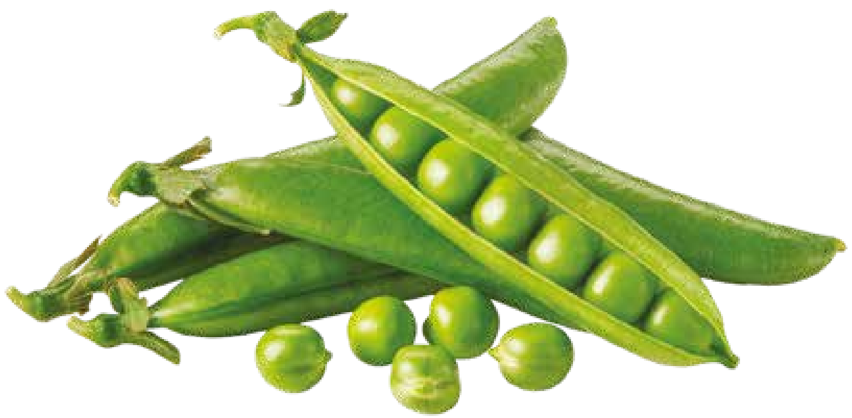
Varieties whose fruits are characterized by a small, elongated shape and a bright red skin. The plum tomato has a particularly pleasant and sweet taste due to the higher sugar content compared to other tomato varieties.



# 3.3 THE PEA

Some members of the Consorzio Casalasco del Pomodoro also grow food peas, which are delivered and packaged at the Gariga di Podenzano plant. This production, for which the rules and controls established for tomatoes are substantially applied, has made it possible to expand the offer of vegetable raw material and consequently the range of products with the Casalasco brand available to the final consumer.

In 2025, cultivation involved 302 hectares located mainly in the Brescia, Mantua, Cremona and Piacenza districts, as well as in some provinces of the Piedmont Region, for a total production of 1,777 tons.



# 3.4 BASIL

In 2025, the new supply chain dedicated to the cultivation and processing of basil took shape. The project envisaged a controlled supply chain model, which guarantees quality and sustainability. In the first instance, 6 farms were involved, including the Consorzio Casalasco del Pomodoro itself with its land under management, for a production of about 2,387 tons. The basil delivered comes from farms in the Parma (61% of the basil processed), Alessandria and Cremona areas.

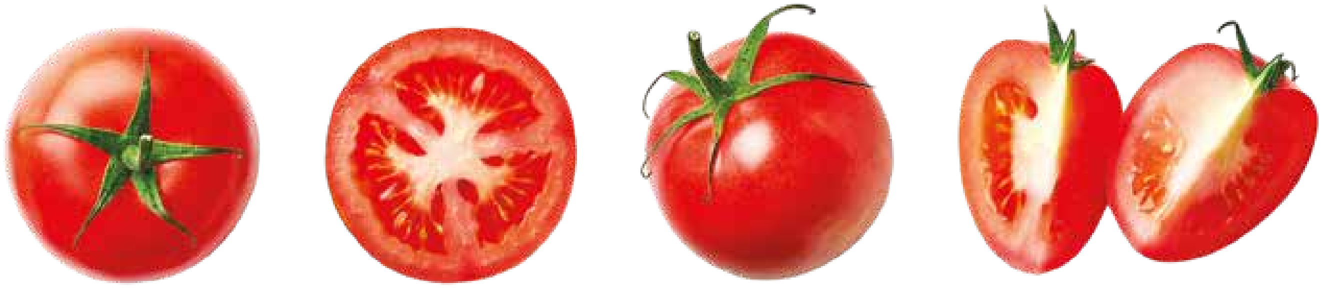
All the farms involved have been ISCC Plus certified, ensuring traceability and compliance with environmental and social standards. The basil was processed in the Fontanellato (Parma) plant, where new lines were installed for the processing of fresh leaves. Following the 2026 campaign, having evaluated the results obtained, the project will be extended to involve additional producers with the aim of doubling the quantity to be processed.

# 3.5 The role of the Consorzio Casalasco del Pomodoro in the Casalasco Group's ESG STRATEGY

The Consorzio Casalasco del Pomodoro has an indispensable function in achieving the main social and environmental objectives of the Casalasco Group. In fact, identity issues such as support for the agricultural profession, aspects related to the protection of biodiversity and the transition to a low-emission system already in the phases of agricultural production are referred to the supply chain.

Other objectives such as the protection of workers' safety, the promotion of a responsible supply chain, the adoption of good food practices and the optimization of natural resources are preferable to the industrial phase but acquire a much greater positive impact if already managed in the same way from the agricultural phase.

The Consorzio Casalasco del Pomodoro and the Casalasco group develop shared ESG strategies for this purpose. The strategic plan, to which the Group has dedicated a major effort in 2025, and which will see the light of day in 2026, in fact provides for joint projects in many areas.



# 3.6 The fundamentals of the Casalasco supply chain: DECALOGUE for Sustainability

To promote awareness and participation of the farms that become part of all its supply chains, the Consorzio Casalasco del Pomodoro has drawn up the "Decalogue for Sustainability", a manifesto that identifies the ethical pillars and key values of the entrepreneurial activity of the contributors.

This document contains mandatory requirements in 4 fundamental areas: labor and human rights, product quality and safety, environment and protection of the territory, transparency and legality.

The Decalogue is the reference point for the daily activity of our farmers but also a position towards the sector and the reference for a path of improvement for all those who want to join the Casalasco supply chain project.

Compliance with ethical principles along the supply chain is overseen by the Casalasco Group. Specifically, direct shareholders with employees are subject to inspections as part of the GLOBALG.A.P. GRASP certification. In 2025, the activity involved 13 companies, without any non-compliance emerging. A further 3 companies were subjected to ethical and sustainability audits by an important customer, with a positive outcome.

## DECALOGUE FOR SUSTAINABILITY OF CONSORZIO CASALASCO DEL POMODORO

The farms that are members of the Consorzio Casalasco del Pomodoro and/or suppliers of tomatoes, peas and basil to Casalasco:

1. They respect human rights, workers' rights and occupational safety regulations. These requirements are periodically verified by an independent third party.
2. They are all certified according to an international standard of sustainability/good agronomic practices: GLOBALG.A.P., GLOBALG.A.P. GRASP, ISCC+, FSA.
3. They cultivate and harvest the product by mechanical means while respecting the rights of agricultural workers.
4. They apply communication and management systems in the event of violations of rules and rights.
5. They protect the quality of the product and are committed to achieving the high standards set by the Consorzio Casalasco del Pomodoro.
6. They apply the integrated production regulations of the Consorzio Casalasco del Pomodoro, which are more selective than the law, to protect the environment, the health of the producer and consumer.
7. They guarantee the traceability of their productions by storing information relating to the entire crop cycle of the products: seed variety, date of transplantation, harvest, weed protection and irrigation interventions, distribution of fertilizers, control analysis.
8. They use certified non-GMO seeds guaranteed for germination and absence of pathogenic organisms.
9. They apply good agricultural practices to protect sustainability and for the rationalization of the use of production factors: efficient irrigation techniques to safeguard water resources, conservative tillage, correct management of agricultural waste, pathogen monitoring and soil monitoring.
10. They preserve biodiversity, implementing regenerative agriculture practices such as: crop rotation, maintenance and protection of ecological corridors for the benefit of native fauna, planting of hedges, cultivation of green manure and melliferous species for the repopulation of bees.

The farms comply with all applicable mandatory and voluntary regulations; they are managed with transparency and integrity, according to models of good management.

They ensure training and communication to staff for compliance with this Decalogue. The Consorzio Casalasco del Pomodoro assists its contributors by guaranteeing them technical, managerial and economic growth, offering them a free and diversified package of services for the conscious and profitable compliance with sustainability commitments, and works to build a relationship of mutual loyalty based on transparency, mutual help and business social and environmental profitability.

**100% of the tomato delivered is GLOBALG.A.P. or ISCC+ or FSA certified. Around 30% of the contributing companies are certified according to the GLOBALG.A.P.GRASP**

**78% of the peas processed are GLOBALG.A.P. certified and 67% of farms are GLOBALG A.P.GRASP certified**

**100% of the basil conferred is ISCC+ certified**

# 3.7 The activity of the Consorzio Casalasco del Pomodoro and the CORNERSTONES of the supply chain

The Consorzio Casalasco del Pomodoro works daily in direct contact with farmers; Its technicians play a role that goes beyond mere technical support for cultivation but becomes real management consultancy for farms. The partners are in fact assisted and supported in the strategic choices for the management of their companies.

In particular, for tomatoes, agronomic advice includes:

| | |
|---|---|
| **Soil preparation** | Soil analysis and preparation of the fertilization plan |
| | Preparation of the transplanting program and assistance in the preparation of the land |
| **Programming Transplants** | Selection of varieties and collective purchase of the seed, delivery to the Nursery for greenhouse sowing and seedling cultivation |
| **Cultivation in the field** | Delivery of seedlings to farms for transplanting and cultivation in the field, definition of defense programs, agronomic assistance and pre-harvest analysis |
| **Contribution** | Field harvesting and delivery, qualitative evaluation of the modoro at the processing plants of the Casalasco |

The mechanism for involving farms provides for the signing by Members, Contributing Co-operatives and P.O. of an organic system of documents governing the commercial part, the transfer procedures, the good practices to be adopted, the controls on the product and the ESG inspections in the field.

### SUPPLY CHAIN AGREEMENT

It commits farms to operate in compliance with the standards required by Casalasco del Pomodoro

### CONTRIBUTION COMMITMENT

It commits direct members and member cooperatives to cultivate the agreed hectares of tomatoes and to deliver all the product to the Casalasco Group, which guarantees its collection

### CODE OF CONDUCT FOR MEMBERS

It commits companies to respect human rights, workers' rights and labour standards in agriculture

### MEMBER SERVICES

Member status is substantiated in the added value provided by the services that the Consortium offers to its Members in all stages of cultivation from cultivation choices through to harvesting.

## THE CHARTER OF SERVICES

The Consorzio Casalasco del Pomodoro, through its technicians, provides members with the following services:

- Continuous technical assistance with field visits during cultivation to ensure profitable production and improvements in terms of environmental sustainability, safety, ethics, quality, traceability, efficiency;
- Support in the preparation of documentation for certifications (100% Italian tomato, GMO-free, QC, ISO 22005, GLOBALG. A.P., GLOBALG.A.P. GRASP, Organic) and field audits;
- Organization of training courses on topics to comply with the requirements of the regulations to which one adheres and to the certification standards, or for technical-agronomic updates;
- Agreements for insurance coverage of members' agricultural productions with improved economic conditions compared to the market and support in the management of any claims;
- Management of non-repayable loans for the purchase of innovative machinery and equipment thanks to the Consortium's Operational Program;
- Incentives to member farms for the application of techniques with low environmental impact (e.g. micro-irrigation and integrated production) and for the cultivation of experimental varieties;
- Preparation on behalf of eligible members of applications for the request for contributions under the call for proposals of the Rural Development Plan of the Lombardy Region. The call offers farmers incentives for the introduction and maintenance of agricultural practices with low environmental impact, through production models that are more attentive to a sustainable use of resources and the conservation of animal and plant biodiversity.

The Consorzio Casalasco del Pomodoro, in addition to being an agricultural cooperative and a recognized O.P, also carries out agricultural land cultivation activities. It directly manages about 25 hectares of land on which, in 2025, it has grown plum tomatoes and basil, with the aim of testing not only new types of tomatoes but also new crops to be offered to members, in line with the Group's strategy. Even the Casalasco Soc. Agr. S.p.A. directly manages about 20 hectares of agricultural land. In addition to the traditional tomato and plum tomato, in 2025 it cultivated polyphyte meadow and fodder grass for the protection of local biodiversity.

# 3.8 CASALASCO
## Agricola

Casalasco Agricola S.r.l., owned by the Consorzio Casalasco del Pomodoro, is a farm of about 65 hectares located in 3 provinces (Pr-Cr-Mn). The "Showcase Company" of the Consorzio Casalasco del Pomodoro is dedicated to research, field experimentation and the development of important agronomic projects; An authentic open-air laboratory. Its mission is to test the best agronomic solutions, evaluate them and then disseminate them to the entire agricultural base.

Large-scale field experimentation and subsequent industrial transformation make it possible to obtain a virtuous cycle of R&D that allows innovation to be evaluated both from an agricultural point of view and from an industrial and marketing point of view.

In particular, the following are experimented:
- Precision Farming and Agriculture 4.0 techniques;
- Varietal experiments and new cultivation techniques;
- Regenerative agriculture interventions.

# 3.9 ENVIRONMENTAL
## and social sustainability in the field

Pending the launch of the ESG plan integrated with the Group, the Consorzio Casalasco del Pomodoro has continued the sustainability projects in place and has identified new ones. In particular: use of polypropylene seed trays to replace disposable polystyrene containers.

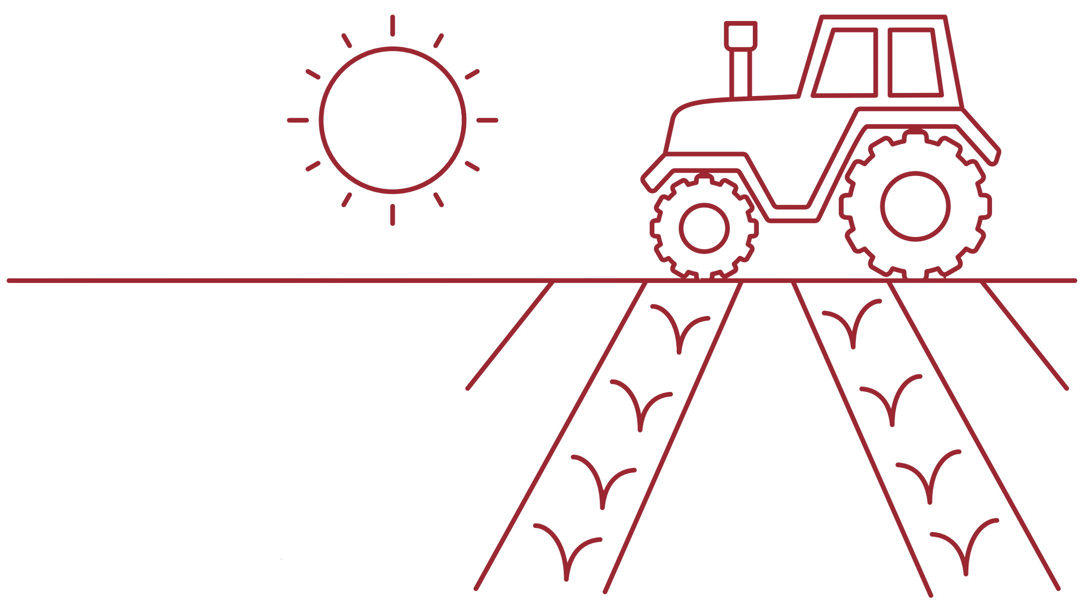
At the end of the LCA studies conducted as part of the Tomâtre project, which involved several partners including the AOP CIO and the Emilia Romagna Region, the Consorzio Casalasco del Pomodoro, in collaboration with 2 supplier nurseries, has chosen to equip itself with 9,500 polypropylene seed trays in 2024. Each seed tray, which can be sanitized and reused for at least 6 years, guarantees $CO_2$ eq savings in that time frame of 66% compared to conventional seed trays.

In 2025, thanks to the PNRR funds allocated as part of the "Casalasco Sustainable Supply Chain" project, the Consorzio Casalasco del Pomodoro, as leader, and two partner nurseries have increased the supply of polypropylene seed trays, reaching 64,690 units.

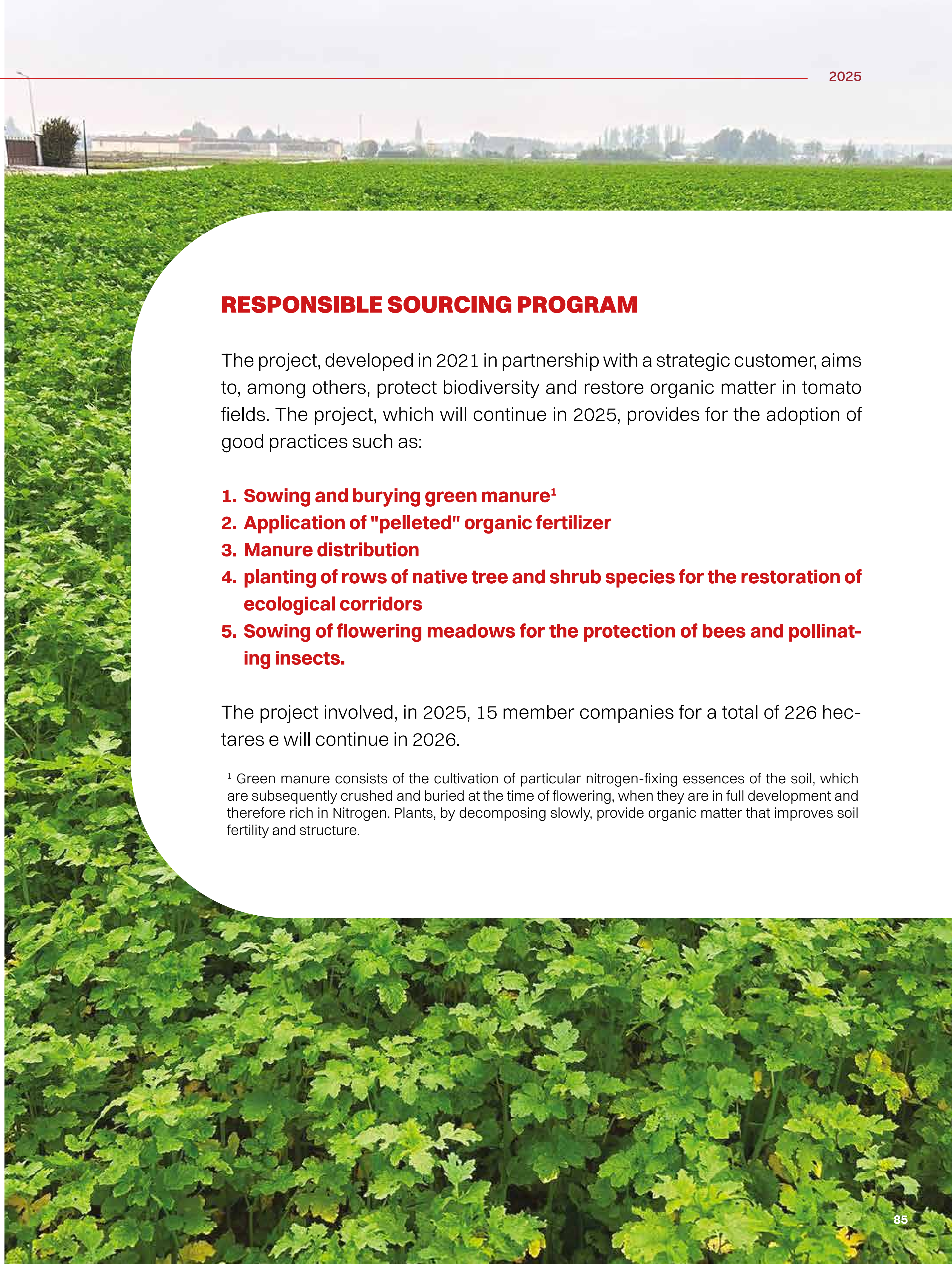
In 2021, a project was launched to use beneficial insects (Amblyseius andersoni and Phytoseiulus persimilis) to combat the red spider mite, controlled almost exclusively with the use of pesticides. The beneficial insects are dispersed through a drone that, following pre-set flight paths, covers large areas in a short time. In the five years of experimentation, the effectiveness of insects has been highlighted, useful above all as a preventive treatment rather than as a curative treatment. In 2025, the project involved 2 farms that are members of the Consorzio Casalasco del Pomodoro.

Fertigation combined with the use of humididometric probes; this practice demonstrated a more efficient management of water resources compared to sprinkler irrigation and guaranteed a higher yield in the field (+25%) compared to traditional practices. Therefore, the methodology has been extended to cover more than 90% of the area cultivated by members of the Consorzio Casalasco del Pomodoro in 2025.

Implementation of a monitoring system using pheromone traps for the detection of Heliotis armigera (yellow noctua); following the limited reliability of devices equipped with cameras in identifying insects, after 2024 the Consortium has adopted a network of traditional traps distributed throughout the Casalasco area. This approach allows the collection of timely and immediately available data, the construction of time series by geographical area, and supports technicians in defining targeted and timely interventions, even in remote operating conditions.







## RESPONSIBLE SOURCING PROGRAM

The project, developed in 2021 in partnership with a strategic customer, aims to, among others, protect biodiversity and restore organic matter in tomato fields. The project, which will continue in 2025, provides for the adoption of good practices such as:

1. **Sowing and burying green manure[1]**
2. **Application of "pelleted" organic fertilizer**
3. **Manure distribution**
4. **planting of rows of native tree and shrub species for the restoration of ecological corridors**
5. **Sowing of flowering meadows for the protection of bees and pollinating insects.**

The project involved, in 2025, 15 member companies for a total of 226 hectares e will continue in 2026.

[1] Green manure consists of the cultivation of particular nitrogen-fixing essences of the soil, which are subsequently crushed and buried at the time of flowering, when they are in full development and therefore rich in Nitrogen. Plants, by decomposing slowly, provide organic matter that improves soil fertility and structure.

## THE CASALASCO SUSTAINABLE SUPPLY CHAIN

Consorzio Casalasco is the leader of the "Casalasco Sustainable Supply Chain" project, presented at the end of 2022 as part of the PNRR V Mipaf Call. It is a project worth over 40 million euros of investments to reduce the environmental impact and improve the sustainability of the entire supply chain, which involves Casalasco S.p.A., 2 nurseries suppliers of tomato seedlings, some member farms, and the Faculty of Agricultural and Environmental Sciences of the Catholic University of Piacenza.

The ambitious project continued, in 2025, with the implementation of the planned investments both in the agricultural phase (farms and nurseries) and in the industrial processing phase (see chapter 7) with the scientific support of the Catholic University to achieve the following objectives:

- **energy efficiency and reduction of $CO_2$ emissions;**
- **reduction of water consumption and recovery of rainwater;**
- **climate change mitigation;**
- **efficient use of agricultural production factors such as fertilizers and pesticides;**
- **promotion of local biodiversity.**

During 2025, Consorzio Casalasco presented the final project, modifying both the expenditure budget and some investments to better incorporate all the regulatory adjustments that have occurred in the meantime.

## NEW PROJECTS

During 2025, further projects were launched as part of the Rural Development Program of the Lombardy Region, in collaboration with the Faculty of Agricultural and Environmental Sciences of the Catholic University of Piacenza.

### IRRISMART

Consorzio Casalasco presented in October 2025, as part of the SRG01 - "Support for PEI AGRI Operational Groups" of the Rural Development Program of the Lombardia Region, as a partner, the IrriSmart project "Automation and sustainable management of water resources for the irrigation of horticultural crops in the open field". The aim of the project is to automate the irrigation of tomatoes and basil using electricity from photovoltaics. Irrismart is currently awaiting investigation by the officials in charge and involves, among other partners, 6 farms that are members of the Cooperative, including the Cooperative itself with the land under management, and the Catholic University of the Sacred Heart of Piacenza.



### RIGENERA_LO

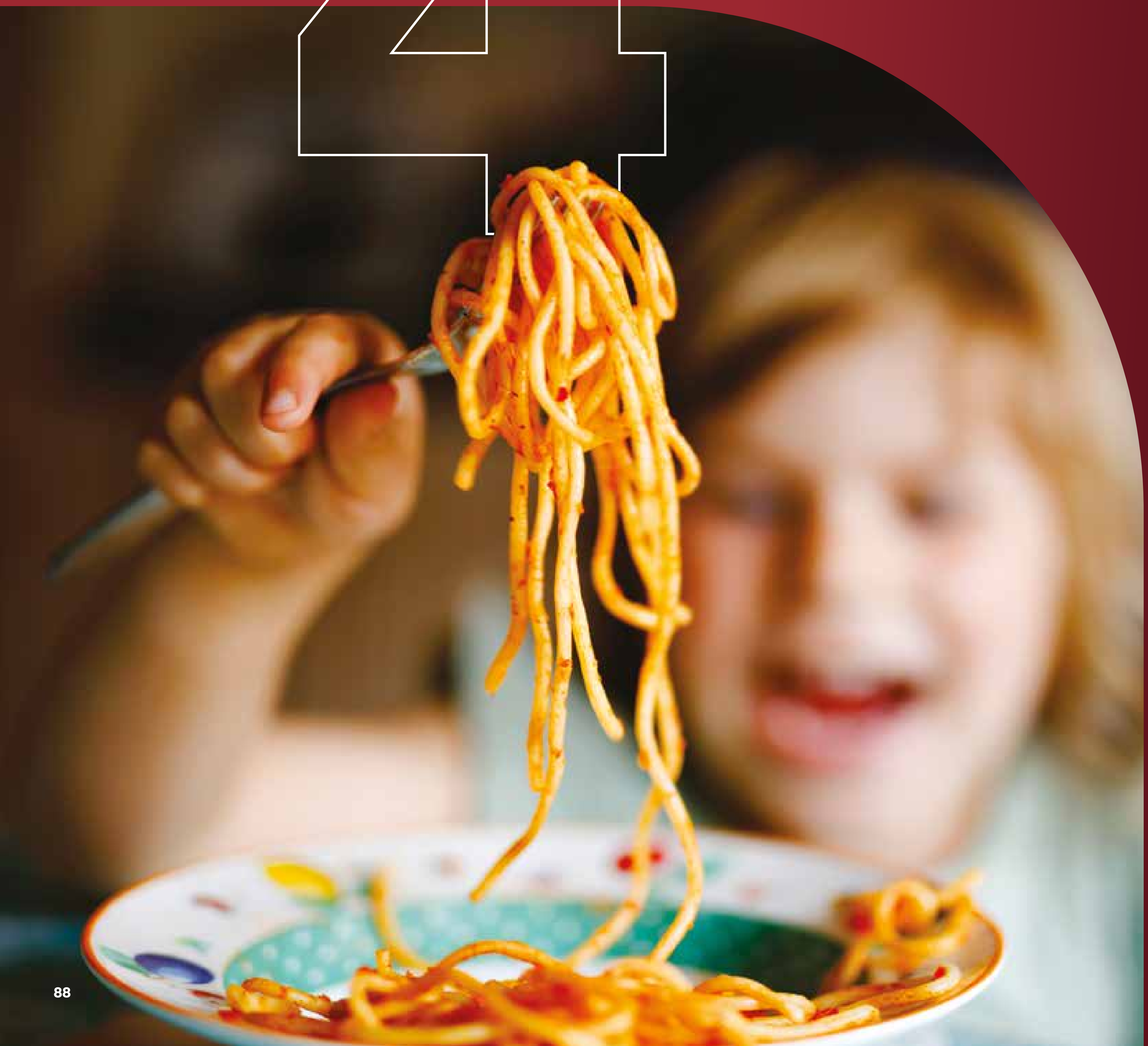
As part of the same call, and again as a partner, Consorzio Casalasco presented in autumn 2025 the RI- GENERA_LO project "Innovative solutions for the adoption of regenerative agriculture practices in Lombardy agricultural systems". The main aim of the project is to identify the most suitable regenerative agricultural practices to improve soil quality, agrosystem biodiversity and, ultimately, the performance of agricultural crops. Among the other parties involved are the Catholic University of the Sacred Heart of Piacenza and an agricultural company that is a member of the Consorzio Casalasco del Pomodoro. The project was admitted to funding in March 2026.

### SAFE-TOMATO

In November 2025, the Consorzio Casalasco del Pomodoro presented, as part of the SRG08 call "Support for pilot actions and innovation testing" of the RDP, and as a leader, the SAFE-TOMATO project "Strategy for the containment of alternative mycotoxins in the industrial tomato supply chain". The aim of the project is to identify and develop management systems for processing tomato production aimed at reducing Alternaria mycotoxins, to meet EU Recommendation 2022/553. Among the partners of the project are 3 member companies of the Consorzio Casalasco del Pomodoro S.p.A. and the Catholic University of the Sacred Heart of Piacenza. Sa- fe-Tomato is still awaiting investigation by the Lombardy Region.

### PROJECT P.A.R.$CO_2$

In 2025, the Consorzio Casalasco del Pomodoro launched, in collaboration with the Faculty of Agricultural and Environmental Sciences of the Catholic University of Piacenza, the P.A.R.$CO_2$ project - Regenerative Agriculture and Decarbonization Program - which aims at identifying and introducing a package of good agricultural practices to restore soil health, increase biodiversity, reduce CO emissions, and sequester carbon in the soil. The objective in the coming years is to involve the largest possible number of agricultural farms in the program.



4

# From the fields to the **TABLE**

During 2025, the Casalasco Group's production sites processed 438,700 tons of product, of which 328,467 tons in the countryside and 110,232 tons in the rest of the year.

The Group has state-of-the-art technologies for packaging products in different formats (from 10 g to 1000 kg) and materials, so as to meet all customer requests.

| | CARDBOARD BRICKS | GLASS | PLATSIC AND PET | POUCHES | CANS | BAG IN A BOX | TUBES | DRUMS |
|---|---|---|---|---|---|---|---|---|
| **TOMATO** *Tomato puree, Tomato pieces, Tomato paste, etc.* | Sizes from 200 ml to 1000 ml | Sizes from 250 ml to 750 ml | | | Sizes from 70 g to 5 kg | Sizes from 5 kg to 20 kg | Sizes from 100 g to 300 g | Sizes from 200 L to 1 t |
| **TOMATO-BASED RECIPES** *Ready-made sauces, Pizza sauce, Ketchup, etc* | Sizes from 200 ml to 1000 ml | Sizes from 125 ml to 750 ml | Sizes from 200 ml to 1000 ml | 10 >185 g bag<br>90 >500 g stand up | | Sizes from 5 kg to 20 kg | Sizes from 100 g to 300 g | Sizes from 200 L to 1 t |
| **SOUPS & CONDIMENTS** *Creamy soups, white sauces, pestos, etc.* | Sizes from 200 ml to 1000 ml | Sizes from 200 ml to 750 ml | | | | | | |
| **READY-MADE BROTHS** *Vegetables and meat* | Sizes from 500 ml to 1000 ml | | | | | | | |
| **PEA** *Processed from fresh* | | | | | Sizes of 400 g | | | |
| **BASIL** *semi-finished product e plagues* | | Sizes of 90 g a t 185 g | | | | | | 200 L formats |

# 4.1 Production process and TRACEABILITY management

The management of the transformation campaign requires the integration of various business processes resulting from the close synergy between the Consortium and the Casalasco Group.

**Industrial processing can be divided into five macro phases:**

| | |
|---|---|
| **ACCEPTANCE** | Verification and recording of traceability data on the management system. Sampling and chemical, physical and qualitative analysis of each delivery to ensure compliance with acceptability parameters. A sample is taken and stored for each load delivered. |
| **TRANSFORMATION** | Processing in plants dedicated to the production of tomato and pea concentrates and pulps and basil. After the washing and sorting phase, the products are thermally stabilized before packaging in pasteurization/sterilization plants or in autoclaves, after packaging.<br>All process and product parameters are recorded to ensure compliance with food safety and technical specifications. |
| **PACKAGING** | Packaging in primary packaging of different materials and formats, for industry, catering and retail (see table on page 90). Secondary packaging and palletizing. Sampling and analysis of products based on risk analysis, at the internal or external laboratory. |
| **STORAGE AND DISTRIBUTION** | Storage in the warehouse and shipment to the logistics platforms of the Casalasco Group or of the Customer. |
| **PROCESSING OUT OF THE COUNTRYSIDE OF SEMI-FINISHED PRODUCTS** | During the off-season period, semi-finished products are used for the preparation of sauces, condiments, and seasonings with the addition of other raw materials. Velvet soups, pestos, soups, and broths are also produced. After mixing the ingredients in the kitchen, the mixture is heat-treated for stabilization and sent to the filling machine for packaging in primary packaging and secondary packaging. |

The Casalasco Group manages a traceability system extended to raw materials, ingredients, packaging, process parameters, laboratory controls and logistical aspects, which allows the traceability of all the components of its products. In particular, for products from its own supply chains (tomato, pea, basil), the system allows you to:

**TRACING THE SUPPLY CHAIN**
from the field to the individual product package

**TRACING THE SUPPLY CHAIN**
from the field to the individual product package

**PROVIDING THE B2B SEGMENT WITH A RELIABLE TOOL**
for the management of product safety and/or any non-conformities

**SUBSTANTIATING THE WARRANTY TO THE CUSTOMER**
with special characteristics (organic, gluten free, Kosher, Halal)

Thanks to the use of software capable of integrating the different phases and the different players in the supply chain, the traceability system provides intra-group information in a short time on:

- **Soil characteristics and treatments;**
- **Origin of the product** (farm, variety and batch of seed, plot of origin);
- **Date and time of delivery, start and end of transformation;**
- **Supplier and batch of packaging and any other ingredients;**
- **Results of laboratory analyses in the field and in production;**
- **Storage and shipping warehouse;**
- **Destination of the shipped product.**

The correct functioning of the traceability and traceability system is verified during dedicated tests and audits that are carried out both with a descending approach, from the raw material to the product, and ascending, i.e. backwards from the finished product to the components of the technical data sheet.



# 4.2 How we ensure food SAFETY

Food quality and safety bring new challenges in diverse and complex fields:

- management of allergens in the face of an increasingly varied range of ingredients of different origins;
- globally managed fraud fighting;
- application of different regulations in the countries of export and coordinated management of heterogeneous requirements;
- development of new regulatory areas that require skills and attention in order not to incur sanctions: labeling, packaging, greenwashing;
- management of the risk of intentional threats of contamination, tampering, sabotage (Food Defence).

In addition to this, there are requests from customers, who demand increasingly higher standards in terms of product appearance, texture, organoleptic properties, and consumer experience.

In order to respond adequately to all new needs, the Casalasco Group has developed specific skills and has dedicated teams.

# CONTROLS TO ENSURE THE SAFETY AND QUALITY OF PRODUCTS

The Casalasco Group guarantees the healthiness, food safety and conformity of the products also through a system of cutting-edge laboratories capable of carrying out process, environmental and finished product analyses.

The Group avails itself of:

- 11 internal laboratories: 5 central laboratories, 3 line laboratories for chemical-physical analyses and 3 laboratories for microbiological analyses;
- External collaborations: for special analyses or those that require complex instrumentation, the Group uses accredited external laboratories and the scientific support of the SSICA (Stazione Sperimentale per l'Industria delle Conserve Alimentari) of Parma, a research institute in the field of food preservation;
- Control plans: they guarantee the safety of the raw materials delivered, semi-finished and finished products, through multi-residual, chemical-physical and microbiological screening.





In 2025, the following analyses were carried out:

**TOMATO BERRIES**
- **Conventional Tomato:** 1,540 multi-residue analyses and heavy metal testing (1 analysis every 490 tonnes)
- **Organic Tomato:** 51 multi-residue analyses and heavy metal testing (1 analysis every 123 tonnes)

**PEA**
- **Chemical-Physical Analysis:** 9768 total
- **Multi-Residual Analysis:** 17 total
- **Microbiological analyses:** 1272 total

**FRESH AND SEMI-FINISHED BASIL**
- **Chemical-Physical Analysis:** 21024 total
- **Multi-residue analysis:** 76 on fresh basil (14 on semi-finished products)
- **Microbiological analyses:** 1041 total

**SEMI-FINISHED TOMATO PRODUCTS**
- **Chemical-Physical Analysis:** total 733024 (10324 per day)
- **Enzymatic Analysis:** 8088 total (114 per day)
- **Microbiological analyses:** total 169073 (2381 per day)
- **Multi-Residue and Heavy Metal Analysis:** 489 total (7 per day)
- **Alternaria Toxin Research:** 198 total

**EXTRA-CAMPAIGN FINISHED PRODUCTS**
- **Chemical-Physical Analysis:** total 350905 (1754 per day)
- **Microbiological analyses:** 329990 total (1650 per day)
- **Nutritional Analysis:** 116 total
- **Multi-Residual Analysis:** 225 total
- **Allergen Search:** 1165 total

## SURVEILLANCE, INTERNAL AUDITS, CUSTOMER AND THIRD-PARTY AUDITS

The Casalasco Group plans and carries out constant monitoring activities to ensure:

- Operational compliance: control of the conduct and working methods of personnel;
- Environmental and safety protection: strict compliance with environmental protection and worker protection requirements;
- The adequacy of the assessment and management of risks to food safety;
- Compliance with procedures: punctual application of all prescriptive documentation.

To support operational control, the company schedules regular internal audits to assess the effectiveness of the management system and identify areas for improvement.

In 2025, in addition to audits conducted by internal auditors and professional partners, the Group's 5 production sites successfully passed 128 second- and third-party audits carried out by customers and third-party certification bodies.

These audits are intended to:

- certify production sites according to customer/voluntary standards;
- qualify the supplier;
- assess the manufacturer's risk;
- discuss and solve any problems and start new collaborations.

### RIVAROLO DEL RE

- **31 audits received** (27 in 2024)
- **99 internal surveillance** (90 in 2024)

### FONTANELLATO

- **25 audits received** (21 in 2024)
- **41 internal surveillance** (39 in 2024)

### GARIGA

- **49 audits received** (23 in 2024)
- **22 internal surveillance** (17 in 2024)

### BUSSETO

- **13 audits received** (20 in 2024)
- **58 internal surveillance** (6 in 2024)

### SAN POLO

- **10 audits received** (12 in 2024)
- **19 internal surveillance** (6 in 2024)

### TOTAL

- **128 audits received** (103 in 2024)
- **239 internal surveillance** (158 in 2024)

# 4.3 INNOVATION, research and development

The R&D activity is aimed at creating new products in terms of recipe, characteristics of the ingredients, production process and packaging, to create0020and or innovate already tested products, recipes and formats.

In 2025, the greatest efforts were directed towards the search for new packs with sustainable characteristics while preserving food safety, runnability and functionality of use. Information on sustainable packaging is provided in Chapter 7 on p. 177.
A particular commitment has been made to the development of the production line of semi-finished products and pestos from fresh basil.

In 2025, more than 127 projects were developed, of which 37 completed and 37 in progress.

| | |
|---|---|
| **PROJECTS** | 127 |
| **FINALIZED** | 37 |
| **%** | 29 |
| **PENDING** | 19 |
| **%** | 15 |
| **ONGOING AT THE END OF 2025** | 37 |
| **%** | 29 |
| **INTERRUPTED** [1] | 34 |
| **%** | 27 |

[1] For over a year without follow-up or any communication from the customer.



# 4.4 CUSTOMER satisfaction

The Casalasco Group is committed to satisfying its customers and consumers on a daily basis, developing methodologies for collecting feedback that measure the quality of the relationship with the customer.

For this reason, the following are monitored:

- The outcome of research and development projects, the number of references included in production,
- the new products, lines and processes that have successfully passed the validation process;
- The service rate of large-scale retail customers and formalized ratings;
- The timing of response to requests made to the various Company Departments;
- The outcome of commercial and technical meetings to evaluate ongoing projects;
- KPIs identified by customer.

Finally, all complaints and reports from Consumers are collected by Quality and shared among the various business areas involved. The Group has an internal standard that provides for the immediate handling of the complaint with feedback of receipt to the customer/consumer, and an initial response within 10 working days, times that are normally respected; additional time may be necessary to carry out in-depth studies in the most complicated cases.

In 2025, there will be a 13% decrease in the global complaint rate.

| | | CASALASCO (all products) | | BRAND POMÌ/DE RICA | |
|---|---|---|---|---|---|
| | **u.m.** | **2024** | **2025** | **2024** | **2025** |
| **COMPLAINTS** | ppm | 1.44 | 1.25 | 1.19 | 1.18 |

# 4.5 The PROCUREMENT activity of the Casalasco Group

The procurement activity covers the procurement of all goods and services not contributed by shareholders by virtue of campaign agreements. During 2025, the Casalasco Group's Procurement function confirmed its strategic role in supporting production continuity and commitments to customers.

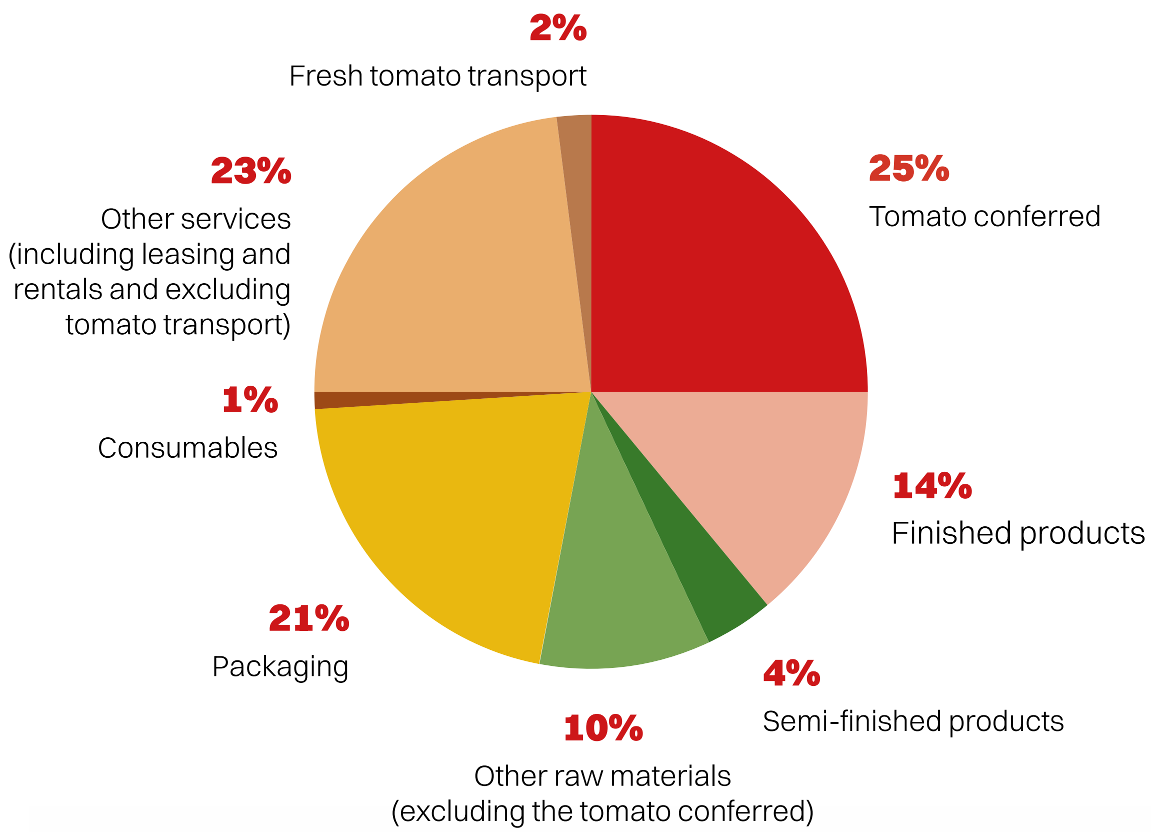
In a volatile market environment, procurement management focused on ESG integration, cost control and supply chain resilience.
In 2025, the Group collaborated with over 2,000 suppliers, for a total purchase value of a more than 393 million euros.

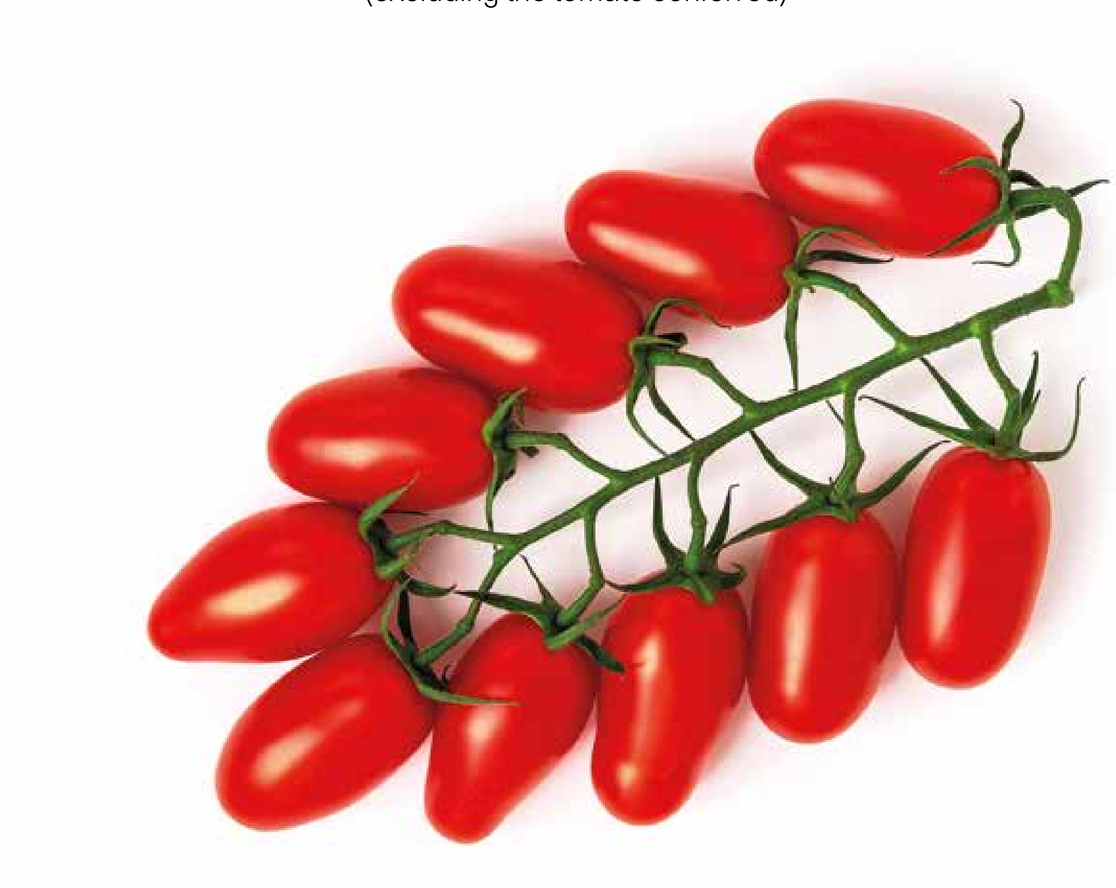
## MARKET DYNAMICS AND TRANSITION OF THE PRODUCTION MIX

The trend in purchases was affected by the change in volumes and an important evolution in the market mix, driven by the increase in the production of ready-to-eat sauces in glass (in particular meat-based). This transition has generated opposing cost dynamics:

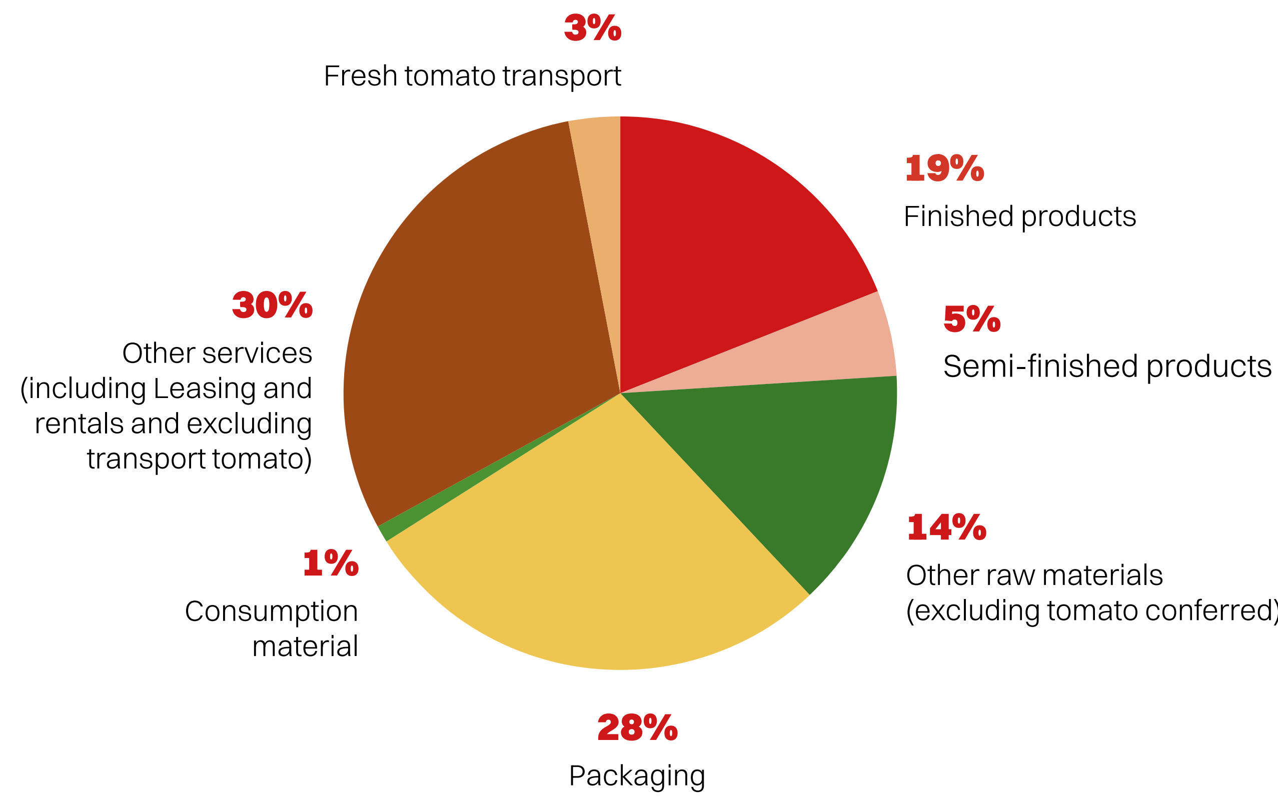
- **Raw materials on the rise:** the increase in meat products exposed the Group to sharp increases in beef prices, caused by the scarcity of raw materials in Europe and health issues. Bullish trends have also affected the dairy sector — with historic peaks for Parmigiano Reggiano and increases for Grana Padano — and the poultry sector due to tensions over the availability of eggs.
- **Commodities down:** Bucking the trend, olive oil prices fell sharply thanks to strong harvests in Italy, Spain and Greece. Sugar also showed a significant reduction due to the abundance of the global supply.
- **Packaging:** in line with the new sales mix, the use of plastic bottles has been reduced in favour of glass. Glass and metal containers benefited from a contraction in prices, favored by the normalization of energy costs and the full production capacity of European suppliers.
- **Finished Products:** compared to 2025, purchases of legumes and canned vegetables have increased significantly, due to the introduction of products in the Scandinavian market. Rice purchases, on the other hand, have decreased, as this segment is being progressively abandoned as a strategic choice.

## PURCHASES BY SUPPLY CATEGORY (% EURO) IN 2025



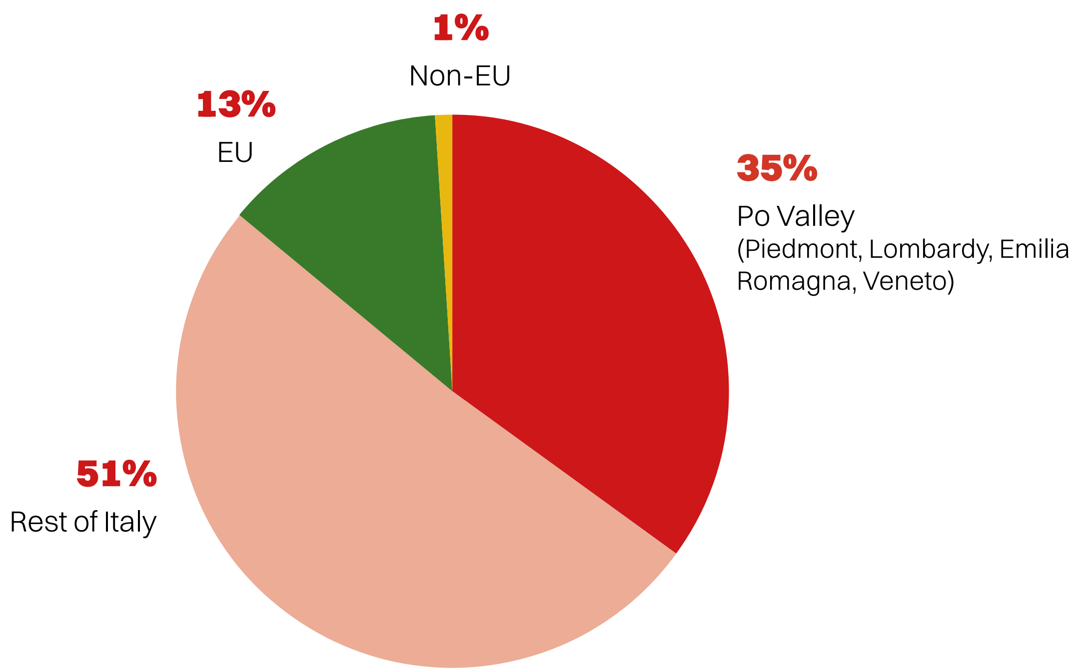
## PURCHASES BY CATEGORY(%EURO) IN 2025[2]
### EXCLUDING TOMATO SUPPLIERS




In continuity with 2024, the most economically significant category of purchases is represented by the tomato delivered, followed by packaging and finished products. Compared to the previous year, there was a reduction in the incidence of the finished products category on the total expenditure (24% in 2024) , against a significant increase in the expenditure incurred for the purchase of tomato conferred (+37%).

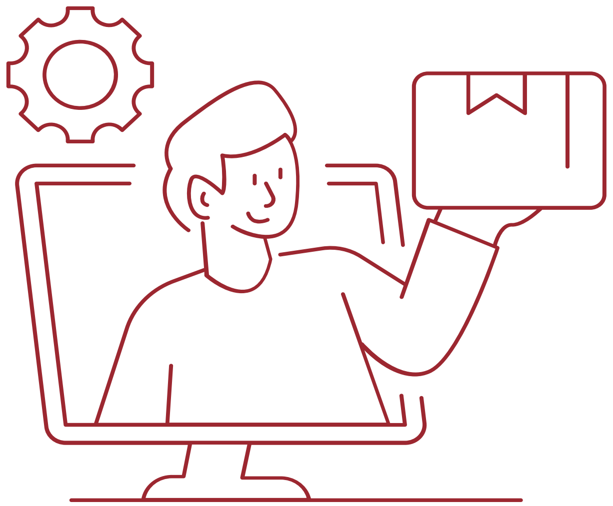
[2] 87% of Casalasco's purchases come from local suppliers (86% in 2024), i.e. purchased in the same country where Casalasco and Pomì US have their registered office.

**DISTRIBUTION OF PURCHASES BY GEOGRAPHICAL AREA IN 2025 (% EURO)**




## PURCHASING POLICIES

- Assessment of suppliers' technical and economic capabilities and compliance with regulations, including safety, environment and labour
- Adoption of supplier selection criteria that take into account quality, food safety, economic, environmental, social and ethical aspects
- Ensuring transparency and traceability throughout the supply chain by acquiring in-depth and detailed information from suppliers
- Building long-term business relationships and trust with suppliers with the aim of consolidating a chain of value, collaboration, innovation with a guarantee of economic sustainability
- Increased resilience in supply chains, mitigating risks and improving competitiveness, using local suppliers where possible without sacrificing collaboration with suppliers less close
- Application of a rigorous selection and monitoring system of service contracts, with the involvement of the various competent company functions (legal, HR, operation, security)
- Verification and monitoring of contractors, including any subcontracts, compliance with salary and social security obligations, and the application of the CCNL consistent
- with the services provided
- Elaboration of the Code of Conduct for Suppliers, inspired by the principles referred to in the Universal Declaration of Human Rights, UN Global Compact, ILO and ETI Code, Sedex and Corporate Code of Ethics, with the commitment to observe, respect and enforce rules on fair dealing, workers' rights, quality and safety of the product/service supplied and production, health and safety of workers and the environment



# THE SUSTAINABLE EVOLUTION OF PROCUREMENT: DIGITALIZATION AND SUPPLY CHAIN INVOLVEMENT

## DIGITALIZATION AND OPERATIONAL EFFICIENCY

2025 marked a decisive acceleration towards digital transformation and internal transparency:

• **Information flows:** introduction of periodic internal newsletters on the ingredients, packaging and energy markets to increase corporate awareness of geopolitical and climate risks.

• **IT and Artificial Intelligence evolution:** the mapping of the processes for the implementation of the new SAP ERP system (scheduled for 2027) has been launched. At the same time, an exploratory path has begun for the integration of solutions based on Artificial Intelligence, aimed at optimizing the analysis of spending data and supplier management.

## ESG PATH AND SUSTAINABLE PACKAGING

Sustainability is confirmed as the central pillar in relations with the supply chain through concrete actions:

• **Supply chain assessment:** the monitoring of the sustainability performance of strategic suppliers continued through the Syn**esg**y and Ecovadis platforms.

**In 2025, the partners involved rose to 38 (compared to 14 in 2024), equal to 10% of the total suppliers of raw materials, ingredients and packaging (297), with an increase of more than 5%.**

• **Green packaging solutions:** technical tests continued to increase the use of shrink films with recycled plastic (results expected in 2026); In addition, the purchase of jars containing at least 30% recycled glass has begun. "half white".

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In 2025, 89% of new suppliers were assessed according to environmental criteria and 87% were assessed based on social criteria, compared to 93% recorded for both criteria in 2024. With specific reference to suppliers in the tomato supply chain, 100% of the new suppliers were assessed according to environmental and social criteria, confirming the percentage achieved in 2024.

## SIN**ESG**Y

Syn**esg**y is the global digital platform that assesses the sustainability of companies and allows them to detect their commitment to environmental, social and government issues. The platform operates through an ESG self-assessment questionnaire that allows you to obtain a final score, the benchmark with respect to the companies in your sector and indications on a possible improvement plan..


5

# The scenario and the **VALUE**

# 5.1 The market, **COMPETITION** and value created

In 2025, the global volume of processing of fresh processing tomatoes was 40.429 million tons, with a variation of -11.8% compared to the previous year; the decrease is attributable to significant declines in production in Spain and China, only partially offset by increases in California and Italy.

World tomato production is located in three macro-areas in the northern hemisphere, depending on climatic conditions, water availability and agricultural know-how.

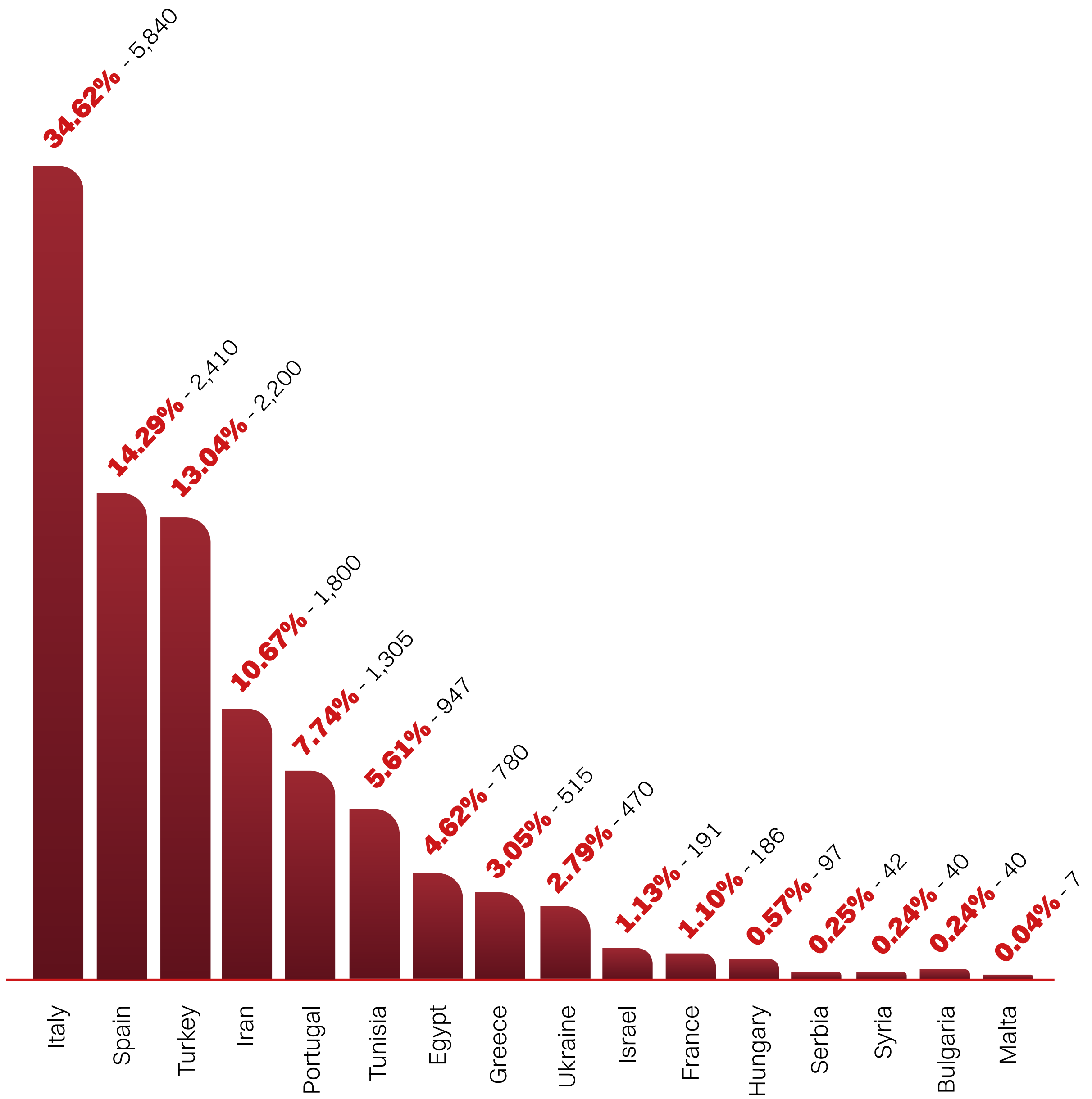
The United States (10.537 million/tons, up 5.4% on 2024), which has recovered its leadership over China (estimated at 4.900 million/tons = -53% vs. crop 2024) and Italy, in third place (5.840 million/tons, up about 10.7% on 2024), cover more than 52% of the total.

Italy is part of AMITOM and plays a leading role in the supply chain of processed tomatoes, with a turnover of the entire supply chain estimated at almost 4 billion euros.

In 2025, final volumes of 16.870 million tons of fresh tomatoes were recorded in the AMITOM area, equal to 41.7% of world production.

[1] AMITOM is the association of tomato producers operating in the Mediterranean Basin. It includes 7 European countries (Spain, Portugal, France, Italy, Greece, Malta and Bulgaria), 3 non-EU countries (Turkey, Israel and Tunisia) and 7 associate members, including Hungary, Serbia, Ukraine, Iran.

The graph below shows the percentage importance of the various countries of the Mediterranean area: Spain and Portugal are Italy's direct EU competitors, while Turkey e Iran are seeing continued growth in the first tomato processing business.




In Italy there are two production basins, that of the North and that of the Centre-South, with a production capacity mostly equally divided between these two areas.

# 5.2 ECONOMIC performance and added value

The "pro forma"[2] financial statements closed by Casalasco Società Agricola S.p.A. as at 31.12.2025, at the end of the consolidation processes with the other Group companies, it recorded a turnover of 537.6 €/million.

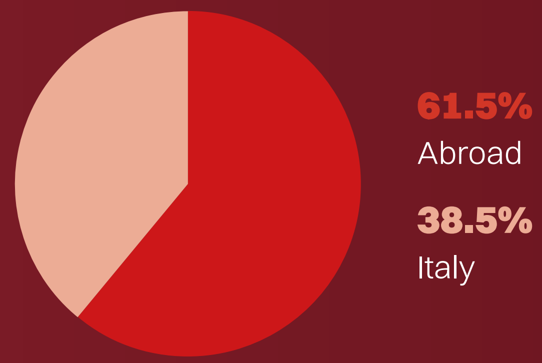
## CASALASCO SOCIETÀ AGRICOLA S.P.A.

Revenues recorded in 2025 amounted to €346.8 million, showing a reduction of -6.5% compared to the figure expressed in 2024 (€371.2 million), while the turnover that Casalasco S.p.A. consolidated in 2025 with S.A.C. SpA, Pomì USA, Emiliana Conserve SpA and De Martino srl amounted to €/million 33.6 million compared to €/million 41.6 in 2024.

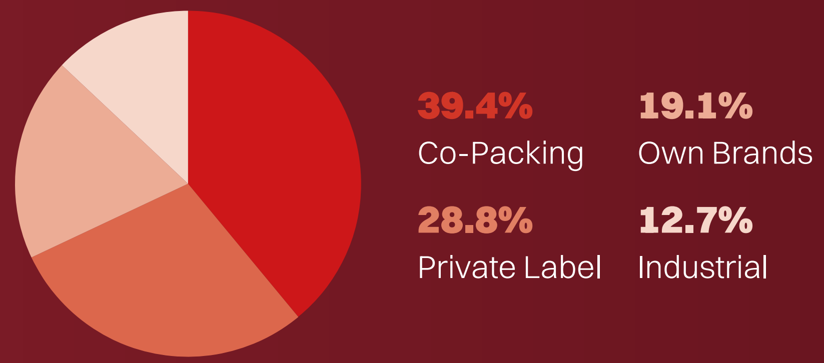
[2] In order to provide all Group stakeholders with a clear representation of the performance of the business and to ensure the comparability of Casalasco's economic performance with the environmental and social data and information reported in this Sustainability Report, it was deemed appropriate to refer to the "pro-forma" 2025 financial statements, prepared on an annual basis.
This representation differs from that provided in the consolidated financial statements of the Casalasco Group, which records the Group's economic results starting from the date of acquisition by Filiera Casalasco S.p.A., a special purpose vehicle controlled by the FSI Fund, of a 100% stake in Casalasco Società Agricola S.p.A., i.e. from 1 July 2025 to 31 December 2025.

The various breakdowns of Casalasco S.p.A.'s revenues show the following breakdowns:

**DESTINATION OF GOODS**
From a geographical point of view, in line with the propensity to export that has always characterized the company's activity, 2025 revenues with final destination on third markets are 61+39 confirmed to be above 60% (EU 46% and non-EU share over 15%).

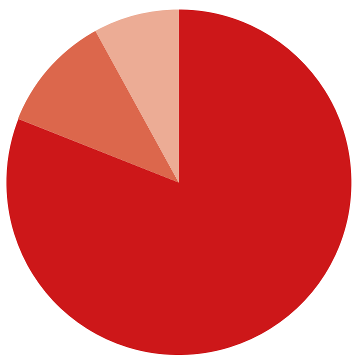



**BUSINESS LINE**
Co-Packing (39.4%) and Private Label (28.8%) together exceed 2/3 of total revenues, underlining the strong specialization of the company in contract manufacturing.




## DISTRIBUTION CHANNEL

The Retail Channel absorbs over 80% of the company's turnover with the remaining share divided between the Industrial and Food-Service channels, showing a slight growth trend.



**80.8%** Retail

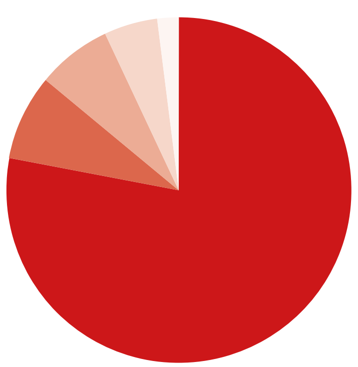
**10.8%** Industrial

**8.4%** Food Service

## PRODUCT FAMILY

This important production diversification is represented by product categories complementary to the business of tomatoes and derivatives, attributable to Pestos, White Sauces, Soups, Broths and Ready-to-Eat Soups. The Beverage segment is now marginal following the decision to progressively abandon these types of non-core products.

### RTU (Ready to use)



**64.5%** Plain Tomatoes

**6%** RTU White

**5.1%** RTU Other

**3%** Ketchup and Sauces

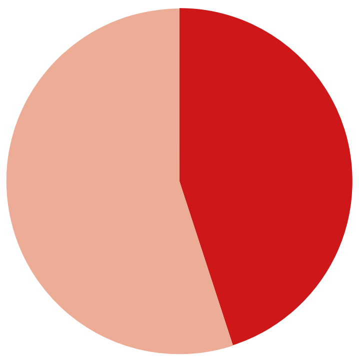
**0.8%** Basil

# SUBSIDIARIES

In the reporting year, the company's total revenues amounted to €125.834 million. The revenue breakdown sees the breakdown as follows:

## DESTINATION OF GOODS

From a geographical point of view, the company confirms the substantial balance between revenues achieved with customers operating on the domestic market and those abroad, with a slight prevalence of the internal market.

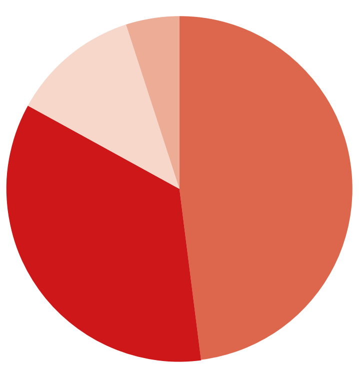


**44.9%**
Abroad

**55.1%**
Italy

## BUSINESS LINE

Co-Packing (35.2%) and Private Label (47.6%) reach almost 83% of total revenues, underlining the company's strong specialization in contract manufacturing. The share of semi-finished product in industrial formats is recovering after the decline due to scarcity of raw material that characterized the 2024 processing campaign.



**35.2%**
Co-Packing

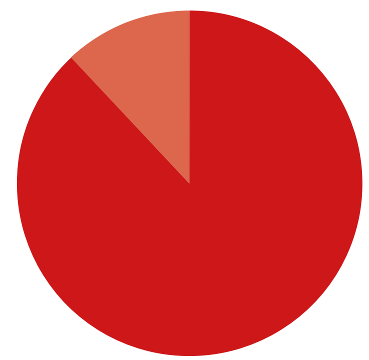
**47.6%**
Private Label

**5.0%**
Own Brands

**12.2%**
Industrial

## DISTRIBUTION CHANNELS

The RETAIL Channel absorbs almost all of the company's turnover, with the remaining share allocated to industrial exchanges (tomato-based semi-finished products).

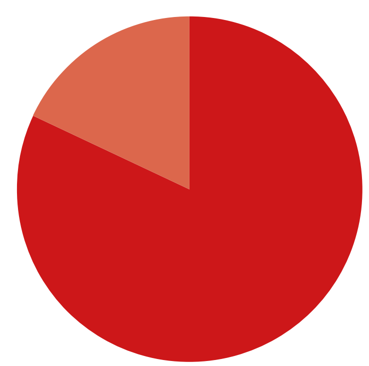


**88%**
Retail

**12%**
Industrial

## PRODUCT FAMILY

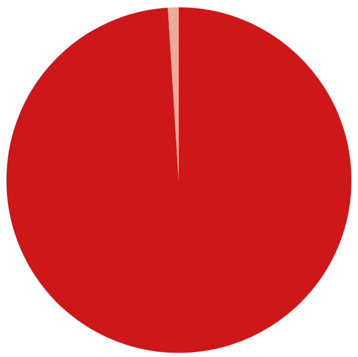
Production diversification is limited to tomato derivatives in simple form (pulps, purees, concentrates) and partially extended to simple recipes to characterize the bases with vegetable ingredients (basil or vegetables).



**81.5%**
Plain Tomatoes

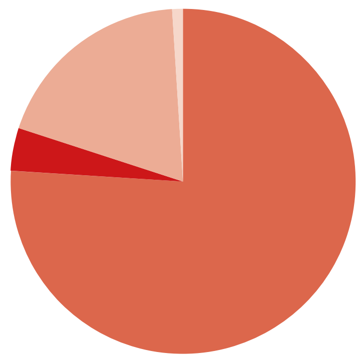
**18.5%**
RTU Tomato

**S.A.C. S.p.a.** recorded a 2025 revenue trend of 77.9 €/million (approximately -20% compared to 2024).



**98.7%** Abroad

**1.3%** Italy



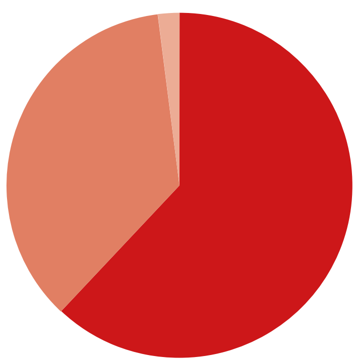
**4.3%** Co-Packing

**75.9%** Private Label

**18.5%** Own Brands

**1.3%** Industrial

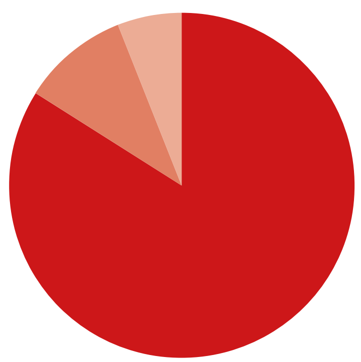
S.A.C. exports almost all of its products and concentrates its activities on behalf of third parties, even if the Victoria property continues to grow in proportion to the company's business.



**61.7%** Retail

**36.1%** Food Service

**2.2%** Industrial



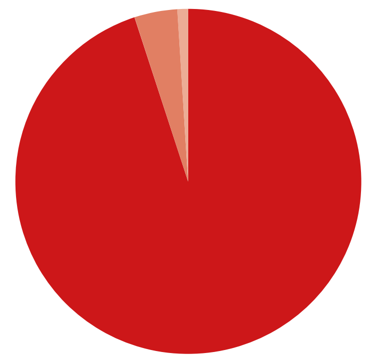
**83.9%** Plain Tomatoes

**9.6%** RTU Other

**6.5%** RTU Tomato

As for **Pomì USA Inc**, the turnover in 2025, just over 12 €/million, was in line with 2024.

Turnover expresses 100% of the marketing of Pomì brand products on the market.



**95.5%** Retail

**4.2%** E-commerce

**0.3%** Food service

De Martino srl's revenues in 2025 stood at over €39 million. The 2025-2026 contract closures have sanctioned an excellent renewal from the point of view of volumes, but with a slight drop in prices. The customer reference portfolio is in continuous evolution, already extending the product range from PLAIN TOMATOES references to RED RTU (Pasta Sauce) up to OTHER RTU such as soups and ready-to-eat soups in brick packaging.Also in positive evolution is the relationship with other operators (in Scandinavian and Baltic countries) always within the PRIVATE LABEL business line.

5.3

# VALUE GENERATED
## and distributed in 2025

The economic value is distributed among the different stakeholders, divided into:

- **"Reclassified operating costs"** (mainly purchases of raw materials, goods and services from third-party suppliers);
- **"Staff remuneration"** (direct remuneration consisting of wages, salaries and severance pay, as well as indirect remuneration consisting of social security contributions);
- **"Remuneration of lenders"** (passive Interests);
- **"Remuneration of shareholders"** (distribution of the Net Profit for the year);
- **"Remuneration of the Public Administration"** (taxes);
- **"Community"** (donations and sponsorships for the territory).

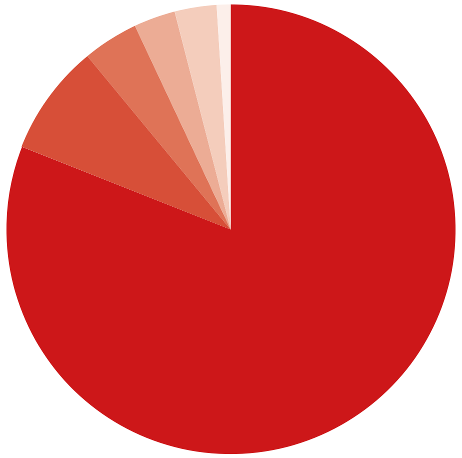
In the 2025 "pro-forma" financial statements, 85.75% of this value is represented by reclassified operating costs, totalling more than €495 million.

The Casalasco Group's commitment to a fair redistribution of wealth is highlighted by the fact that the value generated is distributed between staff, lenders, Public Administration and Shareholders.

Sponsorships and donations were also disbursed for a total of about 121 thousand euros.

| *(in thousands of Euros)* | 2025 pro forma | 2024 |
|---|---|---|
| **ECONOMIC VALUE DIRECTLY GENERATED** | **604,827** | **552,907** |
| Revenue from sales and services | 537,631 | 604,522 |
| Changes in inventories of work-in-progress, semi-finished and finished products | 56,560 | -65,847 |
| Changes in inventories of raw materials, supplies, consumables and goods | 0 | 0 |
| Other income | 10,077 | 12,101 |
| Financial Income | 1,153 | 2,314 |
| Foreign exchange gains and losses | -595 | 312 |
| Revaluations | 0 | -495 |
| **DISTRIBUTED ECONOMIC VALUE** | **577,939** | **507,531** |
| Reclassified operating costs | 495,598 | 422,445 |
| Staff remuerantion | 58,648 | 53,230 |
| Remuneration of lenders | 14,446 | 17,169 |
| Remuneration of Members | 5,240 | 6,956 |
| Public Administration Remuneration | 3,886 | 7,454 |
| Community remuneration | 121 | 277 |
| **ECONOMIC VALUE RETAINED** | **26,889** | **45,376** |

### VALUE GENERATED AND DISTRIBUTED 2025 (pro forma)



**85.75%** Reclassified operating costs

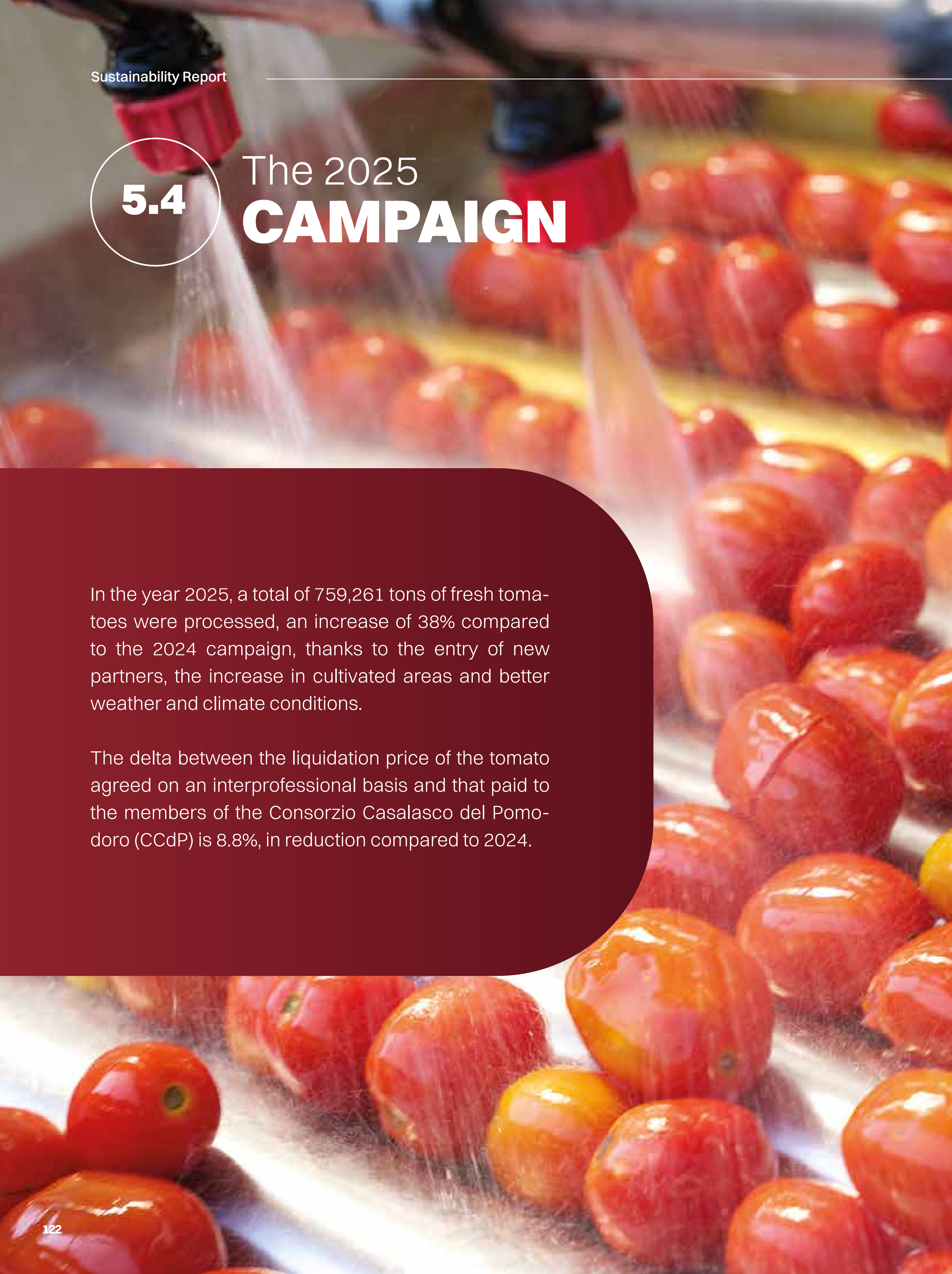
**10.15%** Staff remuneration

**2.50%** Remuneration of lenders

**0.91%** Remuneration of shareholders

**0.67%** PA remuneration

**0.02%** Community remuneration

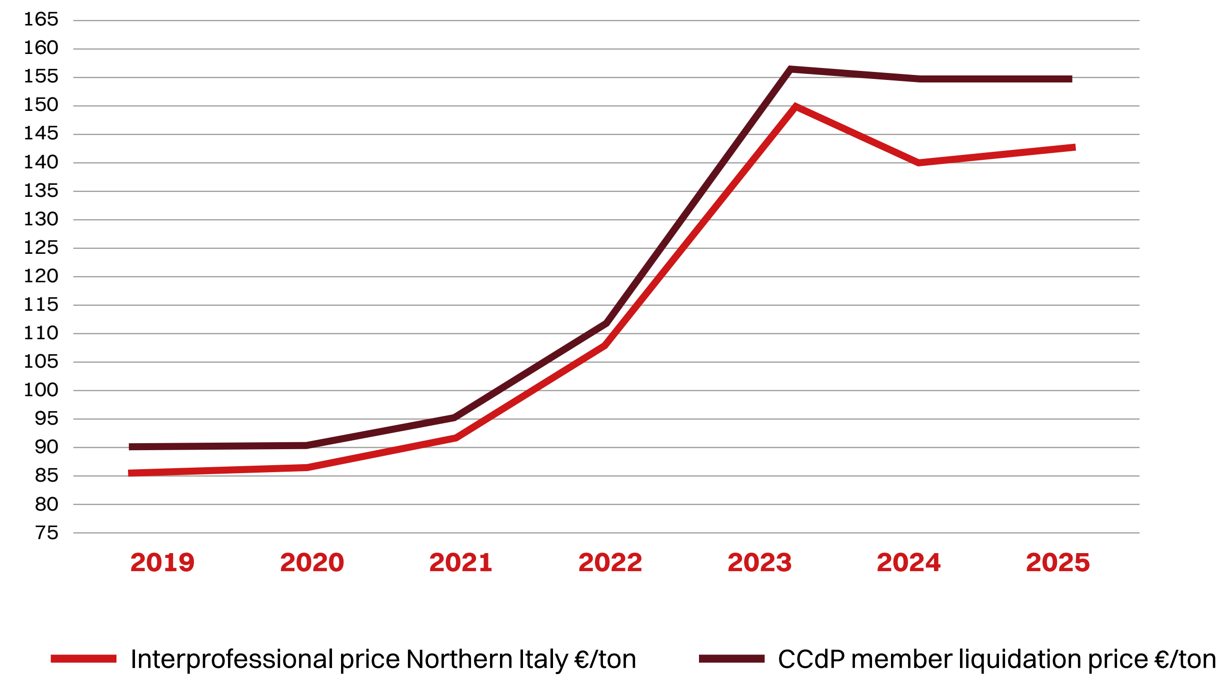


# 5.4 The 2025 CAMPAIGN

In the year 2025, a total of 759,261 tons of fresh tomatoes were processed, an increase of 38% compared to the 2024 campaign, thanks to the entry of new partners, the increase in cultivated areas and better weather and climate conditions.

The delta between the liquidation price of the tomato agreed on an interprofessional basis and that paid to the members of the Consorzio Casalasco del Pomodoro (CCdP) is 8.8%, in reduction compared to 2024.

| | udm | 2019 | 2020 | 2021 | 2022 | 2023 | 2023 | 2024 | 2025 |
|---|---|---|---|---|---|---|---|---|---|
| Interprofessional price Northern Italy[3] | €/ton | 86.00 | 87.00 | 92.00 | 108.50 | 150.00 | 150.00 | 140.00 | 142.50 |
| Prezzo Liquidazione soci CCdP | €/ton | 90.00 | 90.00 | 95.00 | 113.93 | 157.50 | 157.50 | 155.00 | 155.00 |
| Delta | €/ton | 4.00 | 3.00 | 3.00 | 5.43 | 7.50 | 7.50 | 15.00 | 12.50 |
| Delta % | % | 4.7% | 3.4% | 3.3% | 5.0% | 5.0% | 5.0% | 10.7% | 8.8% |




[3] Price and conditions agreed annually for the raw material "indutrial tomato" between the Producers' Organizations and the Private Processing Industries located in the Northern Italy basin.

6

# PEOPLE



## OUR EMPLOYEE VALUE PROPOSITION

Casalasco offers its people a relationship based on five pillars:

### GROWTH AND CONTINUOUS TRAINING

Training is not just a course: it is a working method. Technical, digital and leadership paths. Internal opportunities based on performance, potential and responsibility.

### PERSONAL CARE AND WELL-BEING

Health, safety, respect. Prevention and concrete wellbeing. We work to make the pace sustainable, support people in the busiest periods and create a safe and inclusive environment.

### TERRITORY AND SUSTAINABILITY

We grow where we were born, with our supply chain and with the community. We work side by side with the farms of the territory, transforming sustainability into concrete choices.

### QUALITY AND EXCELLENCE

Partner of the world's largest tomato brands. High standards, continuous innovation, guaranteed quality, competence as a strategic resource. A work that is often invisible, but decisive.

### LOYALTY AND TEAM SPIRIT

A sense of belonging, responsibility and the ability to act in the interest of the organization are our strengths. And this creates trust and makes people grow together with results.



# 6.1 Our idea of WORK

The Casalasco Group uses the term "personnel" in a broad sense: it includes not only direct employees, but all those who work on behalf of the Group, regardless of the contractual form. It is a precise choice, which reflects a conviction: responsibility towards people does not stop at the paycheck, but extends to anyone who contributes to the functioning of the supply chain.

In practice, this means applying the same contractual protections to fixed-term and permanent workers, verifying compliance with labour and safety regulations by service providers operating in the plants, and building integration paths for people in fragile situations, in collaboration with social cooperatives and provincial services.

**98% of the management is hired locally.** This is not a marginal fact: it tells of an organization that believes in territorial rooting as a strategic value and not just as a declaration of principle.

# 6.2 THE NUMBERS that matter

In 2025, the Group employed an average of 1,027 people, with an increase of 8% compared to the previous year.[1] The number rises to 2,075 at the peak of the tomato campaign - the August-September window - in which the organizational challenge is at its highest.

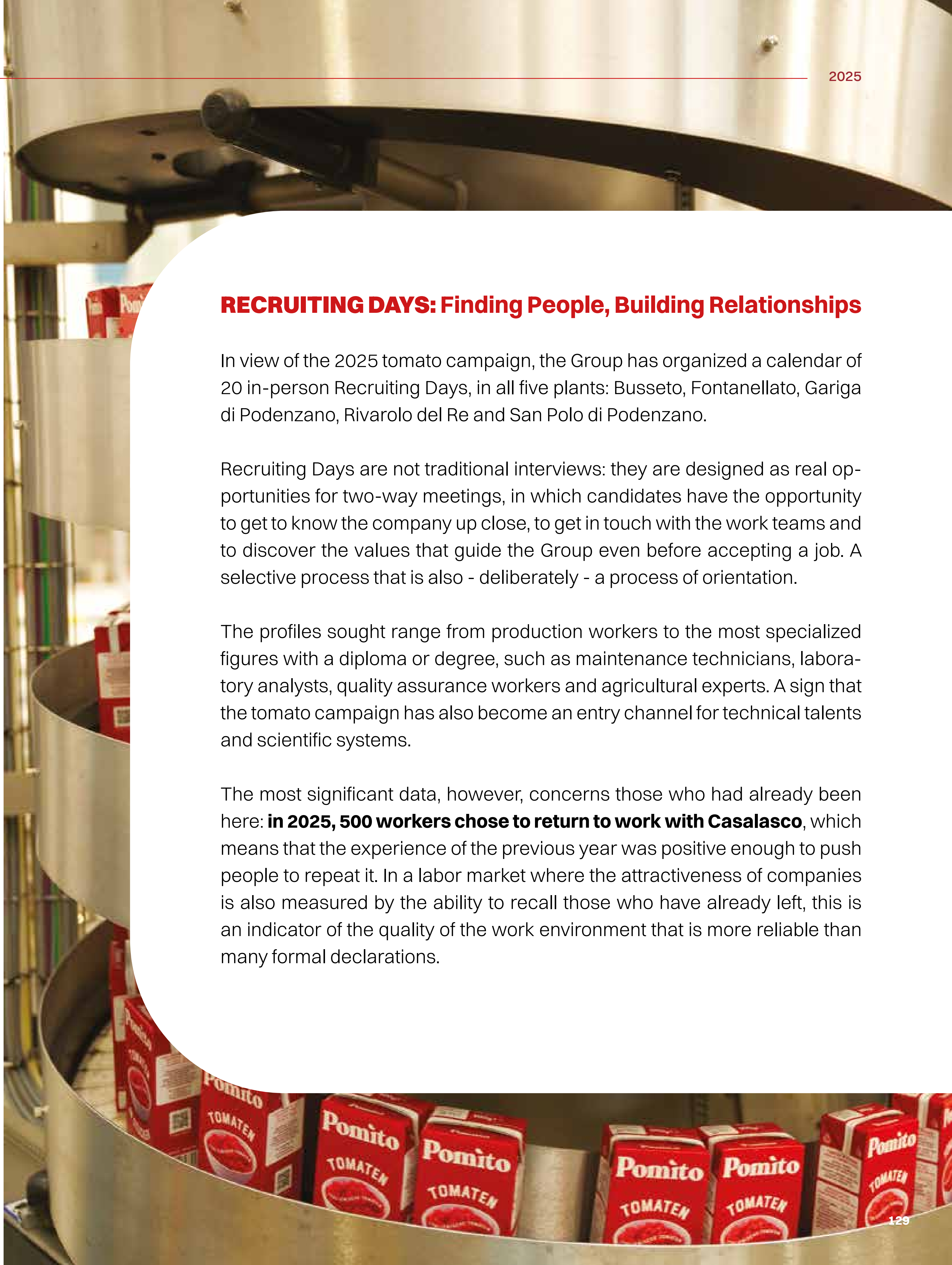
But the data that best tells the direction of travel is another: from 2021 to date, the permanent workforce has grown by more than 50%. And it is not a question of growth by replacement, but consolidation: 147 workers already present in the company have in fact seen their contracts transformed from fixed-term to permanent, of which 116 in operational roles.

It is an expensive choice in the short term, but consistent with the Group's strategy: in a sector where competition for work is growing, job stability is one of the most effective tools for attracting and retaining the best people.

### WORKFORCE COMPOSITION:

| 44% | 28% | 10 |
|---|---|---|
| **WOMEN** | **EMPLOYEES** of non-Italian nationality | **TRAINEES** in 2025 |

[1] The data relating to human resources are expressed as "FTE" (Full Time Equivalent) and represent the average number of employees expressed in full-time equivalents and also include temporary workers and seasonal workers, who work mainly during the peak period of production at the Group's plants.



### RECRUITING DAYS: Finding People, Building Relationships

In view of the 2025 tomato campaign, the Group has organized a calendar of 20 in-person Recruiting Days, in all five plants: Busseto, Fontanellato, Gariga di Podenzano, Rivarolo del Re and San Polo di Podenzano.

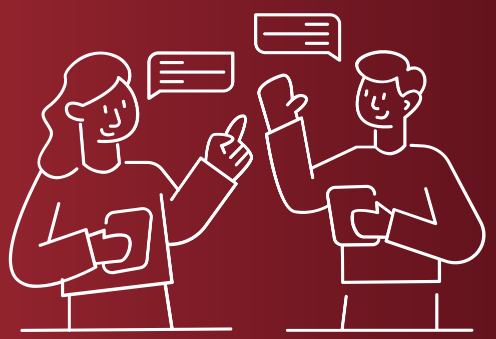
Recruiting Days are not traditional interviews: they are designed as real opportunities for two-way meetings, in which candidates have the opportunity to get to know the company up close, to get in touch with the work teams and to discover the values that guide the Group even before accepting a job. A selective process that is also - deliberately - a process of orientation.

The profiles sought range from production workers to the most specialized figures with a diploma or degree, such as maintenance technicians, laboratory analysts, quality assurance workers and agricultural experts. A sign that the tomato campaign has also become an entry channel for technical talents and scientific systems.

The most significant data, however, concerns those who had already been here: **in 2025, 500 workers chose to return to work with Casalasco**, which means that the experience of the previous year was positive enough to push people to repeat it. In a labor market where the attractiveness of companies is also measured by the ability to recall those who have already left, this is an indicator of the quality of the work environment that is more reliable than many formal declarations.

# 6.3 INDUSTRIAL relations: a turning point

All employees of the Italian companies, representing 99.6% of the Group's workforce, are subject to national collective labour agreements, to which are added more favourable conditions provided for by the company supplements.



2025 was the year of the renewal of the Company Supplementary Contracts for the period 2025-2028, both for Casalasco S.p.A. and for Emiliana Conserve S.p.A. The new supplementary contracts have brought several innovations, including:

- **Parenting and work-life balance:** Paid leave for working fathers, leave for nursery or nursery school placement, contribution to nursery school fees, reimbursements for school expenses, optional maternity leave, leave for sick children.
- **Well-being and health:** Promotion of healthy lifestyles.
- **Launch of the Welfare platform.**
- **Increases in wages** with an impact on severance pay, overtime and increases.
- **Incremental performance bonus** with the possibility of converting all or part of the bonus into Welfare.
- **Working groups** on issues related to working hours and safety.

In terms of flexibility, remote working will be launched on an experimental basis in 2026 for staff in the administrative and staff areas.

The Group's remuneration system does not provide for differences based on nationality or migration status.

An incentive system is also provided for seasonal staff, following the achievement of certain objectives; the same staff is part of a priority pool for permanent hiring.



# 6.4 HEALTH AND SAFETY: zero-injuries target

Safety at work is a top priority for the Group. Emiliana Conserve's plants are **ISO 45001:2018**[2] certified, and the company is working on extending the certification to all sites.

The organisational processes are aimed at reducing injuries, pursued, among other things, through the identification and mitigation of risks and the training of personnel. Employees are actively involved in health and safety issues through the figures of the Workers' Safety Representatives (RLS), who encourage dialogue between the Group and the workers themselves.

In particular, the Group promotes meetings and meetings between RLS and RSPP supervisors with the aim of examining critical situations, injuries, evaluating the effectiveness of improvement actions implemented and, in general, increasing competence and awareness in matters relating to safety. In compliance with the regulations, multiple functions cooperate for the monitoring and improvement of Health and Safety; these include the Employer, the Directors, the Prevention and Protection Service Managers, the Workers' Safety Representatives, the Supervisors and the Occupational Physician (one for each site).

Each site is equipped with emergency teams, whose members are periodically trained on the use of fire-fighting equipment, first aid procedures and the use of the Semi-Automatic External Defibrillator (AED), equipment present in each plant. All hazards that may contribute to the potential occurrence of injuries and/or occupational diseases in the workplace are assessed through a risk analysis and managed with specific treatment actions. External technicians also participate in the analysis of corporate risks, which the Group uses to verify the compliance, adequacy and updating of the Risk Assessment Document of each site.

[2] This system covers 21% of the Group's employees, including temporary and seasonal workers.

The Safety Management System also provides for the recording of "near misses" and injuries; for the latter, the frequency and severity indices are calculated. The indicators are the subject of periodic meetings between the Company Management and its staff, for the definition of specific improvement actions. These Reports contain the aggregate data of the Group (see page 209).

In 2025 there were 34 injuries, none of which were high-consequence injuries.  The main causes are: falling, slipping, improper use of equipment, contact with hot surfaces. For each of these causes, specific improvement plans are active: interventions on the floors, strengthening training on correct operating methods and PPE, insulation of the pipes.

In addition, each plant compiles and keeps updated the near miss register, a fundamental tool for prevention as it allows potentially dangerous situations and practices to be identified and to intervene before injuries occur.

It should also be noted that during 2024 and 2025 no cases of occupational diseases were detected among the employees of the Casalasco Group.

## 2025 SAFETY PERFORMANCE:

**19.3** **HOURS OF TRAINING** PER CAPITA ON HEALTH AND SAFETY (17.5 IN 2024)

[3] Injuries that have resulted in injury from which the worker cannot recover, does not recover, or it is unrealistic to expect that the worker will fully recover by returning to the state of health prior to the accident within 6 months.



# 6.5 Personnel MANAGEMENT and Development

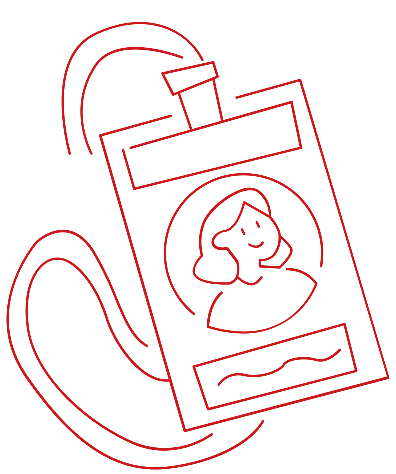
In compliance with Casalasco's values, which places the person and his rights at the center, all staff are trained in human rights and workers' rights. Duties and obligations are documented in the employees' Code of Conduct.

The document has contractual value and is distributed to all staff, who are subject to periodic review and information activities to operators. The code contains the contractual rules that regulate hours, absences, disciplinary measures, as well as the rules of conduct regarding hygiene, the environment, and safety. The aim is to have rules that are known, shared and respected by all. It is also intended to develop in personnel at all levels an awareness of their role within the organization, and of the consequences on their work and on the entire Group of any failure to comply with the rules.

The Group promotes a collaborative and proactive application of these provisions, and is available for clarifications or reports. With regard to the latter, the Group guarantees everyone the opportunity to communicate, in a confidential and anonymous way, situations that are detrimental to the rights and privacy of anyone who is on its premises or is working with or for the Group. For this reason, in an area accessible to all, the "box of reports/suggestions" has been installed, in addition to the Whistleblowing channel (see p. 31).

# 6.6 PEOPLE that grow

In line with the Group's values, the onboarding procedures provide for staff training on human rights, safety at work, environmental standards and good practices in hygiene and food safety.



The employees' Code of Conduct, a contractual document distributed to each employee, regulates hours, absences, behaviour in terms of hygiene, the environment and safety.

The Group collaborates with schools and universities for internships, school-work alternation, Job Days and Career Days. The technical-operational Academies - launched in 2024 in San Polo, Busseto and Gariga - continued throughout 2025, with the aim of training specialized figures directly in the area.

The Innovation Center, a Research and Development hub described in Chapter 2 (see page 64), also plays a strategic role in learning the production process and organizational integration within the onboarding process of new resources.

The use of this resource is part of a broader path launched in 2025: the construction of a structured Innovation Governance model, with the aim of transforming innovation from an individual and spontaneous practice to a widespread and repeatable organizational capacity; the Innovation Governance path aims to equip the Group with a common language on innovation, a model of cross-functional collaboration and the creation of repeatable processes.

## CLOTHING AS A TESTING GROUND FOR LISTENING

In 2023, a survey was launched involving all workers in production on the satisfaction of company clothing. The results were analysed and new garments were chosen, according to a selection process that also included a participatory testing phase.

In 2025, a second poll measured the result again, with an approval rating that rose from **2.71 to 3.26 out of 5** (+0.55 points).

# 5.7 TRAINING:
## The bet on human capital


The topics addressed cover a wide spectrum: safety at work, food hygiene, cybersecurity, sustainability, privacy, anti-corruption (Model 231), food defence, digital skills, foreign languages.
And this variety is not dispersion: it is the response to an organization that has to deal with the regulatory and technological complexity of the present.

Over **28,956** **HOURS OF TRAINING** DELIVERED IN 2025, EQUAL TO 28.2 HOURS PER CAPITA

### THE EVOLUTION PROJECT ENTERS ITS SECOND YEAR

Launched in 2024, "Evolution" became operational in 2025 and addresses the Twin Transition - the convergence between digital and sustainable transformation - through three areas: Sustainability, Cybersecurity and Digital Skills.

The format is diversified: online content on a dedicated platform, monthly one-hour "talks" in presence with qualified teachers and ad hoc "events" involving both the operational and clerical parts. The goal is not to train experts, but to raise the average level of awareness throughout the organization.

Seasonal staff also have access to the platform, not only for the duration of the contract but for a total of 12 months, even after the end of the employment relationship. It is an investment with no guarantee of immediate return, but consistent with the idea that training is a value in itself, and that a company that also guarantees training to temporary staff attracts the best resources. After a first year of testing, during 2025 the program has been refined, with more personalized paths.

# 6.8 WELFARE:
## from promise to practice

### WHAT DOES WELLBEING MEAN IN CASALASCO?

Casalasco provides structured welfare (integrated contract, health, performance bonus, flexible benefits and support for family expenses), with concrete measures for parenting and work-life balance (remote working, dedicated leave, economic integrations), with continuous training for all and real attention to health: prevention in the company, consultations, health screenings.

It's not a "plus": it's a way of working.
We make work sustainable over time: we require commitment and responsibility, but we give back care, opportunity and respect every day.

In July 2025, the Welfare Platform became operational, with an incentive for members, to be used by the end of the year. Permanent employees can transform part of the performance bonus into services for themselves and their families. The services available cover health, children's education, supplementary pension and personal services. The figure that measures the success of the initiative is given by a rate of adherence to the platform of **62.72%, significantly higher than the national average, estimated at around 40%.**

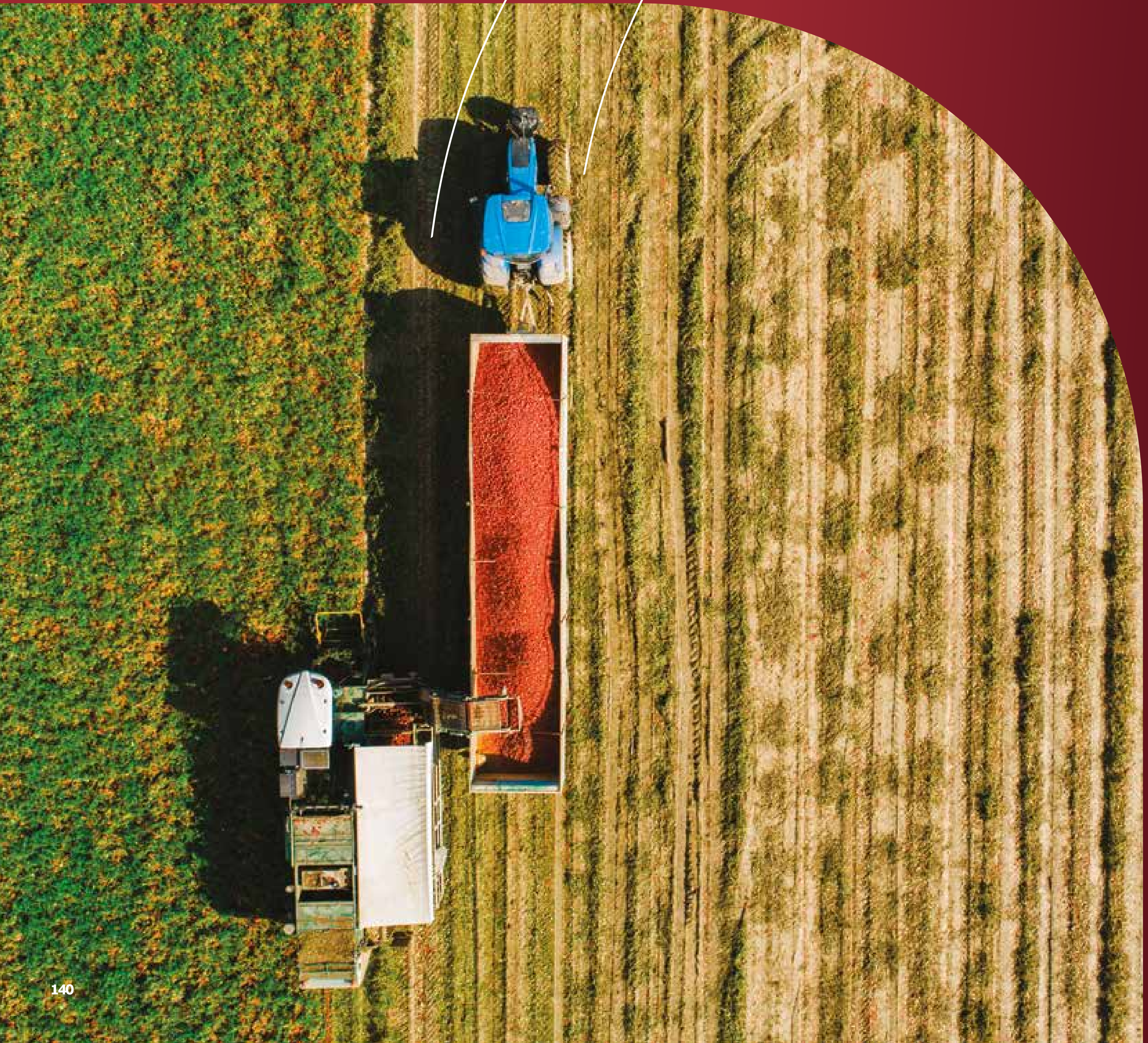
### HEALTH PREVENTION
The free cancer screening program is now a consolidated and structural practice in all five plants; at the end of 2025, a new initiative was added as part of the "Wellbeing in Casalasco" project, which will see its complete execution during 2026: screening through blood tests, without the need for foreign reservations and directly in each establishment. The new contracts also provide for 4 hours per year paid for specialist medical examinations.

### PARENTING AND FAMILY LIFE
The new supplementary contracts expand support for parenthood:
- 8 hours per year paid for the inclusion of children in the nursery or childhood school
- 100% optional maternity supplement in specific cases
- Remote working of one day a week from 2026 for office staff

### SUSTAINABLE MOBILITY
Employees who habitually use bicycles to go to work can request reflective vests and LED lights free of charge; the company also communicates good practices for the safety of road cyclists. Incentives for Full Electric vehicles and contributions for public transport subscriptions.

### INCLUSION AND EQUAL OPPORTUNITIES
A Diversity Manager is active in the Group with the task of enhancing differences - of gender, origin, lifestyle - in the belief that an organization capable of inclusion is a more resilient and more innovative organization. In addition, Italian language courses are planned in the Group's plants, to promote the integration of foreign workers. Agreements with social cooperatives for the employment of disadvantaged people.

### SOLIDARITY
Finally, the new contracts introduce solidarity holidays: employees can donate days of vacation to colleagues in difficulty - a concrete expression of a corporate culture based on solidarity.



7

# ENVIRONMENTAL
## sustainability

# 7.1 Our commitment to the ENVIRONMENT

## THE STRATEGY OF THE CASALASCO GROUP

In the environmental field, the Group has focused its attention on 5 of the 17 Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda:


Casalasco's contribution to global environmental challenges translates into clear commitments, enshrined in the Company Policy:

- **Development of the decarbonization project** under the strategic control of the Group's Sustainability and Cybersecurity Committee
- **Calculation of the Organizational Carbon Footprint** for companies that manage industrial plants and commercial companies
- **Investment** of significant resources in **energy efficiency** and greenhouse gas emission reduction projects
- **Promotion** among strategic suppliers of a **management model** that integrates the environmental, social and economic dimensions
- **Optimization of production processes** to limit resource consumption, environmental
- impact and food waste
- **Sourcing of raw materials and packaging from responsible supply chains** (tomato, ISSC+ silico, RSPO palm oil, FSC paper)
- **Promotion of sustainable supply chains** for the processing of excellent plant products
- **Definition of ESG policies and objectives** for the subsidiaries.

In addition to these pillars, there are strategic objectives for the agronomic supply chain such as regenerative agriculture projects and the promotion of circular economy models. Environmental projects, indicators and objectives are described in the following paragraphs and in summary form within the strategic plan (see Chapter 2).



# 7.2 Regulatory Compliance and Management System in PRODUCTION PLANTS

The 5 production plants of the Casalasco Group operate under the Integrated Environmental Authorization (IEA) regime. The authorization is issued by the competent Province after evaluating the efficiency of the plants with respect to BAT (Best Available Techniques), a European reference for large companies. Adapting processes to the best available techniques is not only a regulatory obligation, but a concrete approach to prevent critical issues. It also allows you to seize valuable opportunities to optimize natural and energy resources and reduce emissions, combining environmental protection and economic savings. In order to manage significant environmental impacts, ensure continuous improvement and achieve the objectives set, the Group has also adopted an Environmental Management System at all sites. This system is fully integrated with the policies of Quality, Ethics, Social Responsibility and transparency in business.

The adoption of an Environmental Management System (EMS) testifies the concrete commitment aimed at guaranteeing the protection of the environment beyond mere legal obligations, promoting maximum transparency towards all stakeholders. The system makes it possible to proactively manage risk and monitor regulatory compliance through precise performance indicators (KPIs). It also makes it possible to evaluate results against set goals and to identify areas for improvement. Currently, the system is certified by an independent third party in accordance with the ISO 14001:2015 standard for four of the five production sites (Rivarolo, Gariga, San Polo, Busseto). The company aims to extend the certification to the Fontanellato plant by 2027.

# 7.3 The production cycle and the identification of significant **ENVIRONMENTAL** impacts

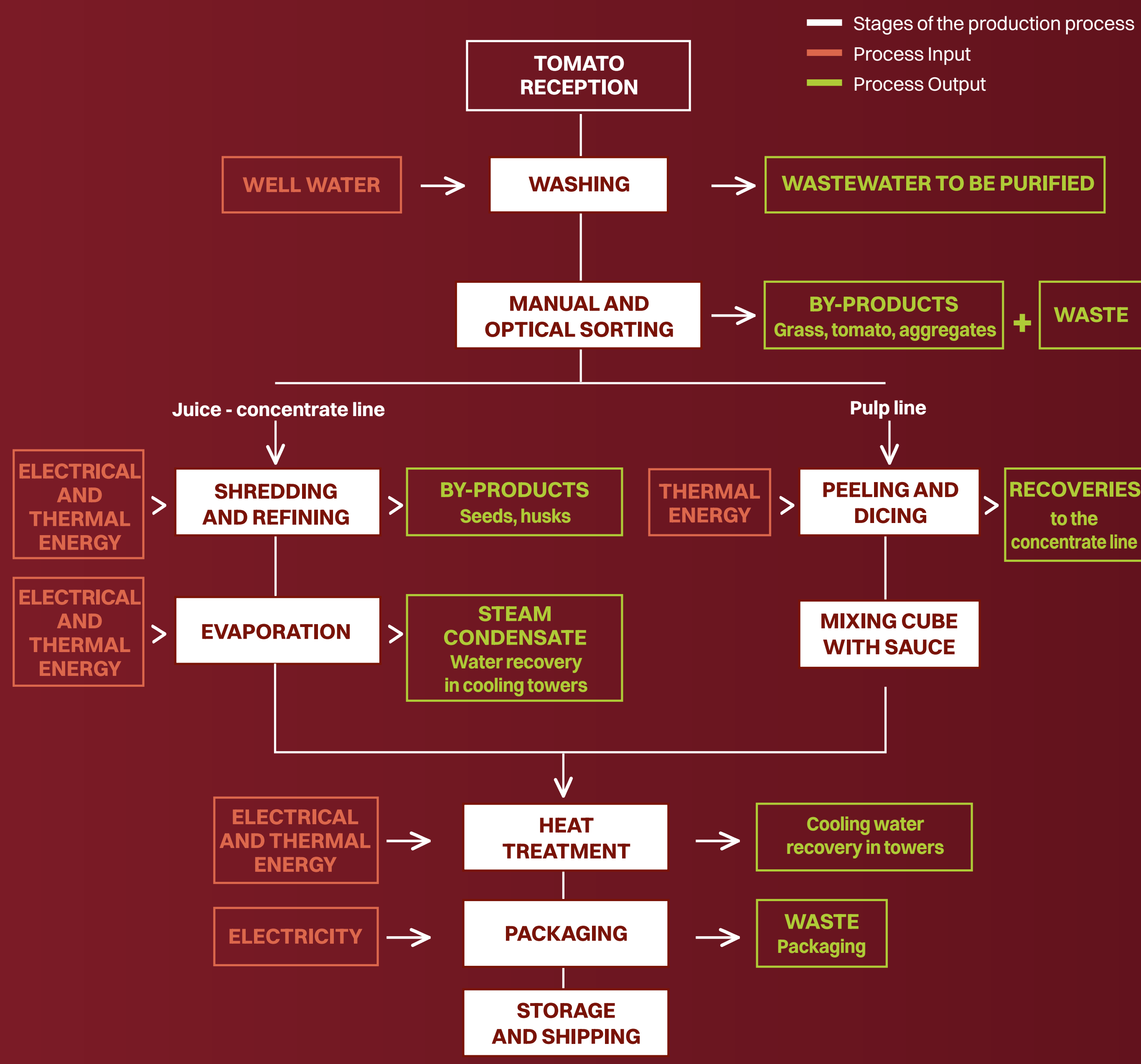
The production activity of the Casalasco Group is divided according to seasonality and is divided into two macro-periods:

- Fresh tomato processing campaign (mid/late July - early October): active in all sites, it involves the production of semi-finished products for industry and catering, and finished products for the retail channel.
- Off-campaign processing (remaining months of the year): dedicated to the production of sauces, condiments, pesto, soups and drinks.

In addition to these, there are two further seasonal productions:

- Pea (May - June): worked at the Gariga site.
- Basilico (June - September): worked at the Fontanellato site.

All processes generate similar environmental impacts. However, those related to the processing of fresh tomatoes are superior in terms of quantity. For this reason, the subsequent analysis will focus on the main process of the tomato campaign. However, there will be references to the activities related to the other processes. The flow of the main stages of tomato processing and the related direct environmental impacts are illustrated in the following figure.

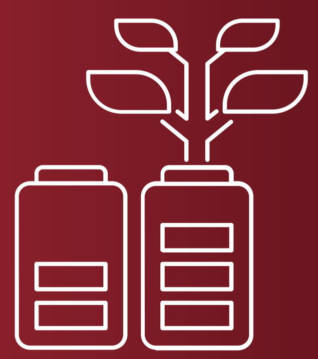



The table below shows, for 2025, the environmental impacts that have been significantly achieved, while their management is detailed in the following paragraphs.

| ENERGY CONSUMPTION | $CO_2$ EMISSIONS (Scope 1 and Scope 2 Location based) | WATER WITHDRAWALS PRODUCTION | WASTE WATER PRODUCTION | PRODUCTION OF WASTE |
|---|---|---|---|---|
| 1,394,829 GJ | 83,241 t | 6,469 Ml | 6,470 Ml | 34,767 t |

# 7.4 ENERGY consumption and emissions

Energy consumption represents one of the most significant environmental impacts for the agri-food processing industry.



## ENERGY CONSUMPTION

This consumption is mainly concentrated during the fresh product processing campaign due to the intensive and continuous operation of the processing plants, water purification systems and steam generators. The energy intensity indicators were reported by distinguishing the tomato campaign phase, the Group's core business, which absorbs over 50% of the annual energy needs, from the remaining ten months of the year (extra-campaign).

| ENERGY INTENSITY INDICES | 2024 | 2025 |
|---|---|---|
| GJ of energy consumed (per tonne of finished product) | 3.54 | 3.17 |
| GJ of energy consumed in the tomato campaign period (for tonnes of finished tomato-based product) | 3.44 | 2.88 |
| GJ of energy consumed outside the tomato campaign period (per tonne of finished product of all types) | 3.72 | 4.03 |



The improvement in overall and seasonal energy consumption indices is attributable to the implementation and optimisation of 6 evaporators equipped with MVR (Mechanical Vapour Recompression) technology, specifically implemented to make the tomato processing process more efficient. On the contrary, the increase in the energy intensity index in the extra-campaign period is generated by the contraction in production volumes. This decline was due to the divestment of some beverage lines and the transition to new types of production.

## $CO_2$ EMISSIONS: THE CARBON FOOTPRINT

### EMISSIONS

The Greenhouse Gas Protocol (GHG Protocol) classifies greenhouse gas emissions into three distinct categories (Scopes). Scope 1 emissions include direct emissions, generated from sources under the immediate control of the organization. These include the consumption of fossil fuels for transport, heating and production processes, as well as the fugitive loss of refrigerant gases from air conditioning and refrigeration systems.

Indirect Scope 2 emissions derive from the consumption of electricity and thermal energy purchased or self-produced for company activities. In accordance with international standards, their calculation is based on two distinct approaches:

- **Location-based approach:** quantifies emissions by applying average conversion factors referring to the energy mix of the geographical boundaries of reference (local, subnational or national). This method considers the energy taken from the grid without distinguishing the origin of the source (renewable or fossil).
- **Market-based approach:** determines emissions based on the company's specific energy supply contractual choices. This model enhances the organization's strategic decisions, such as the purchase of energy from renewable sources, certified GO (Guarantee of Origin, an official electronic document that certifies the renewable origin of the energy fed into the electricity grid).

Scope 3 emissions include indirect emissions that are generated along the entire value chain, both upstream and downstream of business operations. Although they derive from assets not directly controlled by the organization, they are closely connected to its business and represent the quantitatively most significant share of it.

Carbon emissions are the direct consequence of energy consumption. In order to monitor critical areas and establish priorities for intervention, the Casalasco Group, from 2024, will prepare the inventory of CO-2eq emissions strategies and quantify the progress achieved.

In 2025, the Group's Carbon Footprint, considering Scope 2 emissions with a location-based approach, was 596,471 $tCO_2$eq.

The table below shows the Scope 1, Scope 2 and Scope 3 emissions of the Casalasco Group.

| TOTAL EMISSIONS (CARBON FOOTPRINT)[1] | 2024 | 2025 | trend 2025/2024 |
|---|---|---|---|
| Scope 1 [t $CO_2$eq] | 47,269 | 50,586 | +7% |
| Scope 1 + Scope 2 (Location-based) [t $CO_2$eq] | 77,433 | 83,241 | +8% |
| Scope 1 + Scope 2 (Market-based) [t $CO_2$eq] | 57,111 | 65,346 | +14% |
| Scope 3 [t $CO_2$eq][2] | 502,998 | 513,230 | +2% |
| Total Emission (Location-based) [t $CO_2$eq] | 580,430 | 596,471 | +3% |

In 2025, as for energy consumption, there is an increase in CO2 eq emissions, mainly related to an increase of 38% of processed tomatoes.

Casalasco S.p.A. contributes to the Group's emissions impact, accounting for 63% of total emissions (Scope 1, Scope 2 Location-based and Scope 3), compared to 24% attributed to Emiliana Conserve S.p.A. Commercial companies, despite being very active in non-European markets, have an overall impact of 13%.

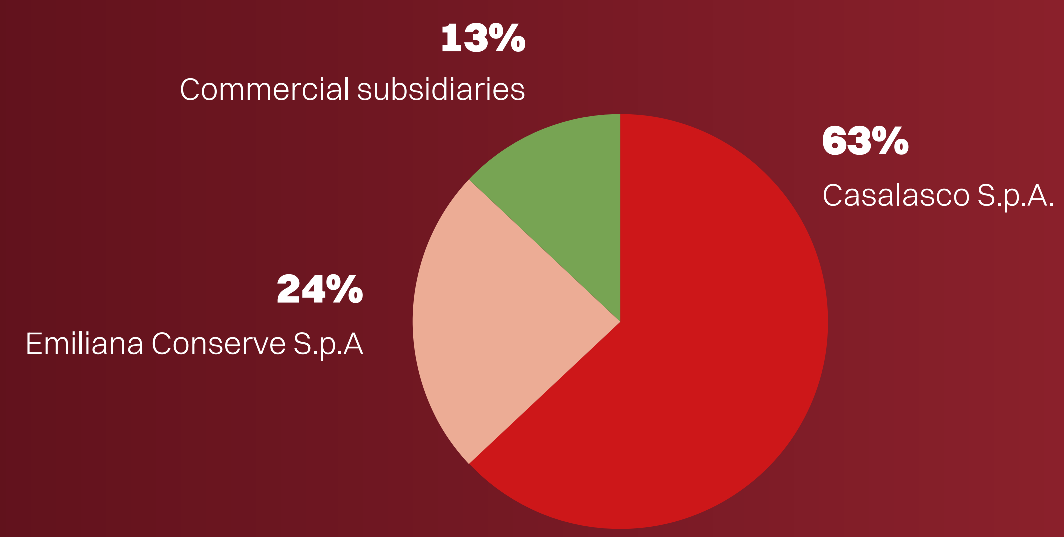
[1] In order to ensure comparability of data over time, the Scope 1 and Scope 2 emissions reported in the Sustainability Report as at 31.12.24 have been restated by applying the methodology adopted in 2025, which also includes emissions associated with the Group's car fleet. Specifically, for scope 1, the figure reported in 2024 amounted to 47,128 tons CO 2 eq has been restated to 47,269 tons CO2 eq; for scope 1 and 2 location based, the figure reported in 2024, equal to 77,291 has been restated to 77,433; For Scope 1 and 2 market based, the figure reported in 2024 of 56,970 has been restated to 57,111.

[2] Following an update of the methodology used to calculate Scope 3 emissions and in order to ensure comparability of data over time, 2024 emissions have been redetermined using the same methodology used for the calculation of 2025 Scope 3 emissions. For previously published data, please refer to the 2024 Sustainability Report.





## TOTAL EMISSION (% $tCO_2$eq)




## $CO_2$ EMISSIONS: SCOPE 1 AND SCOPE 2

To monitor $CO_2$ emissions in relation to tonnes of processed product and thus obtain a comparable value over the years, emission intensity indices have been constructed, relating to Scope 1 + Scope 2 emissions, calculated using both Market-based and Location-based approaches. For 2025, the overall and seasonal emission intensity indices, calculated using both methodologies, show significant reduction, with only the index relating to off-season Scope 1 + Scope 2 Market-based emissions showing a slight increase.
The positive result of the overall and seasonal indices is due to the efficiency improvement measures described in the section "The Path Towards Decarbonization" on page 153, as well as to the increase in the quantity of tomatoes processed compared to 2024, which made it possible to saturate the processing lines and optimize consumption.

| EMISSION INTENSITY INDICES (SCOPE 1 AND SCOPE 2 MARKET-BASED | 2024 | 2025 |
|---|---|---|
| t of $CO_2$eq total per tonne of finished product | 0.17 | 0.15 |
| total emitted during season per tonne of tomato-based finished product | 0.17 | 0.14 |
| total emitted off-season per tonne of finished product of all types | 0.16 | 0.17 |

| EMISSION INTENSITY INDICES (SCOPE 1 AND SCOPE 2 LOCATION-BASED) | 2024 | 2025 |
|---|---|---|
| total per tonne of finished product | 0.22 | 0.19 |
| total emitted during season per tonne of tomato-based finished product | 0.21 | 0.17 |
| total emitted off-season per tonne of finished product of all types | 0.25 | 0.24 |

In 2024, the Group has set a target to reduce the intensity index by 20% of Scope 1 and Scope 2 emissions (Location based), by 2029, as illustrated in the following table, which highlights the reference indicator, the baseline year and the target.

| KPI |
|---|
| Emission Intensity Index (Scope 1 + Scope 2 Location-Based) |
| **BASELINE 2024** |
| Baseline 2024 (0,22 t $CO_2$eq) |
| **TARGET** |
| 20% reduction (equivalent to 4% per year) to 0.18 t $CO_2$eq/t product by 2029 |

In 2025, the reduction in emission intensity reached 15%, reaching 0.19 t of CO2eq per tonne of product, close to the target.

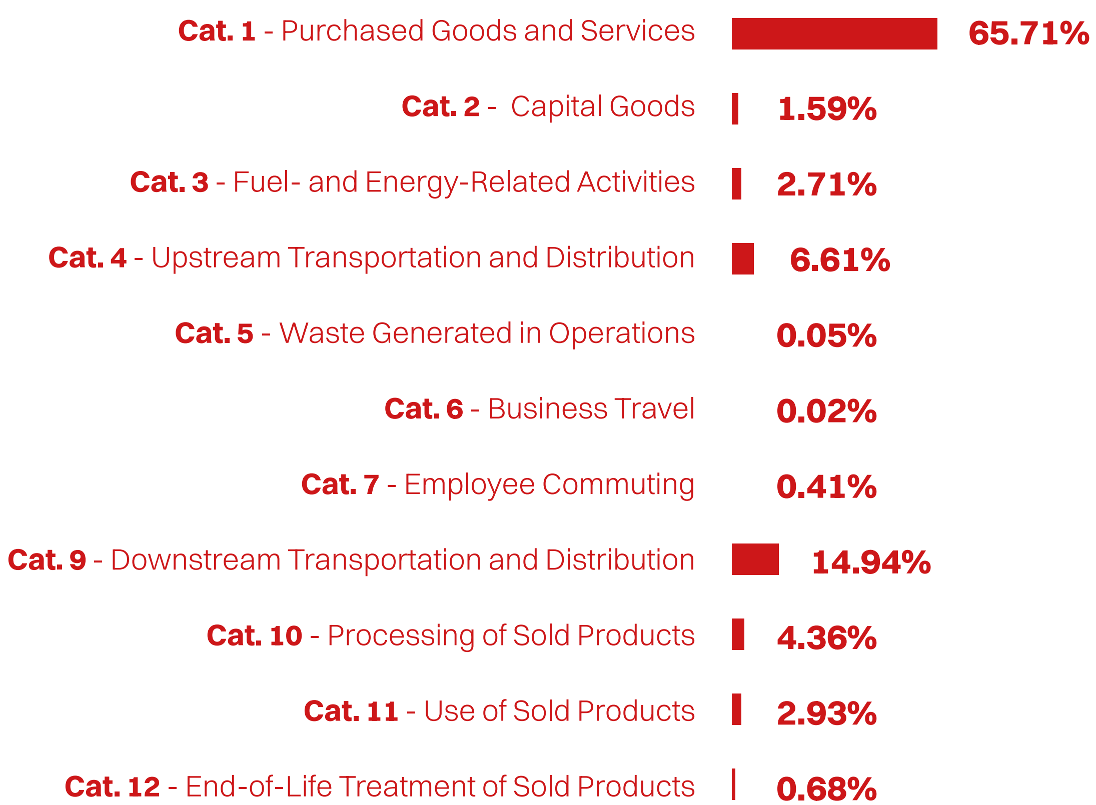
## $CO_2$ EMISSIONS: SCOPE 3

Scope 3 emissions represent the largest share of the Group's total carbon footprint, as they include the upstream (e.g. production and transport of raw materials) and downstream (e.g. use and disposal of products sold) activities of the production phase.

In 2025, the total amount of Scope 3 emissions was 513,230 t of CO 2 eq, corresponding to approximately 86% of the Group's total emissions.

Among the Scope 3 emissions, the most impactful categories are represented by:

- **Cat. 1 Purchase of goods and services.** This category includes emissions associated with the production, processing and transport of goods (raw materials, packaging, etc.) and services that the Group purchases from other companies;
- **Cat. 9 Downstream transport and distribution.** This category includes greenhouse gas emissions associated with the transport and distribution of products sold, from the Group's sites to the end customer;
- **Cat. 4 Upstream transport and distribution.** The category includes emissions associated in particular with the transport of tomatoes from fields to processing plants.




When developing a climate strategy, it is therefore crucial to involve and optimize the supply chain to identify and implement emission reduction strategies, such as sustainable sourcing, transport optimization, and waste reduction.

Purchasing strategies from sustainable supply chains are described in Chapter 4.

In collaboration with the Consorzio Casalasco del Pomodoro and the companies in the supply chain that supply vegetable raw materials, the decarbonisation projects described in Chapter 3 are underway.

## THE PATH TO DECARBONIZATION

**The decarbonisation and energy optimisation of plants is overseen by the Group's Sustainability Committee, supported by the technical expertise of an ESCo (Energy Service Company) partner. In 2022, the Committee launched a strategic plan with a focus on Scope 1 and Scope 2 emissions, the interventions of which are described in the following pages.**

## MVR EVAPORATORS (MECHANICAL VAPOUR RECOMPRESSION)

In recent years, the energy efficiency plan has involved the most thermally intensive segment of the tomato transformation process: the concentration of juice for the production of purees and concentrates. The optimization was achieved through the integration of 6 evaporators equipped with MVR (Mechanical Vapour Recompression) technology. This system exploits the principle of thermal recovery: a mechanical compressor raises the pressure and temperature of the steam generated by the boiling fluid, allowing it to be reused directly in the production cycle as a heat transfer fluid.
This solution eliminates the need to draw on the primary technological steam generated by traditional boilers, drastically reducing the consumption of fossil fuels and the consequent emissions.

The technological transition timetable followed the following time schedule:

**August 2022:** Entry into operation of 2 MVR units at the operational sites of Fontanellato and San Polo.
**August 2023:** Activation of a further 3 MVR units located between the Fontanellato, Gariga and San Polo hubs.
**July 2024:** Implementation of 1 MVR unit in the Rivarolo del Re plant.

Due to the marked decline in the volumes of raw material first delivered in the 2024 campaign, the full expression of the expected environmental benefits was only achieved starting from the 2025 transformation campaign with the saturation of plant capacity.

## HEC PLANTS (HIGH EFFICIENCY COGENERATION)

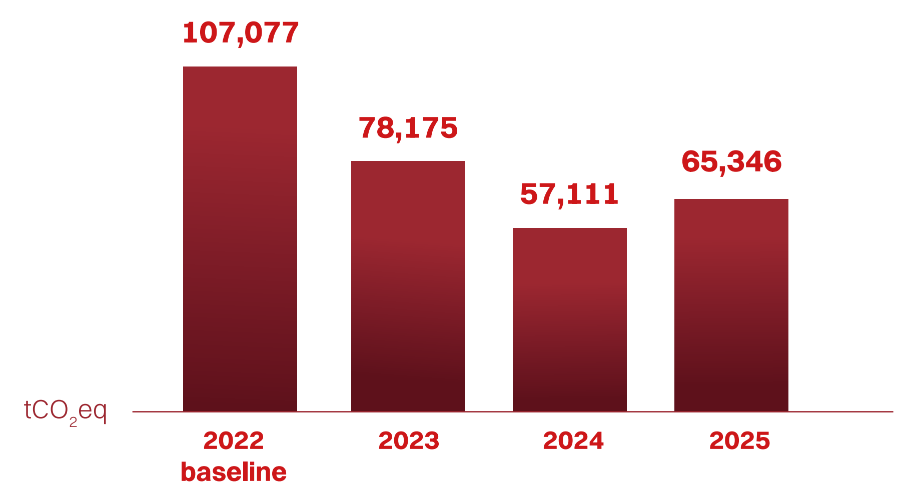
The intervention saw the installation of two High Efficiency Cogeneration (HEC) plants, integrated with steam generating boilers at the Fontanellato (December 2023) and Rivarolo (July 2024) sites.

HEC technology allows us to:
- Produce electricity and heat from a single source jointly;
- Maximize yield, eliminating the dispersions typical of separate productions;
- Recover the heat from the exhaust fumes through dedicated exchangers.

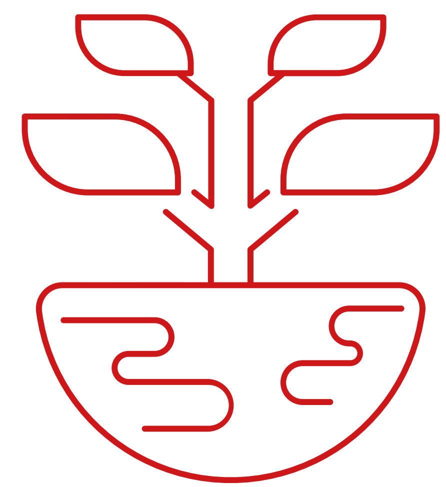


The decarbonisation of the energy mix and the gradual replacement of fossil fuels are fundamental pillars of the Casalasco Group's strategy. In line with this commitment, from 2023 the Group has eliminated the climate impact linked to the electricity consumption of production sites and warehouses; 100% of the electricity purchased and the electricity produced by the cogenerators was covered by Guarantee of Origin (GO) certificates that verify the origin of the energy from renewable sources. This strategic choice has made it possible to cancel Scope 2 emissions calculated according to the Market-based methodology. Thanks to the combination of these interventions, Casalasco has recorded a clear change in its environmental performance, increasing efficiency and improving its emission profile, as can be seen from the graph below.

**SCOPE 1 + SCOPE 2** MARKET BASED




Compared to 2022, total Market-based Scope 1 and Scope 2 emissions were reduced by around 39% in 2025 to 65,346 $CO_2eq$ compared to the initial 107,077 $CO_2eq$.



## PRODUCTION AND USE OF ENERGY FROM RENEWABLE SOURCES

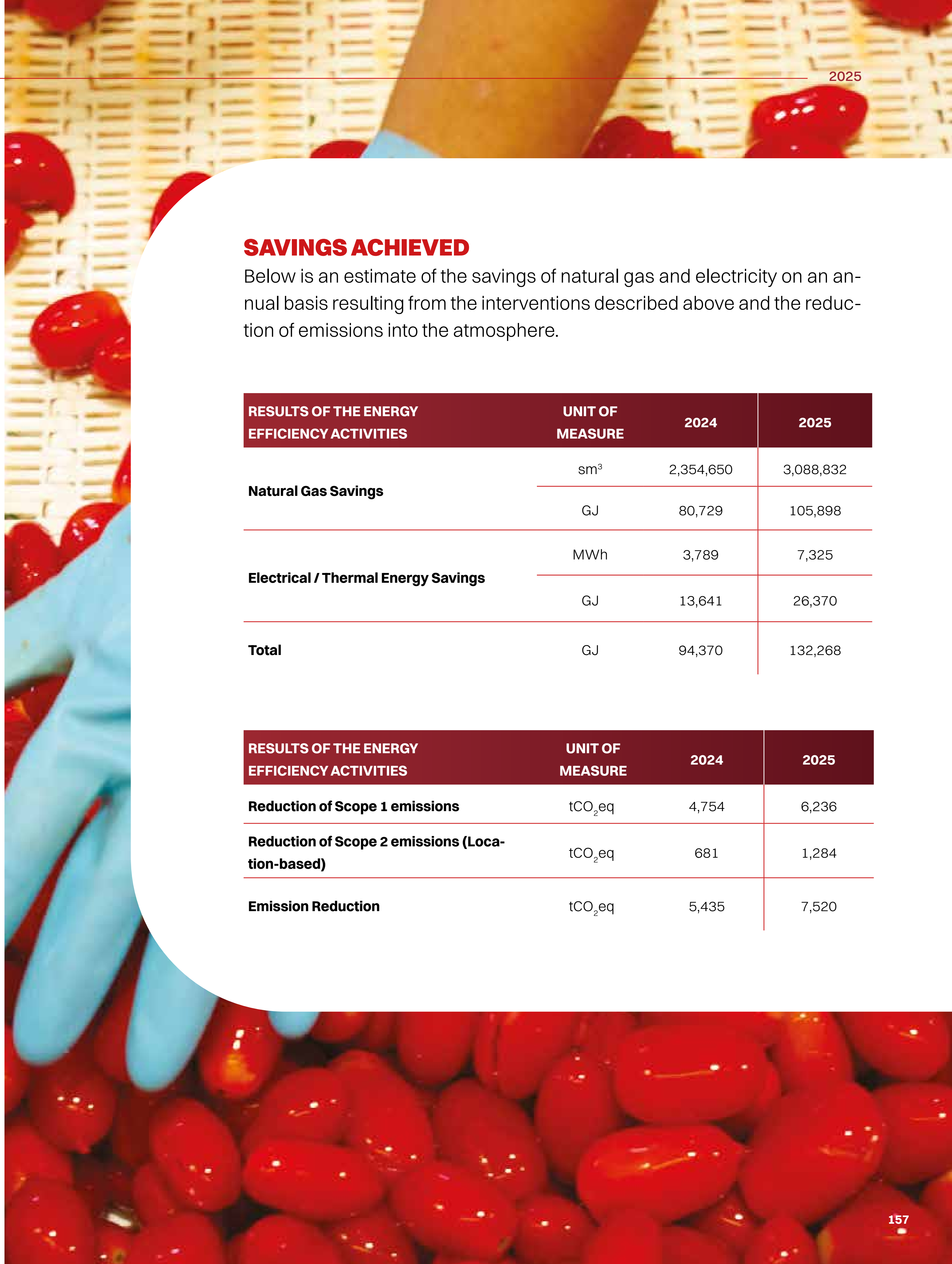
Following a feasibility study conducted in 2023 on the energy needs and roofing of the production sites, further interventions aimed at the self-production of electricity were decided.

| SITE | ACTIVTY | DEADLINE |
|---|---|---|
| **Fontanellato** | Installation of photovoltaic panels on the roofs of the office building.<br>**Power: 14.72 kWp** | By May 2026 |
| **Fontanellato** | Installation of an agrivoltaic system with photovoltaic panels positioned on 5-meter structures to allow agricultural activity. The plant will cover an area of about 2 hectares in an industrial area.<br>**Power: 920 kWp** | By August 2026 |
| **Busseto** | Installation of photovoltaic panels on the roofs of the production site.<br>**Power:**<br>**Section 1 equal to 558 kWp**<br>**Section 2 equal to 275 kWp**<br>**(total: 833 kWp)** | By 2027 |
| **Rivarolo** | Installation of photovoltaic panels on the roofs of the production site.<br>**Power: 595 kWp** | By 2027 |

These plants are in addition to the one already active at the Gariga site, with a production capacity of 974.08 kWp. This type of intervention does not change the percentage of energy from renewable sources, already equal to 100% thanks to the supply covered by Guarantees of Origin (GO), but will generate economic savings due to self-production; from the point of view of emissions, there will instead be a reduction in Scope 2 Location-based emissions due to the lower supply from external sources.

## OTHER PROJECTS

In 2025, relamping interventions continued in all plants with the replacement of the current lighting fixtures with energy-saving LED lamps. At the Casalasco S.p.A. production sites, a screening of the compressed air network is also planned, followed by efficiency measures.



## SAVINGS ACHIEVED

Below is an estimate of the savings of natural gas and electricity on an annual basis resulting from the interventions described above and the reduction of emissions into the atmosphere.

| RESULTS OF THE ENERGY EFFICIENCY ACTIVITIES | UNIT OF MEASURE | 2024 | 2025 |
|---|---|---|---|
| **Natural Gas Savings** | $sm^3$ | 2,354,650 | 3,088,832 |
| | GJ | 80,729 | 105,898 |
| **Electrical / Thermal Energy Savings** | MWh | 3,789 | 7,325 |
| | GJ | 13,641 | 26,370 |
| **Total** | GJ | 94,370 | 132,268 |

| RESULTS OF THE ENERGY EFFICIENCY ACTIVITIES | UNIT OF MEASURE | 2024 | 2025 |
|---|---|---|---|
| **Reduction of Scope 1 emissions** | $tCO_2eq$ | 4,754 | 6,236 |
| **Reduction of Scope 2 emissions (Location-based)** | $tCO_2eq$ | 681 | 1,284 |
| **Emission Reduction** | $tCO_2eq$ | 5,435 | 7,520 |

# 7.5 WATER WITHDRAWALS
## and wastewater production

For the Casalasco Group, operating in the water-intensive agri-food sector, water protection is a priority strategic objective, essential to ensure the resilience of the business model and the supply chain.

Within the Group's production sites, water resources have different uses:

- Industrial processes: unloading operations, tomato washing, cleaning and sanitizing of plants
- Ancillary services: steam generation and open/closed circuit cooling systems
- Ingredient: fundamental in the formulation of sauces, condiments and drinks.

In 2025, the Casalasco Group took 6,469 ml of water, most of which from its own wells (5,828 ml). Process water (469 ml) and water from public pipelines (171 ml) had a mar- nal impact on total water withdrawals, which increased in absolute value, compared to the previous year (+20% compared to 5,411 ml withdrawn in 2024), mainly due to the increase in production volumes.

The increasing production complexity with an ev-er-widening range of products and smaller batches does not contribute to saving water resources, as evi-denced by the worsening of the intensity indicator in the extra-campaign period, in the table below.

However, thanks to staff awareness of the correct use of wa-ter resources, the overall intensity indicator is down (-6%) compared to 2024.

| WATER INTENSITY INDICES | 2024 | 2025 |
|---|---|---|
| m3 /tonne total finished product | 15.67 | 14.75 |
| m3 /tonne total finished product | 14.24 | 11.46 |
| m3 /tonne finished product (extra-campaign) | 18.33 | 24.54 |

## WATER SAVING: PROJECTS, INDICATORS, OBJECTIVES

Precisely because the ability to use water resources rationally is a strategic factor, the Casalasco Group analyses its processes in order to identify any inefficiencies from which waste derives and is committed to introducing technologies and operating methods aimed at reducing water consumption in the various phases of the transformation process. Water recovery systems have been set up in all production sites with the aim of limiting its use. Through the installation of cooling towers, dry coolers and recirculation systems, it is possible to reuse the cooling water or allocate it to the hydraulic transport of the tomato.

At the Fontanellato site there is a drinking water treatment plant for the treatment of well water so that it can be used not only for technological purposes but as an ingredient in products. A second water purifier is also being installed to treat the purified water so that it can be reused for tomato discharge, as is already the case at the Gariga site.

In 2025, an intervention was carried out to replace and improve the efficiency of the evaporative towers served by the aseptic plants and the pulp processing line of the Busseto plant.

## WATER DISCHARGES

The wastewater generated by the Casalasco Group's production plants is treated in active sludge purification plants, which exploit the natural ability of bacteria to degrade organic matter, and then discharged into surface water. In order to protect the receiving water bodies and ensure the adequate abatement of pollutants, the main quality parameters are checked, in line with the provisions of the IEA.
The results of the monitoring are shared with the supervisory authorities, to ensure compliance with the established limits.

In 2025, 6,470 ml of water were discharged, a reduction of 2% compared to 2024.

Only the water withdrawals and discharges relating to the Rivarolo del Re production plant concerned areas of water stress according to the definition given by the Aqueduct Tool, developed by the World Resources Institute[3], to identify the areas potentially at risk.

[3] The WRI tool is available online at: https://www.wri.org/ our work/project/aqueduct. For the analysis, the results that emerged in the "baseline water stress" column were taken into account.



### PROJECTS, INDICATORS, OBJECTIVES

Starting from the 2024 campaign, the new 420,000 pe purification plant is operational in Rivarolo. The structure includes an anti-bulking tank, three oxidation tanks in parallel, which can be flexibly managed according to the actual load, two sedimentation tanks and a sludge thickener.

The infrastructure is supported by 12 state-of-the-art blowers, equipped with inverters for energy efficiency. Following the validation of the plant's performance, a proposal will be drawn up to be submitted to the competent authorities for the implementation of a system for the reuse of purified water for the discharge and hydraulic transport of the incoming tomatoes.

# 7.6 WASTE and by-products

| WASTE INTENSITY INDICATORS | 2024 | 2025 |
|---|---|---|
| tons of waste produced per ton 0.08 of finished product | 0.08 | 0.08 |

Food waste, not only at the table but also in the industrial phase, is a critical issue for the food sector. As a result, reducing processing waste becomes a categorical imperative. Optimizing processes, in fact, not only guarantees high standards of efficiency, but also mitigates the related environmental impact. In addition, the destruction of primary goods is avoided in a world where millions of individuals still suffer from food insecurity.

## WASTE

In 2025, the total volumes of waste reached 34,767 tons. This increase, equal to 22% in absolute value, compared to 2024, is attributable to the greater generation of sewage sludge, a figure consistent with the growth in the volumes of processed tomatoes. Thanks to careful separate collection, more than 99% of waste has been sent for recovery operations. Hazardous waste represents a marginal share, equal to about 0.02% of the total. This fraction consists mainly of used lubricating oils and chemical solutions from the laboratory. For the definition of the intensity indicator, the entire 2025 financial year was taken into account, as there is no substantial difference in waste production during the tomato campaign compared to other periods of the year.

## WASTE REDUCTION: PROJECTS, INDICATORS, OBJECTIVES

The Casalasco Group's commitment to waste reduction continued along two main lines:

- the improvement of the production process, without prejudice to the need to guarantee the safety and compliance of the products with commercial requirements;
- the recovery of the product, which can take place either for human consumption, if edible, or for other uses, for example for animal nutrition.

Finally, a new procedure for the logistical and administrative management of products in the warehouse has been developed, to define the methods of treatment of those that cannot be sold under normal contractual conditions following exceeding the TUS (deadline for shipment) or for slight non-conformities before they become waste.

## BY-PRODUCTS

The optimal management of processing residues has allowed the valorization of 40,397 tonnes of by-products in 2025. Specifically, tomato peels and seeds are used for animal feed, while non-compliant berries are used as soil conditioner or plant biomass in biogas plants, thus being excluded from the waste regime.

Starting from 2026, by-products intended for the production of biogas and biomethane require certification of compliance with Decree no. 294 of 7 August 2024, which is necessary for plants to certify the environmental sustainability of their processes.
As a result, Casalasco is taking steps to certify the biomass of the 2026 campaign, thus ensuring its suitability for use.

# 7.7 THE IMPACTS
## of subsidiaries

The subsidiaries carry out commercial activities and have environmental impacts attributable to the management of offices and warehouses, of a negligible amount in relation to Scope 1 and 2 emissions.

Scope 3 emissions (see page 152), linked to the supply chain and attributable to the products purchased, logistics and distribution processes, and transport, are more significant.



# 7.8 BIODIVERSITY

### BIODIVERSITY, SOIL AND ECOSYSTEM RESILIENCE

Biodiversity is one of the fundamental elements for the sustainability and resilience of the Casalasco Group's business model. The ability to produce and process high-quality agricultural raw materials depends on the proper functioning of the natural and agricultural ecosystems that support primary production, ensuring soil fertility, water availability, pollination, biological pest control and climate stability. Unlike many food companies that source through global and fragmented supply chains, Casalasco operates through a highly integrated.

agricultural supply chain rooted in the Italian territory. This feature allows greater visibility on the agronomic practices adopted and offers the possibility of promoting concrete interventions aimed at protecting natural capital and reducing pressures on ecosystems. In 2025, the Group processed over 759 thousand tons of tomatoes from 875 contributing farms, distributed between Emilia-Romagna, Lombardy, Piedmont and Veneto.

This supply chain is flanked by the production of edible peas and, starting from 2025, the new basil supply chain, developed according to a controlled supply chain model. For these reasons, the main area of interaction between the Group and biodiversity is represented by the agricultural phase of the value chain, while the direct impacts associated with industrial activities are more limited and mainly attributable to the management of natural resources, in particular water and energy.

## IDENTIFICATION OF THE MAIN INTERACTIONS WITH BIODIVERSITY

During 2025, the Group launched an initial qualitative assessment of the main impacts and dependencies on biodiversity, in line with the indications of the new GRI 101 Bio-diversity standard. To support the preliminary screening, internationally recognized methodological tools referred to in the GRI 101 guidance were considered, including ENCORE, the Materiality Screening Tool and the High Impact Commodity List of the Science Based Targets Network and the WWF Biodiversity Risk Filter. These tools make it possible to link economic activities, raw materials and geographical areas to the main drivers of pressure on nature, supporting the preliminary identification of impacts, dependencies, risks and sensitive areas.

In this first phase, the analysis was used to guide the identification of the main areas of attention of the Casalasco supply chain, evaluating the internal information available on agricultural and industrial activities, the location of crops, the environmental data of the production sites and the evidence collected through the Casalasco del Pomodoro Consortium. The path will be progressively strengthened as part of the "Soil & Biodiversity" Plan, through greater integration between agronomic, territorial and environmental data.

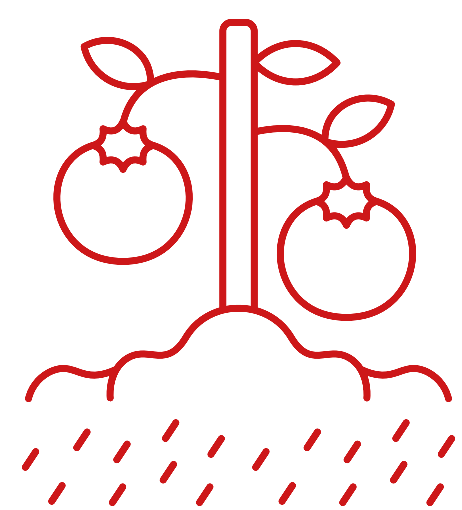
The analysis showed that the main pressure factors potentially associated with the agricultural activities of the supply chain concern:

- **land use and maintenance of soil fertility;**
- **use of water resources for irrigation purposes;**
- **use of fertilizers and plant protection products;**
- **climate-changing emissions generated along the production cycle;**
- **alteration of agricultural habitats and biodiversity associated with agroecosystems.**

At the same time, the Group has identified some significant dependencies on the ecosystem services provided by the agricultural and natural ecosystems present in the supply territories. In particular, crop productivity and quality are closely linked to water availability, soil fertility, the activity of pollinating organisms, the presence of fauna useful for biological pest control and the ability of ecosystems to mitigate the effects of extreme weather events.

To date, no significant phenomena of direct conversion of natural or semi-natural ecosystems attributable to the activities of the Group or the contributing farms have been identified.

The agricultural land involved in the supply chain is in fact mainly intended for agricultural use for a long time and is part of consolidated production contexts.



## RELEVANT ECOSYSTEMS AND ECOSYSTEM SERVICES

The Group's activities depend on numerous ecosystem services that contribute directly or indirectly to the continuity of agricultural and industrial production.

Among the main ecosystem services relevant to Casalasco, the following are worth mentioning:

- Soil fertility, which is essential to ensure crop productivity and nutrient availability.
- Regulation of the hydrological cycle, which allows the availability of adequate water resources for irrigation and helps to mitigate the effects of drought periods or intense rainfall.
- Pollination, essential for numerous plant species present in agricultural and natural ecosystems.
- Biological pest control, carried out by insects and other useful organisms that help limit the spread of plant diseases and harmful organisms.
- Climate regulation, through the ability of ecosystems to sequester carbon and mitigate the effects of climate change.
- Conservation of local biodiversity, which contributes to the overall resilience of agroecosystems and their ability to adapt in the long term.

The main beneficiaries of these ecosystem services include the contributing farms, the Cavalsco Group, customers, consumers and local communities that share the same territories.

## INITIATIVES CURRENTLY IN PLACE

The protection of biodiversity and the soil is promoted by the Group mainly through the work carried out by the Casalasco del Pomodoro Consortium and the research and innovation activities developed together with the contributing farms.

The main initiatives already in operation include:

- dissemination of integrated production practices and the requirements contained in the Consortium's Decalogue for Sustainability;
- phytosanitary monitoring through pheromone trap nets distributed throughout the territory;
- use of insects useful for the biological control of specific pests;
- fertigation supported by humidometric probes and water availability monitoring systems;
- promotion of agronomic practices aimed at preserving soil fertility and reducing production income;
- agronomic experimentation and technology transfer activities at Casalasco Agricola;
- training programs and technical assistance to farms.

Of particular importance is the Responsible Sourcing Program, developed together with a strategic customer and aimed at protecting biodiversity and improving the quality of agricultural soils. In 2025, the programme involved 15 farms and 226 hectares of cultivated land, promoting interventions such as the use of green manure, the contribution of organic matter, the planting of native tree and shrub species and the creation of flower meadows in favour of pollinating insects.

The "Casalasco Sustainable Supply Chain" project, developed as part of the PNRR and supported by the Catholic University of the Sacred Heart, also contributes to the improvement of the environmental performance of the supply chain through investments dedicated to resource efficiency, the reduction of environmental impacts and the promotion of biodiversity.


### THE DEVELOPMENTS OF THE ESG PLAN

In 2025, the Group has outlined an ESG Plan that introduces a structured path to strengthen the presidia dedicated to biodiversity and soil health.

The main initiatives envisaged include:
- **preparation of a Group Biodiversity and Soil Policy;**
- **development of a "Soil & Biodiversity" Plan with progressive objectives and targets by 2030;**
- **expansion of agronomic and environmental monitoring activities;**
- **extension of regenerative agriculture and carbon farming practices;**
- **definition of specific indicators to measure the evolution of the areas involved, the practices adopted and the benefits generated;**
- **development of climate adaptation programs and protection of the resilience of agroecosystems.**

These activities will allow the Group to progressively improve its ability to identify, monitor and manage the impacts and dependencies on biodiversity along its value chain, contributing to strengthening the resilience of the agricultural supply chain and creating sustainable value in the long term.





# 7.9 Risks and opportunities due to CLIMATE CHANGE

Climate change represents one of the most significant systemic challenges for the Casalasco Group, with potential and current impacts on the entire value chain, from agricultural production to industrial processing, up to commercial distribution, also by virtue of regulatory developments and the growing sensitivity of markets towards sustainability.

## CLIMATE CHANGE RISKS

### PHYSICAL RISKS (ACUTE AND CHRONIC)

The Casalasco Group's business is directly exposed to extreme weather events, such as prolonged droughts, heavy rains, hailstorms and heat waves, which compromise the availability and quality of the raw material and make it difficult to process.

These phenomena have caused, in recent years:
- **Reductions in agricultural yields and increased production instability;**
- **Impacts on the calendar of campaigns, with concentrated production peaks and logistical difficulties;**
- **Thermal stress on plants and workers, with consequent risks to the safety of workers, decreased operational efficiency and increased energy costs;**
- **Deterioration of the quality of the raw material with the consequent risk of non-compliance with the specifications required by customers.**

Some of the Group's plants have specific exposures: Rivarolo del Re, as already highlighted, is located in an area subject to water stress, while San Polo di Podenzano is classified as a flood risk area in relation to the occurrence of floods, with a potential impact on infrastructure and business continuity. A systematic risk analysis is planned for 2026 and will be conducted with the help of a tool that allows the assessment and quantification of risks with the use of internationally recognized databases. The results of this analysis will make it possible to consciously plan infrastructural and hydraulic adaptation interventions to protect production resilience.

### TRANSITION RISKS

The progressive tightening of the European regulatory framework (Green Deal, Farm to Fork, PPWR, Fit for 55) requires a continuous adaptation of production processes and environmental standards. This involves:

- Increasing investments in low-impact technologies and environmental performance monitoring systems;
- • Adjustments to the requirements of environmental labeling and traceability of the supply chain, in particular for export markets;
- Increasing pressure from financial and insurance stakeholders for the reporting of climate risks according to international standards (e.g. TCFD, ISSB);
- Adjustments to the obligations introduced by the PPWR – "Packaging and Packaging Wa- ste Regulation" on packaging and packaging waste.

### REPUTATIONAL AND COMMERCIAL RISKS

The unavailability or reduced quality of the product can generate:

- Stock shortages and loss of B2B customers, particularly in the co-packing segment;
- Need to use non-certified suppliers in emergency situations, with potential impacts on the Group's reputation and ESG performance;
- Greater pressure from large-scale distribution to ensure continuity of supply, even in climatically unstable contexts.

### FINANCIAL IMPLICATIONS OF RISKS

In the medium to long term, it is estimated that climate change may lead to a structural increase in direct production costs, linked both to the variability of agricultural yields and to the need to strengthen supply chain presidia. The risk of reduced agricultural productivity has a potential negative impact on operating margins and on the ability to honour long-term contracts with strategic customers. Extraordinary expenditure is also necessary for the strengthening of water infrastructure, the modernization of production plants, and for adaptation to new regulatory requirements. Ineffective management of these aspects could be reflected in an increase in financial and insurance risk, with a consequent worsening of the conditions of access to credit.

## CLIMATE CHANGE OPPORTUNITIES

### COMPETITIVE POSITIONING AND COMMERCIAL ATTRACTIVENESS

The growing demand for sustainable products represents an opportunity to enhance the integrated and certified supply chains of the Casalasco Group. The transparency of the agricultural supply chain and the experience in the management of climate-resilient processes become distinctive levers towards:

- Customers willing to recognize a premium price for sustainable products;
- Food & beverage companies looking for co-packers with high environmental and social performance;
- Markets that favor products with sustainability certification and transparent communication of performance throughout the value chain.

### ACCESS TO FINANCE AND INCENTIVES

The ability to demonstrate high environmental performance favors participation in national and European calls for proposals for the ecological transition (e.g. PNRR, LIFE, Horizon Europe).
The Casalasco Group has already started investments for:

- Energy efficiency and the transition to renewable sources;
- The adoption of circular models for the reuse of processing waste;
- Projects in collaboration with the Casalasco Consortium, described in Chapter 3. These investments can benefit from public co-financing or tax breaks.

### AGRICULTURAL INNOVATION AND DIVERSIFICATION

As part of the initiatives aimed at protecting the sustainability of the agricultural profession, the Casalasco del Pomodoro Consortium is committed to evaluating a series of initiatives to support farmers including:

- New cultivation possibilities
- Technical advisory services to farmers
- Integrated supply chain models with long-term contracts and transition support.

# 7.10 sourcing of RAW MATERIALS and packaging from responsible supply chains (tomato, ISCC basil, RSPO palm oil, FSC paper)

The development of a sustainable supply chain contributes to generating value shared and disseminated to all actors in the supply chain, giving rise to positive environmental, social and economic impacts in the local communities in which our partners operate.

The plants of the Casalasco Group, in addition to transforming Italian tomatoes, compliant with the Integrated Production Regulations of the Emilia-Romagna Region, GMO free, GLOBALG certified. A.P (see Chapter 3), they procure other raw materials from responsible supply chains.

**BASIL SUPPLY CHAIN**

The Casalasco Group has certified the basil supply chain used for pesto and sauces under the brand of an important customer according to the ISCC Plus (International Sustainability & Carbon Certification) standard. The ISCC Plus Standard is based on a set of requirements, to guarantee the sustainability of the supply chain.

These include:
- sustainable management of cultivation;
- implementation of environmental, social and ecological sustainability criteria;
- supply of raw materials without deforestation;
- abstention from converting areas with high biodiversity and their protection;
- traceability in the supply and processing chains of
- biomass, as well as finished and intermediate products;
- compliance with sustainability criteria throughout the delivery and processing chain, from biomass to finished products.

In 2025, 131 t of ISCC certified semi-worked basil were purchased, compared to 239 t in 2024.
The lower purchases are due to the fact that in 2025, the Group has created with the Consorzio Casalasco, a new supply chain for the cultivation and processing of ISCC Plus basil, intended for both internal use and sale as described on page 74.

## PALM OIL SUPPLY CHAIN

Casalasco has certified RSPO (Roundtable on Sustainable Palm Oil) the supply chain of some products containing palm oil. In fact, the cultivation of oil palms involves an important environmental impact, which includes:

- massive felling of top-end forests;
- loss of biodiversity (due to the destruction of the habitat of numerous species);
- increase in greenhouse gases in the atmosphere;
- upheaval of the hydrogeological structure of the territory.

The use of RSPO-certified palm oil demonstrates the commitment not to harm the living conditions of local communities and the biodiversity of the ecosystems concerned. In 2025, 1,943 t of RSPO palm oil were purchased, compared to 2,300 t in 2024. The reduction in quantities is due to a change in the product mix.

## FSC PAPER

Casalasco has chosen to package its products in bricks exclusively with FSC (Forest Stewardship Municipal) branded paper, a product certification that certifies that the paper comes from renewable forests, managed responsibly according to strict environmental, social and economic standards.

During 2025, almost 2.8 million kg of certified packaging were purchased FSC.

## SUSTAINABLE PACKAGING

The problems related to packaging are complex, as if, on the one hand, the material used for packaging constitutes a significant portion of waste at all stages of the supply chain, it is also true that the reduction or modification of packaging can impact the safety of the food product or, albeit from a different perspective, conflict with commercial and marketing choices. especially for retail products.

However, for some years now, the research and development of sustainable packaging – with a view to saving material and the possibility of recovering, recycling and reusing – has certainly become a topical issue. For these reasons, an integrated vision of packaging is essential today, which combines the needs of sustainability and food safety with the need to communicate the concept of the product. From this vision, the possibility of communicating to the consumer himself the choices and environmental performance that characterize the product in question is not excluded.

Starting from 12 August 2026, the European Packaging Regulation (PPWR) will become officially mandatory and applicable throughout the European Union, representing an important renewal for the entire packaging sector. The document defines a strategy aimed at reducing waste and making packaging more sustainable, based on three main guidelines:

- Reduction of packaging and minimization of waste
- Promotion of reuse
- Increase in recycled packaging.

The Casalasco Group has started the implementation of the necessary procedures to comply with the requirements of the PPWR and ensure full compliance with the upcoming deadlines.

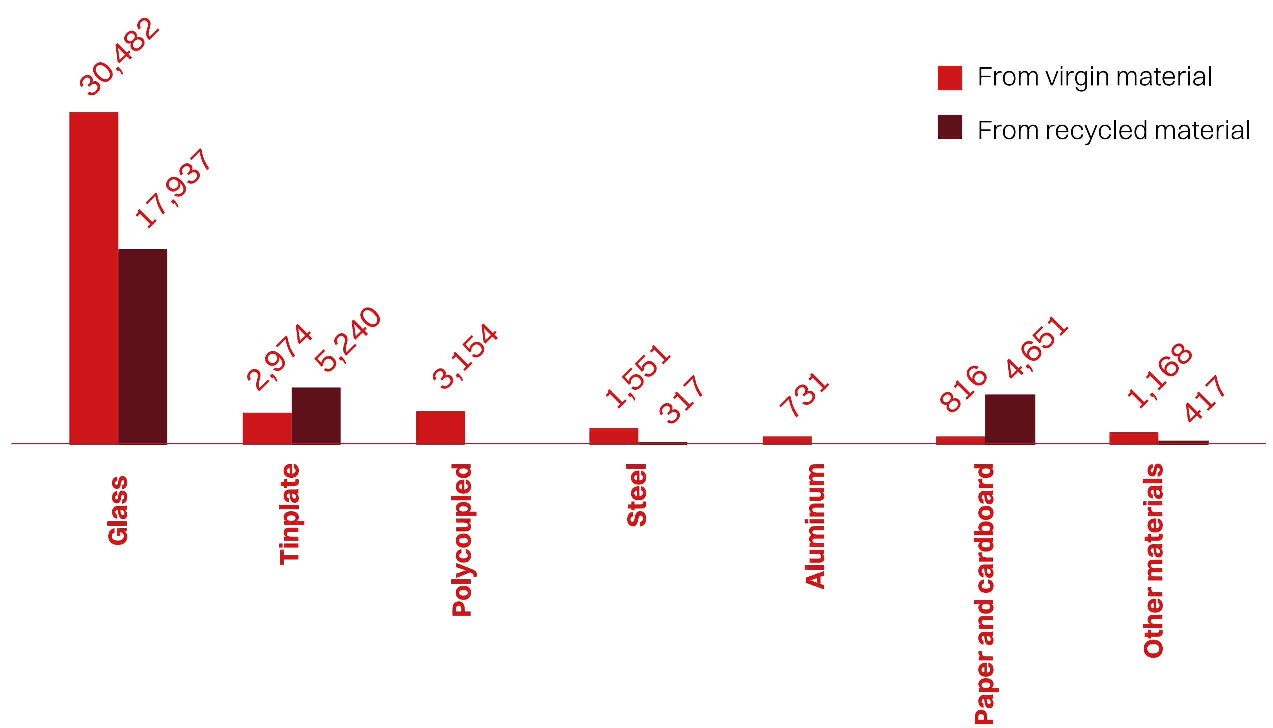
Casalasco has been committed for years with its usual suppliers to choose, where possible, recyclable or reusable packaging. This is the case, for example, for the cisterns used to contain wine, oil and cream and for the storage in silos of sugar, oil and vinegar. Also, for packaging, in particular for PET bottles, the supply of cardboard and returnable plastic bins has been adopted, which can be reused several times. As for the products under its own brand, the Tetrapak packaging for Pomì tomato sauce intended for the Italian market is made up of at least 77% material of vegetable origin, in fact the paper is FSC certified, parts of the cap and plastic protective layers are of vegetable origin and Bonsucro certified.


La polpa Pomì e tutti gli item Pomì per il mercato estero e Pomito, sono confezionati in **brik SIGnature FULL BARRIER**. Tutte e tre le materie prime che lo compongono provengono, per almeno il 95%, da fonti rinnovabili certificate: la carta proviene da foreste certificate **FSC™ (Forest Stewardship Council)**; i polimeri di origine vegetale sono certificati ISCC PLUS; infine, lo strato ultra-sottile di alluminio che protegge dalla luce e dall'ossigeno è certificato ASI (Aluminium Stewardship Initiative).

## QUANTITÀ DI PACKAGING UTILIZZATO DEL 2025 PER TIPOLOGIA (t)

Il grafico sotto illustra le diverse tipologie di imballaggio, specificando per ciascuna la percentuale proveniente da materiale riciclato.

Su un totale di **oltre 69,4 milioni di kg di imballaggi acquistati** dall'azienda, il materiale più utilizzato è il vetro (48,4 milioni di kg), che rappresenta il 70% del totale acquistato.
Seguono: la banda stagnata (utilizzata per le lattine) con più di 8,2 milioni di kg, il poliaccoppiato con quasi 3,2 milioni di kg e i fusti in acciaio con 1,9 milioni di kg.



# METHODOLOGICAL
## note

Sustainability Report is also available on the Casalasco website at the following link:https://www.casalasco.com/it/sostenibilita/reportdi-sostenibilita

The Sustainability Report of the Casalasco Group (hereinafter also "Group" or "Casalasco"), now in its eighth edition, is published annually to transparently communicate the Group's performance in the areas of environmental, social, and economic sustainability for the fiscal year 2025 (from January 1 to December 31). This Report has been prepared in accordance with the Global Reporting Initiative Sustainability Reporting Standards, as defined by the Global Reporting Initiative, "In accordance" option, as indicated in the "GRI Content Index" table, which makes it possible to demonstrate the coverage of GRI indicators associated with each sustainability topic reported in this document.

The selection of aspects and indicators useful in defining the content to be reported was carried out through a materiality analysis that considers topics relevant to the Group and its stakeholders; for details regarding the materiality analysis conducted, please refer to the "Materiality Analysis" section of this document.

As required by the GRI Standard, the Group has applied the GRI 13 Sector Standard: Agriculture, Aquaculture and Fisheries (2022). During the third year of application of this Standard, the Group has expanded the reporting of data and information required by GRI 13 for the reporting year in question and is committed to implementing a structured system for the collection of those not yet available.

The reporting scope of economic, environmental, and social data and information corresponds to that of the Consolidated Financial Statements as of December 31, 2025 of Casalasco Società Agricola S.p.A.. This includes, in addition to the Parent Company Casalasco Società Agricola S.p.A., the subsidiary Emiliana Conserve S.p.A., to which are added the commercially-oriented controlled companies – S.A.C. S.p.A., Pomì USA Inc. and De Martino s.r.l. – although these have limited environmental impacts. Any limitations in scope relating to specific data or information are duly indicated in the text.

With respect to the economic data and information, in order to provide all Group stakeholders with a clear representation of the performance of the business and to ensure the comparability of the economic performance with the environmental and social data and information reported in this Sustainability Report, it was deemed appropriate to refer to the "pro-forma" 2025 financial statements, prepared on an annual basis.
This representation differs from that provided in the Consolidated Financial Statements of the Casalasco Group, which records the Group's economic results starting from the date of acquisition by Filiera Casalasco S.p.A., a special purpose vehicle controlled by the FSI Fund, of a 100% stake in Casalasco Società Agricola S.p.A, i.e. from 1 July 2025 to 31 December 2025.

All restatements of comparative data previously published are clearly indicated in the text as such. Furthermore, in order to ensure data reliability, the use of estimates has been limited as much as possible, which, if present, are appropriately flagged and based on the best available methodologies.

The Sustainability Report was presented to the Board of Directors on 18/06/2026.

The contents of this Report are not subject to external assurance.

For further information and suggestions regarding the Sustainability Report, you can contact **info@casalasco.com**

# MATERIAL TOPICS
## and Impact Boundary

| MATERIAL TOPICS FOR CASALASCO GROUP | IMPACT | IMPACT DESCRIPTION | NATURE OF IMPACT | GRI ASPECT | GRI 13 | WHERE THE IMPACT OCCURS | CASALASCO GROUP INVOLVEMENT |
|---|---|---|---|---|---|---|---|
| **Ethics and Compliance** | Unethical business conduct | Negative impacts on people and economic systems generated by unethical business conduct (e.g., corruption, environmental and socio-economic regulations, etc.) | Negative / Potential | GRI 205: Anti-corruption; GRI 206: Anti-competitive Behavior | 13.25 Anti-corruption; 13.23 Anti-competitive behavior | Group | Caused by the Group |
| **Business Results and Value Creation** | Direct generation of economic value and economic inclusion | Generation of economic value and balanced distribution to stakeholders (e.g., employees, suppliers, customers) | Positive / Actual | GRI 201: Economic Performance | GRI13.22 Economic Inclusion | Group | Caused by the Group |
| **Human Rights Protection** | Violation of human rights | Violation of human rights (e.g., right to freedom of association and collective bargaining, child labor, forced or compulsory labor) within the company, with resulting social, reputational, and economic impacts | Negative / Potential | GRI 407: Freedom of Association and Collective Bargaining; GRI 408: Child Labor; GRI 409: Forced or Compulsory Labor | GRI13.18 Freedom of association and collective bargaining; 13.17 Child labor; 13.16 Forced or compulsory labor | Group and Suppliers | Caused by the Group and related to the Group through its business relationships |

| MATERIAL TOPICS FOR CASALASCO GROUP | IMPACT | IMPACT DESCRIPTION | NATURE OF IMPACT | GRI ASPECT | GRI 13 | WHERE THE IMPACT OCCURS | CASALASCO GROUP INVOLVEMENT |
|---|---|---|---|---|---|---|---|
| **Food Quality and Safety & Customer Satisfaction** | Food quality and safety | Impacts on the supply, quantity, quality, and accessibility of food. Contribution to healthy nutrition and full customer satisfaction in terms of dietary needs, consumer preferences | Positive / Actual | GRI 416: Customer Health and Safety | 13.10 Food Safety | Group | Caused by the Group |
| | Customer satisfaction | Ability to meet customer needs in terms of product quality, breadth of offering, relationship management and complaint handlin | Positive / Actual | - | - | Group | Caused by the Group |

| MATERIAL TOPICS FOR CASALASCO GROUP | IMPACT | IMPACT DESCRIPTION | NATURE OF IMPACT | GRI ASPECT | GRI 13 | WHERE THE IMPACT OCCURS | CASALASCO GROUP INVOLVEMENT |
|---|---|---|---|---|---|---|---|
| **Supply Chain Traceability and Product Certifications** | Environmental impacts along the supply chain | Negative impacts related to the procurement of raw materials, particularly environmental impacts (e.g., water and energy consumption, land use, intensive agriculture practices, biodiversity loss, etc.) | Negative / Actual | GRI 308: Supplier Environmental Assessment | 13.23 Supply Chain Traceability | Group | Caused by the Group |
| | Social impacts along the supply chain | Negative impacts related to the procurement of goods and services from suppliers, particularly those generated by them on social aspects (e.g., illegal labor practices, irregular work, other forms of human rights violations in the supply chain, etc.) | Negative / Potential | GRI 414: Supplier Social Assessment | 13.23 Supply Chain Traceability | Group | Caused by the Group and related to the Group |
| | Traceability and product certifications | Ability to trace the source, origin, or production conditions of raw materials and finished products to identify and prevent potential negative impacts related to products. Presence of product certification systems | Positive / Actual | - | - | Group | Caused by the Group |

| MATERIAL TOPICS FOR CASALASCO GROUP | IMPACT | IMPACT DESCRIPTION | NATURE OF IMPACT | GRI ASPECT | GRI 13 | WHERE THE IMPACT OCCURS | CASALASCO GROUP INVOLVEMENT |
|---|---|---|---|---|---|---|---|
| **Product and Packaging Innovation** | R&D and technological innovation of processes | Technological innovations in process and product resulting from R&D activities that achieve positive environmental (e.g., new materials, efficient design) or social (e.g., improved product quality and safety) impacts | Positive / Actual | - | - | Group | Caused by the Group |
| **Climate Change Risk Management** | Energy consumption | Consumption of energy from non-renewable sources, with consequent negative environmental impacts and reduction of energy stocks | Negative / Actual | GRI 302: Energy | - | Group | Caused by the Group |
| | Direct and indirect GHG emissions (Scope 1 and 2) | Contribution to climate change through direct and indirect energy-related GHG emissions, linked to activities carried out at company sites | Negative / Actual | GRI 305: Emissions | 13.1 Emissions | Group and energy suppliers | Caused by the Group |
| | Indirect GHG emissions (Scope 3) | Contribution to climate change through GHG emissions related to production and transport activities along the value chain (e.g., inbound and outbound logistics, commuting, business travel) | Negative / Actual | GRI 305: Emissions | 13.1 Emissions | Group, Supply Chain, and Distribution | Caused by the Group and related to the Group through its business relationships |

| MATERIAL TOPICS FOR CASALASCO GROUP | IMPACT | IMPACT DESCRIPTION | NATURE OF IMPACT | GRI ASPECT | GRI 13 | WHERE THE IMPACT OCCURS | CASALASCO GROUP INVOLVEMENT |
|---|---|---|---|---|---|---|---|
| **Climate Change Risk Management** | Production of nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | Environmental impacts related to other polluting emissions besides $CO_2$ (in air, water, and soil) in the production process | Negative / Actual | GRI 305: Emissions | 13.1 Emissions | Group | Caused by the Group |
| | Failure to manage climate change risks | Difficulty in adapting to current and expected climate change risks and low contribution to the ability of companies and economies to withstand the impacts of climate change | Negative / Potential | GRI 201: Economic Performance | 13.2 Climate adaptation and resilience | Group | Caused by the Group |
| **Natural Resource Management** | Consumption of raw materials | Indirect environmental impact related to the production and processing of packaging materials along the supply chain (plastic, paper, cardboard, wood, metal, etc.) | Negative / Actual | GRI 301: Materials | - | Group | Caused by the Group |
| **Natural Resource Management** | Water consumption | Negative impact on water availability caused by water withdrawal in the processing phase | Negative / Actual | GRI 303: Water and Effluents | 13.7 Water and effluents | Group | Caused by the Group |
| | Impacts on biodiversity | Impacts on biodiversity and the quality of natural ecosystems, including erosion and/or reduction of soil fertility | Negative / Potential | GRI 304: Biodiversity | 13.3 Biodiversity | Group | Caused by the Group |
| | Generation of waste and food waste | Environmental impacts related to the production of hazardous and non-hazardous waste during processing and marketing of products | Negative / Actual | GRI 306: Waste | 13.8 Waste | Group | Caused by the Group |
| | Circular Economy Initiatives | Creation of positive impacts through the recovery of food waste and the development of circular economy initiatives | Positive / Actual | - | - | Group | Caused by the Group |

| MATERIAL TOPICS FOR CASALASCO GROUP | IMPACT | IMPACT DESCRIPTION | NATURE OF IMPACT | GRI ASPECT | GRI 13 | WHERE THE IMPACT OCCURS | CASALASCO GROUP INVOLVEMENT |
|---|---|---|---|---|---|---|---|
| **Responsible Communication and Labelling** | Non-transparent communications to customers and consumers | Negative impacts on customers and end users caused by misleading communications and incorrect indications in terms of labelling or product presentation | Negative / Potential | GRI 417: Marketing and Labelling | - | Group | Caused by the Group |
| **Occupational Health and Safety** | Workplace accidents | Accidents or other incidents in the workplace, with negative consequences for the health of direct employees or external collaborators | Negative / Potential | GRI 403: Occupational Health and Safety | 13.19 Occupational Health and Safety | Group employees[1] | Caused by the Group |
| **Personnel Management and Well-being** | Reduction in employee satisfaction and well-being | Reduction in employee satisfaction and well-being due to lack of adoption of corporate welfare practices, work-life balance, and well-being initiatives | Negative / Potential | GRI 401: Employment | GRI 13.21 Living wage and income | Group | Caused by the Group |
| | Inadequate working conditions | Failure to comply with employment terms, inadequate working conditions for employees or agency workers and/or along the supply chain | Negative / Potential | GRI 402: Labor/Management Relations | 13.21.2 | Group | Caused by the Group |

[1] I dati relativi alla salute e alla sicurezza non includono i lavoratori non dipendenti del Gruppo. Il Gruppo valuta di approfondire l'analisi rispetto alla significatività degli altri lavoratori non dipendenti, al fine di valutare la necessità di raccogliere i dati presso i datori di lavoro dei collaboratori esterni e i fornitori che operano presso i siti del Gruppo e/o sotto il controllo aziendale, valutando la qualità e l'accuratezza di tali dati su cui non esercita un controllo diretto.



| MATERIAL TOPICS FOR CASALASCO GROUP | IMPACT | IMPACT DESCRIPTION | NATURE OF IMPACT | GRI ASPECT | GRI 13 | WHERE THE IMPACT OCCURS | CASALASCO GROUP INVOLVEMENT |
|---|---|---|---|---|---|---|---|
| **Gestione e benessere del personale** | Employee development and growth | Improvement of employee skills through training and professional development activities, also linked to growth and personalized evaluation objectives | Positive / Actual | GRI 404: Training and Education | 13.21.2 | Group | Caused by the Group |
| **Community Support and Development** | Local development and community relations | Support for local development through contributions and donations to associations in the areas where the company is most present | Positive / Actual | GRI 413: Local Communities | 13.12 Local Communities | Group | Caused by the Group |
| | Approvvigionamento locale | Hiring of workers from local communities where the company operates, with positive impacts on local economies | Positive / Actual | GRI 204: Procurement Practices | 13.12 Local Communities | Group | Caused by the Group |
| | Assunzione di lavoratori dalla comunità locale | Sourcing practices that support local area development | Positive / Actual | GRI 202: Market Presence | 13.20 Employment practices | Group | Caused by the Group |
| | | | | GRI 401: Occupation | - | Group | Caused by the Group |

| MATERIAL TOPICS FOR CASALASCO GROUP | IMPACT | IMPACT DESCRIPTION | NATURE OF IMPACT | GRI ASPECT | GRI 13 | WHERE THE IMPACT OCCURS | CASALASCO GROUP INVOLVEMENT |
|---|---|---|---|---|---|---|---|
| **Diversity and Equal Opportunity** | Discrimination and non-inclusive practices in the workplace | Negative impacts on employee satisfaction and motivation due to discrimination (e.g., gender, age, ethnicity, etc.) or other non-inclusive practices | Negative / Potential | GRI 405: Diversity and Equal Opportunity; GRI 406: Non-discrimination | 13.15 Non-discrimination and equal opportunity | Group employees | Caused by the Group |
| **Italian Identity** | Promotion of Made in Italy and Italian excellence | Promotion through its products of high quality standards linked to know-how developed in national industrial districts | Positive / Actual | - | - | Group | Caused by the Group |

# **PERFORMANCE** indicators

## Our Value Chain

**GRI STANDARDS 301-1 DISCLOSURE** – Materials Used by Weight or Volume

### Main Agricultural Raw Materials by Weight

| RAW MATERIAL | UNIT OF MEASURE | 2024 | | | 2025 | | |
|---|---|---|---|---|---|---|---|
| | | QUANTITY | % RENEWABLE | RENEWABLE QUANTITY | QUANTITY | % RENEWABLE | RENEWABLE QUANTITY |
| **Tomato** | kg | 549,978,479 | 100% | 549,978,479 | 759,261,351 | 100% | 759,261,351 |
| **Peas** | kg | 1,722,670 | 100% | 1,722,670 | 1,777,420 | 100% | 1,777,420 |
| **Basil** | | - | 0% | - | 2,387,472 | 100% | 2,387,472 |
| **Beans (borlotti and cannellini)** | kg | - | 0% | - | - | 0% | - |
| **Fruit puree** | kg | 524,974 | 100% | 524,974 | 260,531 | 100% | 260,531 |
| **Meat extract** | kg | 4,547 | 100% | 4,547 | 9,294 | 100% | 9,294 |
| **Meat** | kg | 717,729 | 100% | 717,729 | 1,443,020 | 100% | 1,443,020 |
| **Vegetables for seasoning (chickpeas, onion, garlic, carrot, celery, basil, semi-processed tomato purchased)** | kg | 15,924,714 | 100% | 15,924,714 | 17,492,599 | 100% | 17,492,599 |
| *of which Semi-processed tomato* | *kg* | *9,292,601* | *100%* | *9,292,601* | *10,742,484* | *100%* | *10,742,484* |
| **Sugar / Glucose** | kg | 3,683,355 | 100% | 3,683,355 | 1,853,100 | 100% | 1,853,100 |
| **Salt** | kg | 1,064,800 | 100% | 1,064,800 | 1,458,375 | 100% | 1,458,375 |
| **Oil and vinegar** | kg | 4,841,481 | 100% | 4,841,481 | 4,525,581 | 100% | 4,525,581 |
| **Flavors/ingredients** | kg | 216,639 | 100% | 216,639 | 230,868 | 100% | 230,868 |
| **Dairy products** | kg | 1,507,849 | 100% | 1,507,849 | 1,492,004 | 100% | 1,492,004 |
| **Eggs** | kg | - | 0% | - | 343,140 | 100% | 343,140 |
| **Starches and maltodextrins** | kg | - | 0% | - | 357,375 | 100% | 357,375 |
| **Additives** | kg | 122,300 | 100% | 122,300 | 414,069 | 100% | 414,069 |
| **Fish and shellfish products** | kg | - | 0% | - | 41,279 | 100% | 41,279 |
| **Alcoholic products** | kg | - | 0% | - | 107,532 | 100% | 107,532 |
| **Pasta and bread** | kg | - | 0% | - | 17,537 | 100% | 17,537 |
| **TOTAL** | **kg** | **580,309,537** | **100%** | **580,309,537** | **793,472,545** | **100%** | **793,472,545** |

## Principali imballaggi per peso

| RAW MATERIAL | UNIT OF MEASURE | 2024 | | | 2025 | | |
|---|---|---|---|---|---|---|---|
| | | QUANTITY | % RENEWABLE | RENEWABLE QUANTITY | QUANTITY | % RENEWABLE | RENEWABLE QUANTITY |
| **Multi-layer (bags, pouches, Tetra-Combi)** | kg | 3,099,088 | - | - | 3,154,431 | - | - |
| *of which paper* | *kg* | *2,646,155* | *85%* | - | *2,777,005* | *88%* | - |
| *of which FSC certified* | *kg* | *2,646,155* | *85%* | - | *2,775,140* | *88%* | - |
| *of which ASI certified* | *kg* | *2,646,155* | *85%* | - | *2,431,701* | *77%* | - |
| *of which PLANT BASED* | *kg* | *646,719* | *21%* | - | *812,092* | *26%* | - |
| *of which recycled* | *kg* | *0* | *0%* | - | *0* | *0%* | - |
| **Tinplate (tin - caps)** | kg | 7,632,604 | - | - | 8,214,342 | - | - |
| *of which recycled*[2] | *kg* | *4,996,566* | *65%* | - | *5,240,221* | *64%* | - |
| **Glass** | kg | 41,816,863 | - | - | 48,418,822 | - | - |
| *of which recycled* | *kg* | *11,957,497* | *29%* | - | *17,936,818* | *37%* | - |
| **PET (preforms-bottles)** | kg | 1,470,535 | - | - | 653,101 | - | - |
| *of which recycled*[3] | *kg* | *1,010,598* | *69%* | - | *259,205* | *40%* | - |
| **PP (bottles, caps, drum lids)** | kg | 617,841 | - | - | 242,740 | - | - |
| *of which recycled* | *kg* | - | *0%* | - | - | *0%* | - |
| *of which PLANT BASED* | *kg* | *42,185* | *7%* | - | *72,491* | *30%* | - |
| **HDPE (bottles)** | kg | 4,897 | - | - | - | - | - |
| *of which recycled* | *kg* | - | *0%* | - | - | - | - |
| **PAPER** | kg | 914,981 | - | - | 1,093,178 | - | - |
| *of which recycled* | *kg* | *401,569* | *44%* | - | *479,571* | *44%* | - |

[2] The percentage of recycled tinplate is estimated based on data collected by APEAL (European Association of Steel Producers).
[3] For the calculation of the percentage of recycled PET bottles, half of the total volume of bottles (containing PET at 50%) and the entire volume of preforms with 100% PET are considered for the full volume.

| RAW MATERIAL | UNIT OF MEASURE | 2024 | | | 2025 | | |
|---|---|---|---|---|---|---|---|
| | | QUANTITY | % RENEWABLE | RENEWABLE QUANTITY | QUANTITY | % RENEWABLE | RENEWABLE QUANTITY |
| **CARTONS** | kg | 4,537,207 | - | - | 4,373,797 | - | - |
| *of which recycled* | *kg* | *4,325,692* | *95%* | - | *4,171,589* | *95%* | - |
| **PLASTIC (film)** | kg | 713,884 | - | - | 688,982 | - | - |
| *of which recycled* | *kg* | *129,984* | *18%* | - | *157,372* | *23%* | - |
| **Steel (drums)** | kg | 1,575,912 | - | - | 1,868,133 | - | - |
| *of which recycled* | *kg* | *245,258* | *16%* | - | *316,788* | *17%* | - |
| **Aluminum (tubes)** | kg | 828,655 | - | - | 731,226 | - | - |
| *of which recycled* | *kg* | - | *0%* | - | - | *0%* | - |
| **Total** | **kg** | **63,212,468** | **-** | **-** | **69,438,752** | **-** | **-** |
| **Total of which recycled** | **kg** | **23,067,164** | **-** | **-** | **28,561,564** | **-** | **-** |
| **Recycled on total %** | **%** | **36%** | **-** | **-** | **41%** | **-** | **-** |

# Our People

## GRI STANDARDS 2-7 DISCLOSURE – Employees

### Employees (FTE) by contract type and gender[4]

| CATEGORY | 2024 | | | 2025 | | |
|---|---|---|---|---|---|---|
| | MEN | WOMEN | TOTAL | MEN | WOMEN | TOTAL |
| Full-time | 309 | 198 | **507** | 320 | 219 | **539** |
| Part-time | 232 | 213 | **445** | 259 | 229 | **488** |
| *of which Adventitious* | *229* | *208* | ***437*** | *255* | *222* | ***477*** |
| **Total** | **541** | **411** | **952** | **579** | **448** | **1,027** |

### Dipendenti (FTE) per tipologia di impiego e genere

| CATEGORY | 2024 | | | 2025 | | |
|---|---|---|---|---|---|---|
| | MEN | WOMEN | TOTAL | MEN | WOMEN | TOTAL |
| Full-time | 534 | 383 | **917** | 576 | 423 | **999** |
| Part-time | 7 | 28 | **35** | 3 | 25 | **28** |
| Part-time percentage | 1.3% | 6.8% | **3.7%** | 0.5% | 5.6% | **2.7%** |
| **Totale** | **541** | **411** | **952** | **579** | **448** | **1,027** |

### Maximum number of employees (Headcount)[5]

| | 2024 | 2025 |
|---|---|---|
| Employees | 2,037 | 2,075 |

## GRI STANDARDS 2-8 DISCLOSURE – Non-employee workers

### External collaborators by gender (Headcount)[6]

| CATEGORY | AS OF 31 DECEMBER 2024 | | | AS OF 31 DECEMBER 2025 | | |
|---|---|---|---|---|---|---|
| | MEN | WOMEN | TOTAL | MEN | WOMEN | TOTAL |
| Interns/Trainees | 2 | 5 | **7** | 6 | 4 | **10** |

## GRI STANDARDS 405-1 DISCLOSURE – Diversity of governance bodies and employees (FTE)

| NUMBER OF PEOPLE | 2024 | | | 2025 | | |
|---|---|---|---|---|---|---|
| | MEN | WOMEN | TOTAL | MEN | WOMEN | TOTAL |
| Executives | 13 | 4 | **17** | 14 | 3 | **17** |
| Managers | 21 | 7 | **28** | 19 | 8 | **27** |
| White collars | 62 | 125 | **187** | 65 | 138 | **203** |
| Blue collars | 445 | 275 | **720** | 481 | 299 | **780** |
| **Total** | **541** | **411** | **952** | **579** | **448** | **1,027** |

[4] Human resources data are expressed in FTE (Full-Time Equivalent) and represent the average number of employees expressed in full-time equivalents. This figures also include temporary and seasonal workers, who mainly work during the peak production period at the Group's plants. The 2024 data have been restated compared to what was previously published following an update to the calculation methodology. For previously published data, please refer to the 2024 Sustainability Report.
[5] Maximum number of employees reached during the year in the tomato harvesting campaign period.

[6] The 2024 data have been restated compared to what was previously published in order to include Emiliana Conserve's external workers in the calculation. For the previously published data, please refer to the 2024 Sustainability Report.

*Total number of employees (FTE) by professional category and gender (%) (including seasonal workers)*

| NUMBER OF PEOPLE | 2024 | | | 2025 | | |
|---|---|---|---|---|---|---|
| | MEN | WOMEN | TOTAL CATEGORY/ TOTAL EMPLOYEES | MEN | WOMEN | TOTAL CATEGORY/ TOTAL EMPLOYEES |
| Executives | 76.5% | 23.5% | **1.8%** | 82.4% | 17.6% | **1.7%** |
| Managers | 75.0% | 25.0% | **2.9%** | 70.4% | 29.6% | **2.6%** |
| White collars | 33.2% | 66.8% | **19.6%** | 32.0% | 68.0% | **19.8%** |
| Blue collars | 61.8% | 38.2% | **75.6%** | 61.7% | 38.3% | **75.9%** |
| **Total** | **56.8%** | **43.2%** | **100.0%** | **56.4%** | **43.6%** | **100.0%** |

*Total number of employees (FTE) by age group and gender (%) (including seasonal workers)*

| NUMBER OF PEOPLE | 2024 | | | | 2025 | | | |
|---|---|---|---|---|---|---|---|---|
| | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL |
| Executives | 0.0% | 35.3% | 64.7% | **1.8%** | 0.0% | 35.3% | 64.7% | **1.7%** |
| Managers | 0.0% | 21.4% | 78.6% | **2.9%** | 0.0% | 11.1% | 88.9% | **2.6%** |
| White collars | 17.1% | 58.8% | 24.1% | **19.6%** | 17.7% | 59.6% | 22.7% | **19.8%** |
| Blue collars | 25.8% | 41.3% | 32.9% | **75.6%** | 27.8% | 39.1% | 33.1% | **75.9%** |
| **Total** | **22.9%** | **44.0%** | **33.1%** | **100.0%** | **24.6%** | **42.4%** | **33.0%** | **100.0%** |

*Employees (FTE) by nationality (country of birth), by gender*

| EMPLOYEES BY NATIONALITY (COUNTRY OF BIRTH) | 2024 | | | 2025 | | |
|---|---|---|---|---|---|---|
| | MEN | WOMEN | TOTAL | MEN | WOMEN | TOTAL |
| ITALY | 399 | 299 | **698** | 422 | 319 | **741** |
| ALBANIA | 7 | 7 | **14** | 6 | 9 | **15** |
| ALGERIA | 4 | - | **4** | 5 | - | **5** |
| BOSNIA AND HERZEGOVINA | 1 | 2 | **3** | 1 | 2 | **3** |
| BURKINA FASO | 1 | 3 | **4** | 2 | 5 | **7** |
| CAMEROON | 2 | 2 | **4** | 2 | 2 | **4** |
| CÔTE D'IVOIRE | 1 | 4 | **5** | 1 | 6 | **7** |
| ECUADOR | 1 | 3 | **4** | 2 | 3 | **5** |
| EGYPT | 2 | - | **2** | 3 | - | **3** |
| GERMANY | - | 3 | **3** | - | 3 | **3** |
| INDIA | 17 | 13 | **30** | 17 | 16 | **33** |
| MACEDONIA | 9 | 2 | **11** | 9 | 2 | **11** |
| MOROCCO | 39 | 13 | **52** | 42 | 11 | **53** |
| MOLDOVA | 3 | 4 | **7** | 4 | 4 | **8** |
| NIGERIA | 11 | 8 | **19** | 12 | 10 | **22** |
| DOMINICAN REPUBLIC | 1 | 1 | **2** | 2 | 2 | **4** |
| ROMANIA | 3 | 15 | **18** | 3 | 15 | **18** |
| SENEGAL | 6 | 4 | **10** | 7 | 8 | **15** |
| TUNISIA | 9 | 2 | **11** | 12 | 3 | **15** |
| UKRAINE | 1 | 2 | **3** | 1 | 3 | **4** |
| OTHER | 24 | 24 | **48** | 26 | 25 | **51** |
| **TOTAL** | **541** | **411** | **952** | **579** | **448** | **1,027** |

## *Composition of the Board of Directors, by gender and age group (%)*

| NUMBER OF PEOPLE | AS OF 31 DECEMBER 2024 | | | | AS OF 31 DECEMBER 2025 | | | |
|---|---|---|---|---|---|---|---|---|
| | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL |
| Men | - | 2 | 5 | **7** | - | 2 | 6 | **8** |
| Women | - | - | - | **-** | - | - | - | **-** |
| **Total** | **-** | **2** | **5** | **7** | **-** | **2** | **6** | **8** |

## *Employees belonging to protected categories (FTE) (%)*

| PROTECTED CATEGORIES | 2024 | 2025 |
|---|---|---|
| % of employees belonging to protected categories | 2.21% | 1.89% |

## *Absenteeism rate*[7]

| HOURS | 2024 | 2025 |
|---|---|---|
| Absenteeism rate | 4.59 | 4.18 |

[7] The absenteeism rate was calculated as the ratio between the number of days of absence (due to illness, accidents, maternity, parental leave, unpaid leave, strikes, union leave, permits under Law 104/92) and the number of days worked, multiplied by 100. The data also include temporary workers and seasonal collaborators who mainly work during the peak production period at the Group's plants. The data also include temporary workers and seasonal collaborators who mainly work during the peak production period at Casalasco's plants.

## *Composition of the highest governance body and related committees (Board of Directors – BoD)*

| POSITION HELD | FULL NAME | GENDER | RETENTION IN BOARD OF DIRECTORS | | ROLE | | INDEPENDENT | FREQUENZA DI PARTECIPAZIONE | | INTERNATIONAL EXPERIENCE | ADDITIONAL POSITIONS (NUMBER AND DESCRIPTION) | MEMBERSHIP IN UNDERREPRESENTED SOCIAL GROUPS | STAKEHOLDER CATEGORIES REPRESENTED | COMPETENCE: | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | FIRST APPOINTMENT DATE | YEARS IN OFFICE | EXECUTIVE | NON-EXECUTIVE | | MEETINGS ATTENDED | ATTENDANCE RATE | | | | | SOCIAL | ENVIRONMENTAL | ECONOMIC |
| Chair of the BoD | Sartori Marco | Male | 21/12/2023 | 2 | Yes | No | No | 5 | **100%** | | No. 4 positions held (incl. No. 1 Chair of the BoD) | No | CCDP | | | X |
| Vice Chair of the BoD | Ravanne Barnaba | Male | 30/06/2025 | 0.5 | Yes | No | No | 3 | **60%** | | No. 4 positions held (incl. No. 1 Chair of the BoD) | No | FSI Fund | | | X |
| Chief Executive Officer | Vaia Costantino | Male | 28/12/2021 | 4 | Yes | No | No | 5 | **100%** | | No. 5 positions held (incl. No. 3 Chair of the BoD) | No | - | | | X |
| Director | Lorenzi Guido | Male | 28/12/2021 | 4 | No | Yes | No | 4 | **80%** | | No. 9 positions held (incl. No. 2 Chair of the BoD) | No | 4R Fund | | | X |
| Director | Bernardi Gabriele | Male | 28/12/2021 | 4 | No | Yes | No | 5 | **100%** | | No. 3 positions held | No | CCDP | | | X |
| Director | Trentini Stefano | Male | 30/06/2025 | 0.5 | No | Yes | No | 2 | **40%** | | No. 2 positions held | No | CCDP | | | X |
| Director | Capuano Luca | Male | 30/06/2025 | 0.5 | No | Yes | No | 5 | **100%** | | - | No | FSI Fund | | | X |
| Director | Casareto Giuseppe | Male | 30/06/2025 | 0.5 | No | Yes | No | 5 | **100%** | | No. 2 positions held (incl. No. 1 Chair of the BoD) | No | FSI Fund | | | X |

| | |
|---|---|
| **Number of BoD meetings in 2024** | **5** |
| **Number of BoD members** | **8** |
| **Overall BoD attendance rate** | **85%** |

## **GRI 2-30** – Collective bargaining agreements

| METRIC | 2024 | 2025 |
|---|---|---|
| Total employees (FTE) | 952 | 1,028 |
| Employees covered by collective bargaining agreements (FTE) | 942 | 1,024 |
| **Coverage rate** | **99%** | **99%** |

## **GRI 202-1** – Ratios of standard entry-level wage by gender compared to local minimum wage[8]

*Entry-level standard wage to local minimum wage ratio*

| RATIO | 2024 | | 2025 | |
|---|---|---|---|---|
| | MEN | WOMEN | MEN | WOMEN |
| **Entry-level standard wage to local minimum wage ratio** | **1.05** | **1.05** | **1.03** | **1.03** |

## **GRI 401-1** – New employee hires and employee turnover

*New hires by gender and age group (number of people)[9]*

| NUMBER OF PEOPLE | 2024 | | | | 2025 | | | |
|---|---|---|---|---|---|---|---|---|
| | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL |
| Men | 12 | 21 | 12 | **45** | 16 | 15 | 4 | **35** |
| Women | 7 | 10 | 5 | **22** | 8 | 17 | 4 | **29** |
| **Total** | **19** | **31** | **17** | **67** | **24** | **32** | **8** | **64** |

*Terminations by gender and age group (number of people)[10]*

| NUMBER OF PEOPLE | 2024 | | | | 2025 | | | |
|---|---|---|---|---|---|---|---|---|
| | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL |
| Men | 8 | 11 | 13 | **32** | 3 | 7 | 3 | **13** |
| Women | 4 | 7 | 5 | **16** | - | 5 | 3 | **8** |
| **Total** | **12** | **18** | **18** | **48** | **3** | **12** | **6** | **21** |

*Hiring rate by gender and age group[11]*

| NUMBER OF PEOPLE | 2024 | | | | 2025 | | | |
|---|---|---|---|---|---|---|---|---|
| | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL |
| Men | 27.9% | 12.9% | 10.0% | **13.8%** | 34.0% | 8.8% | 3.3% | **10.3%** |
| Women | 30.4% | 8.3% | 6.0% | **9.7%** | 29.6% | 13.5% | 4.8% | **12.3%** |
| **Total** | **28.8%** | **11.0%** | **8.4%** | **12.1%** | **32.4%** | **10.8%** | **3.9%** | **11.1%** |

*Turnover rate by gender and age group[12]*

| NUMBER OF PEOPLE | 2024 | | | | 2025 | | | |
|---|---|---|---|---|---|---|---|---|
| | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL | <30 YEARS | 30-50 YEARS | >50 YEARS | TOTAL |
| Men | 18.60% | 6.75% | 10.8% | **9.8%** | 6.4% | 4.1% | 2.4% | **3.8%** |
| Women | 17.39% | 5.83% | 6.0% | **7.1%** | 0.0% | 4.0% | 3.6% | **4%** |
| **Total** | **18.18%** | **6.36%** | **8.9%** | **8.7%** | **4.1%** | **4.1%** | **2.9%** | **6%** |

[8] The GRI 202-1 data refer exclusively to Casalasco Società Agricola S.p.A. and Emiliana Conserve S.p.A. Pomì USA Inc., based in the United States, is excluded from the reporting because the applicable minimum wage regulation for that company focuses on different parameters (i.e., the hourly minimum wage) from those adopted by Italian legislation, which applies to all the other Group companies. S.A.C S.r.l. and De Martino S.r.l. are also excluded due to unavailability of the relevant data.
[9] Data for incoming and outgoing personnel do not include seasonal personnel.

[10] Data for incoming and outgoing personnel do not include seasonal personnel.
[11] Hiring rate data do not include seasonal personnel.
[12] Turnover rate data do not include seasonal personnel.

## **GRI 404-1** – Average training hours per employee[13]

*Mandatory training hours provided to employees, by gender and employee category*

| CATEGORY | NO. HOURS - MEN | TOTAL MALE EMPLOYEES | HOURS PER CAPITA - MEN | NO. HOURS - WOMEN | TOTAL FEMALE EMPLOYEES | HOURS PER CAPITA - WOMEN | TOTAL HOURS | TOTAL EMPLOYEES | HOURS PER CAPITA - TOTAL |
|---|---|---|---|---|---|---|---|---|---|
| **2024** | | | | | | | | | |
| Executives | 5 | 13 | 0.4 | 20 | 4 | 5.0 | 25 | 17 | 1.5 |
| Managers | 109 | 21 | 5.2 | 43 | 7 | 6.1 | 152 | 28 | 5.4 |
| White-collar employees | 669 | 62 | 10.8 | 775 | 125 | 6.2 | 1,444 | 187 | 7.7 |
| Blue-collar workers | 8,262 | 445 | 18.6 | 6,733 | 275 | 24.5 | 14,995 | 720 | 20.8 |
| **Total** | **9,045** | **541** | **16.7** | **7,571** | **411** | **18.4** | **16,616** | **952** | **17.5** |
| **2025** | | | | | | | | | |
| Executives | 5 | 14 | 0.4 | 5 | 3 | 1.7 | 10 | 17 | 0.6 |
| Managers | 85 | 19 | 4.5 | 13 | 8 | 1.6 | 98 | 27 | 3.6 |
| White-collar employees | 564 | 65 | 8.7 | 997 | 138 | 7.2 | 1,561 | 203 | 7.7 |
| Blue-collar workers | 11,610 | 481 | 24.1 | 6,525 | 299 | 21.8 | 18,135 | 780 | 23.2 |
| **Total** | **12,264** | **579** | **21.2** | **7,540** | **448** | **16.8** | **19,804** | **1,027** | **19.3** |

*Non-mandatory training hours provided to employees, by gender and employee category*

| CATEGORY | NO. HOURS - MEN | TOTAL MALE EMPLOYEES | HOURS PER CAPITA - MEN | NO. HOURS - WOMEN | TOTAL FEMALE EMPLOYEES | HOURS PER CAPITA - WOMEN | TOTAL HOURS | TOTAL EMPLOYEES | HOURS PER CAPITA - TOTAL |
|---|---|---|---|---|---|---|---|---|---|
| **2024** | | | | | | | | | |
| Executives | 20 | 13 | 1.5 | 48 | 4 | 12.0 | 68 | 17 | 4.0 |
| Managers | 65 | 21 | 3.1 | 89 | 7 | 12.6 | 154 | 28 | 5.5 |
| White-collar employees | 323 | 62 | 5.2 | 602 | 125 | 4.8 | 925 | 187 | 4.9 |
| Blue-collar workers | 2,303 | 445 | 5.2 | 1,647 | 275 | 6.0 | 3,949 | 720 | 5.5 |
| **Total** | **2,710** | **541** | **5.0** | **2,385** | **411** | **5.8** | **5,096** | **952** | **5.4** |
| **2025** | | | | | | | | | |
| Executives | 195 | 14 | 13.9 | 205 | 3 | 68.2 | 400 | 17 | 23.5 |
| Managers | 248 | 19 | 13.1 | 181 | 8 | 22.6 | 429 | 27 | 15.9 |
| White-collar employees | 1,181 | 65 | 18.2 | 1,952 | 138 | 14.1 | 3,133 | 203 | 15.4 |
| Blue-collar workers | 3,008 | 481 | 6.3 | 2,183 | 299 | 7.3 | 5,190 | 780 | 6.7 |
| **Total** | **4,632** | **579** | **8.0** | **4,520** | **448** | **10.1** | **9,152** | **1,027** | **8.9** |

[13] 2024 data have been restated compared to what was previously published following an update to the calculation methodology. For previously published data, please refer to the 2024 Sustainability Report.

## GRI 205-2 – Communication and training about anti-corruption policies and procedures[14]

### Board of Directors – Training on anti-corruption policies and procedures

| ITEM | 2024 | 2025 |
|---|---|---|
| BoD members who received training | 7 | 0 |
| Total BoD members | 7 | 8 |
| **Participation rate** | **100%** | **0%** |

### Employees – Communication on anti-corruption policies and procedures (by employee category)

| ITEM | 2024 | 2025 |
|---|---|---|
| Executives who received communication | 17 | 4 |
| Total Executives | 17 | 17 |
| **Participation rate** | **100%** | **23%** |
| Managers who received communication | 23 | 3 |
| Total Managers | 28 | 27 |
| **Participation rate** | **83%** | **11%** |
| White-collar employees who received communication | 131 | 10 |
| Total White-collar employees | 188 | 204 |
| **Participation rate** | **70%** | **5%** |
| Blue-collar workers who received communication | 560 | 48 |
| Total Blue-collar workers | 720 | 780 |
| **Participation rate** | **78%** | **6%** |

### Board of Directors – Communication on anti-corruption policies and procedures

| ITEM | 2024 | 2025 |
|---|---|---|
| BoD members who received communication | 7 | - |
| Total BoD members | 7 | 8 |
| **Participation rate** | **100%** | **0%** |

### Employees – Training on anti-corruption policies and procedures (by employee category)

| ITEM | 2024 | 2025 |
|---|---|---|
| Executives who received training | 13 | 1 |
| Total Executives | 17 | 17 |
| **Participation rate** | **79%** | **6%** |
| Managers who received training | 23 | 3 |
| Total Managers | 28 | 27 |
| **Participation rate** | **83%** | **11%** |
| White-collar employees who received training | 149 | 9 |
| Total White-collar employees | 188 | 204 |
| **Participation rate** | **79%** | **4%** |
| Blue-collar workers who received training | 564 | 48 |
| Total Blue-collar workers | 720 | 780 |
| **Participation rate** | **78%** | **6%** |

[14] 2024 data have been restated compared to what was previously published following an update to the calculation methodology. For previously published data, please refer to the 2024 Sustainability Report.

*Business partners – Communication on anti-corruption policies and procedures*

| ITEM | 2024 | 2025 |
|---|---|---|
| Business partners who received communication (set 1) | 65 | 18 |
| Total business partners (set 1) | 65 | 18 |
| **Participation rate (set 1)** | **100%** | **100%** |
| Business partners who received communication (set 2) | 15 | 8 |
| Total business partners (set 2) | 15 | 8 |
| **Participation rate (set 2)** | **100%** | **100%** |
| Business partners who received communication (set 3) | 1 | 4 |
| Total business partners (set 3) | 1 | 4 |
| **Participation rate (set 3)** | **100%** | **100%** |
| **Total business partners who received communication** | **81** | **30** |

## **GRI 405-2** – Ratio of basic salary and remuneration of women to men[15]

*The ratio is calculated as: average women's salary / average men's salary. When the ratio is below 1, average male salary is higher than average female salary[16]*

| BASIC SALARY RATIO BY EMPLOYEE CATEGORY | 2024 | 2025 |
|---|---|---|
| Managers | 0.91 | 0.86 |
| White-collar employees | 0.81 | 0.92 |
| Blue-collar workers | 0.82 | 0.92 |

[15] GRI 405-2 data refer exclusively to Casalasco Società Agricola S.p.A., Emiliana Conserve S.p.A., and S.A.C S.r.l. Pomì USA Inc. is excluded due to unavailability of relevant data, and De Martino S.r.l. is excluded because it has no male employees.
[16] This ratio is calculated using the following formula: average basic salary of women / average basic salary of men.



*Total remuneration ratio by employee category[17]*

| CATEGORY | 2024 | 2025 |
|---|---|---|
| Managers | 0.90 | 0.85 |
| White-collar employees | 0.79 | 0.93 |
| Blue-collar workers | 0.77 | 0.92 |

## **GRI 403-9** – Work-related injuries

*Number of work-related injuries and fatalities (employees)*

| METRIC | 2024 | 2025 |
|---|---|---|
| Total number of work-related fatalities | - | - |
| Total number of work-related serious injuries (excluding fatalities) | - | - |
| Total number of recordable work-related injuries | 47 | 34 |

*Work-related injury and fatality rates (employees)*

| METRIC | 2024 | 2025 |
|---|---|---|
| Fatality rate | - | - |
| Serious injury rate (excluding fatalities) | - | - |
| Recordable work-related injury rate[18] | 25.98 | 17.20 |

[17] This ratio is calculated using the following formula: average total remuneration of women / average total remuneration of men.
[18] The injury rate was calculated as the ratio of the total number of injuries to total hours worked, using a multiplying factor of 1,000,000. The data include commuting accidents only when transportation was organized by the organization. No cases of occupational disease occurred in 2024 or 2025.

# Environmental responsibility

## GRI 302-1 – Energy consumption within the organization[19]

### *Energy consumption by source*

| CONSUMPTION TYPE | UNIT OF MEASURE | 2024 | | 2025 | |
|---|---|---|---|---|---|
| | | QUANTITY | GJ[20] | QUANTITY | GJ[21] |
| **FUELS** | | | **790,796** | | **835,875** |
| Natural gas | smc | 22,988,297 | 788,166 | 24,297,712 | 833,035 |
| Fuel oil | t | - | - | - | - |
| LPG | l | 1,964 | 50 | - | - |
| Diesel (for vehicles and generator set) | l | 71,700 | 2,582 | 78,879 | 2,839 |
| **ELECTRICITY** | | | **235,456** | | **253,703** |
| Purchased electricity | kWh | 64,726,347 | 233,015 | 69,779,537 | 251,206 |
| *of which from non-renewable sources (1)* | kWh | 145,566 | 524 | 130,999 | 472 |
| *of which from renewable sources (Certified, e.g., Guarantees of Origin) (2)* | kWh | 54,666,532 | 196,800 | 53,099,949 | 191,160 |
| *of which from renewable sources from cogenerator (Certified, e.g., Guarantees of Origin) (4)* | kWh | 9,914,249 | 35,691 | 16,548,589 | 59,575 |
| Self-generated electricity from photovoltaic plant | kWh | 834,663 | 3,005 | 808,796 | 2,912 |
| Self-generated electricity fed into the grid | kWh | 156,652 | 564 | 115,363 | 415 |
| **THERMAL ENERGY** | | | **195,800** | | **301,944** |
| Purchased thermal energy | kWh | 54,388,750 | 195,800 | 83,873,221 | 301,944 |
| *of which from non-renewable sources* | kWh | 54,388,750 | 195,800 | 83,873,221 | 301,944 |
| *of which from renewable sources Certified, e.g., Guarantees of Origin)* | kWh | - | - | - | - |
| **VEHICLE FLEET** | | | **1,910** | | **3,308** |
| Diesel | KWh | 50,273 | 1,810 | 83,062 | 2,990 |
| Gasoline | l | 2,501 | 80 | 7,526 | 240 |
| Electric energy | l | 5,688 | 20 | 21,600 | 78 |
| **Total GJ** | **GJ** | | **1,223,961** | | **1,394,829** |

[19] To ensure comparability over time, the energy consumption reported in the Sustainability Report as at 31.12.2024 has been restated by applying the methodology adopted in 2025, which also includes consumption associated with the Group vehicle fleet. Specifically, the total energy consumption reported in 2024 equal to 1.222.053 GJ has been restated to 1.223.961.
[20] For the calculation of energy consumption in GJ, the following conversion factors were used: For natural gas, diesel, LPG and gasoline, conversion factors from the NIR National Inventory Report 2024; for natural gas consumed by Pomì USA, the DEFRA 2024 factor.
[21] For the calculation of energy consumption in GJ, the following conversion factors were used: For natural gas, diesel, LPG and gasoline, conversion factors from the NIR National Inventory Report 2025; for natural gas consumed by Pomì USA, the DEFRA 2025 factor.



### *Total energy consumption, broken down by renewable and non-renewable energy sources*

| ENERGY | UNIT OF MEASURE | 2024 | 2025 |
|---|---|---|---|
| **Total energy consumption** | **GJ** | **1,224,961** | **1,394,829** |
| Renewable energy | GJ | 234,932 | 253,231 |
| Non-renewable energy | GJ | 989,030 | 1,141,597 |
| **% Renewable energy on total** | **%** | **19.19%** | **18.15%** |

| ENERGY INTENSITY | 2024 | 2025 |
|---|---|---|
| Energy intensity per production | 3.54 | 3.17 |
| Energy intensity per production – campaign period | 3.44 | 2.88 |
| Energy intensity per production – off-campaign period | 3.72 | 4.03 |

## GRI 303-3 – Water withdrawal

### *Water withdrawals by source and by area type*

| WITHDRAWAL SOURCE | UNIT OF MEASURE | 2024 | | 2025 | |
|---|---|---|---|---|---|
| | | ALL AREAS | WATER-STRESSED AREAS | ALL AREAS | WATER-STRESSED AREAS |
| **Surface water (total)** | **Megaliters** | **-** | **-** | **-** | **-** |
| Freshwater (≤ 1000 mg/L total dissolved solids) | Megaliters | - | - | - | - |
| Other water (> 1000 mg/L total dissolved solids) | Megaliters | - | - | - | - |
| **Groundwater (total)** | **Megaliters** | **4,908** | **1,194** | **5,828** | **1,441** |
| Freshwater (≤ 1000 mg/L total dissolved solids) | Megaliters | 4,908 | 1,194 | 5,828 | 1,441 |
| Other water (> 1000 mg/L total dissolved solids) | Megaliters | - | - | - | - |
| **Seawater (total)** | **Megaliters** | **-** | **-** | **-** | **-** |
| Freshwater (≤ 1000 mg/L total dissolved solids) | Megaliters | - | - | - | - |
| Other water (> 1000 mg/L total dissolved solids) | Megaliters | - | - | - | - |
| **Process water (total)** | **Megaliters** | **317** | **86** | **469** | **92** |
| Freshwater (≤ 1000 mg/L total dissolved solids) | Megaliters | 317 | 86 | 469 | 92 |
| Other water (> 1000 mg/L total dissolved solids) | Megaliters | - | - | - | - |
| **Third-party water (total)** | **Megaliters** | **186** | **158** | **171** | **151** |
| Freshwater (≤ 1000 mg/L total dissolved solids) | Megaliters | 186 | 158 | 171 | 151 |
| Other water (> 1000 mg/L total dissolved solids) | Megaliters | - | - | - | - |
| **Third-party water by source** | **Megaliters** | **-** | **-** | **-** | **-** |
| Surface water | Megaliters | - | - | - | - |
| Groundwater | Megaliters | - | - | - | - |
| Seawater (total) | Megaliters | - | - | - | - |
| Process water | Megaliters | - | - | - | - |
| **Total water withdrawal** | | **5,411** | **1,439** | **6,469** | **1,684** |

## GRI 303-4 – Water discharge

### *Destination of discharges by source and by area type*

| DISCHARGE DESTINATION | UNIT OF MEASURE | 2024 | | 2025 | |
|---|---|---|---|---|---|
| | | ALL AREAS | WATER-STRESSED AREAS | ALL AREAS | WATER-STRESSED AREAS |
| **Surface water (total)** | **Megaliters** | **6,583** | **2,598** | **6,465** | **2,300** |
| Freshwater (≤ 1000 mg/L total dissolved solids) | Megaliters | 6,583 | 2,598 | 6,465 | 2,300 |
| Other water (> 1000 mg/L total dissolved solids) | Megaliters | - | - | - | - |
| **Third-party water (total)** | **Megaliters** | **-** | **-** | **5** | **-** |
| Freshwater (≤ 1000 mg/L total dissolved solids) | Megaliters | - | - | 5 | - |
| Other water (> 1000 mg/L total dissolved solids) | Megaliters | - | - | - | - |
| **Third-party water reused by other organizations (total)** | **Megaliters** | **-** | **-** | **-** | **-** |
| **Total water discharges** | | **6,583** | **2,598** | **6,470** | **2,300** |

## GRI 303-5 – Water consumption

### *Water consumption by area type*

| DISCHARGE DESTINATION | UNIT OF MEASURE | 2024 | | 2025 | |
|---|---|---|---|---|---|
| | | ALL AREAS | WATER-STRESSED AREAS | ALL AREAS | WATER-STRESSED AREAS |
| Total water consumption | Megaliters | 32 | 13 | 34 | 11 |
| Change in water storage | Megaliters | - | - | - | - |

## GRI 305-1 – Direct (Scope 1) GHG emissions

### *Refrigerant gases*

| REFRIGERANT GAS | UNIT OF MEASURE | 2024[22] | | 2025[23] | |
|---|---|---|---|---|---|
| | | TOP-UPS | kg $CO_2e$ | TOP-UPS | kg $CO_2e$ |
| HFC-23 | kg | - | - | - | - |
| HFC-134 | kg | - | - | - | - |
| HFC-134a | kg | 1 | 1.300 | 1 | 1.625 |
| R404A | kg | - | - | - | - |
| R407A | kg | - | - | - | - |
| R407C | kg | - | - | - | - |
| R410A | kg | 165 | 316.498 | 145 | 279.365 |
| R507A | kg | 9 | 35.865 | - | - |
| R452-A* | kg | 55 | 106.975 | 15 | 29.175 |
| R407F | kg | 35 | 58.590 | 455 | 761.670 |
| R-32 | Kg | 3 | 2.099 | 3 | 1.794 |
| **Total** | **t $CO_2e$** | **-** | **521** | **-** | **1.074** |

[22] For the calculation of emissions from refrigerant gases R452-A and R32 for 2024, the emission factors identified by Honeywell Refrigerants were used. For all other refrigerant gases, DEFRA 2024 emission factors were used.
[23] For the calculation of emissions from refrigerant gases R452-A and R32 for 2025, the emission factors identified by Honeywell Refrigerants were used. For all other refrigerant gases, DEFRA 2025 emission factors were used.

## GRI STANDARDS DISCLOSURE 305-2 –Energy indirect (Scope 2) GHG emissions[24]

| TOTAL SCOPE 1 + SCOPE 2 EMISSIONS | 2024 | 2025 |
|---|---|---|
| Scope 1 [t $CO_2$][25] | 47,269 | 50,586 |
| Scope 2 (Location-based) [t CO2][26] | 30,164 | 32,655 |
| Scope 2 (Market-based) [t CO2][27] | 9,842 | 14,760 |
| Scope 1 + Scope 2 (Market-based) [t CO2] | 77,433 | 83,241 |
| Scope 1 + Scope 2 (Location-based) [t CO2] | 57,111 | 65,346 |

## GRI 305-4 – GHG emissions intensity

| INTENSITÀ DELLE EMISSIONI GHG | UNITÀ DI MISURA | 2024 | 2025 |
|---|---|---|---|
| Emissions intensity (Scope 1) per production | tCO2/ton | 0.14 | 0.12 |
| GHG emissions intensity (Scope 1) emitted during the tomato campaign period per tonne of finished tomato-based product | tCO2/ton | 0.15 | 0.13 |
| GHG emissions intensity (Scope 1) emitted during the off-campaign period per tonne of finished tomato-based product | tCO2/ton | 0.11 | 0.07 |
| GHG emissions intensity (Scope 1 + Scope 2 – Market-based) per production | tCO2/ton | 0.17 | 0.15 |
| Emissions intensity (Scope 1 + Scope 2 – Market-based) emitted during the tomato campaign period per tonne of finished tomato-based product | tCO2/ton | 0.17 | 0.14 |
| GHG emissions intensity (Scope 1 + Scope 2 – Market-based) emitted during the off-campaign period per tonne of finished tomato-based product | tCO2/ton | 0.16 | 0.17 |
| GHG emissions intensity (Scope 1 + Scope 2 – Location-based) per production | tCO2/ton | 0.22 | 0.19 |
| GHG emissions intensity (Scope 1 + Scope 2 – Location-based) emitted during the tomato campaign period per tonne of finished tomato-based product | tCO2/ton | 0.21 | 0.17 |
| GHG emissions intensity (Scope 1 + Scope 2 – Location-based) emitted during the off-campaign period per tonne of finished tomato-based product | tCO2/ton | 0.25 | 0.24 |

[24] To ensure comparability over time, Scope 1 and Scope 2 emissions reported in the Sustainability Report as at 31.12.2024 have been restated by applying the methodology adopted in 2025, which also includes emissions associated with the Group vehicle fleet. Specifically, for Scope 1 the 2024 reported value of 47.128 t CO2e was restated to 47.269 t CO2e; for Scope 1 and 2 location-based the 2024 reported value of 77.291 was restated to 77.433; for Scope 1 and 2 market-based the 2024 reported value was restated to 57.111.
[25] For the calculation of Scope 1 emissions for the year, the emission factors used were ISPRA – National standard parameters table 2024 for 2024, and ISPRA – National standard parameters table 2025 for 2025. For natural gas for Pomì USA, DEFRA 2024 (for 2024) and DEFRA 2025 (for 2025) were used.
[26] The calculation of Scope 2 location-based emissions uses emission factors relating to energy generation for well-defined geographic boundaries, including local, subnational, or national boundaries. For the calculation of Scope 2 location-based emissions for Casalasco, Terna 2019 was used for 2024 and Terna 2024 for 2025.
[27] The calculation of Scope 2 market-based emissions is based on the CO2 emissions of the energy suppliers with which Casalasco has signed power purchase agreements. For the calculation of Scope 2 market-based emissions for Casalasco, AIB – European Residual Mix 2024 was used for 2025 and AIB – European Residual Mix 2023 for 2024.

## GRI 305-3 – Other indirect (Scope 3) GHG emissions[28]

| SCOPE 3 CATEGORY | EMISSIONS 2024 ($tCO_2eq$) | EMISSIONS 2025 ($tCO_2eq$) |
|---|---|---|
| 1: Purchased goods and services | 324,673.94 | 337,220.18 |
| 2: Capital goods | 5,923.41 | 8,165.70 |
| 3: Fuel and energy related activities | 11,887.95 | 13,908.20 |
| 4: Upstream transportation and distribution | 29,898.02 | 33,940.17 |
| 5: Waste generated in operations | 233.97 | 251.64 |
| 6: Business travel | 114.99 | 82.70 |
| 7: Employee commuting | 2,014.40 | 2,083.27 |
| 8: Upstream leased assets | N/A | N/A |
| 9: Downstream transportation and distribution | 76,665.85 | 76,686.98 |
| 10: Processing of sold products | 27,556.45 | 22,391.13 |
| 11: Use of sold products | 19,447.33 | 15,027.71 |
| 12: End-of-life treatment of sold products | 4,581.41 | 3,472.54 |
| 13: Downstream leased assets | N/A | N/A |
| 14: Franchises | N/A | N/A |
| 15: Investments | N/A | N/A |
| **Total** | **502,997.74** | **513,230.21** |

[28] Scope 3 emissions are calculated in accordance with the GHG Protocol. The GWP100 adopted refers to IPCC AR6 (2021). Categories 8, 13, 14 and 15 are excluded as not material or not applicable to the business model.
- Cat. 1 – Purchased Goods & Services: activity-based method for raw materials, finished products and packaging purchased (Ecoinvent v3.12, verified EPDs); spend-based method with sectoral EEIO factors for services purchased (Eurostat, NACE Rev. 2 classification).
- Cat. 2 – Capital Goods: spend-based method with sectoral EEIO factors on purchases and increases of capital goods in the reporting year (Eurostat, NACE Rev. 2 classification).
- Cat. 3 – Fuel & Energy Related Activities: fuel-based method for upstream emissions (WTT, T&D) associated with fuels and electricity purchased (DESZN 2025).
- Cat. 4 – Upstream Transportation & Distribution: distance-based method with TTW+WTT factors (DESZN 2025).
- Cat. 5 – Waste Generated in Operations: activity-based method by type and disposal destination (Ecoinvent v3.12, Cut-off system).
- Cat. 6 – Business Travel: distance-based method for transport and activity-based method for overnight stays (DESZN 2025).
- Cat. 7 – Employee Commuting: distance-based method (DESZN 2025).
- Cat. 9 – Downstream Transportation & Distribution: distance-based method with TTW+WTT factors (DESZN 2025).
- Cat. 10 – Processing of Sold Products: average-data method (verified EPDs; Ecoinvent v3.12 for organic by-products).
- Cat. 11 – Use of Sold Products: activity-based method with clustering by use mode (Ecoinvent v3.12, Eurostat estimates).
- Cat. 12 – End-of-life Treatment of Sold Products: activity-based method by type of primary and secondary packaging (Ecoinvent v3.12, Cut-off system).

## **GRI 305-7** – Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

| POLLUTANT GASES | 2024 | 2025 |
|---|---|---|
| | VALUE [t] | VALUE [t] |
| NOx | 61.95 | 57.23 |
| SOx | 18.17 | 15.72 |
| Persistent organic pollutants (POP) | - | - |
| Volatile organic compounds (VOC) | - | - |
| Hazardous air pollutants (HAP) | - | - |
| Particulate matter (PM) | 0.03 | 0.04 |
| Other standard categories of air emissions identified by relevant regulations | 7,872.98 | 9,631.00 |
| **Total** | **7,953.13** | **9,703.98** |

## **GRI 306-3** – Waste generated

| WASTE TYPE | UNIT OF MEASURE | 2024 | 2025 |
|---|---|---|---|
| | | TOTAL | TOTAL |
| Hazardous waste | ton | 17.55 | 5.04 |
| Non-hazardous waste | ton | 28,471.32 | 34,762.08 |
| % Hazardous waste on total | ton | 0.06% | 0.015% |
| **Total waste** | **ton** | **28,489** | **34,767** |

## **GRI 306-4** – Waste diverted from disposal

*Waste not destined for disposal through recovery operations*

| CATEGORY | 2024 | | | | 2025 | | | |
|---|---|---|---|---|---|---|---|---|
| | UNIT | OFFSITE | ONSITE | TOTAL | UNIT | OFFSITE | ONSITE | TOTAL |
| **Hazardous waste** | | | | | | | | |
| Reuse | t | - | - | - | t | - | - | - |
| Recycling | t | - | - | - | t | - | - | - |
| Other recovery operations | t | 14.61 | - | 14.61 | t | 3.59 | | 3.59 |
| **Total hazardous waste diverted from disposal** | **t** | **14.61** | **-** | **14.61** | **t** | **3.59** | | **3.59** |
| **Non-hazardous waste** | | | | | | | | |
| Reuse | t | - | - | - | t | - | - | - |
| Recycling | t | 2,248.22 | - | 2,248.22 | t | 25.69 | | 25.69 |
| Other recovery operations | t | 25,547.94 | - | 25,547.94 | t | 26,831.45 | 7,848.33 | 34,679.78 |
| **Total non-hazardous waste diverted from disposal** | **t** | **27,796.16** | **-** | **27,796.16** | **t** | **26,857.14** | **7,848.33** | **34,705.47** |
| **Total** | **t** | **27,811** | **-** | **27,811** | **t** | **26,861** | **7,848** | **34,709.05** |

## **GRI 306-5** – Waste directed to disposal

*Waste destined for disposal through disposal operations*

| CATEGORY | 2024 | | | | 2025 | | | |
|---|---|---|---|---|---|---|---|---|
| | UNIT | OFFSITE | ONSITE | TOTALE | UNIT | OFFSITE | ONSITE | TOTAL |
| **Hazardous waste** | | | | | | | | |
| Incineration (with energy recovery) | t | - | - | - | t | - | - | - |
| Incineration (without energy recovery) | t | - | - | - | t | - | - | - |
| Landfilling | t | - | - | - | t | - | - | - |
| Other disposal operations (specify) | t | 2.87 | - | 2.87 | t | 1.45 | - | 1.45 |
| **Total hazardous waste directed to disposal** | **t** | **2.87** | **-** | **2.87** | **t** | **1.45** | **-** | **1.45** |
| **Non-hazardous waste** | | | | | | | | |
| Incineration (with energy recovery) | t | - | - | - | t | - | - | - |
| Incineration (without energy recovery) | t | - | - | - | t | - | - | - |
| Landfilling | t | - | - | - | t | - | - | - |
| Other disposal operations (specify) | t | 614.00 | 61.16 | 675.16 | t | 57.15 | - | 57.15 |
| **Total non-hazardous waste directed to disposal** | **t** | **614.00** | **61.16** | **675.16** | **t** | **57.15** | **-** | **57.15** |
| **Total** | **t** | **617 .87** | **61.16** | **678.03** | **t** | **58.60** | **-** | **58.60** |

## GRI STRANDARDS 101-5 – Location of Production Sites and Environmentally Sensitive Areas[29]

| 2024 | | | | | | | |
|---|---|---|---|---|---|---|---|
| SITE | GEOGRAPHIC AREA | SITE TYPE (USE THE INDICATION PROVIDED IN THE PERIMETER ANALYSIS)[30] | TYPE OF ACTIVITY (E.G., OFFICE, MANUFACTURING OR PRODUCTION, EXTRACTIVE) | SITE POSITION RELATIVE TO THE PROTECTED AREA OR AREA OF HIGH BIODIVERSITY VALUE | SIZE (HECTARES) | BIODIVERSITY VALUE CHARACTERIZED BY THE PROTECTED AREA OR AREA OF HIGH BIODIVERSITY VALUE OUTSIDE THE PROTECTED AREA (TERRESTRIAL, FRESHWATER OR MARINE ECOSYSTEM) | SOURCE OF PROTECTED STATUS CATEGORIZATION (E.G., IUCN PROTECTED AREA MANAGEMENT CATEGORIES, RAMSAR CONVENTION, NATIONAL LEGISLATION) |
| Rivarolo | Rivarolo del Re (CR), Strada Provinciale 32 | Not adjacent to a protected area | Production | | 265,000 mq | - | - |
| Gariga | Gariga di Podenzano (PI), Via Primo Maggio, 25 | Not adjacent to a protected area | Production | | 106,000 mq | - | - |
| Fontanellato | Fontanellato (PR), Via Ghiara, 24 | Not adjacent to a protected area | Production | | 182,000 mq | - | - |
| Busseto | Busseto (PR), Via Antonio Vivaldi, 7 | Not adjacent to a protected area | Production | | 113,000 mq | - | - |
| San Polo di Podenzano | San Polo di Podenzano (PI), Strada Provinciale per Podenzano, 10 | Not adjacent to a protected area | Production | | 140,000 mq | - | - |

[29] The data and information reported in the table above refer exclusively to the production plants of Casalasco Società Agricola S.p.A. (Rivarolo del Re, Fontanellato and Gariga) and Emiliana Conserve Soc. Agr. S.p.A. (Busseto and San Polo di Podenzano). Warehouses, logistics hubs and the offices of the commercial companies Pomì USA Inc., S.A.C. S.p.A. and De Martino s.r.l. are therefore excluded from the reporting perimeter of GRI 305-1, since the activities carried out at these sites do not have significant impacts on biodiversity and the surrounding ecosystems.

[30] For the definition of areas of high biodiversity value, Natura 2000 was used, a European Union instrument available online at: https://www.mase.gov.it/pagina/rete-natura-2000. For the purposes of this analysis, all Special Areas of Conservation (SACs) and Special Protection Areas (SPAs) located within 10 km of the Group's production facilities were considered to be "in the vicinity" of Casalasco's sites.

## GRI 13.3.5 – Species listed on the IUCN Red List and national lists whose habitat is found in the organization's operating areas[31]

| EXTINCTION RISK LEVEL | NUMBER OF SPECIES |
|---|---|
| Critically Endangered (CR) | 42 |
| Endangered (EN) | 129 |
| Vulnerable (VU) | 117 |
| Near Threatened (NT) | 164 |
| Least Concern (LC) | 1,609 |

[31] The data and information reported in the table above were obtained from the "IUCN Red List of Threatened Species" tool, released by the International Union for Conservation of Nature, and refer to the entire Italian peninsula. The territory of the United States in which Pomì USA Inc. is based is excluded from the reporting perimeter of GRI 13.3.5, since the activities carried out at the company's site do not have significant impacts on biodiversity and the surrounding ecosystems.

# GRI content index

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| **Declaration of use** | Casalasco Società Agricola S.p.A. has submitted a report in accordance with the GRI Standards for the period from 1 January to 31 December 2025. |
| **GRI used** | GRI 1: Foundation 2021 |
| **Standard di settore GRI pertinenti** | GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022 |

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| 413-2 | Operations with significant actual and potential negative impacts on local communities | | | | There are no activities of the Casalasco Group with significant negative, potential or current social, economic and environmental impacts on the community | 13.12.3 |
| **Material topic: ethics and compliance** | | | | | | |
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| | | | OMITTED REQUISEMENTS | REASON | EXPLANATION | |
| **GRI 205: Anti-corruption (2016)** | | | | | | |
| 205-1 | Operations assessed for risks related to corruption | Two of the five companies in the Casalasco Group—Casalasco Società Agricola S.p.A. and Emiliana Conserve S.p.A.—have organizational, management, and control models in place that comply with the requirements of Legislative Decree No. 231 of June 8, 2001. The risk assessment conducted in application of these models—which covered 100% of the business operations of the two companies—revealed that all so-called “instrumental” processes are sensitive to the risk of committing crimes of corruption between private parties and corruption in dealings with the public administration; that is, processes where a pattern of behavior could materialize that serves as a means for a corrupt act to occur. As per indicator 205-3, no confirmed incidents of corruption were recorded in 2025. | | | | 13.26.2 |

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| 205-2 | Communication and training about anti-corruption policies and procedures | 206-208 | | | | 13.26.3 |
| 205-3 | Confirmed incidents of corruption and actions taken | | | | During 2025, no confirmed incidents of corruption were recorded | 13.26.4 |
| **GRI 206: Anti-competitive behavior (2016)** | | | | | | |
| 206-1 | Legal actions for anti-competitive behavior, antitrust, and monopoly practices | | | | During 2025, no legal actions were recorded against the Company in relation to anti-competitive practices and/or violations of antitrust and monopolistic practices regulations | 13.25.2 |
| **Material topic: management of natural resources** | | | | | | |
| **GRI 3: Material topics (2021)** | | | | | | |
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| 101-7 | Changes in biodiversity status | 165-169 | | | | |
| 101-8 | Ecosystem services | 165-169 | | | | |
| - | Habitats protected or restored | | | | The Group has not carried out any activities related to the protection or restoration of natural habitats; however, it holds RSPO (Roundtable on Sustainable Palm Oil) certification | 13.3.4 |
| - | Species listed in the IUCN Red List and in national conservation lists with habitats in areas affected by the organization's operations | 219 | | | | 13.3.5 |
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|---|---|---|---|---|---|---|
| | | | OMITTED REQUISEMENTS | REASON | EXPLANATION | |
| **Material topic: Supply chain traceability and product certifications** | | | | | | |
| **GRI 3: Material topics (2021)** | | | | | | |
| 3-3 | Management of material topics | 69-107 | | | | 13.23.1 |
| **GRI 308: Supplier environmental assessment (2016)** | | | | | | |
| 308-1 | New suppliers that were screened using environmental criteria | 106 | | | | |
| **GRI 414: supplier social assessment (2016)** | | | | | | |
| 414-1 | New suppliers that were screened using social criteria | 106 | | | | |
| **GRI Sector standard 13.23: Supply chain traceability** | | | | | | |
| | Level of traceability in place for each product sourced, for example, whether the product can be traced to the national, regional, or local level, or a specific point of origin (e.g., farms, hatcheries, and feed mill levels) | 71-74 | | | | 13.23.2 |
| | Percentage of sourced volume certified to internationally recognized standards that trace the path of products through the supply chain, by product and list these standards | 71-74 | | | | 13.23.3 |
| | Improvement projects to get suppliers certified to internationally recognized standards that trace the path of products through the supply chain to ensure that all sourced volume is certified | 71-74, 78-80 | | | | 13.23.4 |
| **Material topic: Employee management and wellbeing** | | | | | | |
| **GRI 3: Material topics (2021)** | | | | | | |
| 3-3 | Management of material topics | 125-139 | | | | 13.21.1 |

| REF NO. | DISCLOSURE | PAGE | OMISSION | | | REF NO. GRI INDUSTRY STANDARD |
|---|---|---|---|---|---|---|
| | | | OMITTED REQUISEMENTS | REASON | EXPLANATION | |
| **GRI 401: Employment (2016)** | | | | | | |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | | | | No benefits are provided to full-time employees that are not also available to part-time or fixed-term employees. The benefits offered to employees include: One additional day of paternity leave beyond the period required by law; An extension of the job retention period for serious illnesses by 180 days beyond the legally mandated duration | |
| **GRI 402: Labor/management relations (2016)** | | | | | | |
| 402-1 | Minimum notice periods regarding operational changes | | | | The National Collective Labour Agreement (CCNL) for Agricultural Cooperatives and Consortia does not establish minimum notice periods for transfers. According to Article 15-bis, "the communication must be made in writing to the employee (...) with the maximum possible advance notice with respect to the date of the transfer itself." | |

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|---|---|---|---|---|---|---|
| | | | OMITTED REQUISEMENTS | REASON | EXPLANATION | |
| **GRI 404: Training and education (2016)** | | | | | | |
| 404-1 | Average number of training hours per year per employee | 204-205 | | | | |
| **GRI Sector standard 13.23: Living income and living wage** | | | | | | |
| | Percentage of employees and workers who are not employees and whose work is controlled covered by collective bargaining agreements that have terms related to wage levels and frequency of wage payments at significant locations of operation | 130 | | | | 13.21.2 |
| | Percentage of employees and workers who are not employees and whose work is controlled paid above living wage, with a breakdown by gender | 130 | | | | 13.21.3 |
| **Material topic: Occupational health and safety** | | | | | | |
| **GRI 3: Material topics (2021)** | | | | | | |
| 3-3 | Management of material topics | 131-132 | | | | 13.9.1 |
| **GRI 403: Occupational health and safety (2018)** | | | | | | |
| 403-1 | Occupational health and safety management system | 131 | | | | 13.19.2 |
| 403-2 | Hazard identification, risk assessment, and incident investigation | 131-132 | | | | 13.19.3 |
| 403-3 | Occupational health services | 131-132 | | | | 13.19.4 |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | 131-132 | | | | 13.19.5 |

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|---|---|---|---|---|---|---|
| | | | OMITTED REQUISEMENTS | REASON | EXPLANATION | |
| 403-5 | Worker training on occupational health and safety | 132 | | | | 13.19.6 |
| 403-6 | Promotion of worker health | 131-132 | | | | 13.19.7 |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 131-132 | | | | 13.19.8 |
| 403-8 | Workers covered by an occupational health and safety management system | 131 | | | | 13.19.9 |
| 403-9 | Work-related injuries | 209 | | | | 13.19.10 |
| 403-10 | Work-related ill health | 132 | | | | |
| **Material topic: Diversity and equal opportunities** | | | | | | |
| **GRI 3: Material topics (2021)** | | | | | | |
| 3-3 | Management of material topics | 126-128 | | | | 13.5.1 |
| **GRI 405: Diversity and equal opportunity (2016)** | | | | | | |
| 405-1 | Diversity of governance bodies and employees | 197-201 | | | | 13.15.2 |
| 405-2 | Ratio of basic salary and remuneration of women to men | 208-209 | | | | 13.15.3 |
| **GRI 406: Non-discrimination (2016)** | | | | | | |
| 406-1 | Incidents of discrimination and corrective actions taken | | | | During 2025, no incidents of discrimination were recorded | 13.15.4 |
| **GRI Sector standard 13.15: Non-discrimination and equal opportunity** | | | | | | |
| | Describe any differences in employment terms and approach to compensation based on workers' nationality or migrant status, by location of operations | 130 | | | | 13.15.5 |

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| | | | OMITTED REQUISEMENTS | REASON | EXPLANATION | |
| **Material topic: Human rights protections** | | | | | | |
| **GRI 3: Material topics (2021)** | | | | | | |
| 3-3 | Management of material topics | 76-77, 80, 105, 133-134 | | | | 13.16.1; 13.17.1; 13.18.1 |
| **GRI 407: Freedom of association and collective bargaining (2016)** | | | | | | |
| 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | | | | On the basis of the procedures and control of suppliers in the selection process, it is considered that there is no significant risk relating to freedom of association and collective bar-gaining among the Company's main suppliers | 13.18.2 |
| **GRI 408: Child labor (2016)** | | | | | | |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | | | | Based on the procedures in place for the selection and control of suppli-ers, it is consid-ered that there is no significant risk relating to the use of child labour at the Company's main suppliers | 13.17.2 |

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|---|---|---|---|---|---|---|
| | | | OMITTED REQUISEMENTS | REASON | EXPLANATION | |
| **GRI 409: Forced or compulsory labor (2016)** | | | | | | |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | | | | Based on the supplier selection and monitoring procedures in place, it is considered that there is no significant risk of forced or compulsory labor being used by the Company's main suppliers | 13.16.2 |
| **Material topic: Food quality and safety, and customer satisfaction** | | | | | | |
| **GRI 3: Material topics (2021)** | | | | | | |
| 3-3 | Management of material topics | 99 | | | | 13.10.1 |
| **GRI 416: Customer health and safety (2016)** | | | | | | |
| 416-1 | Assessment of the health and safety impacts of product and service categories | | | | All production plants are certified according to food safety standards | 13.10.2 |
| 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | | | | During 2024 and 2025, no incidents of non-compliance were recorded regarding impacts on the health and safety of products and services | 13.10.3 |

| REF NO. | DISCLOSURE | PAGE | OMISSION | | | REF NO. GRI INDUSTRY STANDARD |
|---|---|---|---|---|---|---|
| | | | OMITTED REQUISEMENTS | REASON | EXPLANATION | |
| **GRI Sector standard 13.10: Food safety** | | | | | | |
| | Report the percentage of production volume from sites certified to internationally recognized food safety standards, and list these standards | 36-39 | | | | 13.10.4 |
| | Report the number of recalls issued for food safety reasons and the total volume of products recalled | | | | In 2025, no recalls were ordered for food safety reasons | 13.10.5 |
| **Material topic: Responsible communication and labeling** | | | | | | |
| **GRI 3: Material topics (2021)** | | | | | | |
| 3-3 | Management of material topics | 62-63 | | | | |
| **GRI 417: Marketing and labelling (2016)** | | | | | | |
| 417-2 | Incidents of non-compliance concerning the labeling and information on products and services | | | | In 2025, no cases of non-compliance were recorded regarding product information and labeling | |
| 417-3 | Incidents of non-compliance concerning marketing communications | | | | In 2025, no cases of non-compliance were recorded concerning marketing communications | |
| **Material topic: Italian identity** | | | | | | |
| **GRI 3: Material topics (2021)** | | | | | | |
| 3-3 | Management of material topics | 62, 70-72 | | | | 13.22.1 |
| **Material topic: Product and packaging innovation** | | | | | | |
| **GRI 3: Material topics (2021)** | | | | | | |
| 3-3 | Management of material topics | 98 | | | | 13.22.1 |

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