



Deimos

PART OF **SIDG**



PALCONutrifit

PART OF **SIDG**

SOURCING
LOG
TRADING



CONSULTING
GO
PART OF **SIDG**

DEIMOS GROUP SUSTAINABILITY REPORT

2025

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LETTER TO STAKEHOLDERS

Dear Stakeholders,

We are pleased to present **Deimos Group's second Sustainability Report**, which represents a further step in our journey towards integrating sustainability into our business model, decision-making processes and long-term value creation.

Following the publication of our first Report last year, we continued working to consolidate our approach to environmental, social and governance matters. This new edition also marks an important evolution in the reporting scope: for the first time, the Report covers the entire Deimos Group, including PalcoNutrfit and Log2Go, thereby providing a more comprehensive overview of our ESG performance. Looking ahead, we intend to progressively extend this reporting approach to the other companies belonging to SIDG Group.

During 2025, Deimos, together with its subsidiaries in Croatia, Slovenia and Luxembourg, joined **SIDG Group BV**, a holding company based in the Netherlands, alongside Lavollée Group in France. This project, promoted by **Waterland Private Equity Investment BV**, aims to foster collaboration between companies operating in complementary markets and sharing technical expertise, entrepreneurial values and a long-term development vision. We believe that this new structure can offer opportunities for dialogue, innovation and growth to all the companies within the Group.

In 2025, we also continued to strengthen the monitoring and measurement of our sustainability performance. For the first time, we calculated greenhouse gas emissions at Group level, including Scope 1, Scope 2 and Scope 3 emissions. This has expanded our under-

standing of the impacts associated with our activities and established a stronger foundation for guiding future improvement initiatives, including along the value chain.

We are aware that sustainability is a continuously evolving journey requiring commitment, measurement capabilities and dialogue with our stakeholders. We will therefore continue to progressively integrate these matters into our strategy and day-to-day activities, collaborating with employees, customers, suppliers and partners to address future challenges and seize opportunities for improvement.

I would like to sincerely thank everyone who has contributed to this journey. We hope that this Report provides a clear and transparent account of the activities undertaken and the results achieved, while also serving as a useful tool for sharing our growth journey and our commitment to responsible development.

We hope you enjoy reading it.

Hans Udo Wenzel
Presidente



HIGHLIGHTS

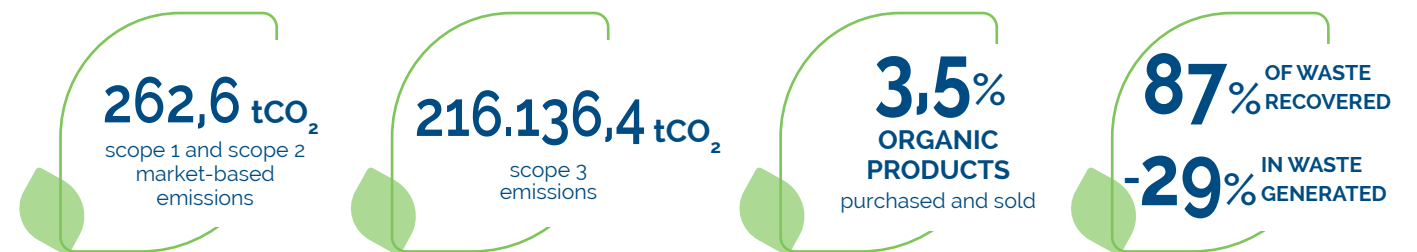
The figures below present the key highlights of the 2025 Sustainability Report.

Percentage changes (deltas) indicate the difference compared with the figures recorded in 2024.

GROUP OVERVIEW



ENVIRONMENTAL



SOCIAL



GOVERNANCE





1

ABOUT US

Deimos is an entrepreneurial group active in the **distribution of raw materials, ingredients and speciality chemicals for the life sciences sectors.**

The **Group** was formed through the integration of several companies with extensive experience in the food, cosmetics, pharmaceutical, agricultural, animal nutrition and industrial sectors. Its objective is to leverage **complementary capabilities** and **specialist expertise** to meet customers' needs.

The company's origins date back to **2011**, with the establishment of Inalchim, followed by the **acquisition of Deimos in 2016** and the subsequent **merger in 2017**. Over time, the Group's scope has progressively expanded to include companies in Italy, such as Eurochemicals, A.Erre & CO., Aliseia and QR Ingredients, as well as elsewhere in Europe, including **PalcoNutri-fit** and **Log2Go**. This expansion has strengthened the Group's European presence and diversified its operations.

The Group offers an extensive portfolio of ingredients and technical solutions for customers operating in highly specialised sectors. Its business model is built around three core principles that guide both corporate decision-making and day-to-day operations: **flexibility, knowledge and entrepreneurship.**

We support our clients and manufacturing Partners by providing tailored solutions and integrated technical, commercial, application and logistics services. Drawing on our expertise, market proximity and commitment to quality, we contribute to the development of innovative products in the markets we serve

Company History

2011 - The Origins: It All Begins with Inalchim

The history of **Deimos Group** began in **2011** with an entrepreneurial venture built on extensive industry experience. **Hans Udo Wenzel**, founder and former CEO of Azelis, together with his colleague and friend **Tonio Grassmann**, who had considerable international leadership experience in Azelis's Food business, launched a new business venture.

This led to the establishment of Inalchim following the buyout of the Food and Pharma divisions of Inalco, a long-established distributor serving the Italian life sciences market. During this initial phase, Inalchim operated as an agency, representing European and non-European manufacturers of food raw materials, including starches and dairy derivatives, as well as intermediates for the pharmaceutical industry.

2014-2015: From Agency to Distribution

The first step towards a more structured business model took place in **2014**, with the introduction of **direct distribution** through a buy-and-resell model and the beginning of a logistics partnership with **Bertini Trasporti**, which was entrusted with warehouse management and logistics operations. This marked the beginning of a period of progressive growth that led to a significant increase in revenue over the following two years.

In **2015**, Hans Udo Wenzel brought into the project a group of investors already involved in **AromataGroup**,

Deimos Group is the result of the integration of several companies with a long-standing tradition in the distribution of ingredients and chemical specialties for the pharmaceutical, food, cosmetics, and related industrial sectors

a company operating in the food flavourings sector. This transaction led to the establishment of **Distri-vest**, a financial holding company that became the majority shareholder, with the objective of supporting the development of a distribution platform for raw materials and speciality chemicals serving the Life Science industry.

2016 - The Strategic Turning Point of the Reverse Merger

The year **2016** represented an important milestone in the Group's growth, with the **acquisition of Deimos S.r.l.**, a company specialising in the distribution of active pharmaceutical ingredients (APIs) and functional ingredients for the food and nutraceutical sectors, whose activities complemented those of Inalchim. A key element of the transaction was the **Good Manufacturing Practice (GMP) certification** already held by Deimos. This certification is required for the import and distribution of active pharmaceutical ingredients

originating from non-European markets, including India and China. Held by only a limited number of Italian distributors, it is generally associated with operators holding pharmaceutical manufacturing authorisation.

To preserve this regulatory authorisation, the transaction was structured as a **reverse merger**, with Inalchim being incorporated into Deimos. This approach enabled the company to retain its **GMP certification** and established the corporate structure from which **Deimos Group** would emerge.

2017-2021: Consolidation in the Food and Cosmetics Sectors

In **2017**, **Aethra**, a distributor of nutraceutical ingredients and food raw materials, joined the Group, further strengthening Deimos's presence across the broader food sector.

In **2019**, the acquisition of **Eurochemicals**, a company primarily specialising in hair colouring and bleaching products, expanded the Group's operations into additional sectors, including cosmetics, agrochemicals, animal nutrition and industrial applications. Although industrial applications do not fall within the Group's core life sciences focus, they play an important operational role by allowing certain types of intermediates to be used in applications beyond the pharmaceutical sector.

The industrial division was subsequently renamed "Special Applications." The transaction significantly expanded the Group's product portfolio and helped establish its position as a **distributor operating across multiple speciality chemicals sectors**.

In **2021**, **A.Erre** joined the Group. Specialising in personal care products, including skincare, make-up and toiletries, the company completed Deimos's cosmetics offering by complementing the activities developed following the acquisition of Eurochemicals.



2022: International Expansion and the Transition “From Distribution to Solution”

2022 marked the **beginning** of the Group’s international expansion, with the acquisition of the Croatian companies **Palco and Nutrifyt**, operating respectively in the food sector and in animal nutrition, cosmetics and detergents.

The two companies, which had already established a joint venture in Slovenia in 2020 (PalcoNutrifyt Slovenia) were integrated into a single company, **PalcoNutrifyt**, to strengthen and better coordinate the Group’s presence in the Balkan region. Their operations are supported by local teams with in-depth knowledge and by logistics and warehousing facilities that enable efficient distribution across the region, including Croatia, Slovenia, Serbia, Bosnia and Herzegovina, and North Macedonia.



An **in-house laboratory** also enables raw-material testing and formulation support in collaboration with customers and suppliers.

Also in 2022, the Group’s business model underwent a significant evolution, initiating a gradual transition “**from distribution to solution**” through the acquisition of **Aliseia**, an Italian company specialising in the formulation and contract manufacturing of functional blends for the meat sector. Through this transaction, Deimos Group expanded its role from a distributor of individual ingredients to a developer of functional solutions for end users.

Aliseia’s acquisition also accelerated the extension of this model to the bakery sector, leading to the creation of “**Evolutia**”, a brand developed by Deimos Food.

Deimos looks to the future, guided by the founders’ vision, of innovation and sustainability

2024 - Growth and Consolidation of the Partnership Model

In **2024**, the Group further strengthened its presence in the food sector with the addition of **QR Ingredients**, a company specialising in the savoury and organic segments, and **Log2Go S.A.**, a Luxembourg-based company active in the trading and sourcing of food ingredients.



Founded in **2001**, Log2Go operates as an international sourcing platform for raw materials and ingredients, with a particular focus on cocoa, nuts and ingredients for the chocolate, ice cream, bakery and pastry sectors. The company also supports its B2B customers through **market intelligence, supplier research and technical support**, helping them optimise their purchasing and product-development processes.

Over time, it has developed an international network of suppliers and partners, operating primarily in Europe, with an additional presence in North Africa, the Middle East and Southeast Asia.

The addition of **Log2Go** enabled the Group to **expand its sourcing activities and strengthen its international connections** across the food ingredients value chain, particularly in the bakery and confectionery segments, while preserving the company’s management continuity.

2025 – Building Scale and Joining SiDG

In 2025, Deimos Group continued its growth journey through strategic transactions aimed at **strengthening its position in the life sciences markets and expanding its presence across Europe**.

In **September**, the Group acquired **Variati S.p.A.**, a long-established Italian company founded in 1926 and internationally recognised as a **leading distribution partner** for ingredients and raw materials serving the **nutraceutical** and **cosmetics** industries.

The addition of Variati enabled Deimos to further consolidate its presence in these segments by integrating **highly specialised technical expertise and expanding its portfolio** of active ingredients, **natural** ingredients and other **high-value-added** products. The transaction formed part of a development strategy based on complementary expertise and on strengthening the quality and breadth of the offering available to customers and partners.

In October, Deimos Group joined **SiDG, Specialty In-**

redients Distribution Group, a **strategic pan-European partnership** of family-owned companies specialising in the distribution of ingredients and speciality chemicals. The project was developed together with the French distributor **Lavollée/Firmalis**, with the support of the majority shareholder, private equity firm **Waterland**. The partnership operates across the life sciences markets, including food, nutraceuticals, cosmetics, pharmaceuticals, feed and agriculture, as well as selected industrial sectors.

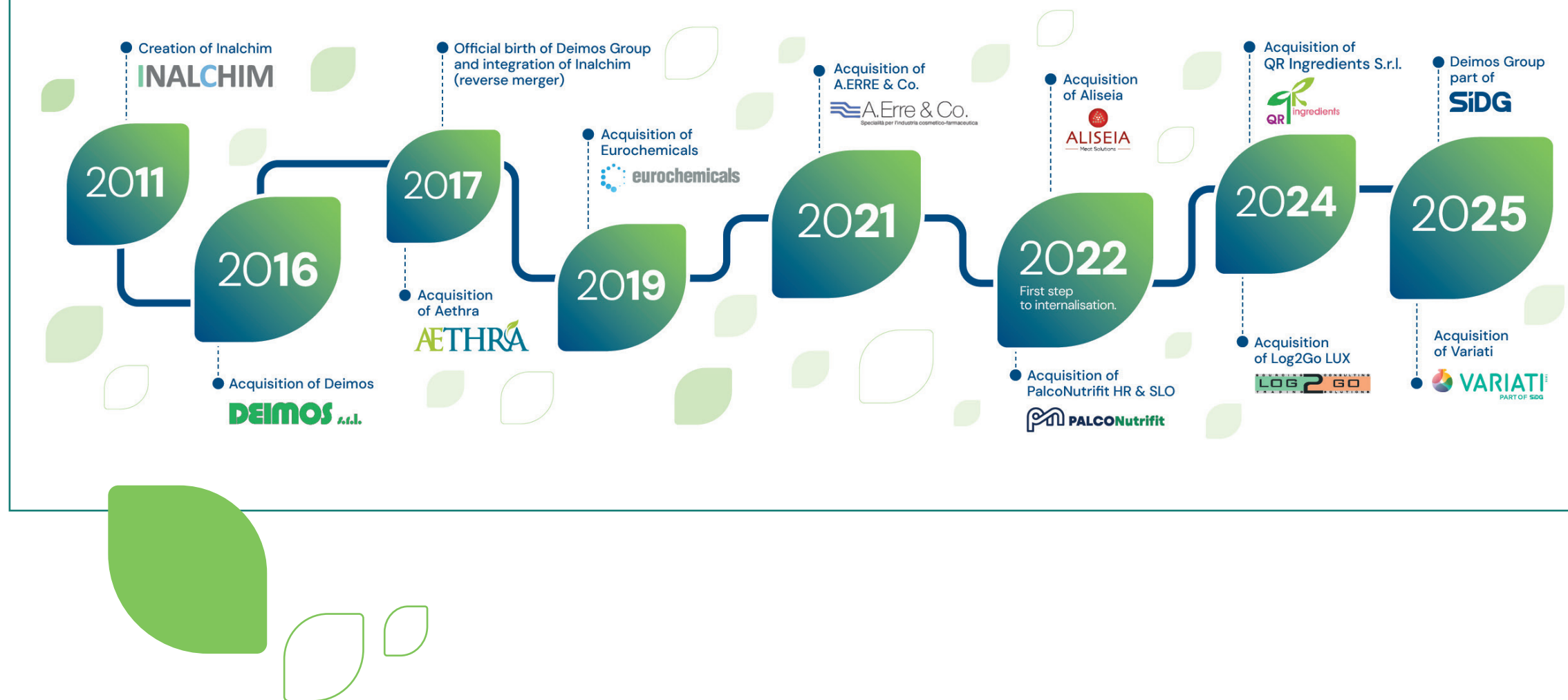
SiDG combines strong **local expertise** with an **international presence**, enabling its member companies to benefit from **shared knowledge, operational synergies** and **broader geographical coverage**, while retaining full autonomy over the management of their operations and their relationships with customers and suppliers.

Joining SiDG marked the beginning of a **new strategic phase** for Deimos Group, strengthening its position within a **European network** and enhancing its ability to serve partners through a broader portfolio, an **expanded market presence and new opportunities for joint development**. This model reflects a shared entrepreneurial approach based on flexibility, market proximity and long-term value creation.

Deimos Group has joined SiDG, a European strategic alliance of companies specialising in the distribution of ingredients and chemical specialities

Deimos group

An ever-growing ecosystem of expertise



Deimos Philosophy

Deimos Group's acquisitions have followed a model centred on **integration** and **collaboration among its different companies**. Companies joining the Group contribute not only their business activities, but also their expertise, relationships and distinctive operating capabilities. Over time, this approach has enabled the Group to retain strong **technical and commercial expertise** and **direct relationships with customers**, while preserving its **operational flexibility** and focused positioning within the life sciences sectors.

The Group's development has been underpinned by a **shared entrepreneurial vision** and alignment among the different parties involved, which have supported its growth over time. The journey initiated in 2011 by Hans Udo Wenzel and Tonio Grassmann continues today through initiatives and projects designed to consolidate existing activities and develop new opportunities.

Joining SIDG represents a continuation of this journey, extending its scope across Europe and **fostering synergies among the Group's different companies**, while preserving their operational autonomy and established relationships with customers and suppliers.

Corporate Culture

Deimos's corporate **culture**, formalised with the **active involvement** of its employees, provides a framework for both strategic decision-making and day-to-day activities. It stems from the combination of **technical expertise** and **entrepreneurial vision** and is fostered through collaboration, accountability and open dialogue.

Across the Group, people contribute to the development of the business within an organisational environment that values both individual contributions and **teamwork**.

Professional growth is supported through an approach focused on **skills development** and **knowledge sharing**, with the aim of responding effectively to customers' needs.

The principles guiding the Group's operations include **accountability, initiative and participation**. Over time, these elements have helped shape its ways of working and organisational development.



MISSION

"We support our customers and manufacturing partners by providing tailored solutions and integrated technical, commercial, application and logistics services. Drawing on our expertise, market proximity and commitment to quality, we contribute to the development of innovative products in the markets we serve."



VISION

"To advance the life sciences industry through innovation, the integration of sustainability into our operations and family values, contributing to a healthier future and helping future generations meet their continuously evolving needs."



VALUES

- Flexibility: Made possible by the entrepreneurial nature of the SMEs integrated into the Group.
- Knowledge: Resulting from the integration of the entrepreneurs' technical and commercial expertise.
- Entrepreneurship: The foundation of our growth, shared by our founders and shareholders.



The Group's Products and Services

DEIMOS ITALY

Drawing on extensive experience and a model built around the integration of specialist expertise, Deimos distributes raw materials, ingredients and speciality chemicals to the Italian life sciences market.

The company operates across the value chain, providing products and technical support to customers in the pharmaceutical, nutraceutical, food, cosmetics, agricultural, animal nutrition, industrial and synthesis intermediates sectors, with solutions developed to meet specific application requirements.

The continuously evolving product portfolio results from a selection process covering both suppliers and raw materials, with the aim of ensuring compliance with applicable standards and traceability throughout the value chain. To address the needs of its different markets, the company is organised into **seven Business Units: Pharma, Nutra, Food, Cosmetics, Agro & Feed, Fine Chemicals and Special Applications.**

Its operations are supported by **three warehouses:** one in Concorezzo, managed by an external logistics provider, and two leased facilities in Naples and Cologno Monzese, the latter serving as the Group's main logistics hub in Italy. This organisational structure enables the company to manage complex operations and support customers and suppliers in demanding projects, while maintaining an approach focused on long-term relationships and the effective management of specific operational needs.



DEIMOS FINE CHEMICALS

The Deimos Fine Chemicals Business Unit represents **selected European and non-European manufacturers** operating in the fine chemicals sector. Through an extensive range of technologically advanced organic and inorganic pharmaceutical intermediates, the team provides tailored solutions aligned with each customer's specific requirements.

The portfolio comprises **over 1,000 speciality** products and numerous product families, including fluorine derivatives, generic intermediates, silanes, chloroalkylamines and acid chlorides, used in synthesis processes for the production of active pharmaceutical ingredients (APIs).



PRODUCT FAMILIES	
Silanes	Esters
Phosphorus derivatives	Alkoxides
Cyclopropane derivatives	Anhydrides
Amine and derivatives	Acids
Acid chlorides	Ethers
Grignard reagents	Miscellaneous
Chiral compounds	Monomers
Quaternary ammonium and phosphonium salts	Crosslinkers
Fluorinated organic derivatives	Adhesion promoters
Iodine derivatives	Chain extenders
Brominated organic derivatives	Long-chain epoxies
Intermediates for fragrances and flavors	Primers
Heterocyclic compounds	Boron trichloride complexes with organic amines
Boronic acids	



With over 480 speciality products, the Food Business Unit **sources and distributes ingredients and raw materials, including organic products**, for the food industry, with particular attention to sensory quality, functionality and the impacts of the solutions offered. Each proposal takes into consideration texture, taste, yield, appearance and food safety to meet market and customer requirements. The Business Unit also provides **an in-house application laboratory** for the development of innovative formulations, together with **comprehensive technical and regulatory advisory services**.

The business unit works with numerous European and non-European manufacturing partners to offer a broad range of natural products and innovative solutions: from starches and derivatives to functional blends for Bakery and Meat applications, and from plant proteins and sweeteners to aroma chemicals and hydrocolloids, addressing the evolving needs of today's food system.

The Food team serves **more than 600 customers** across key market segments, including bakery, beverages, meat and free-from products, providing technical and commercial support in the development of solutions tailored to specific requirements.



MERCATS AND PRODUCTS	
Food Additives	Emulsifiers
Starches and derivatives	Dietary Fibers
Antioxidants	Gelatins
Antifoaming Agents	Hydrocolloids
Flavors	Milk and Dairy Products
Natural Colorants	Yeasts
Preservatives	Enzymatic Improvers
Coconut Derivatives	Egg Products
High-Intensity Sweeteners	Plant-Based Proteins

OVER **600**
CLIENTS

OVER **480**
SPECIALITY



With **over 40 years of experience** in the pharmaceutical industry, Deimos Pharma is one of Italy's leading distributors of active pharmaceutical ingredients, supported by a strong network of European and non-European suppliers. Its in-depth knowledge of the market and its dynamics enables the company to act as a reliable and knowledgeable partner for projects focused on continuity and excellence.

The division's activities include the **distribution of active pharmaceutical ingredients (APIs)**, the **development of dossiers for generic products** and the **strategic selection of qualified products** for the contract manufacturing of finished pharmaceutical products on behalf of Marketing Authorisation Holders (MAHs).

PRODUCTS	
Alfacalcidol	Hydrochlorothiazide
Aciclovir	Irbesartan
Carvedilol	Lamotrigine
Ciprofloxacin HCl	Levofloxacin Hemihydrate
Citalopram HBr	Metoprolol Tartrate
Citalopram HCl	Pregabalin
Escitalopram Oxalate	Rosuvastatin Calcium
Fluconazole	Valproic Acid
Folic Acid Hydrate	



OVER **40** YEARS
OF EXPERIENCE



Through continuous scientific monitoring and applied research, Deimos Nutra is a recognised **distribution partner for innovative ingredients** serving the nutraceutical industry. The division specialises in providing high-value-added solutions designed to support **people's physical and mental well-being**, through an approach that combines quality, efficacy and safety.

With over **20 years of industry experience** and an experienced, multidisciplinary team, Deimos Nutra **supports** its customers throughout the **entire development process**: from selecting the most suitable ingredients to formulating finished products, including food supplements, medical devices, foods for special medical purposes and sports supplements. This offering is complemented by reliable and timely scientific, technical and regulatory advice.

The product portfolio covers numerous areas of application, including gastrointestinal health, joint and skin health, immune function, cognitive performance, metabolic control and clinical nutritional support. It comprises more than **500 products** and **70 speciality ingredients**, supported by active partnerships with **47 carefully selected partners** worldwide.



MARKETS AND PRODUCTS

Food additives and excipients	Peptides from hydrolyzed collagen
Standardized plant extracts	Plant-based protein
Plant, functional and probiotic fibres	Hydrolysed milk peptides and serum proteins
Rubbers and resins	Specialties supported by clinical trials
Nutraceutical ingredients	Vitamins and minerals

70
SPECIALITIES

OVER 500
PRODUCTS

47
SELECTED
PARTNERS



Deimos Cosmetics is organised into **two business lines**: Hair Colouring and Personal Care. Hair colouring, which became part of the Group through the acquisition of Eurochemicals, represents the division's core business. Its offering includes functional ingredients and auxiliaries for the formulation of hair dyes and bleaching products. The Personal Care range was introduced through the acquisition of A.Erre, a distributor of technologically advanced speciality products for skin and body care applications. It includes active ingredients, emollients, exfoliants, masks, botanical extracts, resins and pigments. Both business lines provide carefully **selected ingredients for the cosmetics industry**, working with **qualified suppliers** to ensure reliable solutions **aligned with market developments and the sector's formulation requirements**.

In-house research and development activities are carried out in the **application laboratory** for both Hair Colouring and Personal Care. This enables the team to test and refine prototypes using ingredients supplied by the company's partners, providing customers with **practical, tailored support** in developing new formulations. The offering is completed by comprehensive, flexible and timely technical, commercial and logistics support.



PRODUCT FAMILIES

PERSONAL CARE	HAIR CARE & HAIR COLORING
Natural actives	Semi-permanents
Natural emollients	Oxidation hair dyes
Functional actives	Plant-based hair dyes
Additives	Bleaching agents
Natural antioxidants	Specialties
Natural colorants	Conditioners
Minerals	Film formers
Masks	Functional actives

SELECTED
INGREDIENTS

HIGH-TECH
SPECIALITIES

DEIMOS
SPECIAL
APPLICATIONS

Deimos Special Applications distributes **technically advanced raw materials, including natural raw materials, for specialist applications**. The complexity of these products and the stringent regulatory requirements governing them call for **specific technical expertise and reliable partners**. Deimos therefore selects only suppliers capable of consistently ensuring quality, traceability and competitiveness.

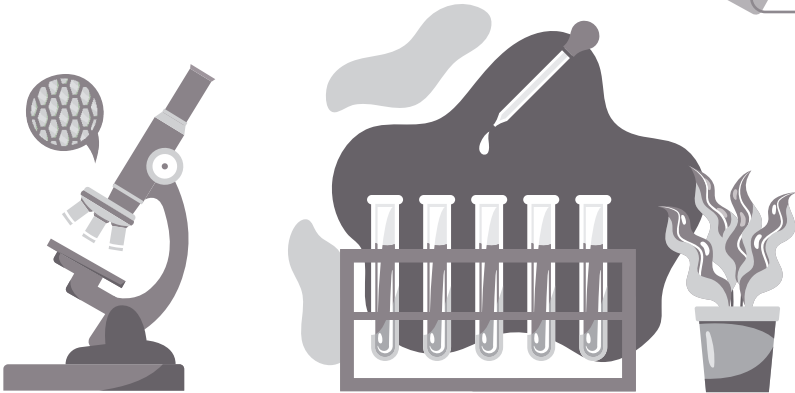
Through an efficient and flexible organisational model, the Business Unit responds promptly to market needs while ensuring continuity of supply and providing technical and regulatory advice.

The offering includes a selected range of functional fillers, graphite, pigments, flame retardants and auxiliaries for the fur industry, intended for high-value-added applications in highly specialised industrial sectors.

PRODUCT FAMILIES	
Flame Retardant	Fur Processing Auxiliaries
Pigments	Additives
Graphite	Organic Compounds
Functional Fillers	Inorganic Compounds

SPECIFIC TECHNICAL
EXPERTISE
RELIABLE
PARTNERS

SELECTED
RANGE OF
FUNCTIONNAL
FILLERS



DEIMOS
AGRO & FEED

The Agro & Feed Business Unit sources and distributes innovative **raw materials and ingredients for the agricultural and animal nutrition sectors**. It combines a broad range of solutions with personalised specialist technical support. The support provided covers the entire process, from research and development to regulatory advice, with the aim of consistently ensuring high quality standards through a **flexible, results-oriented approach**.

The portfolio comprises **more than 500 products** selected from **25 partners** and **serves over 100 active customers** across Italy. Its main product categories include agricultural raw materials and biostimulants, additives for animal nutrition, vitamins, algae, botanical derivatives and trace elements.

PRODUCT FAMILIES	
AGRO	FEED
Oligoelements	Oligoelements
Plant and Natural Derivatives	Macro & Micro Algae
Chelates	Natural Extracts
Algae	Essential Oils
Mineral Derivatives	Plant Proteins
Humic acids	Starches and Derivatives
Vitamins and amino acids	
Dyes	
Other	

OVER 500
PRODUCTS

25
PARTNERS

+100
CLIENTS





PalcoNutrifit offers an **extensive portfolio of raw materials and ingredients** for a **range of applications, including Food, animal nutrition, cosmetics and industrial applications.**

Within the Food sector in particular, its products are used in ice cream, bakery products, fruit-based preparations, confectionery and beverages, as well as in meat and fish processing and in milk and dairy products.

PRODUCT FAMILIES	
Ice Cream	Milk
Bakery	Dairy
Fruit preparations	Finished and semi-finished goods
Confectionery	Cosmetics and pharmaceutical industry
Beverages	Animal feed
Meat & fish	Industry



Log2Go acts as an **intermediary in the distribution of raw materials, food ingredients and semi-finished products to more than 150 customers** operating in the chocolate, ice cream, bakery and confectionery sectors. Its product portfolio includes cocoa and cocoa derivatives, nuts, ingredients for baked goods and preparations for the confectionery industry, as well as solutions for large-scale retail and foodservice operators.

In addition to supplying products, Log2Go supports its customers through **sourcing and procurement services, the identification of new suppliers, raw-material market analysis and technical support for product development.** Its offering also includes turnkey solutions, such as ready-to-use semi-finished products developed with its manufacturing partners according to each customer's specific application requirements.

PRODUCT FAMILIES
Cocoa
Chocolates
Nuts
Coatings & Fillings
Candied & Infused Fruits
Dried Fruits & Pastes
Sauces & Ripples
Decorations & Inclusions





2

ESRS 2

General Disclosures

Deimos' second Sustainability Report has been **prepared on a voluntary basis** in accordance with the ESRS and, **for the first time, also includes PalcoNutrifi and Log2Go.**

Basis for Preparation

General Basis for Preparation of the Sustainability Statement

BP-1

The Group's first ESG Report:
from reporting to sustainability-focused strategy

The second Sustainability Report has been prepared voluntarily and on a consolidated basis in accordance with the **European Sustainability Reporting Standards (ESRS)**, introduced by Directive (EU) 2022/2464 (the Corporate Sustainability Reporting Directive - CSRD) and transposed into Italian law through Legislative Decree No. 125/2024. For the 2025 financial year, the simplified draft version of the ESRS published on 30 November 2025 was adopted.

The reporting scope corresponds to that of the consolidated financial statements and includes all subsidiaries subject to full consolidation. The companies included are **Deimos S.r.l.** (Italy), **Log2Go S.A.** (Luxembourg) and **PALCONutrifi d.o.o.** (Croatia), which together constitute **Deimos Group**.

Data are presented for the entire reporting scope, with separate information also provided for each individual company.

The information included in the **Environmental (E)**,

Social (S) and **Governance (G)** sections was selected on the basis of the results of the **double materiality assessment** conducted by Deimos Group. It also includes the **disclosures required under the European Sustainability Reporting Standards (ESRS)**.

In accordance with **ESRS E1-8**, this report includes information on **Scope 1 and Scope 2 greenhouse gas (GHG) emissions** and, for the first time this year, **Scope 3 emissions**. These emissions were calculated in accordance with the methodology of the **Greenhouse Gas Protocol** and following the **operational control** approach.

The Report also provides an extended overview of **Deimos's value chain**, covering both **upstream** (e.g. suppliers, business partners) and **downstream** activities (e.g. customers, market stakeholders) where material impacts, risks or opportunities (IROs) were identified through the materiality assessment. The **policies, actions and targets (PATs)** presented in the Report also extend to these areas where applicable.

To facilitate **comparability over time**, data for 2024 have also been provided where available. The relevant **data sources** and **methodological assumptions** are described in the respective sections covering metrics.

Specific Disclosures Where the Undertaking Makes Use of Phase-in Provisions

BP-2

For the 2025 financial year, **Deimos did not make use of the phase-in provisions permitted under the ESRS**. The double materiality assessment covered all the topics addressed by the standards, ensuring comprehensive coverage of material impacts, risks and opportunities.

The IROs identified, the assessment and evaluation methods applied, and the stakeholders involved in the materiality assessment are described in the relevant topical chapters of the Report. These chapters also

present the actions undertaken, targets established, policies adopted and metrics used to monitor ESG performance.



Governance

The Role of the Administrative, Management and Supervisory Bodies in Relation to Sustainability

GOV-1

Information on Members

Governance Model and Composition of Bodies

Deimos Group's governance structure is based on a **traditional model** that combines the long-term perspective typically associated with family-run businesses with the contribution of highly specialised management professionals. This balance between **strong foundations and innovation** enables the company to maintain strategic consistency and effective decision-making, even within a constantly evolving market environment.

Strategic direction is entrusted to the **SCD Steering Committee Distribution**, which consists of **8 members** responsible for various commercial and functional departments. The Committee is responsible for defining and implementing the actions approved by the Board of Directors. As at 30 June 2025, the Board of Directors consisted of **9 members, 5 of whom were non-executive**. The Board oversees the company's overall performance and guides its main management decisions.

In **2024**, following the appointment of a **Sustainability Manager** responsible for structuring and leading Deimos's ESG journey, a **Sustainability Committee** consisting of 7 members was also formally established. It supports the integration of environmental, social and governance considerations into the company's strategy by promoting consistency, awareness and cross-functional oversight of sustainability initiatives.

Skills and Experience of the Members of the Board of Directors

As at 30 June 2025, the Board of Directors of Deimos Group consisted of the following members:



Hans Udo Wenzel:

Holds a PhD in Economics from the University of Zurich. He began his career at Hoechst AG before founding Azelis, now one of Europe's leading chemical distributors, where he served as CEO until 2010 and as Chairman until 2015. A pioneer of the M&A-led growth model, he played a key role in the establishment of Nactarome and is currently the founder and Chairman of Deimos Group, which distributes life sciences ingredients and intermediates with a European growth vision.



Guido Paolo Gamucci:

Holds a degree in Mechanical Engineering from the University of Rome and an MBA from INSEAD. He began his career at Citibank, where he held several positions before becoming Senior Vice President, with responsibility for Investment Banking and Treasury activities across the Italian branches. He subsequently served as CEO of UBS Capital and, from 1996 to 2010, as Managing Partner for Italy at Permira, one of Europe's leading private equity firms. During his time at Permira, he was also a member of the Executive Committee and Chairman for Asia. He has been active as an entrepreneur since 2010.



Riccardo Ottone Gross:

Graduated in Business Administration from Bocconi University in 1978. Dr Gross worked until 2000 as Managing Director of Giulio Gross, a chemical distribution company. He subsequently served as Managing Director of Azelis's Food division and as Vice President for Italy until 2005. In 2017, he sold his company, Aethra, to Deimos Group, where he currently serves as Managing Director of the Food and Health & Nutrition Business Units.



Edgar Claudio Wenzel:

Holds a Global Executive MBA from SDA Bocconi and the Rotman School of Management. He previously graduated in Business Administration and Accounting from KIMEP University in Almaty, where he also obtained a Master's degree in International Business. He began his career at Inalchim as Food Business Development Manager and subsequently progressed within the Group to his current position as Chief Operating Officer of Deimos Group. He is also a member of the Board of Directors.



Tonio Grassmann:

Graduated in Economics and Business Administration from the University of Bayreuth, Germany, in 1992. He has extensive international experience in the food and beverage sector, having held positions of increasing responsibility in sales and management at several food-industry companies. From 2007 to 2010, he also led the international Food & Health business of the multinational distributor Azelis, with strategic responsibility for the Group's development across the 26 European countries in which it operated. Since 2011, he has served as Managing Director and Partner of Nactarome Group, a European multinational specialising in the production of natural flavours, flavour extracts and food colours, primarily for the food and beverage industry. In this role, he has operational and strategic responsibility for Southern Europe. He is also a non-operating partner of Deimos Group.



Marco Trazzi:

Holds a degree in Mathematical, Physical and Natural Sciences from the University of Trieste and has extensive experience in the pharmaceutical industry, particularly in the distribution of APIs. Together with Renato Tormen, he was a shareholder of Deimos S.r.l. and agreed to sell a majority stake in the company to Inalchim, leading to the establishment of Deimos Group in 2016. A lifelong entrepreneur, he is currently Chairman of Farmatech R&M SA, a Chiasso-based full-service provider to the pharmaceutical industry.



Saso Pavlovic:

Has been an entrepreneur in the chemical distribution sector since 1984. He founded PALCO GmbH, which rapidly became a leading food-sector distributor in the former Yugoslav region. He later met his friend and future business partner, Luka Marjanovich, owner of Nutrifi d.o.o., a distributor serving the life sciences sector. Together, they decided to merge their respective companies, creating PALCONutrifi Group.



Oscar Vittorio Querro:

Graduated in Food Science and Technology from the University of Milan in 1987. He has extensive experience in the food industry, beginning his career at Nestlé before specialising in the distribution of food ingredients. He held senior positions at leading companies including Faraveli, Prodotti Gianni, Fiorio Colori and Brenntag. In 2012, together with his friend and business partner Giorgio Ravasini, he founded QR Ingredients, a company specialising in the distribution of organic raw materials and savoury ingredients.



Aldo Triscioglio:

Holds a degree in Agricultural Sciences from the University of Turin and is a qualified agronomist. He began his career in procurement at Ferrero's Arlon facility in Belgium in 1988. In 1995, he became Raw Materials Procurement Coordinator for Ferrero's production facilities in Belgium, France, Poland and Ireland. From 1998 to 2001, he served as Strategic Purchasing Manager for cereals, eggs, nuts other than hazelnuts, and tropical fruits across all the Group's production facilities worldwide. In 2001, he decided to pursue an entrepreneurial career by founding Log2Go S.A., which he continues to lead today.

With effect from 1 July 2025, **Giuseppe Robin Variati** joined the Board, while Tonio Grassmann, Marco Trazzi, Saso Pavlovic, Oscar Vittorio Querro and Aldo Triscioglio stepped down from their positions. Consequently, as of **31.12.2025**, the Board consisted of **5 members**.



Giuseppe Robin Variati: Graduated in Pharmacy from the University of Milan. Dr Variati worked in his family business, Variati S.p.A., a manufacturer and distributor of chemical products, where he held positions of increasing technical and commercial responsibility before becoming CEO in 2009. In 2025, he sold the company to Deimos Group, where he currently serves as Managing Director of the Cosmetics Business Unit.

Responsibilities of the Bodies with Strategic Oversight, Management and Control Functions

For the 2025 financial year, the **Board of Directors and Top Management confirmed the results of the double materiality assessment conducted on the basis of the findings from the previous year.**

The senior governing bodies were **regularly informed** about sustainability matters through the **Sustainability Committee**, coordinated by the **Sustainability Manager**. The Committee oversees the progress of the double materiality assessment, the identification of material topics, the collection, validation and monitoring of ESG data, and the reporting process. It periodically reports to management and the Board of Directors on the progress of activities and the achievement of the established objectives.

The **Board of Directors** and **Top Management** consider the impacts, risks and opportunities associated with ESG matters when overseeing corporate strategy, decision-making processes and risk management. More specifically, following the preliminary screening of material topics and the identification of the main impacts, risks and opportunities, the Board of Directors performs an initial assessment and promotes the involvement of relevant stakeholders. The outcomes of the process are subsequently validated by management and approved for sustainability reporting and inclusion in the Report.

Integration of Sustainability-related Performance into Incentive Schemes

GOV-2

As at 31 December 2025, sustainability-related targets had not yet been formally incorporated into the incentive schemes applicable to management personnel.

Statement on Due Diligence

GOV-3

To date, Deimos has not adopted formalised due diligence systems. The company identifies and reports the impacts, risks and opportunities relating to the Group through its Sustainability Report and provides stakeholders with **channels**, also available **anonymously, for reporting concerns or potential issues**. Where a report is found to be substantiated, verification and investigation procedures are initiated to ensure that the **identified issues are addressed promptly**.

Risk Management and Internal Controls over Sustainability Reporting

GOV-4

In 2024, Deimos **formalised its ESG governance** structure by appointing a Sustainability Manager and establishing a Sustainability Committee.

In 2025, the designated ESG representatives **continued to oversee environmental, social and governance matters, working in a coordinated manner to support the integration of sustainability into the company's processes**. In particular, the Committee, working with the Sustainability Manager, contributed to the definition, assessment and implementation of ESG actions, submitting the most significant initiatives to the SCD Steering Committee for the necessary evaluation and approval.

During the year, activities focused on **launching the Sustainability Plan** developed in 2024 by implementing the planned actions and monitoring their progress. They also included collecting, verifying and approving the data required to **prepare the Group Sustainability Report**.

The main initiatives implemented, results achieved and performance indicators are described in the relevant topical chapters of this Report.



Strategy

Strategy, Business Model and Value Chain

SBM-1

Products, Services, Sectors and Markets

Deimos S.r.l. specialises in the distribution of **raw materials, ingredients and speciality chemicals** for the life sciences sectors. It has an established **position in the Italian market**, where most of its customers are located. Its operations are supported by an integrated network comprising its **headquarters in Cologno Monzese**, a **third-party logistics warehouse in Corezzo** and a **lean organisational structure**.

The company maintains long-standing relationships with a network of **qualified Italian and international suppliers**. It positions itself as a **reliable partner** capable of ensuring high-quality standards, safety throughout the value chain, and strong technical and commercial support.

PalcoNutrfit d.o.o. distributes **raw materials primarily intended for the food, feed and life sciences sectors**. It has an established position in the markets of South-Eastern Europe, particularly Croatia and Slovenia, where most of its customers are located. Its operations are supported by a lean organisational structure and a network of qualified international suppliers.

The **company operates as a distributor** and does not carry out any direct manufacturing activities. It primarily serves industrial customers with which it has established long-term relationships, providing commercial and technical support throughout the value chain.

PalcoNutrfit maintains long-standing relationships with a diversified network of international suppliers. It positions itself as a reliable partner capable of ensuring continuity of supply, product quality and effective oversight of logistics processes.

Log2Go S.A. operates in the **brokerage and trading of raw materials and ingredients primarily intended for the food, bakery and confectionery sectors**. It has an international market position and a significant commercial presence in Western Europe, particularly France and Germany, where most of its customers are located. Its activities are based on a flexible operating model supported by market intelligence capabilities and an established network of commercial relationships.

The company primarily acts as an **intermediary** between producers and industrial customers, managing brokerage activities and, in certain cases, **direct trading** operations. It supports customers in selecting suppliers and optimising purchasing conditions. Its main customers operate in the food-processing and large-scale retail sectors, with which it maintains stable and long-standing commercial relationships.

Log2Go works with an **international network of specialist suppliers located across Europe, Africa, the Americas and Asia**. It ensures compliance with the quality and safety standards required by the market and supports transparency throughout the value chain, including by collecting and verifying product certifications at customers' request.

Consistent with its business model, the company does not carry out direct manufacturing activities. It nevertheless plays an important role within the value chain, particularly in sourcing and logistics.

None of the companies belonging to Deimos Group operates in the sectors listed in paragraph 20(d) of ESRS 2 SBM-1, which include fossil fuels, high-impact chemical production, controversial weapons and tobacco. Nor does any Group company generate revenue from these activities.

For further information on the companies' **activities, products and services**, please refer to Chapter 1, "About Us," and the section "The Group's Products and Services."

Integration of Sustainability into the Business Model

Sustainability is now a **central strategic consideration** for Deimos, which began a structured process in 2024 to strengthen its commitment to more responsible and informed growth. As evidence of this direction, the company established a **dedicated ESG governance** structure by appointing a Sustainability Manager and creating a cross-functional **Sustainability Committee** responsible for integrating ESG principles into operational and decision-making processes.

In terms of its offering, the **Group is distinguished by an extensive portfolio of products of natural origin**, with particular attention to safe and innovative formulations.

Collaborations have also been initiated with selected partners and suppliers to jointly develop more circular alternatives, with the aim of combining performance and safety with a reduction in environmental impacts throughout the value chain. Further information on these initiatives is provided in the "Circular Economy" chapter.

Deimos's ESG strategy is underpinned by a **set of guiding values** that inform its decisions and initiatives:

- **Ethics and accountability:** operating rigorously, complying with applicable regulations and considering the effects of the company's activities on people and the environment;
- **Transparency and trust:** communicating clearly and accessibly while building long-term relationships with all stakeholders;
- **Integration of sustainability:** making ESG considerations an integral part of business processes and performance-assessment tools;
- **Engagement and listening:** promoting active stakeholder participation and recognising diversity and collaboration as drivers of innovation.

Through this approach, Deimos aims to **strengthen its role as a responsible and innovative** distributor of raw materials for the life sciences sectors, contributing to the development of a more sustainability-conscious, inclusive and future-focused value chain.

In 2025, Deimos Italy further formalised its commitment by joining the **United Nations Global Compact (UNGC)**, an international initiative promoting ten universal principles relating to human rights, labour, the environment and anti-corruption. Through its participation, the company reinforces its commitment to operating in accordance with leading international standards of sustainability and corporate responsibility.



Interests and Views of Stakeholders

SBM-2

Deimos considers **continuous and structured dialogue with its stakeholders** to be essential to integrating sustainability into corporate decision-making. This dialogue is a key tool for **identifying and assessing ESG impacts, risks and opportunities**, as well as for setting strategic priorities on an informed basis.

Deimos's **stakeholder engagement** process is guided by the principles of **transparency, inclusiveness and accountability**, in line with leading international sustainability and human rights frameworks, including the **United Nations Guiding Principles on Business and Human Rights** and the **OECD Guidelines for Multinational Enterprises**.

Stakeholder Engagement: Approach and Purpose

Deimos Group **engages with its stakeholders** through a **variety of channels and opportunities for dialogue**, structured according to the characteristics and needs of the different stakeholder groups. The objective is twofold: to **collect stakeholders' expectations, needs and perceptions in a structured manner**, and to **strengthen the consistency and effectiveness of strategic ESG decisions**.

Stakeholder engagement enables Deimos to:

- gain a deeper understanding of **stakeholder priorities**;
- actively support the **double materiality assessment** by facilitating the identification and assessment of the **most significant impacts, risks and opportunities**;
- guide the **definition and implementation of sustainability projects**, including through collaborative initiatives;

- promote an **inclusive, informed and dialogue-oriented corporate culture**.

The company has established **several channels for listening and dialogue**, which vary according to the stakeholder group and the purpose of the engagement. This dynamic and continuously evolving approach enables Deimos Group to strengthen relationships of trust with its stakeholders and **incorporate their perspectives into corporate decision-making**.

Stakeholder Groups and Engagement Methods

Deimos Group's stakeholder mapping comprises five main categories, each associated with specific engagement methods reflecting the nature of the relationship. The objective is to promote open and continuous dialogue capable of generating shared value and strengthening mutual trust.

- 1. Shareholders:** This category includes the company's shareholders and investors. The Group ensures transparency and continuity of information through periodic discussions with management and the sharing of financial and economic documentation. Engagement also takes place through strategic updates on performance, growth prospects and ESG initiatives.
- 2. Employees:** This category includes employees of the Group companies, other members of the workforce, job applicants and trade unions. Engagement takes place through direct interaction with the HR functions, monthly newsletters distributed to all employees, and opportunities for discussion and dialogue.
- 3. Clients:** This category primarily includes companies operating in the food, pharmaceutical and cosmetics sectors. Dialogue with these stakeholders takes place through participation in trade fairs and sector-specific events organised or promoted by the Group.
- 4. Suppliers:** This category includes value-chain



partners, with a particular focus on raw-material suppliers. Relationships are based on collaboration and knowledge transfer, with the aim of developing circular solutions, sharing good practices and strengthening partnerships.

5. Communities and Institutions: This category includes industry associations, universities, schools, NGOs, members of the public and trade associations. Deimos Group primarily engages with these stakeholders through the publication of research and studies, donations, sponsorships, volunteering activities and educational projects.

All these activities are designed to encourage **active and informed engagement**, generate **positive and measurable impacts**, and consolidate Deimos Group's role as a responsible organisation embedded within its social and economic ecosystem.

Stakeholder Engagement and Double Materiality

Stakeholder engagement represented a **central phase of the double materiality assessment** conducted by Deimos Group in 2025. A structured consultation process was launched involving both **internal stakeholders**, such as employees and Top Management, and **external stakeholders**, including customers, suppliers and communities.

For **Deimos S.r.l.**, the **results obtained in 2024 were critically reassessed and reconfirmed for 2025**, as **Top Management** considered them still valid and consistent with the absence of significant changes to the company's strategy and business model.

During 2025, the stakeholder engagement process was also extended to the subsidiaries PalcoNutrifi and Log2Go. Dedicated surveys were conducted for these companies to collect evidence supporting the integration and consolidation of the double materiality assessment at Group level.

Evidence was collected through **targeted impact-assessment surveys, employee interviews and opportunities for dialogue** designed to gain an in-depth understanding of perceptions, needs and expectations concerning environmental, social and governance matters.

The results were incorporated into the process for **identifying and assessing impacts, risks and opportunities (IROs)**, taking into account both, **impact materiality**, in terms of effects on the environment, society and human rights; and **financial materiality**, meaning the economic relevance of ESG matters to the company over the medium to long term.

The findings were subsequently **presented to Top Management**, which approved the final list of material IROs.

This approach enabled Deimos to **strengthen the alignment between its corporate strategy and stakeholder expectations**, making the double materiality assessment a **guiding tool for planning sustainability initiatives** over the coming years.



Interaction of Material Impacts, Risks and Opportunities with Strategy, the Business Model and Financial Effects

SBM-3

By **integrating** environmental, social and governance factors into its business model and operational processes, Deimos Group aims to combine economic development with responsibility towards its stakeholders and the environment.

Deimos S.r.l. conducted its first assessment of material **impacts, risks and opportunities** in 2024, applying the double materiality principle. In 2025, **the assessment was extended** to the **foreign subsidiaries PalcoNutri-fit and Log2Go** in accordance with the **European Sustainability Reporting Standards (ESRS)**. This methodology enabled the Group to assess both the **effects of its activities on the environment and society** (impact materiality) and the companies' exposure to **risks and opportunities arising from external ESG developments** (financial materiality).

The resulting framework enables Deimos Group to make strategic decisions on a more robust basis, **supporting more responsible governance and a long-term perspective** capable of responding effectively to the challenges of the current operating environment.

The impacts, risks and opportunities considered relevant to the Group were analysed in relation to its **strategic priorities**. The objective was to develop a sustainability strategy that would not remain merely a statement of intent, but would instead be **concrete, measurable and integrated into day-to-day operational processes**. Active oversight of these matters is essential to:

- **strengthen the trust of strategic stakeholders**, including customers, manufacturing and institutional partners, and financial institutions;

- **anticipate emerging risks**, improving the Group's ability to respond and adapt;
- **develop new opportunities for innovation, growth and collaboration**;
- **reinforce the company's commitment to transparency, fairness and social responsibility**.

The management of material IROs is supported by a **structured governance model** involving the Group's main corporate functions, including:

- the **Sustainability Manager**, who coordinates and oversees ESG processes;
- the **Sustainability Committee**, which monitors initiatives and ensures their consistency with the Group's strategic direction;
- **Top Management**, which contributes to directing and validating the actions undertaken.

Sustainability Manager and Committee: dedicated roles and responsibilities for overseeing ESG issues

This structure enables the Group to translate ESG priorities into **concrete actions** and integrate them across its organisational model and decision-making processes.

The identified impacts, risks and opportunities now represent a central reference point for the evolution of Deimos's ESG strategy. They provide a solid foundation for guiding sustainability decisions, strengthening alignment between the business and stakeholder expectations, and supporting an increasingly transparent and integrated reporting system.

From a long-term perspective, **Deimos is committed to:**

- continuing to update the IRO assessment periodically, taking into account regulatory developments and changes in the business environment;
- **maintaining and expanding stakeholder engagement** during the updating, assessment and monitoring of impacts;
- communicating the results in an increasingly **clear and comprehensive manner aligned with international sustainability standards**.

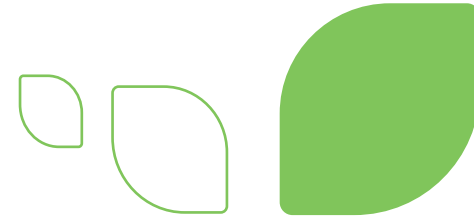
Through this approach, Deimos reinforces its commitment to promoting an **innovative, inclusive and dialogue-oriented** business model capable of addressing environmental and social challenges with a forward-looking vision and collaborative approach.

Extending the double materiality assessment to the Group enabled Deimos to identify and assess **72 material impacts, risks and opportunities in 2025**, compared with 56 IROs identified in the previous year. The most significant increase concerned impacts, which rose from 18 to 34.

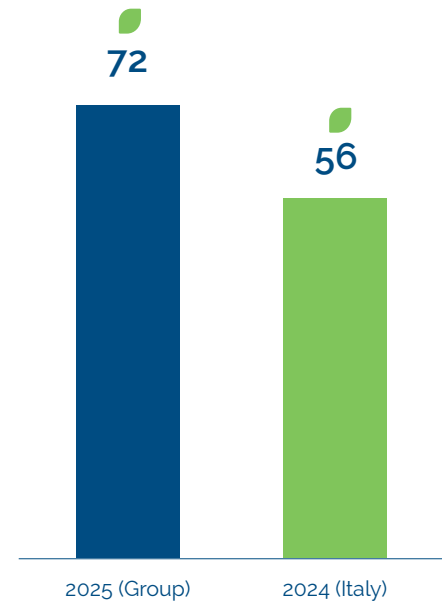
Most material IROs relate to **E1 – Climate Change, G1 – Business Conduct, S1 – Own Workforce and E5 – Resource Use and Circular Economy**. The 72 IROs are grouped into 26 topics, identified based on the AR 16 list provided by EFRAG.



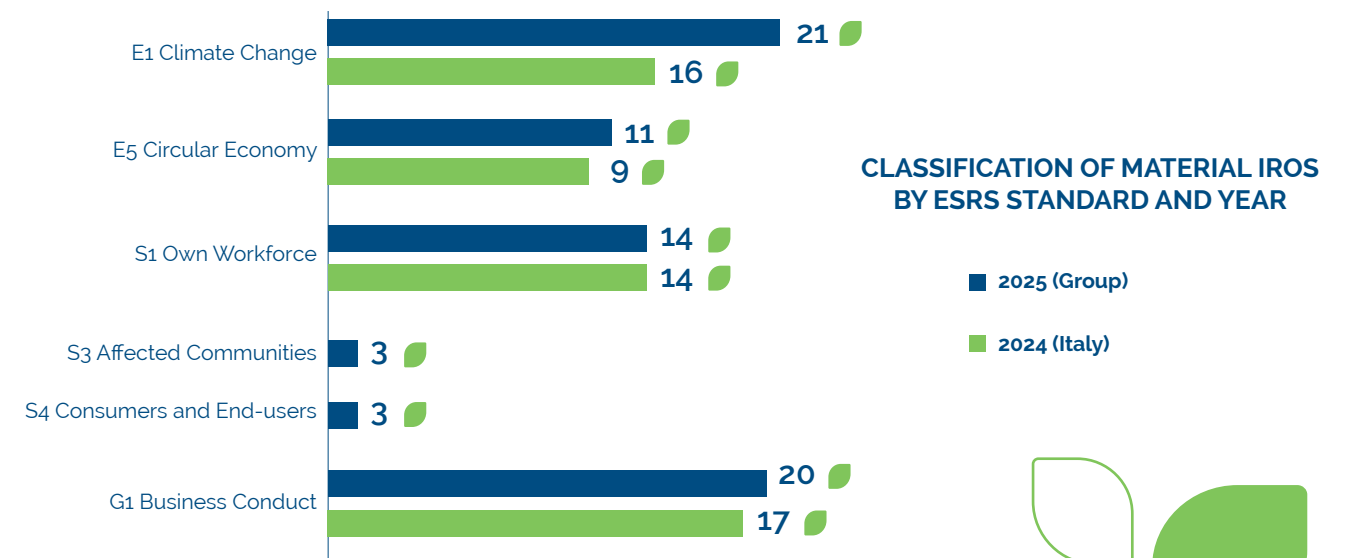
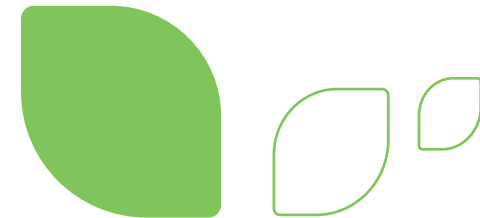
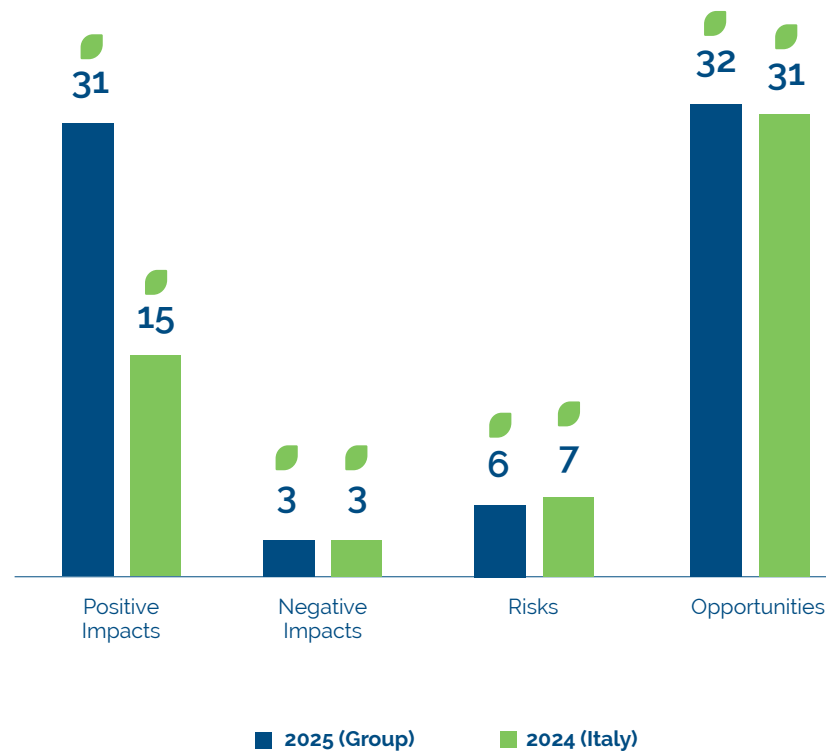
Compared with 2024, the assessment also confirmed the materiality of **S3 – Affected Communities and S4 – Consumers and End-users**, which had been excluded from the previous assessment in accordance with the phase-in provisions established by EFRAG.



MATERIAL IROS BY YEAR AND REPORTING SCOPE

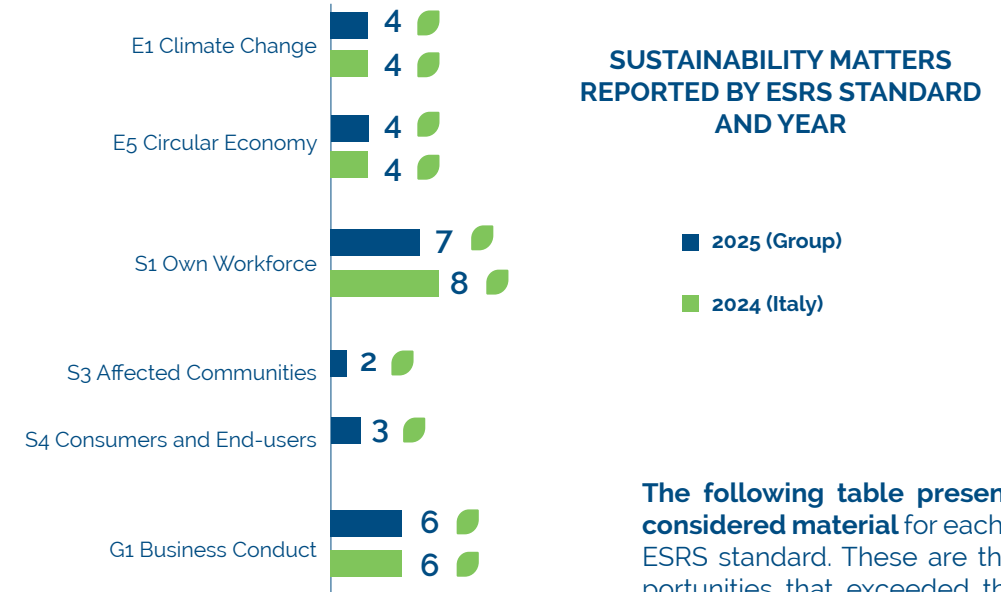
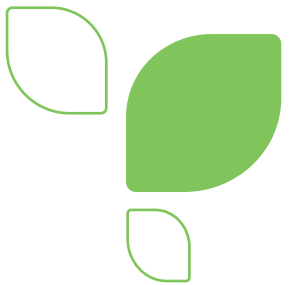


DISTRIBUTION OF MATERIAL IROS BY TYPE AND YEAR



CLASSIFICATION OF MATERIAL IROS BY ESRS STANDARD AND YEAR

■ 2025 (Group)
■ 2024 (Italy)



SUSTAINABILITY MATTERS REPORTED BY ESRS STANDARD AND YEAR

■ 2025 (Group)
■ 2024 (Italy)

The following table presents the number of IROs considered material for each sustainability matter and ESRS standard. These are the impacts, risks and opportunities that exceeded the materiality thresholds established under the methodology applied. Further details on the IROs are provided in the respective topical chapters.

Material Impacts, Risks and Opportunities (IROs) Resulting from the Materiality Assessment

List of Material IROs

ESRS STANDARD	MATERIAL TOPICS	MATERIAL IROs
E1 - Climate Change	Climate Change Adaptation	5
	Climate Change Mitigation	6
	Energy	4
	Emissions	6
E5 – Circular Economy	Resource Inflows, Including Resource Use	3
	Resource Outflows Related to Products and Services	3
	Waste	3
	Traceability	2
S1 – Own Workforce	Social Dialogue	1
	Work-Life Balance	4
	Training and Skills Development	2
	Gender Equality and Equal Pay for Work of Equal Value	1
	Diversity	2
	Onboarding	1
	Employee Engagement	3
S3 – Affected Communities	Engagement with Affected Communities	2
	Donations, Sponsorships and Community Initiatives	1

S4 - Consumers and End-Users	Consumer Health and Safety	1
	Responsible Marketing Practices	1
	Characteristics of Consumers and End-users	1
G1 - Business Conduct	Business Conduct	7
	Corporate Culture	4
	Supplier Relationships	4
	ESG Risk Integration	1
	Strategy and Objectives	2
	Sustainability Communication	2
Total	26	72



Management of Impacts, Risks and Opportunities

Description of the Processes to Identify and Assess Material Impacts, Risks and Opportunities, and the Material Information to Be Reported

IRO-1

The Double Materiality Assessment

In 2024, the Group conducted its first double materiality assessment with reference to Deimos S.r.l. In 2025, the assessment was extended to the foreign companies included within the reporting scope, PalcoNutrifi and Log2Go. The assessment was conducted through eight integrated main phases, in line with the requirements of the ESRS.

1. Context Analysis

An internal analysis was conducted to gain a deeper understanding of the companies' business models, core activities, critical dependencies (such as human capital, technical know-how and supplier relationships) and their respective competitive positioning. At the same time, an external analysis was conducted covering the main regulatory and sector trends, incorporating benchmarks, international standards (including GRI and SASB) and observations gathered from stakeholders and qualified sources.

To support the analysis, qualitative interviews were conducted with representatives of the main corporate functions and management to identify sustainability-related vulnerabilities and opportunities.

2. Preliminary Selection of Potentially Relevant Topics

The list of ESG topics provided in paragraph AR 16 of ESRS 1 was used as the basis for the assessment and supplemented with additional topics relevant to Deimos Group in view of its specific operations and sector dynamics.

The additional topics also took into account potential sources of risk and emerging strategic opportunities. The selected topics were assigned to expert internal representatives for the assessment phase.

3. Identification of IROs

For each topic, the relevant impacts, risks and opportunities were identified as defined by the ESRS. The IROs were classified according to characteristics including:

- origin, such as direct activities or partners along the value chain;
- stakeholders involved;
- time horizon;
- relevant ESRS standard.

4. Assessment of the Materiality of Impacts

Impacts were assessed using the severity criteria set out in EFRAG IG 1: scale, scope, irremediable character and, for potential impacts, likelihood of occurrence.

Severity was calculated as the average of the first three parameters, weighted by the likelihood of occurrence for potential impacts. The assessments were validated with the relevant internal representatives.

5. Assessment of the Materiality of Risks and Opportunities

Risks and opportunities were assessed on the basis of:

- the magnitude of the financial effect;
- the likelihood of occurrence.

The assessments, expressed on a scale from 1 to 5, were supported by quantitative data where available or, alternatively, by scenarios and qualitative assessments. Discussions with the relevant functional representatives helped consolidate the results.

6. Stakeholder Engagement

A structured consultation process was conducted through surveys and interviews involving internal stakeholders (employees and Top Management) and external stakeholders (customers, suppliers, institutions and local communities) of the Group companies.

The feedback received helped confirm the relevance of the topics identified and improve the understanding of expectations throughout the value chain.

7. Definition of Materiality Thresholds

A score was assigned to each IRO. The materiality thresholds adopted were:

- Impacts: score ≥ 3.0 ;
- Risks and Opportunities: score ≥ 2.0 .

A topic was considered material if at least one of its associated IROs exceeded the applicable threshold. The material topics selected through this process were included in the ESG disclosure.

8. Validation and Approval

The final list of material IROs was shared with the Sustainability Manager and the corporate representatives involved in the process.

The results were subsequently presented to the Sustainability Committee and approved by Top Management, confirming the strategic importance of the assessment for defining the ESG roadmap and preparing the Sustainability Report.

The process was designed to be repeated regularly in the future, taking into account regulatory developments and changes in the operating context. The material IROs make it possible to update the priorities and actions included in Deimos's Sustainability Plan.

Consistency and Replicability of the Process

The assessment process was structured using a formalised and documented internal methodology designed to ensure:

- **clarity and traceability** of information sources, assumptions and assessment criteria;
- **consistency and repeatability** over time, allowing the assessment to be updated in response to developments in the external context, regulatory changes, emerging risks and stakeholder input.

The defined scoring system will continue to be used as a reference for future assessment cycles, with the aim of progressively improving its methodological robustness, sensitivity to change and ability to support strategic ESG decision-making.

8 steps to ensure the inclusion and participation of stakeholders in the IRO assessment process



Impacts, Risks and Opportunities and Disclosure Requirements
Included in the Sustainability Statement

IRO-2

The following index lists the disclosure requirements for each ESRs standard and the corresponding page of the Report. For a detailed description of the impacts, risks and opportunities, please refer to the relevant topical chapters.

STANDARD	DISCLOSURE REQUIREMENT	PAGE
ESRS 2 – General Disclosures	BP-1 – General Basis for Preparation of the Sustainability Statement	27
	BP-2 – Specific Disclosures Where the Undertaking Makes Use of Phase-in Provisions	28
	GOV-1 – The Role of the Administrative, Management and Supervisory Bodies in Relation to Sustainability	29
	GOV-2 - Integration of Sustainability-related Performance into Incentive Schemes	32
	GOV-3 - Statement on Due Diligence	32
	GOV-4 - Risk Management and Internal Controls over Sustainability Reporting	32
	SBM-1 - Strategy, Business Model and Value Chain	34
	SBM-2 - Interests and Views of Stakeholders	36
	SBM-3 – Interaction of Material Impacts, Risks and Opportunities with Strategy, the Business Model and Financial Effects	40
	IRO-1 - Description of the Processes to Identify and Assess Material Impacts, Risks and Opportunities, and the Material Information to Be Reported	47
	IRO-2 - Impatti, rischi e opportunità e requisiti di disclosure inclusi nella dichiarazione di sostenibilità	50
	GDR-P – General Disclosure Requirement Relating to Policies	52
E1 – Climate Change	E1-1 - Transition Plan for Climate Change Mitigation	58
	E1-2 – Identification of Climate-related Risks and Scenarios	58
	E1-3 – Resilience to Climate Change	59
	E1-4 - Policies Related to Climate Change	65
	E1-5 - Actions and Resources Related to Climate Change	66
	E1-6 - Targets Related to the Energy Transition and Climate Change	70
	E1-7 - Energy Consumption	70
	E1-8 - Greenhouse Gas Emissions	72

E5 – Circular Economy	E5-1 - Policies Related to Resource Use and the Circular Economy	80
	E5-2 - Actions and Resources Related to Resource Use and the Circular Economy	81
	E5-3 - Targets Related to Resource Use and the Circular Economy	83
	E5-4 - Resource Inflows	83
	E5-5 - Resource Outflows	88
S1 – Own Workforce	S1-1 - Policies Related to Own Workforce	99
	S1-2 - Dialogue with Own Workforce and Workers' Representatives, the Existence of Channels Enabling Personnel to Raise Concerns or Needs, and Measures Taken to Address Them	99
	S1-3 - Actions and Resources Related to Own Workforce	102
	S1-4 – Targets Related to Own Workforce	106
	S1-5 - Characteristics of the Undertaking's Employees	107
	S1-6 - Characteristics of Non-employees in the Undertaking's Own Workforce	111
	S1-7 - Collective Bargaining Coverage and Social Dialogue	111
	S1-8 - Diversity Metrics	112
	S1-9 - Adequate Wages	113
	S1-10 - Social Protection	114
	S1-11 – Persons with Disabilities	115
	S1-12 - Training and Skills Development Metrics	115
	S1-13 - Occupational Health and Safety Metrics	118
	S1-14 - Work-life Balance Metrics	118
	S1-15 - Remuneration Metrics: Gender Pay Gap	119
	S1-16 - Incidents of Discrimination and Other Human Rights Violations	121
S3 – Affected Communities	S3-1 - Policies Related to Affected Communities	124
	S3-2 - Dialogue with Affected Communities, the Existence of Channels Enabling Them to Raise Concerns or Needs, and Measures Taken to Address Them	124
	S3-3 - Actions and Resources Related to Affected Communities	124
	S3-4 – Targets Related to Affected Communities	128

S4 – Consumers and end-users	S4-1 - Policies Related to Consumers and End-users	132
	S4-2 - Dialogue with Consumers and End-users, the Existence of Channels Enabling Them to Raise Concerns or Needs, and Measures Taken to Address Them	133
	S4-3 - Actions and Resources Related to Consumers and End-users	133
	S4-4 – Targets Related to Consumers and End-users	137
G1 – Business Conduct	G1-1 - Business Conduct Policies	144
	G1-2 – Actions Related to Business Conduct	146
	G1-3 – Targets Related to Business Conduct	148
	G1-4 – Metrics on Corruption and Bribery	148
	G1-5 – Indicators Related to Political Influence, Including Lobbying Activities	148
	G1-6 – Payment Practices Metrics	148

General Disclosure Requirement

General Disclosure Requirement Relating to Policies

GDR-P

Deimos S.r.l. Certifications

Over the years, Deimos S.r.l. has adopted several key instruments to promote responsible conduct, value its people and ensure a safe and inclusive working environment. Two key documents in this respect are the **Code of Ethics** and the **Remote Working Information Notice**.

The **Code of Ethics**, updated in April 2025 and forming part of the **Organisation, Management and Control Model pursuant to Legislative Decree 231/2001**

(**MOG 231**), establishes the principles of integrity, legality, transparency, accountability and respect for the individual that must guide the conduct of everyone working with and for the company, including employees, suppliers and partners. Among other matters, the document addresses health and safety, respect for equal opportunities, environmental protection, fair competition, confidentiality of information and the management of conflicts of interest, providing a binding and shared ethical framework. It is supported by a disciplinary system and **whistleblowing channels** designed to ensure that reports can be submitted safely and confidentially.

The **Remote Working Information Notice**, introduced in 2022, establishes the measures required to protect the health and safety of employees working remotely. It includes provisions relating to technical requirements, equipment, working environments, ergonomics and workers' rights (including the right to disconnect) contributing to a corporate culture centred on prevention, well-being and individual accountability.

In 2025, the company also adopted the **MOG 231**, with the aim of strengthening its internal control and crime-prevention system in accordance with Legislative

Decree 231/2001. The Model is overseen by an autonomous and independent **Supervisory Body (Organismo di Vigilanza – OdV)**, which is responsible for monitoring its effective implementation and updating, verifying compliance, examining any reports received and reporting periodically to the corporate bodies.

As at 31/12/2025, Deimos held the **following certifications**:

ISO 9001:2008 – Quality Management System

Deimos obtained this certification in 2000 for the marketing of raw materials and semi-finished products intended for the chemical, pharmaceutical, cosmetics, food, dietary and animal feed sectors. The certification also covers the development of semi-finished food products for professional use. The most recent renewal took place in July 2024, and the certification is valid until August 2027.

IFS Logistic – Food Logistics Safety and Quality

Deimos completed the certification process during 2025. The certification covers the marketing of ingredients and food products that are stable at ambient temperature. It recognises compliance with the international IFS Logistics standards for food safety during transportation and storage.

IFS Broker – Safety in the Commercial Supply Chain

The process of obtaining this certification, which began in 2024, was also completed successfully in 2025. It covers the management of commercial relationships with suppliers and customers concerning food products that are stable at ambient temperature. The certification ensures that brokerage activities comply with quality, legality and safety requirements.

FAMI-QS – Safety of Feed Additives

Obtained in 2015, this certification confirms safety and quality in the production and marketing of ingredients intended for animal nutrition. The most recent review

was conducted in May 2025, and the certification is valid until July 2026.

Organic Certification – Marketing of Organic Products

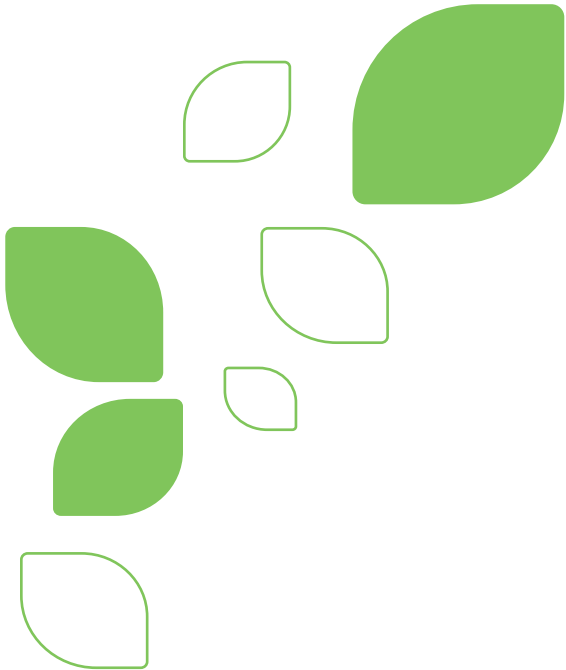
Obtained between 2013 and 2014, this certification allows Deimos to distribute and place organic products on the market, including for its own purposes. It was most recently renewed in April 2024 and is valid until 2027.

Halal – Compliance with Islamic Religious Requirements

Obtained in 2018, the Halal certification ensures that powdered semi-finished products intended for the food industry (including Alisea products) comply with Halal requirements. The most recent renewal took place in November 2025.

Kosher – Compliance with Jewish Dietary Requirements

The certification was obtained in 2024 for the ALI-Fibre



product line (Alisea products) confirming compliance with Kosher standards. It is valid until November 2026.

GMP – Good Manufacturing Practice for Active Pharmaceutical Ingredients

In place since 2014, the GMP certification confirms Deimos’s compliance with European Good Manufacturing Practice requirements for the import of active pharmaceutical ingredients. It was most recently renewed in June 2023 and is due to expire in March 2027.

Authorisation to Import Active Pharmaceutical Ingredients (AIFA)

Deimos is authorised by the Italian Medicines Agency (AIFA) to import active pharmaceutical ingredients, in accordance with the requirements of its GMP certification. The authorisation decision lists the active pharmaceutical ingredients covered by the authorisation and has the same expiry date as the GMP certificate: March 2027.

ATS Authorisation for the Storage of Active Pharmaceutical Ingredients

Since 19 June 2020, Deimos has been authorised by ATS Milano to store active pharmaceutical ingredients in its pharmaceutical warehouse. The authorisation does not expire and is updated annually.

RSPO – Participation in the Sustainable Palm Oil Supply Chain

In 2025, Deimos continued its commitment to promoting more sustainable supply chains by joining the **Roundtable on Sustainable Palm Oil (RSPO)** as an associate member. This membership demonstrates the company’s intention to support responsible practices within the palm oil supply chain by promoting greater transparency, traceability and attention to environmental and social aspects throughout the value chain. This process provides the foundation for subsequently obtaining RSPO Supply Chain certification, which is planned for 2026.

EcoVadis Certification

In November 2025, Deimos was awarded an **EcoVadis Bronze Medal**. EcoVadis is one of the leading international platforms for assessing corporate ESG performance. The assessment placed the company in the 82nd percentile of the organisations assessed, with an overall rating classified as **“Advanced.”**

The results across the four areas assessed particularly highlight the company’s strong performance in Labour Practices and Human Rights (82/100), Environment (76/100) and Ethics (71/100), confirming the growing integration of sustainability principles into its business activities.

The EcoVadis assessment also provided useful guidance for identifying further opportunities for improvement, particularly in responsible purchasing, thereby contributing to the development of the Group’s ESG Plan.

PalcoNutrfit Certifications

PalcoNutrfit has adopted a range of instruments and operating practices intended to ensure **product quality, safety throughout the supply chain and compliance** with the regulations applicable in its markets.

Its principal documents include a **Code of Ethics** and a **Supplier Code of Conduct**, together with various internal policies establishing principles of conduct and operational guidelines for managing the company’s activities. These documents promote integrity, transparency and fairness in commercial relationships, as well as compliance with applicable legislation.

HACCP e IFS – Food Safety and Quality throughout the Supply Chain

PalcoNutrfit applies systems based on the principles of HACCP (Hazard Analysis and Critical Control Points) and the IFS (International Featured Standards) to ensure food safety in its distribution activities and throughout the supply chain. These standards support risk

management, product quality and compliance with the requirements of the company’s target markets.

Organic Certifications – Marketing of Organic Products

The company holds organic certifications allowing it to market certified products, including through import and export flows involving non-EU countries. Its activities are conducted in compliance with the applicable legislation on organic agriculture and food safety.

GMP – Good Manufacturing Practice for Specific Product Segments

PalcoNutrfit applies Good Manufacturing Practice standards to specific product categories, particularly in the nutrition and fitness sector, to ensure quality, safety and compliance with market requirements.

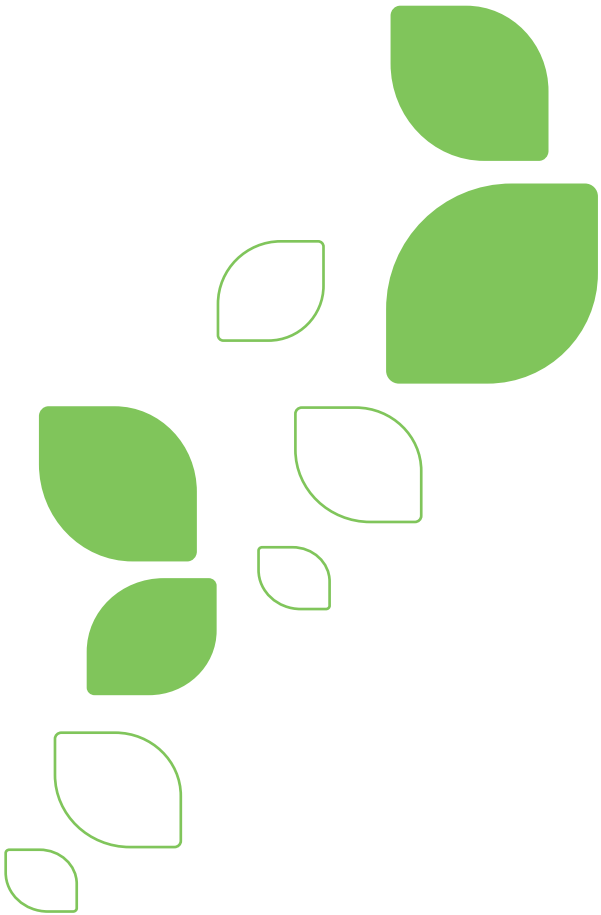
FSC – Microbiological Safety Standard within the ISO Framework

PalcoNutrfit applies standards concerning the microbiological safety of products, including reference to FSC protocols integrated into its management systems, supporting quality control and safety throughout the supply chain.

Log2Go Certifications

As an intermediary company, Log2Go does not hold specific certifications or policies relating to quality, safety or sustainability.

Nevertheless, the company operates in **compliance with the regulations applicable** in the countries where it conducts its activities, with particular attention to food safety, product compliance and the management of import and export flows. It also ensures that suppliers hold the certifications and specific characteristics required by customers.





3

ENVIRONMENT

Deimos Group's role within the Life Science supply chain **requires the monitoring** of climate impacts associated with its operations and value chain activities.

Climate Change

E1

Understanding impact, **driving change**. Sustainability is a journey of **continuous improvement**.

Climate change mitigation represents one of the main challenges of our time. The consequences of climate change are becoming increasingly evident and affect resource availability, the stability of supply chains and the operating environment in which companies conduct their activities. Deimos Group is aware that its activities involving the distribution of speciality chemicals and ingredients contribute to greenhouse gas emissions throughout the value chain. It also recognises that the growing attention of customers, institutions and other stakeholders, together with geopolitical tensions and transformations in energy markets, makes the **transition towards lower-emission models** increasingly urgent.

In this context, the Group promotes the **responsible use of resources** by supporting initiatives focused on **circularity**, the **recovery and use of materials**, and

waste reduction, including through the recovery of food waste and the selection of raw materials of natural origin wherever possible. During 2025, the Group companies also strengthened their understanding of their climate-related impacts by **measuring their carbon footprint** and analysing **opportunities to increase the use of renewable energy sources**. These activities are intended to support a process of continuous improvement based on data, technical assessments and long-term objectives.

Strategy

Transition Plan for Climate Change Mitigation

E1-1

Although Deimos Group does not yet have a formalised **climate transition plan**, during 2025 it continued to develop its understanding and analysis of its climate-related impacts, strengthening the monitoring and improvement activities initiated in previous years. In particular, the Group measured its **overall carbon footprint**, with the aim of establishing a more robust information base to support future strategic assessments.

At the same time, several initiatives aimed at improving operational efficiency and reducing environmental impacts were continued and consolidated over time, including:

- conducting an **energy audit**;
- implementing energy-efficiency measures and **optimising logistics and transportation activities**;
- implementing initiatives for the **recovery and reuse of food waste**, with a view to promoting greater circularity;
- **collaborating with partners and suppliers** to promote more efficient operating models;
- **using energy from renewable sources** at the Group's two foreign companies.

These initiatives include the launch of the process for Deimos Italy to **obtain ISO 14001 certification**, investments made by PalcoNutrifi and Log2Go in recent years to **generate photovoltaic energy**, and support for forms of **mobility with a lower environmental impact**.

The initiatives described form part of **Deimos Group's broader ESG journey**, which is intended to progressively strengthen its ability to measure, monitor and manage the environmental impacts of its activities. Further details concerning the individual actions are provided in the relevant topical chapters of this Report.

Identification of Climate-related Risks and Scenarios

E1-2

As part of its **double materiality assessment**, Deimos Group identified a series of risks connected with the **consequences** and **mitigation of climate change** that could directly or indirectly affect its distribution activities throughout the life sciences supply chain. This assessment was conducted to evaluate the potential effects on the Group's operating flows and strategy.

Physical Risks

The **increasing frequency and intensity of extreme weather events**, such as heatwaves, floods and prolonged periods of drought, could adversely affect the production, logistics and distribution of goods, resulting in delivery delays and increased transportation costs. In particular, the Group's dependence on external infrastructure and third-party carriers across different geographical areas makes some of the products and services offered more sensitive to climate-related changes. These scenarios are monitored to understand their relevance over the medium and long term and to identify any adaptation and remedial measures to be shared with the logistics network and operating partners.

Transition Risks

Evolving consumer needs and increasingly stringent

environmental regulations represent important drivers of transformation for the Group. End customers, particularly in the Food, Nutra and Cosmetics sectors, are showing growing interest in ingredients with a lower environmental impact and reduced health risks. To remain competitive and respond to these expectations, Deimos Group works closely with its suppliers and customers to develop innovative solutions.

At the same time, the **introduction of more stringent environmental regulations** could restrict or prohibit the use of specific chemical substances, resulting in additional regulatory compliance costs and the need to review the product portfolio more frequently. To respond to these scenarios, Deimos Group proactively and **continuously monitors** environmental and sector-specific directives and regulations and assesses their potential consequences for its Business Units. This enables the Group to **anticipate market transformations** and **strengthen its resilience**.

Resilience to Climate Change

E1-3

Deimos Group is aware that the **resilience of its business model** also depends on its ability to adapt to the growing **challenges posed by climate change**. Although a structured assessment of climate-related impacts at individual product level has not yet been conducted, the companies continuously monitor raw-material availability, markets and the main risk factors that could affect continuity of supply.

Extreme weather events, which are becoming increasingly frequent and severe in several regions of the world, could reduce the availability of certain raw materials that are particularly exposed to the effects of climate change, such as coffee and cocoa. They could also disrupt logistics infrastructure and supply chains. These events could result in delivery delays, temporary supply interruptions and increased costs throughout the value chain, with potential consequences for the operations of the Group and its customers. The organisation works continuously with its partners to limit

Physical Risks

Physical risks refer to the direct impacts of climate change, such as extreme weather events (including floods and droughts) and gradual changes, such as sea-level rise, which may cause direct damage to infrastructure, property and economic activities.

Transition Risks

Transition risks are associated with the transition towards a low-carbon economy, including regulatory, technological and market changes that may have economic consequences for companies that fail to adapt.



the effects of these events and, where possible, identify alternative solutions.

Management of Impacts, Risks and Opportunities

Although none of the Deimos Group companies carries out manufacturing activities, the Group's own operations and value chain nevertheless generate **environmental impacts**, particularly **greenhouse gas emissions** associated with energy consumption in buildings and with the transportation and distribution of goods, including through external logistics providers. These impacts contribute to climate change.

At the same time, the Group identifies opportunities for improvement through **more efficient resource management, circularity** and **by-product recovery initiatives**, the **optimisation of logistics flows**, and **collaboration with customers and suppliers** to develop solutions with a lower environmental impact. Within this context, the **photovoltaic systems** installed at the PalcoNutrfit and Log2Go sites contribute to the generation of renewable energy for self-consumption. PalcoNutrfit has also installed electric-vehicle charging **infrastructure to support forms of mobility with lower emissions**.



Material impacts, risks and opportunities, and their interaction with the company's strategy and business model

IRO Type	Condition	VC Position	Topic	Description
Impact	Negative, current ¹	Entire value chain	Consequences of and adaptation to climate change	The distribution of speciality chemicals contributes to the release of greenhouse gases and pollutants into the environment, intensifying global warming and altering ecosystems that are already vulnerable as a result of evolving climate conditions
Physical risk	Actual	Entire value chain	Consequences of and adaptation to climate change	Extreme events caused by climate change could reduce the availability of raw materials such as coffee and cocoa and hinder product distribution, resulting in increased costs
Transition Risk	Potential, short term	Own Operations	Consequences of and adaptation to climate change	Stakeholders, including investors and customers, could exert greater pressure on Deimos to reduce its carbon footprint or prioritise the distribution of products with a lower environmental impact
Transition Risk	Actual	Own Operations	Consequences of and adaptation to climate change	End customers, particularly those served by the Food, Nutra and Cosmetics Business Units, may favour products and ingredients with a lower environmental impact and reduced health risks. This requires Deimos Group to collaborate with B2B customers and suppliers to develop more innovative solutions and remain competitive

¹ Current impacts and actual risks and opportunities are IROs that have already occurred or are producing concrete, observable and measurable effects in the present

Transition Risk	Actual	Own Operations	Consequences of and adaptation to climate change	Changes in environmental regulations could restrict or prohibit the use of certain chemical compounds, requiring the organisation to incur additional costs to ensure compliance and review its product portfolio
Opportunity	Potential, short term	Own Operations	Climate change mitigation	Installing photovoltaic panels on the roof of Deimos Italy's warehouse would enable the generation of electricity from renewable sources, reducing costs, dependence on fossil fuels and greenhouse gas emissions
Impact	Positive, current	Own Operations	Climate change mitigation	The photovoltaic panels installed on the roofs of the PalcoNutrifuIt and Log2Go buildings help reduce emissions associated with the companies' energy consumption
Impact	Positive, current	Own Operations	Climate change mitigation	PalcoNutrifuIt has installed electric-vehicle charging stations powered by its photovoltaic panels and available to all employees
Opportunity	Potential, medium term	Own Operations	Climate change mitigation	Selecting renewable materials, improving the energy efficiency of buildings and logistics, and optimising processes and technologies reduce the carbon footprint and improve business resilience while maintaining competitiveness in a market transitioning towards a greener economy
Impact	Positive, current	Own Operations	Climate change mitigation	Reusing food waste from certain divisions as secondary raw materials for others reduces material consumption and the associated emissions

Opportunity	Actual	Own Operations	Climate change mitigation	Green policies and government incentives can open new markets for the company, encouraging the adoption of technologies and solutions that contribute to mitigating the effects of climate change
Impact	Negative, current	Own Operations	Energy	Deimos uses natural gas for heating
Transition Risk	Actual	Own Operations	Energy	If Deimos Italy does not diversify the energy sources it uses and remains dependent on fossil fuels, it could face increasing risks arising from more stringent emissions regulations and reputational pressure from stakeholders. This dependence could also limit its competitiveness in a market that favours companies with a smaller environmental footprint
Opportunity	Potential, short term	Own Operations	Energy	Investing in renewable energy, such as solar, wind or biogas, represents an opportunity to reduce long-term operating costs, decrease the company's carbon footprint and improve its alignment with the sustainability objectives required by regulations and stakeholders
Impact	Negative, current	Upstream and downstream value chain	Emissions	Although Deimos Italy does not own any vehicles, the external carriers transporting its products use fossil fuel-powered vehicles

Transition Risk	Potential, medium term	Own Operations	Emissions	If the company does not establish clear emission-reduction targets and regularly report its progress to stakeholders, its reputation among customers and investors could be adversely affected, resulting in requests for clarification and explanations
Opportunity	Actual	Own Operations	Emissions	The distribution of organic products and products with a low environmental impact represents an opportunity to attract customers and enter new markets
Impact	Positive, current	Entire value chain	Emissions	By collaborating with suppliers and customers to develop products or substances with a lower impact, Deimos Group reduces the emissions associated with its value chain
Opportunity	Actual	Own Operations	Emissions	Deimos Italy has initiated the process required to obtain ISO 14001 certification
Opportunity	Actual	Entire value chain	Emissions	Calculating the company's overall carbon footprint makes it possible to respond to information requests from investors and customers, improving relationships with business partners, credibility and access to subsidised financing
Opportunity	Potential, short term	Own Operations	Emissions	The availability of public funding and incentives at European and national level can improve the economic feasibility of emission-reduction investments, enabling Deimos Group to accelerate its energy transition

The double materiality assessment conducted by Deimos across the entire Group reporting scope identified **21 material climate-related impacts, risks and opportunities** (IROs), compared with 16 IROs identified in 2024. These comprised seven impacts (three negative and four positive) six risks (one physical risk and five transition risks) and eight opportunities, four of which were potential opportunities. Eleven IROs relate to the consequences and mitigation of climate change, three relate to energy and seven relate to emissions.

Policies Related to Climate Change

E1-4

As at 2025, Deimos Group had not yet adopted a formalised policy specifically dedicated to climate change. However, certain general principles concerning environmental protection are included in Chapter 3.10 of **Deimos Italy's Code of Ethics** and point 4 of **PalcoNutrifi's Code of Ethics**. In these documents, the companies commit to launching initiatives to **reduce their environmental impacts and emissions and to complying with the law**. The Group recognises the strategic value of promoting solutions with a lower environmental impact, scientific and technological development focused on environmental protection, and the conservation of resources, as well as the responsible procurement of raw materials and energy.



Actions and Resources Related to Climate Change

E1-5

Over the years, Deimos Group has launched numerous initiatives to reduce its environmental impact through **more efficient and responsible resource use**, supporting the **ecological transition**.

These actions reflect a pragmatic approach consistent with the Group's role as a distributor within the life sciences supply chain. They are developed along two main lines; on the one hand **reducing the direct impact of its operating activities** through targeted investments and more efficient practices; on the other **promoting circular solutions and solutions with a lower environmental impact** throughout the value chain through dialogue with partners and suppliers and the development of products derived from waste materials.

One example of an initiative in which Deimos Italy participated until 2024 is the **FermAct project**, which involved **developing new functional ingredients from agro-industrial waste, optimising packaging through the use of recycled materials**, and using renewable energy to power laboratory activities. PalcoNutrifi and Log2Go obtain energy from **photovoltaic panels** installed on the roofs of their buildings and have introduced **smart lighting systems**. Both companies have **electric vehicles**, while **electric-vehicle charging stations** are available to employees in the PalcoNutrifi car park. Deimos Italy and PalcoNutrifi collaborate with value-chain partners to produce products from **waste materials**, while Log2Go also contributes to reducing emissions and waste by identifying **secondary markets** for goods approaching their expiry date.

Since 2025, the Group has **monitored its overall carbon footprint**.

MONITORING, REDUCTION AND IMPROVED EFFICIENCY OF ENERGY CONSUMPTION

Over the years, Deimos Italy has initiated a series of activities aimed at **monitoring and reducing energy consumption**. In 2023, an **energy audit** was conducted, including Level 0 and Level 1 analyses, which provided an initial assessment of the company's energy flows. The audit made it possible to map the **main sources of consumption**, collect historical data dating back to 2020, conduct on-site inspections of the offices and inspect the building envelope to identify potential inefficiencies relating to insulation or energy losses.

Following the audit, the company systematically collects daily **energy-consumption data**. This monitoring makes it possible to **identify potential waste**, such as energy use outside working hours, and helps promote an internal culture encouraging responsible behaviour through the active participation of employees.

The PalcoNutrifi building was constructed using materials intended to **limit energy and heat loss**, and **photovoltaic panels** were installed in 2023.

Log2Go's energy consumption is limited and mainly relates to **ordinary building use**. Its relatively small building has **solar panels** and triple-glazed windows, helping to **reduce energy losses**. The company has **one electric company car**.

In 2025, as part of the preparation of the **first Group Sustainability Report, Scope 1, 2 and 3 greenhouse gas emissions** were measured and are reported in section E1-8.

ENERGIA RINNOVABILE

Deimos Italy began searching for potential suppliers to **install a photovoltaic system** on the roof of the Colongo Monzese warehouse. The system would provide **renewable energy** to the laboratories used for applied research, particularly in the Bakery and Meat sectors. From a forward-looking perspective, the initiative represents a concrete step towards reducing the envi-

A pragmatic approach to sustainability: optimising processes and collaborating across the value chain

ronmental impact of the company's activities, with a specific focus on **optimising the energy consumption** associated with developing and testing new ingredients and formulations. PalcoNutrifi and Log2Go have fully operational **photovoltaic panels installed** on the roofs of their buildings.

USE OF PLASTIC

Deimos Italy actively contributed to developing innovative solutions aimed at reducing the environmental impact of packaging, with a particular focus on **decreasing the use of traditional plastic and non-biodegradable materials**.

In 2024, the company promoted the use of **bio-based materials** obtained from **the processing residues of products such as pumpkins and tomatoes**. These innovative materials, characterised by high levels of biodegradability and compostability, were intended to

replace traditional polymers, reduce greenhouse gas emissions and contribute to reducing organic waste.

The packaging adopted formed part of a circular economy model, recovering agro-industrial waste that would otherwise have been lost and transforming it into useful resources with a lower environmental impact.

FERMACT PROJECT

Until 2024, Deimos Italy actively contributed to the **FermAct** research and development project, funded by the **Lombardy Region** and carried out in collaboration with the **Italian National Research Council (CNR)** and **six private companies**, including innovative start-ups and SMEs. The partnership covered the entire value chain, from agricultural production and scientific research to food processing, ingredient and packaging development, supply-chain digitalisation and product marketing.

The project's full title was "Fermentation of Innovative Crops and Use of Food Waste for the Production of Functional Foods and Sustainable Packaging." Its main objective was to develop **"sustainable" solutions** in the nutraceutical and packaging sectors by using legume fermentation and recovering agro-industrial waste, with particular attention to **reducing environmental impacts** and **climate-altering emissions**.

The project's main activities included:

- **Developing functional foods** based on fermented legumes to support intestinal well-being and glycaemic control;
- **Creating food supplements** for diabetic and obese patients using fermented flours;
- **Recovering agri-food waste**, such as tomatoes, pumpkins and fermentation residues, to obtain new functional ingredients;
- **Developing "sustainable" and functional packaging** using bio-based polymers and agro-industrial waste;
- **Reducing food waste** through a predictive

Metrics and Targets

Targets Related to the Energy Transition and Climate Change

E1-6

As at 2025, the Group had not yet defined quantitative greenhouse gas emission-reduction targets.

Energy Consumption

E1-7

In 2025, **Deimos Italy's total energy consumption** amounted to **642.2 MWh**, compared with 590.8 MWh in 2024, representing an increase of 8.7%. This increase was mainly attributable to higher consumption associated with the company vehicle fleet and office heating.

Most **energy consumption** came from **fossil sources**, amounting to **640.1 MWh** in 2025 compared with 590.8 MWh in 2024, an increase of 8.3%. In particular, fossil fuel consumption increased from 446.0 MWh to

484.1 MWh, an increase of 8.5%, mainly due to the use of diesel, petrol and natural gas. Electricity consumption from **non-renewable sources** amounted to **156.1 MWh**, compared with 144.9 MWh in the previous year, representing an increase of 7.7%.

PalcoNutrifi (PN) has a **photovoltaic system** that generated **82.9 MWh** of renewable electricity in 2025, of which **38.5 MWh** was **self-consumed** and 44.4 MWh was fed into the grid. At the reporting date, complete information allowing the company's energy consumption from fossil sources to be determined precisely was not available.

Log2Go also has a **photovoltaic system** supporting its energy consumption. However, data relating to **fuel consumption by the company vehicle fleet** are only partially available, as the vehicles are also used for personal purposes and their refuelling is not systematically monitored. The estimates reported in the emissions section are therefore based on the kilometres travelled during the year and represent the best information available at the reporting date.

Energy Consumption (MWh)

	2025			2024		
	Deimos	PN	Log2Go	Deimos	PN	Log2Go
Total energy consumption	642,2	N/A	N/A	590,8	N/A	N/A
Total energy consumption from fossil sources	640,1	N/A	N/A	590,8	N/A	N/A
Fossil fuel consumption	484,1	N/A	N/A	446,0	N/A	N/A
Of which: coal	0,0	0,0	0,0	0,0	0,0	0,0
Of which: diesel	295,1	116,4	N/A	250,3	118,9	N/A
Of which: petrol	73,3	31,8	0,0	94,4	0,0	0,0

Of which: LPG	0,0	0,0	0,0	0,0	0,0	0,0
Of which: natural gas	115,7	0,0	24,4	101,3	0,0	0,8
Of which: other non-renewable sources	0,0	N/A	N/A	0,0	N/A	N/A
Electricity consumption from non-renewable sources	156,1	76,6	2,4	144,9	67,6	0,4
Thermal energy consumption from non-renewable sources	0,0	0,0	0,0	0,0	0,0	0,0
Total energy consumption from renewable sources	2,1	38,5	N/A	0,0	39,3	N/A
Renewable fuel consumption	2,1	0,0	0,0	0,0	0,0	0,0
Of which: biodiesel	0,0	0,0	0,0	0,0	0,0	0,0
Of which: HVO biodiesel	2,1	0,0	0,0	0,0	0,0	0,0
Of which: liquefied biomethane	0,0	0,0	0,0	0,0	0,0	0,0
Of which: bioethanol	0,0	0,0	0,0	0,0	0,0	0,0
Of which: biomass	0,0	0,0	0,0	0,0	0,0	0,0
Di cui biogas	0,0	0,0	0,0	0,0	0,0	0,0
Of which: biogas	0,0	0,0	0,0	0,0	0,0	0,0
Renewable electricity purchased or acquired with Guarantees of Origin	0,0	0,0	0,0	0,0	0,0	0,0
Electricity self-generated from renewable sources	0,0	82,9	N/A	0,0	84,7	N/A
Consumption of electricity self-generated from renewable sources	0,0	38,5	N/A	0,0	39,3	N/A
Electricity generated from renewable sources and fed into the grid	0,0	44,4	N/A	0,0	45,4	N/A

Greenhouse Gas Emissions

E1-8

In 2025, Deimos **extended its greenhouse gas emissions monitoring** to PalcoNutrifi and Log2Go and, for the first time, **calculated Scope 3 emissions** throughout the value chain.

For Deimos Italy, direct **Scope 1** emissions amounted to **116.8 tCO₂e**, an increase of 8% compared with the 108.0 tCO₂e recorded in 2024. This increase was mainly attributable to higher fuel consumption associated with the company vehicle fleet and office heating. **Market-based indirect Scope 2 emissions** amounted to **68.9 tCO₂e**, compared with 64 tCO₂e in 2024, an increase of 7%.

Location-based indirect Scope 2 emissions amounted to **33.7 tCO₂e**, compared with 31.3 tonnes in the previous year, an increase of 8%.

Deimos Italy's **combined market-based Scope 1 and Scope 2 emissions** amounted to **185.7 tCO₂e**. Approximately 63% of this total was attributable to direct Scope 1 emissions, while the remaining 37% related to indirect emissions associated with electricity consumption. Deimos Italy's **combined location-based Scope 1 and Scope 2 emissions** amounted to **150.5 tCO₂e**, compared with 139 tonnes in 2024.

For PalcoNutrifi and Log2Go, included within the reporting scope for the first time, **market-based Scope 1 and Scope 2 emissions** amounted to **71.4 tCO₂e** and **5.5 tCO₂e**, respectively. For both companies, the largest component consisted of direct emissions associated with fossil fuel use, accounting for approximately 54% of PalcoNutrifi's emissions and 82% of Log2Go's emissions.

Using the **location-based** approach, **Scope 1 and Scope 2 emissions** amounted to **49.1 tCO₂e** for PalcoNutrifi and **4.6 tCO₂e** for Log2Go.

In 2025, the Group also completed its first **Scope 3 emissions** calculation. For all the companies considered, Scope 3 emissions represented by far the **largest share** of the overall carbon footprint. They amounted to: **104,676 tCO₂e for Deimos Italy; 55,007 tCO₂e for PalcoNutrifi; e 56,454 tCO₂e for Log2Go.**

For Deimos Italy, the main emission source was **purchased goods and services**, which accounted for approximately **96% of Scope 3 emissions**, followed by downstream transportation and distribution at 3% and upstream transportation and distribution at 1%. This is consistent with the company's business model.

A more detailed analysis also shows a significant concentration of the **impacts associated with the raw materials purchased** by Deimos Italy. The six main products identified accounted for approximately 62% of the emissions attributable to the "purchased goods and services" category. The largest contributions came from: corn starch: 14.1%; whey powder: 13.8%; collagen peptides: 11.4%; potato starch: 10.5%; whey protein: 7.6%; wheat starch: 4.5%. This result shows that a significant share of the company's carbon footprint is associated with a limited number of raw materials and suppliers. It therefore provides useful information for possible future supply-chain engagement activities and further analysis of environmental impacts.



A similar profile can be observed for **PalcoNutrifi (PN)** and **Log2Go**, where **purchased goods and services** accounted for 94% and 98% of Scope 3 emissions, respectively.

Across the entire reporting scope, **Scope 3 emissions** represented **more than 99%** of the **Group's carbon fo-**

otprint, while Scope 1 and Scope 2 emissions accounted for only a residual share. This result shows that the Group's climate-related impacts are primarily associated with value-chain activities and purchased raw materials. It confirms the importance of involving suppliers, logistics partners and other supply-chain participants in the Group's future emission-reduction journey.

Emissions by Scope (tCO₂e)

	2025			2024		
	Deimos	PN	Log2Go	Deimos	PN	Log2Go
GHG emissions – Scope 1	116,8	38,3	4,5	107,7	31,1	N/A
GHG emissions – Scope 2, location-based	33,7	10,8	0,1	31,3	9,5	0,0
Electricity	33,7	10,8	0,1	31,3	9,5	0,0
GHG emissions – Scope 2, market-based	68,9	33,1	1,0	64,0	29,2	0,2
Electricity	68,9	33,1	1,0	64,0	29,2	0,2
Total GHG emissions – Scope 1 and 2, location-based (tCO ₂ e)	150,5	49,1	4,6	139,0	40,6	N/A
Total GHG emissions – Scope 1 and 2, market-based (tCO ₂ e)	185,7	71,4	5,5	171,7	60,3	N/A
GHG emissions – Scope 3	104.676,2	55.006,5	56.453,7	N/A	N/A	N/A
Total GHG emissions – Scope 3, location-based (tCO ₂ e)	104.826,7	55.055,6	56.458,3	N/A	N/A	N/A
Total GHG emissions – Scope 3, market-based (tCO ₂ e)	104.861,9	55.077,9	56.459,2	N/A	N/A	N/A

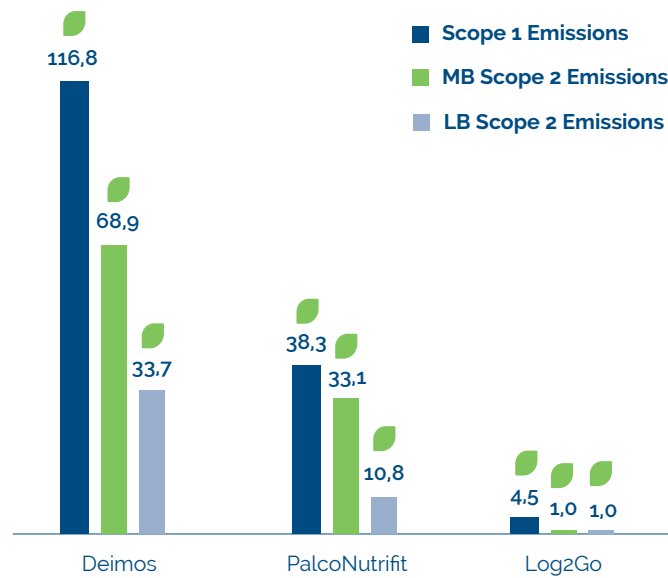
Scope 3 Emissions Breakdown (tCO2e)

	2025			2024		
	Deimos	PN	Log2Go	Deimos	PN	Log2Go
Purchased goods and services	100.220,0	51.710,6	55.182,8	N/A	N/A	N/A
Capital goods	194,7	45,8	13,6	N/A	N/A	N/A
Fuel- and energy-related activities – market-based	17,3	7,4	1,3	N/A	N/A	N/A
Fuel- and energy-related activities – location-based	N/A	N/A	N/A	N/A	N/A	N/A
Upstream transportation and distribution	680,1	898,1	1.051,0	N/A	N/A	N/A
Waste generated in operations	2,4	42,3	0,0	N/A	N/A	N/A
Business travel	52,7	38,5	3,2	N/A	N/A	N/A
Employee commuting	71,7	40,3	14,8	N/A	N/A	N/A
Upstream leased assets	0,0	0,0	0,0	N/A	N/A	N/A
Downstream transportation and distribution	3.436,0	2.220,0	187,0	N/A	N/A	N/A
Processing of sold products	0,0	0,0	0,0	N/A	N/A	N/A
Use of sold products	0,0	0,0	0,0	N/A	N/A	N/A
End-of-life treatment of sold products	1,3	3,6	0,0	N/A	N/A	N/A
Downstream leased assets	0,0	0,0	0,0	N/A	N/A	N/A
Franchises	0,0	0,0	0,0	N/A	N/A	N/A
Investments	0,0	0,0	0,0	N/A	N/A	N/A
Total	104.676,2	55.006,5	56.453,7	N/A	N/A	N/A

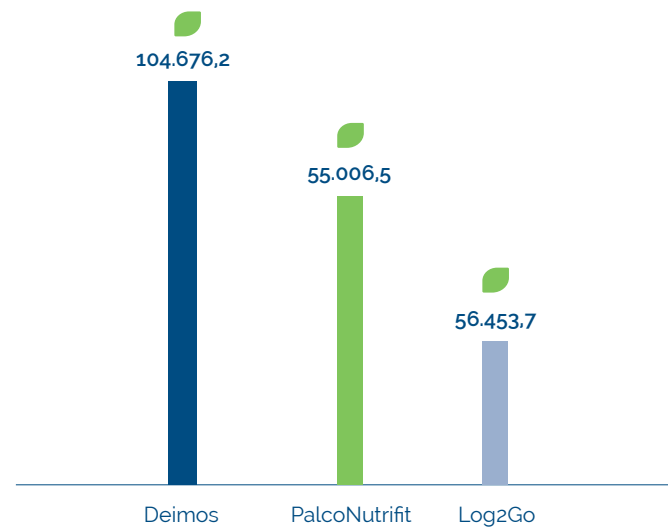


Deimos Group Emissions (tCO₂e)

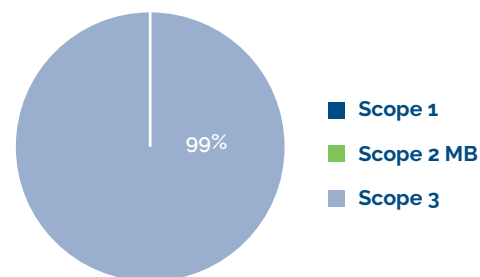
SCOPE 1 AND 2 EMISSIONS BY COMPANY



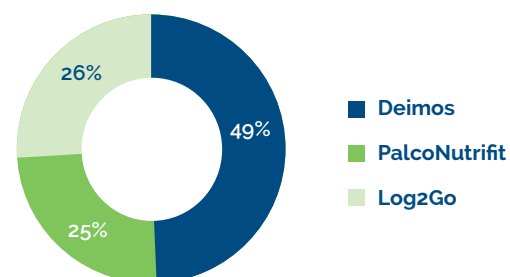
SCOPE 3 EMISSIONS BY COMPANY



DEIMOS GROUP'S SCOPE 3 EMISSIONS FOOTPRINT



IMPACT OF EMISSIONS WITHIN THE GROUP



Scope 1 Emissions

Scope 1 comprises "direct" emissions relating to the company's own activities or activities under its control. It includes all greenhouse gas emissions generated directly by the organisation from fossil fuel combustion systems used to operate facilities and the company vehicle fleet and to heat offices.

Location-based Emissions

Under the GHG Protocol's location-based approach, emissions are estimated using emission factors relating to the national energy mix.

Scope 2 Emissions

Scope 2 comprises indirect emissions arising from the generation of electricity by third parties at locations other than those where the electricity is used, but which are attributable to the company as the end user.

Market-based Emissions

Under the market-based approach, emissions are estimated using emission factors associated with electricity supplied by the providers selected by the organisation.

Scope 3 Emissions

Scope 3 comprises indirect emissions generated by sources that are not directly owned or controlled by an organisation, such as those associated with the supply chain, transportation, and the use or disposal of products.



Circular Economy

E5

The **efficient use of resources** and the transition towards a more **circular** economic model are key levers for reducing pressure on ecosystems and supporting more responsible growth. As a distributor operating within the life sciences supply chain, Deimos Group recognises its responsibility to contribute to this transition through actions aimed at making **better use of raw materials, reducing waste** and **limiting environmental impacts** throughout the product life cycle.

In recent years, the Group has taken concrete steps towards more careful resource management by integrating certain circular economy principles into its operating activities and research and development projects. The use of agro-industrial by-products as secondary raw materials, the development of bio-based and compostable packaging, the reuse of ingredients that would otherwise be disposed of, and the identification of alternative markets for products approaching their expiry date are tangible examples of this commitment. Through collaboration with scientific and industrial partners, Deimos Group tests solutions that combine circularity with product innovation.

Management of Impacts, Risks and Opportunities

As a distributor, Deimos Group's activities influence resource use throughout its customers' supply chains, primarily through the **selection of raw materials, packaging choices and the management of waste and residual materials**. These activities contribute to determining the overall environmental footprint of the products placed on the market. The promotion of raw materials from non-renewable sources or with a high environmental impact, the use of non-recyclable

materials and the inefficient management of residual materials are factors that may hinder the transition towards a more circular model.

Deimos Group works daily to improve its environmental impact through more efficient resource use. Its activities include increasingly making use of and promoting **renewable and organic raw materials, reusing agri-food waste** to create innovative ingredients, and **developing biodegradable and compostable packaging**. Furthermore, collaboration with suppliers and customers to **recover waste**, combined with **product traceability**, helps promote a more circular model by making use of materials that would otherwise be disposed of and contributing to a more transparent, safe and responsible supply chain.

Deimos Group promotes biodegradable packaging, and the **recovery** and **reuse** of waste

IRO Type	Condition	VC Position	Topic	Description
Impact	Positive, current	Own operations	Resource inflows, including resource use	Deimos Group also distributes raw materials of natural origin (clean-label products) and raw materials with a reduced environmental impact
Opportunity	Actual	Own operations and upstream value chain	Resource inflows, including resource use	Deimos Italy collaborates with a supplier to transform food waste into raw materials. Food waste is also used as an ingredient in innovative products and for laboratory activities
Opportunity	Actual	Own operations and upstream value chain	Resource inflows, including resource use	Increasing the use of renewable or organic raw materials may represent an important opportunity to reduce the Group's environmental footprint, limit its dependence on fossil resources and improve its reputation
Opportunity	Potential, medium term	Own operations and downstream value chain	Resource outflows related to products and services	Certain waste products can become resource inflows for other companies, creating opportunities in secondary markets and reducing the need for disposal
Opportunity	Actual	Own operations	Resource outflows related to products and services	Implementing advanced practices for recycling and recovering materials from resource outflows (such as reusing waste or packaging) can reduce the need for virgin raw materials, lower costs and improve operational efficiency
Impact	Positive, current	Entire value chain	Resource outflows related to products and services	As an intermediary, Log2Go collaborates with certain actors in its value chain to recover food waste for other uses and to identify secondary markets
Impact	Positive, current	Own operations	Waste	Deimos and PalcoNutrifit reuse food waste to develop innovative raw materials and thereby respond to their customers' needs

Opportunity	Potential, short term	Own operations	Waste	By monitoring its warehouse frequently, Deimos could reduce waste by recovering some residual materials
Opportunity	Actual	Own operations	Waste	Since 2025, Deimos has participated in RENTRI (the National Electronic Waste Traceability Register) which ensures greater operational efficiency, fewer errors, improved regulatory compliance, and greater transparency and traceability of waste
Impact	Positive, current	Entire value chain	Traceability	The traceability of Deimos Group's products ensures safety and quality throughout the supply chain, improving consumer trust
Opportunity	Potential, medium term	Own operations	Traceability	Increased connectivity, computing power and reliability of artificial intelligence models could improve product and waste traceability

The double materiality assessment conducted by Deimos Group identified **11 material impacts and opportunities** relating to **resource use and the circular economy**. These comprised four positive impacts and seven opportunities, eight of which were current or actual, as they were already integrated into the company's operating activities and research and development projects.

Policies Related to Resource Use and the Circular Economy

E5-1

Deimos Group does not currently have a formalised policy on resource use and circular economy. However, certain general **environmental protection principles** are included in the **Codes of Ethics of Deimos and PalcoNutrifi**. These documents state the companies' commitment to promoting solutions that are less harmful to the environment, supporting scientific and technological development, protecting resources and ensuring responsible procurement of raw materials.



In accordance with these principles, the companies have launched several initiatives over the years that are consistent with circular economy models, particularly within the Food area and in research and development activities. These initiatives include: **reusing agri-food by-products**, such as brewer's spent grain, to formulate new food blends, with the aim of making use of materials that would otherwise be discarded; **extending the useful life of certain products approaching their expiry date**, where possible; **reusing by-products** within other Business Units; **identifying secondary markets**.

Actions and Resources Related to Resource Use and the Circular Economy

E5-2

Deimos Group has undertaken actions reflecting an approach based on **material reuse, waste reduction and resource recovery**. The use of **agri-food by-products to develop new raw materials**, the **internal reuse of ingredients that are no longer suitable for food use**, and dialogue with customers and partners **to promote innovative solutions** with a low environmental impact are some of the areas in which the organisation has been active in recent years.

REUSE AND RECOVERY OF BY-PRODUCTS

Deimos Italy promotes the circular economy by **reusing certain food and cosmetics by-products to reduce waste and generate value throughout the supply chain**. One concrete example is provided by the research and development activities conducted within the Food Business Unit in 2024, during which innovative blends based on brewer's spent grain were developed. Brewer's spent grain is a by-product of the brewing industry that is traditionally sent for disposal. This ingredient was successfully tested in several applications by customers operating in the bakery sector, including bakeries and manufacturers of biscuits, pasta and pizza ingredients.

The focus on resource reuse also extends to the ma-

nagement of raw materials that are no longer suitable for use by the Food Business Unit, for example because of expiry-related reasons or non-hazardous contamination. In these cases, Deimos assesses whether the **materials can be reused** within the Agro & Feed Business Unit, thereby **avoiding their disposal**. This approach makes it possible to **reduce waste** and **extend the useful life cycle of resources**, in accordance with the principles of the waste hierarchy and the circular economy..

Another initiative supported by Deimos in recent years was its participation in the **FermAct project**, in which the company played a central role and which is described in greater detail in Chapter E1.

In **2025**, the company promoted opportunities for dialogue and discussion with customers, suppliers and other stakeholders to raise awareness of the opportunities offered by **upcycling**. These activities highlighted how the recovery of materials and ingredients can help combine quality and innovation with a reduction in the environmental impacts associated with resource use.

Through these initiatives, Deimos Italy integrates **applied research, waste recovery and collaboration with industrial partners**, laying the foundations for more circular production and consumption models.

PalcoNutrifi also promotes **efficient resource use** through practices aimed at **preventing waste** and **preserving the value of products** throughout their life cycle. In particular, wherever possible and in compliance with **applicable regulatory and quality requirements**, the company prioritises the **recovery** and **redirection of damaged products** or **products approaching their expiry date**, thereby limiting the need for disposal.

The company also applies quality verification procedures that make it possible to assess product compliance and stability, allowing products to **remain on the market** where their technical characteristics are unchanged. This approach helps **reduce waste generation** and maximise the value of the resources used.

At the same time, PalcoNutrfit promotes circular economy initiatives by selecting and distributing ingredients **derived from processes that recover and make use of agri-food by-products**, contributing to the spread of more resource-efficient production models.

Log2Go contributes to promoting **circular economy practices by recovering the value of food products** that, although they can no longer be sold through traditional sales channels, retain their quality and safety characteristics. In collaboration with suppliers and business partners, the company supports the **recovery and redirection to the market of surpluses, unsold products and products** resulting from specific supply-chain requirements. In doing so, it contributes to **reducing food waste** and preserving the value of the resources used.

In certain cases, these activities make it possible to identify **alternative markets for products that would otherwise be sent for disposal**, promoting more efficient resource use throughout the value chain. At the same time, the company collaborates with operators that **recover agri-food by-products** and supports their reuse in other industrial and energy applications.

DEVELOPMENT OF PACKAGING FROM WASTE MATERIALS

As part of FermAct, Deimos Italy participated in Action 4, which focused on **developing functional packaging with a reduced environmental impact** using materials obtained from agro-industrial waste. The extracted fibres and bioactive molecules were used to improve the preservation of the products developed through the project, while reducing the need for non-biodegradable plastic materials.

INCREASE IN RAW MATERIALS DERIVED FROM WASTE MATERIALS THROUGHOUT THE SUPPLY CHAIN

Deimos Group is progressively integrating raw materials obtained from waste or spent materials throughout the supply chain into its product portfolio. This



approach not only demonstrates the possibility of transforming residual materials into valuable ingredients, but also promotes a **production model based on circularity**, encouraging partners and suppliers to undertake the same journey.

RENTRI REGISTRATION

Since 2025, Deimos Italy has participated in **RENTRI** (the National Electronic Waste Traceability Register) which provides greater **operational efficiency, fewer errors, improved regulatory compliance, and greater waste transparency and traceability**. The digital system simplifies administrative procedures, reduces the management of paper documentation and supports environmental protection, while contributing to more effective monitoring and the prevention of unlawful practices.

Metrics and Targets

Targets Related to Resource Use and the Circular Economy

E5-3

As at 2025, the Group did not yet have formalised targets relating to efficient resource use and the circular economy.

Resource Inflows

E5-4

As a distributor, **Deimos Group is not directly involved in manufacturing activities** but plays a key role in managing material flows throughout the value chain. The resources used internally by the Group mainly consist of **packaging materials** and **tools supporting logistics and operating activities**, such as management software, office equipment and vehicles used to handle goods. The organisation **does not directly use critical raw materials or rare earth elements**. The consumption of natural resources, such as water, is limited

to domestic use at its operating sites. Furthermore, the machinery used by the Group is not intended for manufacturing processes but supports storage and distribution operations.

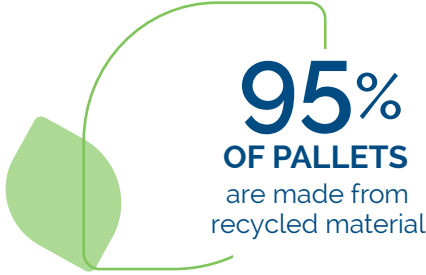
Although Deimos Italy does not directly process raw materials through **internal manufacturing processes**, it manages and distributes a broad range of **resource inflows** obtained from its suppliers. These materials include food ingredients, raw materials and intermediates for the cosmetics and pharmaceutical industries, chemical compounds, synthesis intermediates and botanical derivatives. They are received, stored and delivered according to the needs of the Business Units and represent a significant component of the company's activities.

The company purchases incoming materials packaged in various formats, including bags, boxes, metal or paper drums, plastic intermediate bulk containers (IBCs) and big bags, which are generally transported on pallets. The **packaging is provided by manufacturers** and disposed of directly by customers.

Within the Food Business Unit, materials are typically packaged in large formats, whereas in the Cosmetics Business Unit, larger quantities are divided into smaller units. In these cases, Deimos supplies the packaging directly, predominantly using paper packaging.

A total of **95% of the pallets** used by Deimos Italy are made from **recycled material**, in line with the company's commitment to reducing the environmental impact of its logistics supports. Only 5% of the pallets are new and are used exclusively in the pharmaceutical sector, in compliance with regulations requiring virgin materials to ensure appropriate hygiene and health standards.

PalcoNutrifi manages and markets a broad range of ingredients and raw materials intended primarily for the **food and feed sectors**, which account for the majority of its business. Its main products include dairy ingredients, potato derivatives, starches, gluten, glucosides, seeds, flowers and other functional raw materials used



by the food and feed industries.

The raw materials are obtained **mainly from European suppliers**, which account for approximately 70% of purchased volumes and 80% of the total value of procurement. For specific product categories that are unavailable on the European market, the company also uses suppliers located in Asia and South America.

Products are received, stored and distributed using the types of packaging commonly used in the food and feed ingredients sector, including bags, boxes, big bags and pallets. This **packaging is generally provided by manufacturers** and accompanies the product throughout the distribution chain to the end customer.

Log2Go primarily operates as a **commercial intermediary in the food ingredients sector**, managing relationships between producers and customers without carrying out processing or manufacturing activities. The company mainly markets cocoa and cocoa derivatives, chocolate, nuts, candied fruit, creams and ingredients intended for the ice cream, pastry and bakery sectors.

Raw materials originate from several producing countries, including Ghana, Côte d'Ivoire, Ecuador, Nigeria, Colombia, Türkiye, the United States, the Philippines, Indonesia and Sri Lanka. The processing and transformation of the products marketed are carried out mainly by European operators.

Material Inflows by Company and Business Unit (t)

	2025			2024		
	Deimos	PN	Log2Go	Deimos	PN	Log2Go
NUTRA	1.231,8	0,0	0,0	1.070,0	0,0	0,0
<i>Of which: weight of recycled products</i>	0,0	0,0	0,0	0,0	0,0	0,0
<i>Of which: weight of organic products</i>	4,5	0,0	0,0	4,5	0,0	0,0
<i>Of which: weight of technical products</i>	1.227,3	0,0	0,0	1.065,5	0,0	0,0
FOOD	33.910,0	16.150,6	10.349,6	41.801,1	14.854,4	10.113,9
<i>Of which: weight of recycled products</i>	0,0	N/A	0,0	0,0	N/A	0,0
<i>Of which: weight of organic products</i>	1.469,4	114,5	944,6	1.613,9	80,3	923,3
<i>Of which: weight of technical products</i>	32.440,6	16.036,1	9.405,0	40.187,2	14.774,1	9.190,6
PHARMA	221,0	0,0	0,0	423,5	0,0	0,0
<i>Of which: weight of recycled products</i>	0,0	0,0	0,0	0,0	0,0	0,0
<i>Of which: weight of organic products</i>	0,0	0,0	0,0	0,0	0,0	0,0
<i>Of which: weight of technical products</i>	221,0	0,0	0,0	423,5	0,0	0,0
FINE CHEMICALS	1.015,1	0,0	0,0	1.205,1	0,0	0,0
<i>Of which: weight of recycled products</i>	0,0	0,0	0,0	0,0	0,0	0,0
<i>Of which: weight of organic products</i>	0,0	0,0	0,0	0,0	0,0	0,0
<i>Of which: weight of technical products</i>	1.015,1	0,0	0,0	1.205,1	0,0	0,0

SPECIAL APPLICATIONS	1.386,5	0,0	0,0	1.665,6	0,0	0,0
Of which: weight of recycled products	0,0	0,0	0,0	0,0	0,0	0,0
Of which: weight of organic products	0,0	0,0	0,0	0,0	0,0	0,0
Of which: weight of technical products	1.386,5	0,0	0,0	1.665,6	0,0	0,0
AGRO&FEED	2.965,1	3.734,9	0,0	3.120,3	2.903,1	0,0
Of which: weight of recycled products	0,0	N/A	0,0	0,0	N/A	0,0
Of which: weight of organic products	69,5	0,0	0,0	65,2	0,0	0,0
Of which: weight of technical products	2.895,6	3.734,9	0,0	3.055,1	2.903,1	0,0
HAIR COLORING	591,1	0,0	0,0	463,8	0,0	0,0
Of which: weight of recycled products	0,0	0,0	0,0	0,0	0,0	0,0
Of which: weight of organic products	0,4	0,0	0,0	1,0	0,0	0,0
Of which: weight of technical products	590,7	0,0	0,0	462,8	0,0	0,0
PERSONAL CARE	39,0	0,0	0,0	46,5	0,0	0,0
Of which: weight of recycled products	0,0	0,0	0,0	0,0	0,0	0,0
Of which: weight of organic products	5,2	0,0	0,0	4,9	0,0	0,0
Of which: weight of technical products	33,8	0,0	0,0	41,6	0,0	0,0
INDUSTRY	0,0	2.229,4	0,0	0,0	2.052,4	0,0
Of which: weight of recycled products	0,0	N/A	0,0	0,0	N/A	0,0
Of which: weight of organic products	0,0	0,0	0,0	0,0	0,0	0,0
Of which: weight of technical products	0,0	2.229,4	0,0	0,0	2.052,4	0,0

LIFE SCIENCE	0,0	77,0	0,0	0,0	63,4	0,0
Of which: weight of recycled products	0,0	N/A	0,0	0,0	N/A	0,0
Of which: weight of organic products	0,0	29,5	0,0	0,0	14,3	0,0
Of which: weight of technical products	0,0	47,5	0,0	0,0	49,1	0,0
TOTAL MATERIAL INFLOWS	41.359,6	22.191,9	10.349,6	49.795,9	19.873,3	10.113,9
SHARE OF RECYCLED MATERIALS	0,0%	N/A	0,0%	0,0%	N/A	0,0%
SHARE OF ORGANIC MATERIALS	3,8%	0,6%	9,1%	3,4%	0,5%	9,1%
SHARE OF TECHNICAL PRODUCTS	96,2%	99,4%	90,9%	96,6%	99,5%	90,9%

In 2025, **Deimos Group** purchased a total of **73,901 tonnes of materials**, compared with 79,783 tonnes in 2024, representing a decrease of 7.4%. **Deimos Italy** accounted for **56% of the total volumes purchased**, followed by **PalcoNutrifu** with **30%** and **Log2Go** with the remaining **14%**.

Most material inflows were attributable to the **Food Business Units**, which accounted for approximately **82% of the Group's total purchases**, amounting to **60,410 tonnes**. This was followed by the **Agro & Feed Business Units** with **6,700 tonnes**, representing 9%, and the **Industry Business Unit** with **2,229 tonnes**, representing 3%. The remaining Business Units collectively accounted for approximately 6% of purchased volumes

In 2025, **products of organic origin** represented approximately **3.5% of the materials purchased by the Group**, a slight increase from 3.2% in 2024. In absolute terms, the **Food Business Units** accounted for the largest share, concentrating **more than 95% of the total volume** of organic products purchased. Technical pro-

ducts continued to account for the predominant share of procurement, representing 95.7% of the total, in line with the previous year.

With regard to recycled materials, no significant volumes were purchased by the Group companies as at the reporting date, partly because of the nature of the business model and the products distributed. Furthermore, PalcoNutrifu does not yet have a structured data-collection system that would allow the share of such materials in its procurement to be quantified accurately.

For **Deimos Italy**, material inflows amounted to **41,360 tonnes** in 2025, a decrease of 17% compared with the 49,796 tonnes recorded in 2024. The **Food Business Unit** represented the **main area of activity**, with 33,910 tonnes, corresponding to 82% of total purchases, followed by Agro & Feed at 7% and Nutra at 3%. Products of organic origin represented 3.8% of total volumes, a slight increase from 3.4% in the previous year, while technical products accounted for 96.2% of the total.

For **PalcoNutrifu** (PN), material inflows amounted to 22,192 tonnes, an increase of 12% compared with 19,873 tonnes in 2024. The company's activities were concentrated mainly in the **Food Business Unit**, accounting for 73% of volumes, **Feed** at 17% and **Industry** at 10%. Organic products represented 0.6% of total purchases, a slight increase from 0.5% in 2024.

Log2Go purchased **10,350 tonnes** of materials in 2025, compared with 10,114 tonnes in 2024, representing an increase of 2.3%. The entire volume consisted of food products, in line with the company's business model, which focuses on the brokerage and marketing of these materials. Products of organic origin represented 9.1% of purchased volumes, unchanged from the previous year, while technical products accounted for the

remaining 90.9%.

Resource Outflows

E5-5

Deimos Group is progressively integrating circular economy principles into its activities, with the aim of minimising waste and maximising the value of resources throughout the material life cycle. As a Group primarily engaged in the distribution and marketing of ingredients, raw materials and speciality products, its **main resource outflows consist of products delivered to customers**. Losses associated with unsold, expired or damaged products and packaging materials are marginal.

Product Outflows by Company and Business Unit (t)

	2025			2024		
	Deimos	PN	Log2Go	Deimos	PN	Log2Go
NUTRA	1.231,8	0,0	0,0	1.070,0	0,0	0,0
FOOD	33.910,0	16.150,6	10.349,6	41.801,1	14.854,4	10.113,9
PHARMA	221,0	0,0	0,0	423,5	0,0	0,0
FINE CHEMICALS	1.015,1	0,0	0,0	1.205,1	0,0	0,0
SPECIAL APPLICATIONS	1.386,5	0,0	0,0	1.665,6	0,0	0,0
AGRO&FEED	2.965,1	3.734,9	0,0	3.120,3	2.903,1	0,0
HAIR COLORING	591,1	0,0	0,0	463,8	0,0	0,0
PERSONAL CARE	39,0	0,0	0,0	46,5	0,0	0,0
INDUSTRY	0,0	2.229,4	0,0	0,0	2.052,4	0,0
LIFE SCIENCE	0,0	77,0	0,0	0,0	63,4	0,0
TOTAL MATERIAL OUTFLOWS	41.359,6	22.191,9	10.349,6	49.795,9	19.873,3	10.113,9

In the absence of manufacturing activities, **material outflows are substantially aligned with inflow volumes**, net of normal warehouse fluctuations and the quantities sent for disposal or recovery. In 2025, the Group marketed a total of **73,901 tonnes of products**, compared with 79,783 tonnes in 2024, representing a decrease of 7.4%.

Products in the **Food** area represented approximately **82% of the total volumes distributed by the Group**. This was followed by **Agro&Feed** at 9% and **Industry** at 3%, while the remaining Business Units collectively accounted for approximately 6% of the quantities handled.

Deimos Italy distributed **41,360 tonnes of products in 2025**, predominantly through the Food Business Unit, which accounted for 82% of volumes, followed by Agro & Feed and Nutra. **PalcoNutrifu** marketed **22,192 tonnes of products**, mainly attributable to the Food, Feed and Industry Business Units. **Log2Go** distributed **10,350 tonnes of food products**, in line with its business model focused on the brokerage and marketing of these ingredients.

Because of the distribution-based nature of the Group's activities, the characteristics of the products marketed; including their material composition, useful life, recyclability and end-of-life management methods; depend largely on manufacturers and suppliers. At the reporting date, this information was not yet collected systematically across the entire product portfolio.

In future reporting periods, the Group intends to **strengthen its data-collection processes** to monitor more systematically aspects such as the recycled and recyclable material content of the products marketed, the average product life by Business Unit and, where relevant, indicators relating to repairability, reusability and recyclability.

WASTE

Deimos Group generates waste mainly from the **storage, handling and logistics management** of the products it markets, as it does not carry out internal manufacturing processes.

For **Deimos Italy**, the main waste categories include packaging materials such as **plastic, paper and wood**, together with **inorganic and organic waste** generated primarily by warehouse, laboratory and goods-management activities. In certain cases, waste also includes products that are no longer suitable for sale or consumption, which are managed in accordance with applicable regulations.

PalcoNutrifu (PN) generates limited quantities of waste, mainly resulting from **breakages, expiry or non-conformities** affecting stored products. The main waste types include **plastic, paper, cardboard and packaging materials**. The company entrusts waste management to specialised operators and, where possible and in compliance with applicable regulatory and quality requirements, promotes the recovery or other forms of value recovery of non-compliant products.

Log2Go generates limited quantities of waste, primarily comparable to **municipal waste** and consisting of **plastic, paper and organic fractions** arising from office and logistics-management activities. The company does not carry out manufacturing activities and entrusts waste management to authorised third parties in accordance with applicable legislation.

During the reporting period, a limited share of the emissions associated with Deimos Italy's **industrial waste transportation and management activities**, amounting to 0.05862 tCO₂e, was included in off-setting initiatives promoted by third-party operators. These initiatives used **carbon credits** derived from renewable energy projects and **certified** under the Verified Carbon Standard (VCS).

Waste Generated (EWC)

	2025			2024		
	Deimos	PN	Log2Go	Deimos	PN	Log2Go
WASTE DIVERTED TO RECOVERY	15,1	0,0	N/A	22,1	0,0	N/A
Hazardous waste	2,3	0,0	N/A	0,0	0,0	N/A
<i>Preparation for reuse: R2, R6, R9</i>	0,0	0,0	N/A	0,0	0,0	N/A
<i>Recycling: R3, R4, R5</i>	0,0	0,0	N/A	0,0	0,0	N/A
<i>Other recovery operations: R1, R7, R8, R10, R11, R12, R13</i>	2,3	0,0	N/A	0,0	0,0	N/A
Non-hazardous waste	12,9	0,0	N/A	22,1	0,0	N/A
<i>Preparation for reuse: R2, R6, R9</i>	0,0	0,0	N/A	0,0	0,0	N/A
<i>Recycling: R3, R4, R5</i>	0,0	0,0	N/A	0,0	0,0	N/A
<i>Other recovery operations: R1, R7, R8, R10, R11, R12, R13</i>	12,9	0,0	N/A	22,1	0,0	N/A
WASTE DIRECTED TO DISPOSAL	2,3	20,6	N/A	0,0	0,0	N/A
Hazardous waste	1,3	0,0	N/A	0,0	0,0	N/A
<i>Incineration: D10, D11</i>	0,0	0,0	N/A	0,0	0,0	N/A
<i>Landfill: D1, D5, D12</i>	0,0	0,0	N/A	0,0	0,0	N/A
<i>Other disposal operations: D2, D3, D4, D6, D7, D14, D15, D13, D9, D8</i>	1,3	0,0	N/A	0,0	0,0	N/A
Non-hazardous waste	1,0	20,6	N/A	0,0	31,6	N/A
<i>Incineration: D10, D11</i>	0,0	0,0	N/A	0,0	0,0	N/A
<i>Landfill: D1, D5</i>	0,0	0,0	N/A	0,0	0,0	N/A
<i>Other disposal operations: D2, D3, D4, D6, D7, D12, D14, D15, D13, D9, D8</i>	1,0	20,6	N/A	0,0	31,6	N/A
TOTAL WASTE	17,4	20,6	N/A	22,1	31,6	N/A



Waste Generated by Destination and Hazardousness

	2025			2024		
	Deimos	PN	Log2Go	Deimos	PN	Log2Go
Total hazardous waste	3,6	0,0	N/A	0,0	0,0	N/A
Total non-hazardous waste	13,9	20,6	N/A	22,1	31,6	N/A
Total waste diverted to recovery	15,1	0,0	N/A	22,1	0,0	N/A
Total waste directed to disposal	2,3	20,6	N/A	0,0	31,6	N/A
TOTAL WASTE	17,4	20,6	N/A	22,1	31,6	N/A

As companies primarily engaged in the distribution and marketing of ingredients and raw materials, the companies belonging to Deimos Group are **not directly involved in manufacturing processes**. The waste generated therefore mainly derives from warehouse operations, storage, goods handling and office management. It consists predominantly of **packaging materials and products that are no longer suitable for sale**, together with limited quantities of **waste from laboratory** and quality-control activities.

In 2025, **Deimos Italy** and **PalcoNutrifi** generated a combined total of **38.0 tonnes of waste**, compared with 53.7 tonnes in 2024, representing a reduction of 29%. Deimos Italy accounted for **46% of the total waste** generated by the Group, while the remaining 54% was **attributable to PalcoNutrifi**.

Deimos Italy generated a total of 17.4 tonnes of waste in 2025, a decrease of 21% compared with 22.1 tonnes in 2024. The waste generated consisted mainly of plastic, paper and wood packaging materials, together with

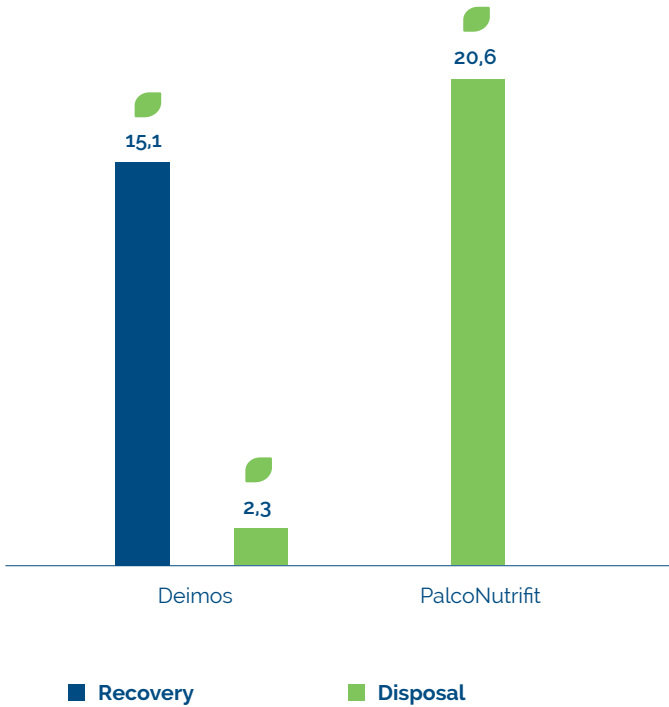
organic and inorganic waste arising from laboratory, storage and goods-management activities. During the year, **87% of the waste generated was directed to recovery operations**, while the remaining 13% was directed to disposal. **Hazardous waste represented 21% of the total generated, while non-hazardous waste accounted for the remaining 79%.**

PalcoNutrifi generated **20.6 tonnes of waste** in 2025, a decrease of 35% compared with 31.6 tonnes in 2024. The main waste types consisted of packaging materials (including plastic, paper, cardboard and wood) and food products or goods that were no longer suitable for sale because of damage, expiry or other non-conformities. **All waste recorded in 2025 was directed to disposal operations through authorised operators.** Consistent with its operating model, the company prioritises, where possible and in compliance with applicable regulatory and quality requirements, the recovery and value recovery of products before they become waste.

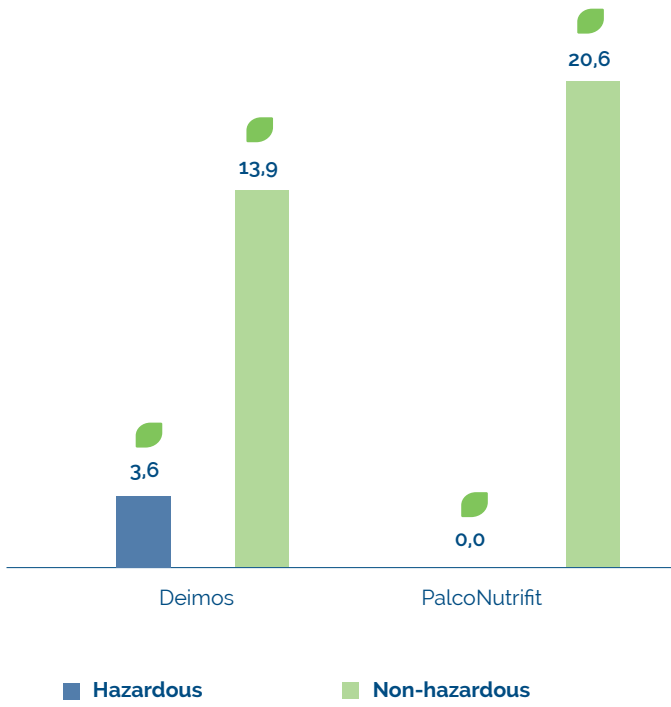
Structured quantitative data on the waste generated by **Log2Go** are not available. The company primarily generates **waste comparable to municipal waste**, consisting mainly of paper, plastic and organic fractions arising from ordinary office and logistics-coordination activities. Its management is entrusted to the relevant local services.



WASTE GENERATED BY DESTINATION



WASTE CLASSIFIED BY HAZARD LEVEL





4

SOCIAL

Deimos has always **valued** its **human capital** as a **strategic driver of innovation and operational excellence**.

Own Workforce

S1

The Group promotes a working environment based on **respect, inclusion, collaboration** and the **recognition of skills**

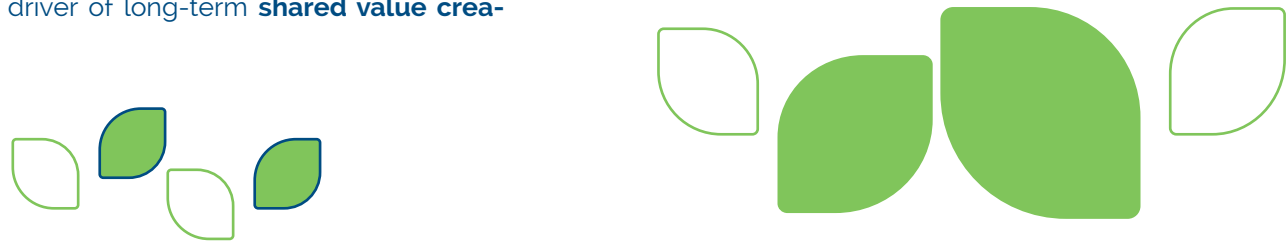
Deimos Group recognises the value of its **people**, who are considered **central** to service **quality, innovation** capacity and the organisation's **responsible growth**. The Group promotes a working environment based on respect, inclusion, collaboration and the development of skills, encouraging employees' active involvement and participation in corporate life as an enabling factor for long-term success.

Management of Impacts, Risks and Opportunities

The Group's activities affect its people, helping to shape the working environment, organisational climate and opportunities for personal and professional growth. In particular, the **active involvement** of employees, **open dialogue, attention to work-life balance**, the **development of skills** and the **promotion of an inclusive and respectful environment** are central to organisational well-being.

These aspects represent both **positive impacts** and **growth opportunities** for the Group, fostering participation, motivation and a **sense of belonging**. In this context, Deimos Group adopts an approach focused on listening to and valuing its people, recognising that the ability to attract, engage and develop talent is a

fundamental driver of long-term **shared value crea-
tion.**



Material Impacts, Risks and Opportunities and Their Interaction with the Strategy and Business Model

Type of IRO	Condition	VC Position	Topic	Description
Impact	Positive, current	Own operations	Social dialogue	Promoting an environment in which employees can freely exchange views and contribute to decision-making supports active and shared participation in corporate life
Impact	Positive, current	Own operations	Work-life balance	Employees are given flexibility regarding the number of smart-working days when specific needs arise
Opportunity	Potential, medium term	Own operations	Work-life balance	A well-structured employee welfare package can improve the company's competitiveness in attracting and retaining talent. Employees who achieve an appropriate work-life balance are less likely to leave the organisation
Opportunity	Potential, medium term	Own operations	Work-life balance	A well-designed welfare programme can reduce stress and improve employees' mental and physical health, positively affecting motivation and productivity
Impact	Positive, current	Own operations	Work-life balance	PalcoNutrifit offers a comprehensive welfare and well-being programme that includes health insurance, annual medical check-ups, incentives for sporting activities, high-level training, financial support and contributions towards transport costs

Impact	Positive, current	Own operations	Training and skills development	Continuous training supports employees' growth, strengthens their skills and promotes their personal and professional development, contributing to a stimulating and rewarding working environment.
Opportunity	Potential, medium term	Own operations	Training and skills development	By investing in training on material circularity, the reuse of food waste and partnerships with universities and research projects, Deimos can develop innovative solutions, reduce the consumption of raw materials, promote the creation of environmentally sustainable products and potentially gain access to new markets
Impact	Positive, current	Own operations	Gender equality and equal pay for work of equal value	An inclusive and equitable environment stimulates collaboration, creativity and innovation. Diversity of thought and experience enriches decision-making and the development of solutions, while promoting cooperation and mutual respect
Opportunity	Actual	Own operations	Diversity	A diverse team, made up of people with different backgrounds, experiences and skills, fosters greater capacity for innovation and problem-solving. Diversity of thought leads to more original ideas and more effective solutions, particularly in a sector such as the chemical industry, where innovation is crucial to addressing the challenges associated with sustainability and regulatory changes
Opportunity	Potential, medium term	Own operations	Diversity	Diversity and inclusion make the company more attractive to talent seeking fair, respectful and innovative workplaces

Impact	Positive, current	Own operations	Onboarding	PalcoNutrifu has established a formal onboarding process that includes training and the support of a company buddy, fostering inclusion from the earliest stages of employment
Impact	Positive, potential, long term	Own operations	Engagement	A high level of employee engagement strengthens employees' sense of belonging, satisfaction and growth prospects, helping the Group retain its people
Impact	Positive, current	Own operations	Engagement	Deimos S.r.l. and PalcoNutrifu conduct an annual workplace climate survey to monitor employee well-being and identify areas for improvement. Surveys and feedback tools assess aspects such as safety, satisfaction, motivation and employees' perceptions of the organisation
Opportunity	Potential, long term	Own operations	Engagement	A high level of employee engagement fosters collaborative relationships and a positive organisational climate, improves morale and makes the organisation a more attractive place to work

As part of its double materiality analysis, updated in 2025, Deimos Group has identified **14 material IROs relating to its workforce**. These include 8 positive impacts and 6 opportunities, relating primarily to the themes of social dialogue, work-life balance, training and skills development, gender equality, diversity and inclusion, and human resources management.

Compared with the previous financial year, the overall number of material IROs remains broadly stable, confirming the importance of people-related issues within the Group's business model. The updated analysis has enabled us to refine our assessment of certain aspects, placing particular emphasis on **employee en-**

gagement, organisational wellbeing and the **ability to attract**, develop and retain key skills in a constantly evolving environment.

The identified IROs highlight how workforce policies and practices are not only a source of positive impacts for employees, but also an important strategic lever for supporting competitiveness, resilience and long-term value creation.

Policies Related to Own Workforce

S1-1

Deimos Group has not adopted a single formal policy governing the management of its own workforce. Nevertheless, the Group has established principles, tools and organisational practices that define the conduct expected of employees and **protect fundamental human rights**.

For Deimos, the main reference is **Chapter 6 of the Code of Ethics**, which establishes principles relating to **professional commitment, respect for people and equal opportunities**, integrity, professionalism, honesty, responsibility, trust, loyalty, transparency and fairness. The Code also addresses **compliance with the law, occupational health and safety**, the **prohibition of discrimination**, harassment and workplace bullying, privacy protection, **conflicts of interest** and **respect for human rights**, including the prohibition of forced and child labour. Any violation of the Code constitutes a breach of contractual obligations and is handled in accordance with the applicable National Collective Labour Agreement.

To support organisational wellbeing and a healthy work-life balance, Deimos Italia has also adopted a **remote working policy** that allows employees to work remotely for up to three days a week, in accordance with the conditions set out in the company's regulations. This measure complements the Company Regulations, which govern aspects such as working hours, the use of company assets, internal communication, and health and safety.

In 2025, Deimos S.r.l. adopted an **Organisation, Management and Control Model** pursuant to **Italian Legislative Decree No. 231/2001**, overseen by the Supervisory Body. The Model further strengthens the principles of legality and accountability and the prevention of risks arising from unlawful conduct.

PalcoNutrifu has its own **Code of Ethics**, which promotes conduct based on **ethics, integrity and fairness** in

the conduct of the company's business. The document requires employees to operate to **high professional standards**, avoiding **conflicts of interest**, ensuring the confidentiality of information and **respecting the rights of all stakeholders**. The Code stipulates respect for human rights, the prohibition of discrimination and harassment, and the promotion of a working environment based on respect and human dignity.

Although Log2Go does not currently have formalised documents specifically dedicated to workforce management, it operates in accordance with **established practices based on fairness, mutual respect, responsibility and the development of its people**. These principles are embedded in the company's day-to-day operations and in its relationships both within and outside the organisation.

Dialogue with Own Workforce and Workers' Representatives, the Existence of Channels Enabling Employees to Raise Concerns or Needs, and Measures Taken to Address Them

S1-2

Deimos Group recognises that **active and continuous dialogue with its employees** and their representatives constitutes a structural element of its governance model, as well as a fundamental tool for fostering constructive discussion and guiding corporate decisions in a more informed manner. This approach is reflected particularly in the definition of personnel management practices, the design of the internal organisation and the assessment of results in terms of workers' wellbeing and satisfaction.

With this in mind, the company is committed to providing regular opportunities for listening and discussion, promoting an environment in which employees can **express themselves freely and actively contribute to decision-making processes**. Shared participation is, in fact, regarded as a strategic lever for building a stronger, more transparent organisation that is attentive to the needs of its people.

To support clear and consistent internal communication, Deimos Group sends a monthly newsletter aimed at keeping all employees informed about the company's performance and matters relevant to corporate life.

Corporate Culture

During 2025, Deimos Group promoted the active involvement of its employees in initiatives aimed at strengthening corporate culture and their sense of belonging to the organisation. In particular, Deimos Italy carried out team-building activities aimed at defining and consolidating its cultural body, directly involving employees in identifying and sharing the company's mission, values and guiding principles. These initiatives encouraged discussion among employees and helped strengthen an organisational culture based on participation, collaboration and responsibility.

Workplace Climate Survey

In 2025, Deimos S.r.l. conducted a workplace climate survey involving 97% of the company's workforce. The survey analysed aspects such as employee engagement, trust in leadership, talent management, relationships with direct supervisors, collaboration between departments and management excellence.

The results showed a **high level of employee engagement, a clear understanding of individual roles, positive relationships with supervisors and good recognition of individual skills**. At the same time, some areas for improvement emerged, particularly in relation to cross-functional collaboration, communication, process organisation and performance management systems. The survey results represent an important starting point for guiding future organisational improvement and people-development initiatives.

PalcoNutrfit conducts an annual organisational climate survey with the aim of monitoring employees' level of well-being, gathering information about their mood and assessing the effectiveness of corporate leadership. Through questionnaires and dedicated opportunities for discussion, the company collects structured

feedback that makes it possible to identify potential areas for improvement and define actions aimed at strengthening engagement, satisfaction and the quality of the working environment. In 2025, the survey recorded a participation rate of 85% and **an overall satisfaction level of more than 82%**.

The areas analysed concerned corporate communication, work organisation, job content, interpersonal relationships, involvement in decision-making processes, working conditions, engagement with one's role, support from one's manager and opportunities for growth and development. The results showed particularly high levels of satisfaction with working conditions (91%), **interest in the activities performed** (85%) and **engagement with one's work** (84%). Opportunities for improvement also emerged, despite the positive assessments, with regard to work organisation (78%), involvement in corporate decisions (79%) and opportunities for professional growth and development (79%). These aspects will guide future organisational improvement initiatives.

Materiality Assessment

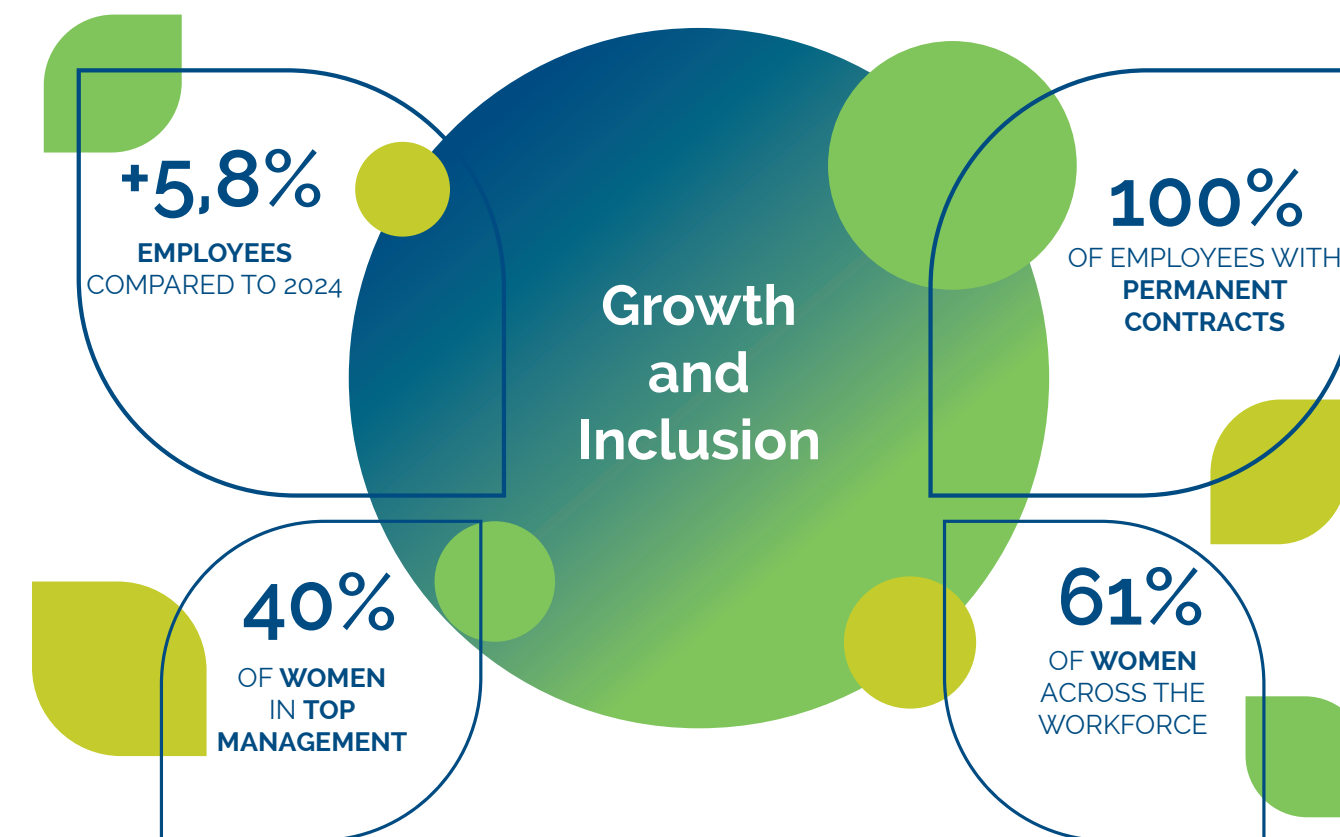
As part of the update of the double materiality assessment for the preparation of the 2025 Sustainability Report, Deimos Group directly involved its employees through dedicated questionnaires and interviews, with the aim of gathering their perceptions of the ESG topics considered most relevant to the Group. The contribution of the workforce represented an important element in the process of identifying and prioritising material impacts, risks and opportunities.

The most relevant social topics that emerged from employee engagement included social dialogue, work-life balance, training and skills development, gender equality, diversity and inclusion, and the involvement of people in corporate processes. These aspects constitute priority areas of attention for the Group and guide the improvement actions envisaged as part of its sustainability strategy.

Processes to Remediate Negative Impacts and Channels for Own Workers to Raise Concerns

Deimos Italia adopts a structured and transparent approach to managing any negative impacts that may affect its own workforce, with the aim of promoting a safe, respectful working environment focused on listening. From this perspective, access to effective reporting and remediation mechanisms, such as the whistleblowing system, represents a pillar of the corporate governance model, as well as a guarantee of fairness and protection for everyone working within the organisation.

A working environment focused on **fairness, active listening, active participation and staff satisfaction**.



The Whistleblowing Tool

Since December 2023, Deimos S.r.l. has operated an IT-based whistleblowing tool that enables all employees to report any irregularities, unlawful conduct or violations of internal rules and procedures securely and confidentially. The platform protects the identity of the whistleblower and the content of the report, ensuring confidentiality and data protection through security and encryption protocols. Reports are managed by third-party professionals.

Management of Reports

Reports are managed by the whistleblowing system manager, who operates in accordance with the timeframes and procedures established by the applicable legislation. Within seven days (excluding oral reports) the whistleblower receives notification that the report has been taken into consideration. This is followed by a preliminary assessment to verify whether the report is well-founded and complete. If the information provided is insufficient, the whistleblower may be asked to provide additional information. During the internal investigation, the facts are analysed thoroughly, while maintaining dialogue with the whistleblower and safeguarding the rights of the people involved. The final outcome is communicated within three months and may result in the report being closed, corrective actions, internal investigations or the involvement of the authorities. The confidentiality of the whistleblower's identity is guaranteed, subject to exceptions and with the whistleblower's express consent. These protections cease to apply in the case of reports made maliciously or with gross negligence, for which disciplinary sanctions are provided.

Diffusione e formazione

Information concerning the Procedure is made accessible to all employees, with appropriate visibility in the workplace and a dedicated section on the company website and intranet. This information is also provided when new employees are hired. Training on whistleblowing and the provisions of the Procedure is

included in the company's compliance training plans, thereby ensuring that the information is properly disseminated to and understood by all personnel.

Actions and Resources Related to Own Workforce

S1-3

In line with the material topics identified through the double materiality assessment, Deimos Group has developed a consistent and integrated set of initiatives aimed at promoting organisational well-being, preventing and managing potential social risks, and enhancing the human capital within the company.

SOCIAL DIALOGUE

Deimos Group promotes an **open and participatory working environment** in which employees are encouraged to express their opinions freely and contribute actively to corporate life. Dialogue with its people represents a fundamental tool for understanding needs, expectations and areas for improvement, fostering relationships based on trust, listening and collaboration.

To support this approach, the Group uses **various engagement tools**, including team-building activities, questionnaires, opportunities for direct discussion and dedicated consultations conducted as part of the double materiality assessment. In addition, Deimos Italia and PalcoNutrfit conduct **annual organisational climate surveys** aimed at collecting structured feedback on employee well-being, leadership effectiveness and the quality of the working environment. Through these initiatives, Deimos Group encourages employees' active participation and incorporates their perspectives into continuous improvement processes and corporate decision-making.

WORK-LIFE BALANCE

Deimos Group recognises the importance of promoting an appropriate **balance between**

professional and private life by adopting flexible working arrangements that make it possible to respond to the needs of its people.

At Deimos Italia, employees may work remotely for up to three days per week. Subject to agreement with their managers, this arrangement may be extended in specific personal or family circumstances, such as during maternity, in order to provide employees with appropriate support.

PalcoNutrfit ordinarily provides for one remote-working day per week and adopts a flexible approach to managing individual needs, assessing any personal or family requirements of employees on a case-by-case basis.

Log2Go, despite not having a formal policy, also adopts working arrangements based on flexibility and collaboration, encouraging organisational solutions that enable employees to reconcile their professional commitments with their personal needs as effectively as possible.

HEALTH AND SAFETY

Deimos Group considers **protecting the health and safety of its people** to be a fundamental element of corporate management and operates in compliance with the regulations applicable within its different organisational contexts.

Deimos Italia fully complies with the provisions of Italian Legislative Decree No. 81/2008 concerning occupational health and safety. Its primary management tool is the **Risk Assessment Document** (Documento di Valutazione dei Rischi—DVR), which identifies and assesses the risks associated with the activities performed and defines the corresponding prevention and protection measures. The document is updated periodically and includes specific training, information and continuous improvement programmes aimed at ensuring a safe working environment that complies with current legislation. The company is a member of **Fondo Est**, a supplementary healthcare fund that supports

the public healthcare system and provides greater protection for its workers.

PalcoNutrfit relies on the support of a specialised external partner to manage occupational health and safety matters, including risk assessments, regulatory compliance requirements, mandatory measurements, certification management, safety training, first-aid plans, and emergency and evacuation procedures. To protect employee well-being, the company also provides **supplementary health insurance, periodic medical check-ups, accident insurance coverage and initiatives dedicated to promoting healthy lifestyles**, including subsidised sports programmes and welfare services focused on employees' physical well-being.

Log2Go mainly carries out office-based activities and adopts organisational and preventive measures proportionate to the risks associated with its operations. The company promotes a safe working environment that is attentive to employee well-being, ensuring compliance with the applicable regulatory obligations and fostering working conditions suited to employees' needs.

TRAINING AND SKILLS DEVELOPMENT

Deimos Group recognises **training** as an essential tool for supporting employees' professional growth, facilitating the continuous updating of skills and accompanying the company's development within a constantly changing regulatory and market environment.

In 2025, Deimos S.r.l. developed an **annual training plan** for its employees aimed at developing technical, managerial and cross-functional skills. The courses cover foreign languages, soft skills, artificial intelligence, health and safety, and circularity.

PalcoNutrfit implemented a comprehensive training programme that included courses and in-depth **learning programmes** in areas such as human resources management and safety, leadership and manage-

rial skills, feedback techniques, employer-branding and inclusion strategies, sustainability, food quality and safety, European regulations, time management and decision-making processes, sales analytics tools, international taxation, the EUDR (European Union Deforestation Regulation) and the English language. Specialist programmes dedicated to food quality and product safety were also promoted, together with initiatives to develop commercial and digital skills.

At Log2Go, training is planned according to the operational and professional needs that emerge during the year, prioritising targeted initiatives closely connected to the activities performed and developments in the relevant operating environment.

Through these programmes, Deimos Group intends to foster skills development, support innovation and strengthen its people's ability to address the sector's future challenges effectively.

GENDER EQUALITY AND EQUAL PAY FOR WORK OF EQUAL VALUE

Deimos Group promotes an **inclusive working environment** in which all employees, regardless of gender, are treated **fairly and respectfully**. The organisation recognises gender diversity as a fundamental value for stimulating collaboration, creativity and innovation. This approach helps enrich decision-making processes and develop more effective solutions, fostering a corporate climate characterised by cooperation and mutual respect.

DIVERSITY

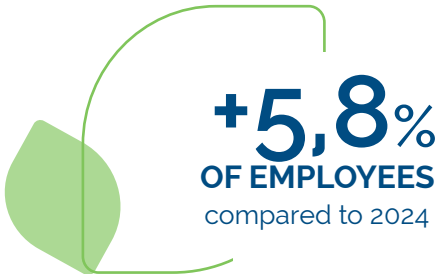
Through its Codes of Ethics and Conduct, its MOG 231, and its corporate policies, the Group promotes an **inclusive working environment** in which all employees, regardless of any form of diversity, are treated fairly and respectfully. The company recognises **cultural diversity** and diversity of thought and experience as fundamental values for stimulating collaboration, creativity and innovation.

PERSONNEL MANAGEMENT

In 2025, Deimos Group strengthened initiatives intended to foster **employees' active involvement** from the onboarding stage onwards, recognising people's contribution as an essential element of organisational development and the creation of a shared corporate culture.

During the year, Deimos Italia promoted workshops dedicated to defining the company's Cultural Body, directly involving employees in identifying the values, behaviours and distinctive elements that characterise the Group's identity. These activities were accompanied by surveys and opportunities for direct discussion with management, aimed at gathering feedback and suggestions useful for the organisation's continuous improvement.

PalcoNutrifu adopts a structured approach to employee engagement and well-being through a com-



prehensive **Onboarding and Welfare & Wellbeing programme**. The initiatives implemented include assigning a buddy from an employee's first day with the company, supplementary health insurance with periodic check-ups, programmes dedicated to sports and physical activity with financial contributions from the company, professional training and development programmes, financial support for specific personal needs, mobility contributions and daily initiatives aimed at promoting well-being in the workplace. The company also periodically conducts organisational climate surveys, performance assessments and activities dedicated to employee retention and development, with the aim of monitoring satisfaction levels and strengthening employees' sense of belonging.

Log2Go also promotes employee engagement through an approach based on closeness and attention to individual needs. The company supports employees facing particularly complex personal circumstances, including through dedicated forms of assistance. At the same time, it encourages participation in volunteering and charitable initiatives at both local and international level.

Through these initiatives, Deimos Group intends to **promote a participatory and inclusive working environment** focused on **employee well-being**, strengthening dialogue, a sense of belonging and the sharing of corporate objectives over time.

CHARACTERISTICS OF WORKERS

Enhancing workers' specialist skills represents a strategic element for Deimos Group in strengthening its capacity for innovation, improving operational efficiency and responding effectively to the challenges posed by digitalisation and the transition towards more responsible models. Employees' technical and cross-functional knowledge, combined with a flexible approach focused on continuous improvement, constitutes a distinctive factor that contributes to the organisation's competitiveness and its ability to adapt proactively to evolving markets.

Through these safeguards and initiatives, the Group consolidates an **organisational model founded on people**. A model capable of generating value over the long term while simultaneously fostering individual well-being, internal cohesion and the capacity to innovate in a constantly evolving environment.

Metrics and Targets

Targets Related to Own Workforce

S1-4

In 2025, Deimos Group did not define formal quantitative targets relating to workforce management. However, the organisation began a process of progressively strengthening its people-management practices, with the aim of improving the overall level of satisfaction, fostering the development of internal skills and consolidating employee involvement in corporate processes.

From this perspective, the Group focuses on the professional growth of its people and the continuous improvement of the working environment, promoting initiatives centred on listening, organisational well-being and the enhancement of human capital.



Characteristics of the Undertaking's Employees

S1-5

As at 31 December 2025, Deimos Group had a total of **109 employees²**, an increase of 5.8% compared with 103 in 2024. The workforce consisted of **66 women** (61%) and **43 men** (39%), confirming a significant female presence within the Group and an organisational model focused on valuing skills and people. At individual company level, **Deimos Italia** employed **65 people**, a slight decrease compared with 66 in the previous year (-1.5%). The company's workforce consi-

sted of 38 women and 27 men, with women accounting for 58%.

PalcoNutrifu, by contrast, recorded an increase in its workforce from 31 to **35 employees** (+12.9%). Here too, women represented the majority, with 22 women and 13 men, corresponding respectively to 63% and 37% of the workforce.

Lastly, **Log2Go** increased from 6 to **9 employees** (+50%), strengthening its organisational structure. Its workforce consisted of six women and three men, with women accounting for 67%.

Workforce Composition by Company, Gender and Year

	2025			2024		
	Men	Women	Total	Men	Women	Total
Deimos Italia	27	38	65	26	40	66
PalcoNutrifu	13	22	35	12	19	31
Log2Go	3	6	9	2	4	6
GROUP TOTAL	43	66	109	40	63	103

Deimos Group's workforce is distributed across four countries, reflecting the international presence of the companies comprising the Group. In 2025, as in previous years, **Italy remained the main country in terms of the number of workers**, with 65 employees representing **60% of the total workforce** of 109 people. It is the only country in which the Group exceeds the threshold of 50 employees.

Croatia was the **second-largest country in terms of workforce size**, with 33 employees (30% of the total). Two PalcoNutrifu employees worked in **Slovenia** (2% of the workforce). The **remaining 8%** of the Group's total workforce worked in **Luxembourg**.

2 The figures are reported in Head Count (HC) at the end of the reporting period (31 December) and are based on actual figures

Number of Employees by Country and Year

	2025	2024
Italy	65	66
Croatia	33	30
Luxembourg	9	6
Slovenia	2	1
GROUP TOTAL	109	103

In 2025, all Deimos Group employees were employed under permanent contracts.

With regard to working-time arrangements, 101 out of 109 employees (93%) worked full-time, an increase compared with 91 out of 103 employees in 2024 (88%). At the same time, the number of part-time workers decreased from 12 to eight, with their share of the total workforce falling from 12% to 7%.

At Deimos Italia, 61 out of 65 employees worked full-time, corresponding to 94% of the workforce, com-

pared with 58 out of 66 in 2024 (88%). The number of part-time contracts decreased from eight to four. PalcoNutrifu also recorded a predominance of full-time personnel, with 33 out of 35 employees (94%) working full-time, a slight increase compared with 30 in 2024. Part-time workers remained a marginal component of the workforce.

At Log2Go, the number of full-time employees increased from three to seven, raising their share from 50% to 78% of the workforce. At the same time, the number of part-time contracts decreased from three to two.



Employee Information by Company, Contract Type, Gender and Year

	2025				2024			
	Permanent		Fixed-Term		Permanent		Fixed-Term	
	Men	Women	Men	Women	Men	Women	Men	Women
Deimos Italy	27	38	0	0	26	40	0	0
PalcoNutrifu	13	22	0	0	12	19	0	0
Log2Go	3	6	0	0	2	4	0	0
GROUP TOTAL	43	66	0	0	40	63	0	0

Employee Information by Company, Working-Time Arrangement, Gender and Year

	2025				2024			
	Full-time		Part-time		Full-time		Part-time	
	Men	Women	Men	Women	Men	Women	Men	Women
Deimos Italy	27	34	0	4	25	33	1	7
PalcoNutrifu	13	20	0	2	12	18	0	1
Log2Go	3	4	0	2	2	1	0	3
GROUP TOTAL	43	58	0	8	39	52	1	11

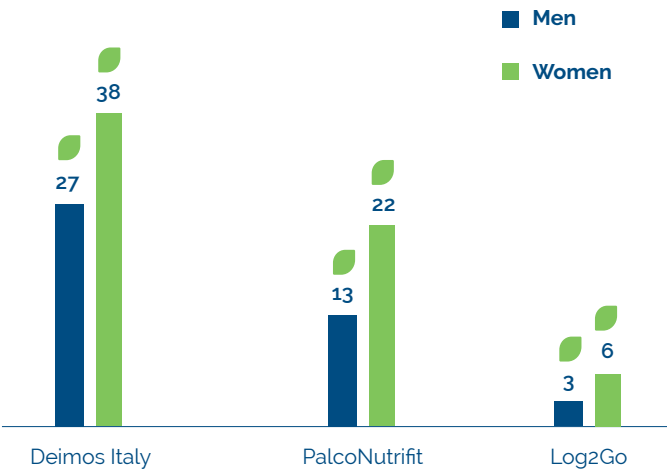
As at 31 December 2025, Deimos Group recorded a total of six employees leaving the Group, compared with nine in 2024. The employee **turnover rate** was **5.5%**, down from 8.7% in the previous year.

With regard to the individual companies, at the end of the reporting period **Deimos Italia** recorded a **turnover** rate of **6.2%**, **PalcoNutrfit** **2.9%** and **Log2Go** **11.1%**.

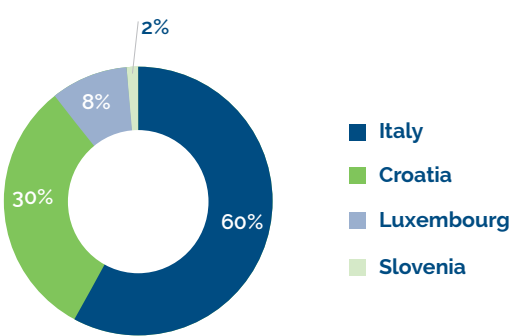
Employee Turnover by Company and Year

	2025			2024		
	Employees Leaving	Total Employees at End of Period	Employee Turnover	Employees Leaving	Total Employees at End of Period	Employee Turnover
Deimos Italy	4	65	6,2	2	66	3,0
PalcoNutrfit	1	35	2,9	7	31	22,6
Log2Go	1	9	11,1	0	6	0,0
GROUP TOTAL	6	109	5,5	9	103	8,7

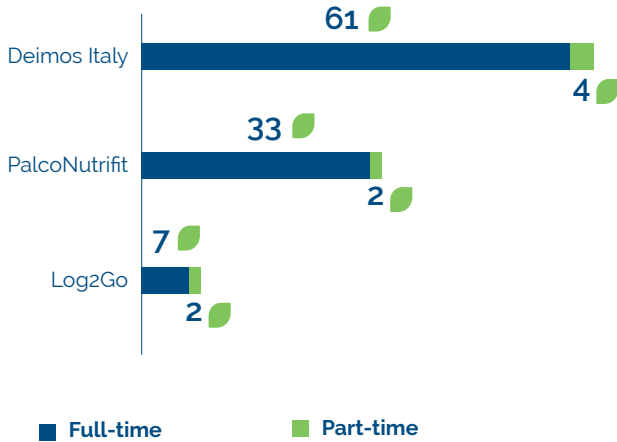
NUMBER OF EMPLOYEES BY COMPANY AND GENDER (2025)



BREAKDOWN OF EMPLOYEES BY COUNTRY (2025)



NUMBER OF EMPLOYEES BY WORKING HOURS ARRANGEMENT (2025)



Characteristics of Non-Employees in the Undertaking's Own Workforce

S1-6

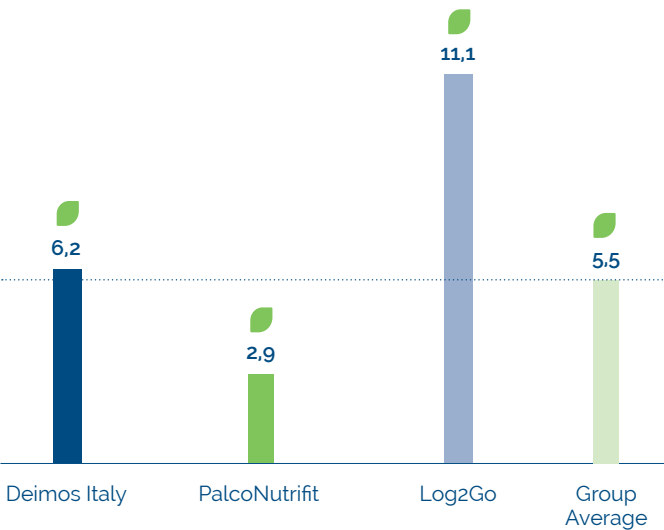
Deimos Group relies **almost exclusively** on **employees**. In 2025, there were only two non-employee workers within the Group, both working at Deimos Italia. There were no non-employee workers at PalcoNutrfit or Log2Go.

Collective Bargaining Coverage and Social Dialogue

S1-7

As at 31 December 2025, **all employees of Deimos Italia** were **covered by national collective bargaining agreements**, as in the previous financial year. The company does not adopt supplementary company-level collective bargaining arrangements, either through internal trade union representatives or through agreements with external trade union organisations. The protection of workers with regard to health and safety is also ensured by the presence of the **Workers' Safety Representative (Rappresentante dei Lavoratori per la Sicurezza—RLS)**, who facilitates dialogue between the company and its personnel on these matters.

EMPLOYEE TURNOVER BY COMPANY (2025)



PalcoNutrfit and Log2Go employees are not covered by collective bargaining agreements. In both cases, however, the organisation **ensures full compliance with the applicable national regulations** concerning employment, social protection, health and safety, and workers' rights.

In particular, **PalcoNutrfit** supplements the protections provided by local legislation through a comprehensive **welfare and well-being programme** that includes **health insurance** with periodic **medical check-ups**, **accident insurance coverage**, **contributions** towards sports and physical **well-being activities**, training and professional development opportunities, financial support for personal needs and contributions towards transport expenses.

Log2Go also adopts an approach focused on valuing its people, **ensuring working conditions that comply with applicable regulatory provisions** and maintaining direct and **continuous dialogue** with employees.

Diversity Metrics

S1-8

As at 31 December 2025, **Deimos Group's senior management** consisted of 15 people, an increase compared with 13 in 2024. Its composition included nine men and six women, with **women representing 40% of the total**, up from 31% in the previous year. Senior management accounted for 14% of the Group's workforce overall, a proportion that remained stable compared

with 2024 (13%).

At individual company level, Deimos Italia had 11 members of senior management, consisting of seven men and four women. Compared with 2024, when there were nine senior managers, the managerial structure expanded while maintaining a significant female presence (36%).

PalcoNutrify had a balanced composition, with three members of senior management, consisting of two women and one man. **Women therefore represented 67% of the company's management**, confirming a strong female presence in positions of responsibility. As in 2024, Log2Go had only one member of senior management in 2025.

Composition of Senior Management by Gender and Year

	2025			2024		
	Men	Women	Total	Men	Women	Total
Deimos Italia	7	4	11	6	3	9
PalcoNutrify	1	2	3	2	1	3
Log2Go	1	0	1	1	0	1
GROUP TOTAL	9	6	15	9	4	13



Adequate Wages

S1-9

All Deimos Group employees receive **adequate remuneration**, determined in compliance with the national regulations and applicable contractual provisions in the countries in which the Group operates.

In **Italy**, the relevant **National Collective Labour Agreement** is applied to all Deimos S.r.l. personnel. It

establishes minimum remuneration levels, contractual provisions and the main economic and regulatory protections according to professional classification.

In **Croatia and Slovenia**, PalcoNutrify guarantees its employees **remuneration conditions that comply with national legislation** and are supplemented by a **benefit system** designed to support employee well-being. In addition to ordinary remuneration, employees may benefit from supplementary healthcare coverage, accident insurance and financial support. The



company also grants certain employee's bonuses and financial incentives based on performance and the results achieved.

In **Luxembourg**, Log2Go applies the **provisions established by local employment legislation**, ensuring remuneration levels consistent with the relevant market and the responsibilities held by employees. The company maintains an approach focused on valuing skills and building stable, long-lasting employment relationships.

Protezione sociale

S1-10

All Deimos Group employees benefit from forms of **social protection** provided through **national public systems** and, where applicable, **supplemented by additional company and contractual arrangements**, in compliance with the applicable legislation in the different countries in which the Group operates.

At Deimos Italia, in 2025, all employees and non-employee workers continued to be covered by the principal social protection systems provided for under Italian legislation. In particular, employees are enrolled in the **public social security and welfare system** managed by INPS, which provides coverage in the event of illness, unemployment, maternity and paternity, disability, retirement and other situations involving loss of income. These protections are supplemented by **mandatory insurance coverage against accidents at work** managed by INAIL.

Furthermore, all Deimos Italia employees are classified in accordance with the applicable sector-specific **National Collective Labour Agreement**, which supplements public protection through additional contractual provisions. The company is a member of **Fondo EST**, a supplementary healthcare fund intended to enhance the healthcare benefits available to workers, while middle managers are enrolled in **QuAS** (Cassa Assistenza Sanitaria Quadri).

PalcoNutrifi guarantees its employees the **protections provided by the relevant national legislation on social security and welfare**, ensuring coverage in the event of illness, unemployment, maternity or paternity, disability, accident and retirement. These measures are complemented by a structured corporate welfare system that includes **health insurance** with annual medical check-ups, **accident insurance**, programmes supporting **physical and psychological well-being**, and initiatives supporting **training** and professional growth.

Log2Go ensures that its employees receive the coverage provided by Luxembourg's **social protection system**, including the principal protections in the event of illness, unemployment, accident, disability, parental leave and retirement. The company also adopts a direct and personalised approach to managing employees' needs, providing support in specific situations and maintaining **continuous dialogue** with its people.



Persons with Disabilities

S1-11

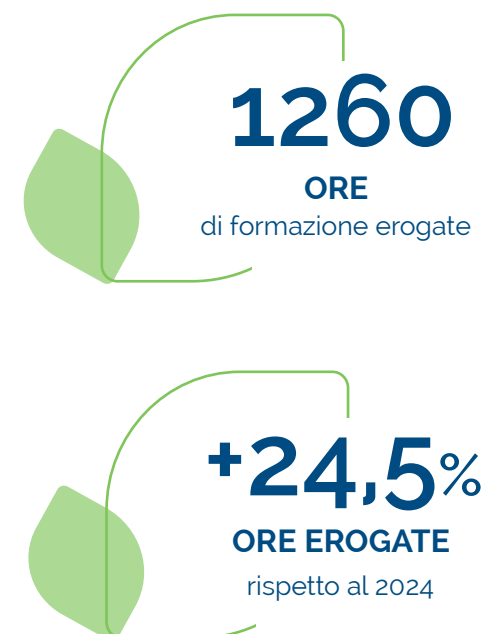
At the end of the reporting period, Deimos Group employed two persons with disabilities, both of whom worked at Deimos Italia. This figure represented approximately 2% of the Group's total workforce (two people out of 109 employees).

There were no workers with disabilities at PalcoNutrifi or Log2Go. Deimos Group ensures compliance with the applicable regulations concerning workplace inclusion and equal opportunities, promoting a working environment based on respect for people and the appreciation of diversity.

Training and Skills Development Metrics

S1-12

In 2025, **Deimos Group** provided a **total of 1,260 hours** of training, an **increase of 24.5%** compared with 1,012 hours in 2024. Investment in skills involved a growing



number of employees, consistently with the Group's objective of promoting the professional development and continuous training of its people.

A total of 909 training hours were provided to women, corresponding to 72% of the total, while 351 hours were provided to men. Overall, the **average number of training hours per employee** was **11.6 hours**, up from 9.8 hours in 2024.

During the year, 65 employees participated in training activities, corresponding to **60% of the total workforce**, compared with the 34 employees trained in 2024, who represented 32% of the workforce. This increase demonstrates a significant expansion in the number of employees involved in professional development and training programmes.

At individual company level, **Deimos Italia** provided **440 hours of training**, a substantial increase compared with 172 hours in 2024. A total of 46 employees participated, corresponding to 71% of the workforce, compared with 17 workers trained in the previous year (26%). This figure reflects the introduction of a more structured training plan and the wider implementation of skills-development initiatives.

PalcoNutrifi provided **820 hours of training**, maintaining high levels of investment in human capital. Although the total number of training hours remained substantially stable compared with 2024, the number of participating employees increased from 17 to 19. The training activities covered topics such as food quality and safety, human resources management, leadership, sustainability, commercial skills, sector regulations, and the development of language and digital skills.

Log2Go did not record any structured training activities during 2025, continuing to prioritise informal learning programmes and **targeted initiatives linked to specific operational needs**.

With regard to **performance assessment**, in 2025 **PalcoNutrifu** involved nine employees, corresponding to **26% of its workforce**, in periodic performance assessment processes, a slight increase compared with the eight employees involved in 2024. These assessments represent a tool for discussion between managers and employees, aimed at supporting professional growth, identifying training needs and defining development objectives.

Deimos Italia and Log2Go do not currently have formal performance assessment processes. At Group level, skills development and the enhancement of people continue to represent central elements of the process of growth and strengthening human capital.

Average Number of Training Hours by Company, Gender and Year

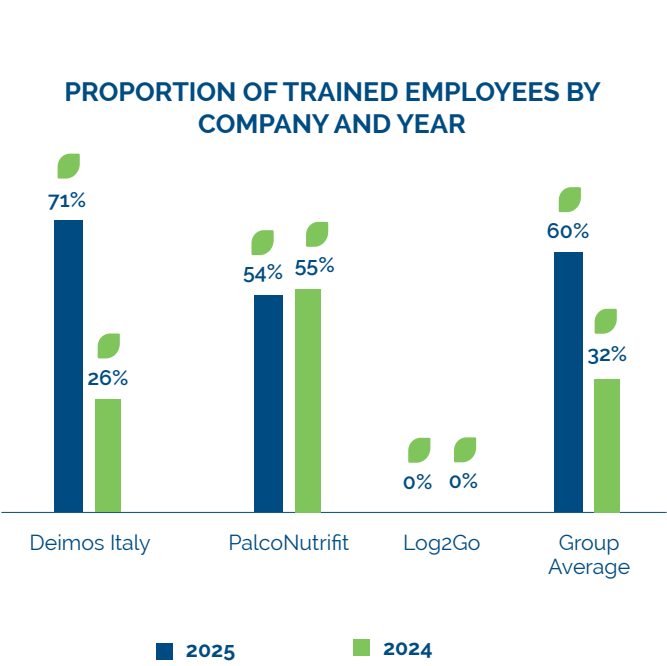
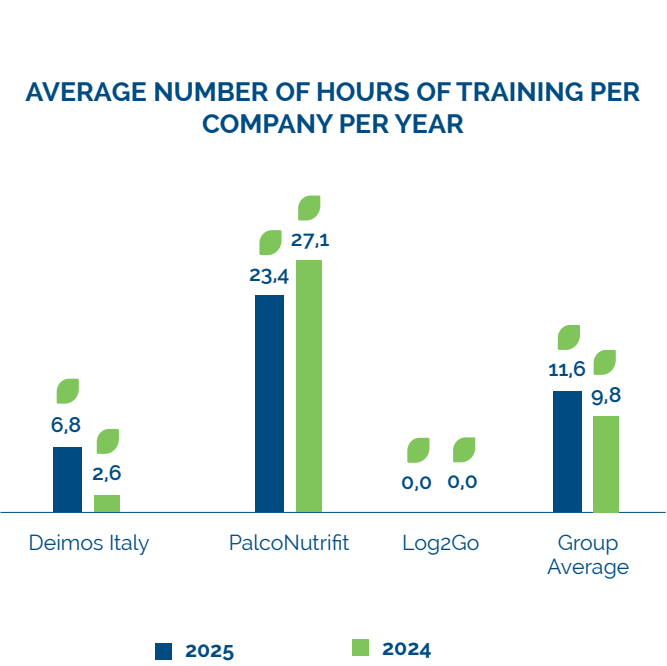
	2025				2024			
	Men	Women	Total	Average	Men	Women	Total	Average
Deimos Italy	147	293	440	6,8	56	116	172	2,6
PalcoNutrifu	204	616	820	23,4	224	616	840	27,1
Log2Go	0	0	0	0,0	0	0	0	0,0
GROUP TOTAL	351	909	1.260	11,6	280	732	1.012	9,8

Number of Employees Trained by Company, Gender and Year

	2025				2024			
	Men	Women	Total	%	Men	Women	Total	%
Deimos Italy	16	30	46	71%	9	8	17	26%
PalcoNutrifu	7	12	19	54%	5	12	17	55%
Log2Go	0	0	0	0%	0	0	0	0%
GROUP TOTAL	23	42	65	60%	14	20	34	32%

Number of Employees Receiving Regular Performance Reviews by Company, Gender and Year

	2025		2024	
	Total	%	Total	%
Deimos Italy	0	0%	0	0%
PalcoNutrifu	9	26%	8	26%
Log2Go	0	0%	0	0%
GROUP TOTAL	9	8%	8	8%



Occupational Health and Safety Metrics

S1-13

Deimos Group recognises the **protection of workers' health and safety** as a fundamental principle of its corporate responsibility and adopts a preventive and systematic approach aimed at ensuring safe and healthy working environments. The Group's entire workforce is covered by **prevention and protection measures and procedures** consistent with the regulations applicable in the different countries in which it operates.

At Deimos Italy, health and safety management is governed by the **Risk Assessment Document** (Documento di Valutazione dei Rischi—DVR) and the provisions of Italian Legislative Decree No. 81/2008. The company also relies on the support of the **Workers' Safety Representative** (Rappresentante dei Lavoratori per la Sicurezza—RLS), who fosters dialogue with and the involvement of employees on prevention-related matters. The activities performed do not entail exposure to particularly high risks or the significant handling of heavy loads.

PalcoNutrifu supplements its health and safety management through the support of a **specialised external partner** that assists the company with risk management activities, mandatory measurements, the management of required certifications, safety training, emergency and first-aid plans and other applicable regulatory requirements. These measures are accompanied by programmes dedicated to employee well-being, including **health insurance** with annual medical

check-ups and **accident insurance coverage**.

Log2Go also promotes a working environment that pays close attention to the health and safety of its employees, adopting procedures and organisational measures proportionate to the characteristics of the activities performed and ensuring **compliance with the applicable regulatory provisions**.

During 2025, only **one non-serious workplace accident** occurred within Log2Go, while no accidents were recorded at Deimos Italia or PalcoNutrifu. Considering the 12,258 hours worked by Log2Go employees during the reporting period, the **accident rate was 81.6 accidents per million hours worked**. There were no cases of occupational diseases or work-related fatalities. These results confirm the effectiveness of the prevention measures adopted and the Group's commitment to promoting a safety culture focused on continuous improvement.

Work-Life Balance Metrics

S1-14

All Deimos Group employees are entitled to family-related leave in accordance with the national regulations applicable in the countries in which the Group operates and the contractual provisions in force. The Group promotes a working environment that pays close attention to work-life balance, adopting flexible organisational solutions and initiatives aimed at supporting the individual and family needs of its employees.

At Deimos Italia, in addition to the possibility of taking the leave provided for under the applicable legislation, a smart-working policy allows employees to work remotely for up to three days per week, with the possibility of extending this arrangement in the event of specific personal or family needs, subject to agreement with management. Similarly, PalcoNutrifu and Log2Go adopt an approach based on organisational flexibility, assessing employees' needs on a case-by-case basis and encouraging solutions compatible with operation-

nal requirements.

During 2025, 7 of Deimos Italia's 65 employees took family-related leave, representing 10.8% of the workforce. At PalcoNutrifu and Log2Go, no employees took such leave during the year, although they retained the full right to do so in accordance with the applicable legislation.

Remuneration Metrics (Gender Pay Gap)

S1-15

The **Gender Pay Gap** (GPG) is one of the indicators most commonly used to assess the level of pay equity within organisations. Although the Group companies do not fall within the category of undertakings subject to the reporting obligations established by **EU Directive 2023/970 on pay transparency**, transposed into Italian law through **Legislative Decree No. 96/2026**, Deimos Group chose to calculate and voluntarily disclose this indicator, consistently with its commitment to transparency, the enhancement of people and equal opportunities.

The analysis was conducted by considering the **total annual remuneration** received by employees, including **gross annual salary, variable components** and **one-off bonuses**, while excluding non-monetary benefits. The calculation was performed both at individual company level and by professional category, based on estimated **hours worked**, in order to provide a more accurate understanding of pay differences.

In 2025, the overall Gender Pay Gap was **18% at Deimos Italia, 14% at Log2Go and -12% at PalcoNutrifu**. A positive figure indicates higher average remuneration for men, while a negative figure indicates higher average remuneration for women.

At **Deimos Italia**, the overall gap increased from **15% in 2024 to 18% in 2025**. However, the analysis by professional category shows a more **balanced situation** than the aggregate figure: among middle managers, the **gap changed from -39% to -10%**, decreasing si-

gnificantly while continuing to favour women, while among white-collar employees it remained substantially stable, changing **from 11% to 10%** in favour of men. There are no executives, and the blue-collar worker category consists exclusively of men; therefore, the GPG was calculated only for middle managers and white-collar employees. The overall difference is therefore mainly affected by the different distribution of men and women across organisational levels and by differences in professional seniority.

At **PalcoNutrifu**, the overall figure improved, changing from a **Gender Pay Gap of 13% in 2024 to -12% in 2025**, indicating higher overall average hourly remuneration for women. At professional-category level, the **gap among executives decreased from 31% to 15%** in favour of men, while among **middle managers** it changed from a position of substantial balance to -18%, with **higher average remuneration for women**. Among **white-collar employees**, the **difference decreased from 19% to 10%**. In this case too, the changes were influenced by the composition of the company's workforce and remuneration dynamics associated with individual roles. The blue-collar worker category was not included in the calculation because it consisted exclusively of men.

For **Log2Go**, 2025 was the **first year in which the indicator was monitored**. The **Gender Pay Gap** was **14%**, a figure calculated exclusively for the **white-collar employee** category, the only category present within the organisation.

The results show that the **pay differences** observed within the Group companies are mainly influenced by the **distribution of personnel across different roles, organisational levels and professional career paths**. The voluntary measurement of the Gender Pay Gap represents a first step towards increasingly structured monitoring of remuneration dynamics, with the aim of strengthening transparency over time and promoting the full recognition of skills regardless of gender.



Gender Pay Gap by Company and Year

	2025	2024	TREND
Deimos Italy	18%	15%	3%
PalcoNutrifit	-12%	13%	25%
Log2Go	14%	N/A	N/A

Gender Pay Gap by Professional Category, Company and Year

D = Executives, Q = Middle Managers, I = White-collar Employees, O = Blue-collar Workers

	2025				2024			
	D	Q	I	O	D	Q	I	O
Deimos Italy	-	-10%	10%	-	-	-39%	11%	-
PalcoNutrifit	15%	-18%	10%	-	31%	0%	19%	-
Log2Go	-	-	14%	-	-	-	N/A	-

Incidents of Discrimination and Other Human Rights Violations

S1-16

During 2025, Deimos Group **recorded no incidents of workplace discrimination or human rights violations** relating to its own workforce. Furthermore, no fines or penalties were imposed, nor were any claims for com-

pensation made in connection with these matters. Any reports may be submitted through the dedicated corporate channels, including the **whistleblowing system for Deimos Italia**, which guarantee confidentiality and the protection of the whistleblower. These results confirm the Group's commitment to promoting a respectful and inclusive working environment consistent with the principles of human rights protection.



Affected Communities

S3

Deimos Group's activities generate impacts that extend beyond its corporate boundaries, contributing to the **social, educational and economic development of the communities** with which the Group's various companies interact. The relationship with local communities is an integral part of the Group's growth model, which recognises the **value of collaboration** with **local authorities, associations, institutions, non-profit organisations and third-sector organisations**.

Through **charitable** initiatives, **volunteering** activities and **programmes supporting** education, health, sport and social inclusion, Deimos Group contributes to generating tangible benefits for communities, while promoting a corporate culture focused on social responsibility and the active participation of its people. The initiatives promoted by the Group companies range from supporting **educational and healthcare projects and associations and organisations working in the social sector** to implementing **activities for vulnerable groups** and **territorial development programmes**, including at international level.

In this context, **community engagement** represents not only an opportunity to create shared value, but also a means of **strengthening dialogue with stakeholders**, consolidating relationships of trust and gaining a more effective understanding of the needs of the territories in which the Group operates. At the same time, Deimos recognises the importance of directing its initiatives towards actions capable of generating tangible and lasting benefits, progressively monitoring their effectiveness and alignment with the needs of the communities involved.

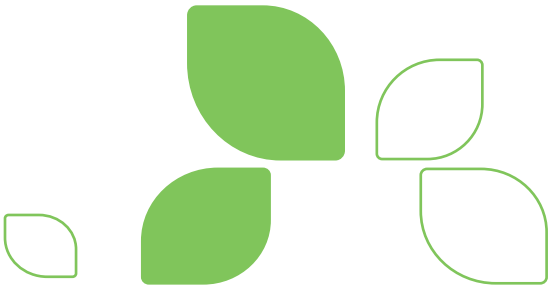
The main opportunities identified include strengthening **collaboration with associations, institutions and non-profit organisations**; promoting **volunteering** and **employee participation**; supporting educational and training programmes for young people; and developing social and environmental projects capable of creating long-term value.

Through these initiatives, Deimos Group confirms its commitment to contributing to the development of affected communities, integrating the social dimension into its growth strategy and strengthening its role as a responsible actor in the territories in which it operates.

Management of Impacts, Risks and Opportunities

Dialogue with institutions, schools, associations and third-sector organisations enables Deimos Group to gain a **better understanding of the needs of affected communities**, strengthen **relationships of trust** and direct its initiatives towards areas in which it can generate shared value. In this context, donations, sponsorships, volunteering activities and projects supporting education, social inclusion and people's well-being represent positive impacts on local communities.

At the same time, these initiatives represent opportunities to **consolidate relationships with stakeholders and integration within local communities**, and to **promote a corporate culture focused on social responsibility**.



Material Impacts, Risks and Opportunities and Their Interaction with the Strategy and Business Model

Type of IRO	Condition	VC Positioning	Topic	Description
Opportunity	Potential, medium term	Entire value chain	Engagement with affected communities	Engaging with affected communities through regular meetings with stakeholder representatives makes it possible to better understand their concerns and needs, contribute to mitigating risks and strengthen the company's reputation
Impact	Positive, current	Entire value chain	Engagement with affected communities	Log2Go actively collaborates with schools, local authorities and customers to support young people's entry into the world of work, cultural integration projects and humanitarian initiatives
Impact	Positive, current	Entire value chain	Donations, sponsorships and initiatives supporting local communities	Through donations, Deimos currently supports initiatives benefiting the local community. PalcoNutrifer has an annual budget for donations and sponsorships, while Log2Go has launched numerous initiatives supporting children in Senegal, including volunteering activities

Following the update of the double materiality assessment in 2025, Deimos Group identified **three material IROs relating to affected communities** and attributable to ESRS S3 – Affected Communities, which was included within the Group's reporting scope for the first time. These comprise **two current positive impacts and one potential medium-term opportunity** relating to the topics of "Engagement with affected communities" and "Donations, sponsorships and initiatives supporting local communities".

The inclusion of ESRS S3 in the 2025 Sustainability Report results from the update of the double materiality assessment conducted on the Group's new reporting scope and led to the identification of **two new material**

topics that had not previously been reported. In particular, the positive impacts generated by the community-support initiatives promoted by the Group's various companies and by their collaborations with schools, local authorities, associations and other stakeholders were recognised.

The opportunity identified also highlights how structured and **continuous engagement with affected communities** can contribute to a better understanding of stakeholders' needs and expectations, strengthen relationships of trust, mitigate potential reputational risks and consolidate the Group's role as a responsible actor in the territories in which it operates.

Policies Related to Affected Communities

S3-1

Deimos Group currently has no formal policies specifically dedicated to managing relationships with affected communities. However, the principles guiding the Group's activities in this area are founded on its corporate values and the Codes of Ethics adopted by Deimos Italia and PalcoNutrfit.

These documents promote conduct based on **integrity, fairness, transparency, responsibility and respect for human rights**, principles that also guide relationships with communities, institutions, associations and other external stakeholders. In particular, PalcoNutrfit's Code of Ethics refers to respect for human dignity, the protection of fundamental rights and the adoption of the highest ethical standards in relationships with all stakeholders, while Deimos Italia reiterates the importance of legality, social responsibility and long-term shared value creation.

Even in the absence of formalised Group-level procedures, the companies regularly **promote community-support initiatives and dialogue with local communities**, consistently with their values and their objective of contributing positively to the social development of the communities in which they operate.

Dialogue with Affected Communities, the Existence of Channels Enabling Them to Report Problems or Needs, and Measures Adopted to Address Them

S3-2

Deimos Group maintains **continuous dialogue with communities and stakeholders** in the territories in which it operates through direct relationships with local authorities, associations, educational institutions, non-profit organisations and project partners. Although it does not have formal channels dedicated exclusively to receiving reports from affected communities, the Group identifies needs, expectations and opportunities for **collaboration through ongoing dialogue** with the

parties concerned and through the **social and local initiatives** promoted by the individual companies.

For **Deimos Italia**, the corporate **whistleblowing channel**, which is also accessible to external stakeholders, represents an additional tool for reporting any conduct that does not comply with corporate principles or any potential critical issues. Each year, the company defines a budget for **donations and sponsorships** and selects the initiatives to support based on the needs of the local community and their consistency with corporate values.

Similarly, **PalcoNutrfit** allocates resources each year to **educational, sporting, cultural and social projects**, collaborating with local associations, schools and organisations active in the fields of health, safety and inclusion.

Log2Go, by contrast, has developed an engagement model with a particular focus on international cooperation through **partnerships with associations, institutions, government bodies and European bodies**. The initiatives implemented in Senegal in the fields of education, health, nutrition and local development enable the company to maintain direct dialogue with beneficiary communities and the partners involved, facilitating the identification of needs and the implementation of targeted measures.

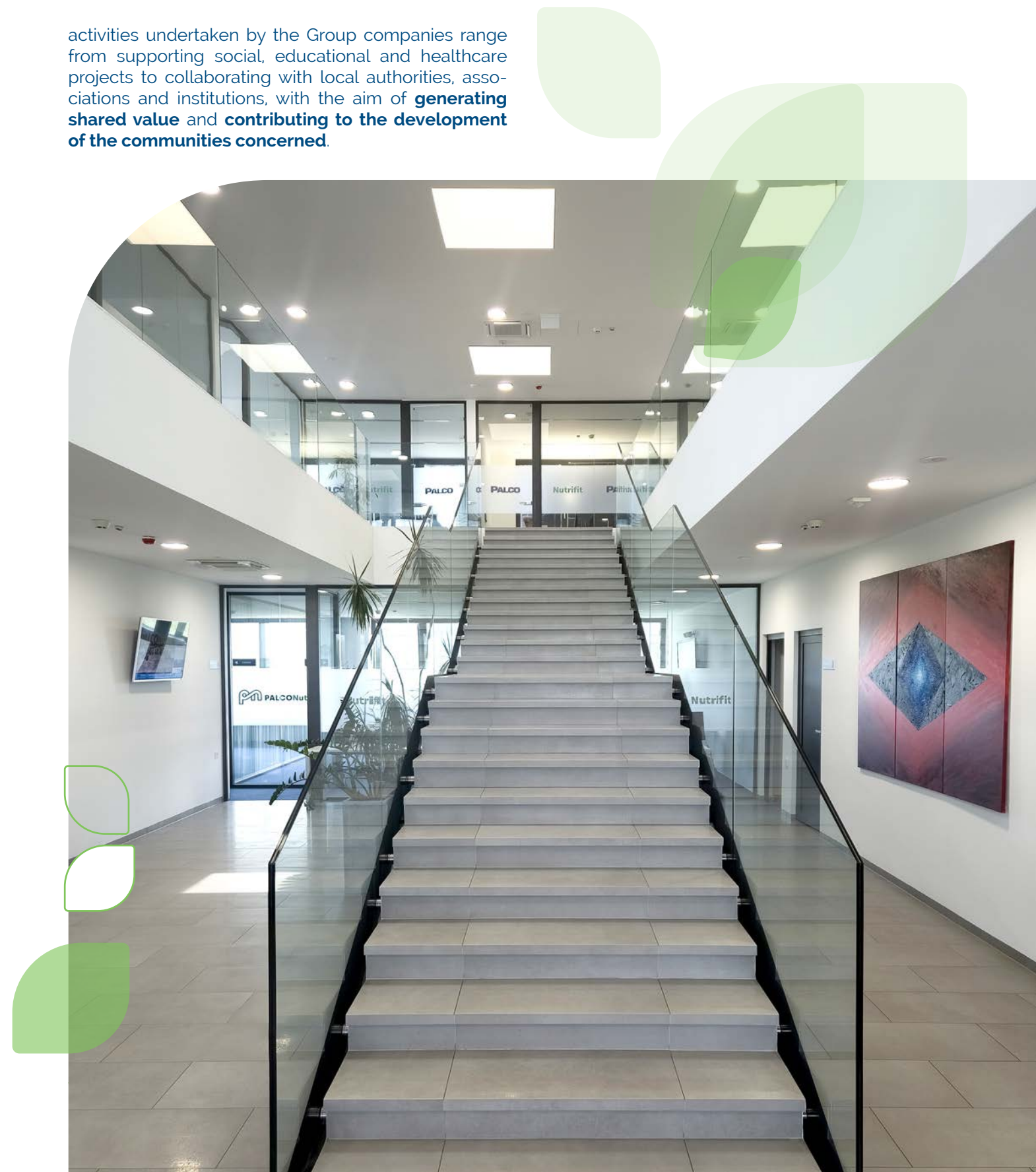
Any needs or critical issues that may emerge during these activities are assessed on a case-by-case basis and addressed through **support initiatives, collaboration programmes or awareness-raising activities** consistent with the social objectives pursued by the Group companies.

Actions and Resources Related to Affected Communities

S3-3

Deimos Group promotes initiatives aimed at **supporting communities** and strengthening dialogue with stakeholders in the territories in which it operates. The

activities undertaken by the Group companies range from supporting social, educational and healthcare projects to collaborating with local authorities, associations and institutions, with the aim of **generating shared value** and **contributing to the development of the communities concerned**.



ENGAGEMENT WITH AFFECTED COMMUNITIES

Deimos Group maintains continuous dialogue with communities and stakeholders in the territories in which it operates through **direct relationships** with associations, public authorities, institutions, schools, customers and third-sector organisations. This approach makes it possible to understand local needs, identify potential areas for action and develop initiatives consistent with the social priorities of the different local contexts.

Deimos Italia determines the initiatives to support each year based on a dedicated budget and maintains continuous dialogue with beneficiary organisations. It also makes its corporate **whistleblowing channel** available to affected communities. The channel is accessible to external parties and may be used to report any critical issues or conduct that does not comply with corporate principles.

PalcoNutrfit maintains **ongoing relationships with associations, schools, sports organisations and local institutions, supporting awareness-raising** activities and projects relating to health, education, social inclusion and the promotion of community well-being. Engagement methods are adapted to the specific needs of the various stakeholders, fostering direct and collaborative dialogue.

Log2Go maintains **established relationships** with public authorities, non-governmental organisations, educational institutions and international partners, participating in social development, training and employment programmes. In particular, the company collaborates with schools, ministries, associations and European bodies to facilitate young people's entry into the world of work and support **educational and humanitarian projects** in Senegal.

DONATIONS, SPONSORSHIPS AND COMMUNITY INITIATIVES

Supporting communities is an integral part of the social responsibility approach adopted by the Group

companies.

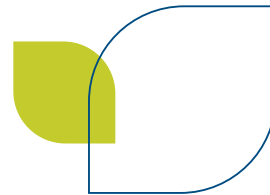
Deimos S.r.l.

During 2025, Deimos Italia supported several initiatives benefiting the local community through sponsorships and donations. These included support for the **Monza Christmas Run**, a sporting and charitable event that raises funds for local social projects. The 2025 edition of the event supported Associazione Sportiva Dilettantistica Silvia Tremolada APS, an organisation that has been promoting physical and sporting activities for people with physical, sensory and intellectual disabilities for more than forty years. The association involves approximately 360 young people and offers them the opportunity to practise numerous sports, thereby helping to promote inclusion, well-being and social participation. During the year, the company also supported the inauguration of the **Pro-fagus** site, contributing to the promotion of an initiative of interest to the local area and community. It also participated in the charitable initiative promoted by **Emergency** through the purchase of Christmas panettone, supporting the organisation's humanitarian projects aimed at facilitating access to healthcare and providing assistance to people in vulnerable situations. These initiatives reflect the company's intention to make a tangible contribution to projects capable of generating social benefits and shared value for the communities concerned.

PalcoNutrfit

PalcoNutrfit has an annual budget dedicated to donations and sponsorships, mainly allocated to educational, social, sporting, cultural and healthcare initiatives. During 2025, the company supported numerous community projects, contributing to **activities benefiting children, families and people in vulnerable situations**.

The initiatives supported included assistance programmes for children affected by illnesses or cognitive disabilities, measures supporting premature ba-



bies and their families, projects facilitating access to summer holidays for children from economically disadvantaged backgrounds, and activities supporting associations for patients affected by rare diseases. The company also contributed to the creation and distribution of information materials and awareness-raising campaigns dedicated to matters of social and healthcare interest.

Particular attention is also paid to promoting sport as a means of inclusion, well-being and personal development. From this perspective, PalcoNutrfit supported **local sports associations and cultural organisations**, including a youth handball club participating in national youth competitions. At the same time, the company participated as a sponsor and **supporter of scientific and industry events**, contributing to the dissemination of knowledge and the promotion of research in the food and livestock sectors.

Through these initiatives, PalcoNutrfit maintains an active relationship with the communities in which it operates, collaborating with associations, schools, local organisations and institutions to promote social inclusion, health, education and local development. The activities supported reflect the company's intention to generate a positive impact extending beyond its economic activities, making a tangible contribution to the well-being of people and communities.

Log2Go

Log2Go carries out numerous international charitable initiatives primarily focused on supporting education, health and the well-being of communities in Senegal. Through collaborations with associations, public institutions, humanitarian organisations and private partners, the company contributes to educational programmes, volunteering activities, healthcare projects, food-security initiatives and social and professional development programmes for young people. The direct involvement of employees in volunteering activities represents a further distinctive ele-

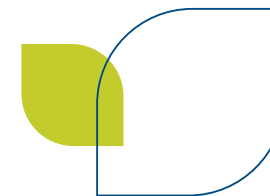
ment of the approach adopted.

One of the most significant initiatives supported by the company is the **JUDDU project**, a school and social support programme for the most vulnerable children in Pikine Ouest, a suburban area of Dakar characterised by widespread economic and social hardship. The project is promoted by **JUDDU ASBL**, an association based in Luxembourg and chaired by Log2Go's founder, in collaboration with partner organisations operating in Belgium and Senegal. The initiative also directly involves some of the company's employees, who are given the opportunity to participate in volunteering and support activities locally.

The programme assists more than 100 children from families experiencing severe economic hardship, including orphans and children without adequate family support. Over its more than thirty years of activity, the project has supported more than 350 young people throughout their educational and professional development, contributing to the education of individuals who now work as doctors, engineers, architects and teachers.

The programme is implemented through **three main areas of action**. The first concerns educational support, provided through the Jeannot Da Sylva educational centre, which opened in 2023. At the centre, local educators and teachers provide after-school activities, remedial education and personalised support to combat school dropout. The second concerns **financial support** for families through the payment of school fees, the provision of educational materials and coverage of students' transport costs. The third area concerns **social and healthcare support**, including food assistance, the distribution of essential goods and coverage of medical expenses for the most vulnerable households.

To support these activities, a new educational and reception centre worth approximately €175,000 was built, financed through contributions from private individuals, companies, NGOs and international organisations. The facility welcomes children and young people between the ages of five and nineteen every day, pro-



viding safe spaces for studying, hot meals, educational activities and opportunities to socialise. Its activities are managed by specifically appointed local staff, ensuring a continuous connection between the centre, families and the local community.

Alongside the **JUDDU** project, Log2Go also collaborates with public authorities, schools, healthcare organisations and private partners to **promote activities supporting young people's** entry into the world of work, **training programmes, health and safety awareness-raising initiatives**, agricultural projects aimed at food self-sufficiency, and initiatives for the **recovery and distribution of food products** to local communities. Through these initiatives, the company makes a tangible contribution to the social and economic development of the territories involved, promoting inclusion, education and growth opportunities for younger generations.

Metrics and Targets

Targets Related to Affected Communities

S3-4

Although no quantitative targets have been defined,

Deimos Group intends to continue supporting communities and enhancing the social initiatives already launched by the Group companies. The objective is to progressively **consolidate relationships** with associations, local authorities, third-sector organisations and institutions, promoting greater integration between the experiences developed by Deimos Italia, PalcoNutrifiit and Log2Go.

In particular, the Group intends to continue supporting educational, social, sporting and charitable initiatives in the territories in which it operates, while assessing **potential synergies** between the different companies to amplify the positive impacts generated. Development prospects also include strengthening collaborations with projects of high social value, such as those promoted by Log2Go in Senegal through the **JUDDU** association, encouraging, where possible, the involvement of skills, knowledge and relationships available within the Group.

The organisation also intends to maintain an approach focused on listening to the needs of affected communities, continuing to assess opportunities for collaboration with local and international stakeholders capable of contributing to the social, educational and professional development of the people involved.

Donations and Sponsorships as a Percentage of Revenue

	2025	2024	TREND
Deimos Italia	0,0063%	0,0051%	24%
PalcoNutrifiit	0,0412%	0,0318%	30%
Log2Go	N/A	N/A	N/A

In 2025, both Deimos Italia and PalcoNutrifiit **increased donations and sponsorships as a percentage of revenue** compared with the previous financial year, confirming their intention to maintain continuous support for initiatives benefiting communities.

In particular, Deimos Italia recorded a percentage equivalent to 0.0063% of revenue, an increase of 24% compared with 2024 (0.0051%), while PalcoNutrifiit reached 0.0412%, representing growth of 30% compared with 0.0318% in the previous year. The higher percentage recorded by PalcoNutrifiit reflects the company's established commitment to supporting social, educational, sporting and healthcare projects.

Comparable monetary data are not available for Log2Go, as its contribution to communities is primarily made through activities, partnerships, volunteering and initiatives developed directly within the relevant territories, particularly as part of the educational and social projects promoted in Senegal, some of which are also supported through personal **contributions from members of the organisation**.

We grow **alongside the local areas**, and we bring value back to the **communities**

Consumers and End-users

S4

Although it does not operate in the B2C market, Deimos Group recognises the importance of its role along the value chains of the sectors it serves, **supplying ingredients and solutions that are incorporated into products** intended for end consumers. In this context, product **quality, safety and compliance** are essential to protecting customers and maintaining high standards of reliability throughout the value chain.

The Group's attention focuses particularly on **product safety**, the proper management of **information concerning allergens and methods of use, the transparency of commercial communications** and the ability to respond to evolving market needs. The sectors served require increasing attention to matters such as food intolerances, specific nutritional needs, product certifications and compliance with applicable regulatory requirements.

From this perspective, Deimos Group promotes an approach based on responsibility, transparency and regulatory compliance, helping to ensure that the products distributed meet the quality and safety requirements of customers and, indirectly, end consumers.

Management of Impacts, Risks and Opportunities

Product safety, the **transparency of information** and the **ability to respond to the needs of the relevant markets** are key considerations for Deimos Group throughout the value chain. Although it operates as an intermediary, the Group recognises the importance of

the impacts that its products may have on end-users and promotes an approach based on **regulatory compliance, safety and the proper communication of information**. In this context, the adoption of responsible marketing practices and attention to evolving consumer preferences represent both elements of value for stakeholders and opportunities to strengthen the Group's competitive positioning.



Product
quality and
safety as a
strategic
priority

Material Impacts, Risks and Opportunities and Their Interaction with the Strategy and Business Model

Types of IRO	Condition	VC Positioning	Topic	Description
Impact	Positive, current	Own operations and downstream value chain	Personal safety	Although Deimos Group does not sell directly to end consumers, protecting safety and ensuring product compliance are essential and are guaranteed through Safety Data Sheets (SDS), labelling and the indication of potential allergens
Impact	Positive, current	Own operations	Responsible marketing practices	Deimos Group is committed to promoting its products transparently and in compliance with regulations, ensuring that information is accurate, clear and not misleading. By adopting responsible marketing practices, it protects not only its reputation but also consumers' health and safety, while complying with advertising and communication regulations
Opportunity	Actual	Own operations and downstream value chain	Characteristics of end consumers	The sectors served by the Group, such as the food and cosmetics sectors, require an in-depth understanding of market needs, which increasingly include demand for organic and gluten-free products, products suitable for people with food intolerances, and products that comply with specific dietary requirements, such as Jewish (kosher) and Muslim (halal) diets. The organisation is committed to meeting these different needs



Deimos Group identified **three material IROs relating to consumers and end-users** and attributable to ESRS S4 – Consumers and End-users, which was included within the Group's reporting scope for the first time. These comprise **two current positive impacts and one opportunity** concerning the topics of "Personal safety", "Responsible marketing practices" and "Characteristics of end consumers".

The inclusion of ESRS S4 in the 2025 Sustainability Report results from the update of the double materiality assessment conducted across the Group's reporting scope, which enabled the organisation's role along the value chain to be examined in greater depth. In particular, the relevance of the indirect impacts generated for end consumers through the **supply of ingredients intended for the relevant sectors was recognised**.

The positive impacts identified concern the Group's attention to product safety and compliance, ensured through the proper management of technical information, **Safety Data Sheets (SDS)**, **labelling** and **allergen information**, as well as the adoption of **transparent and responsible communication and marketing practices**. The opportunity identified relates to the possibility of responding increasingly effectively to evolving end-consumer needs, such as growing demand for organic products, products free from specific allergens or products meeting particular nutritional and cultural requirements, thereby strengthening the Group's positioning in the markets it serves.

Policies Related to Consumers and End-users

S4-1

Deimos Group currently has no formal policy specifically dedicated to consumers and end-users. However, the principles contained in the **Codes of Ethics of Deimos S.r.l. and PalcoNutrifi** provide a framework intended to ensure responsibility, **transparency and fairness** in relationships with customers and value-chain stakeholders.

In particular, these documents establish **product qua-**

lity and safety as fundamental elements of corporate reliability, requiring goods and services to be supplied in compliance with applicable quality and regulatory standards. For products intended for the food sector, the Group pays particular attention to the proper handling, storage and movement of ingredients in order to preserve their integrity and characteristics.

The principles adopted also govern relationships with customers, promoting **professionalism, collaboration, fairness and transparency** in commercial relationships. Communications and contractual documentation must be clear, understandable and compliant with current legislation, avoiding misleading information and ensuring a responsible approach to commercial communication.

The Group also recognises the importance of **monitoring customer satisfaction and promptly managing any complaints**, using dialogue with the market as a tool for continuous improvement. The Codes of Ethics also address the **protection of the confidentiality and security of customer information** in accordance with applicable data-protection provisions.



Dialogue with Consumers and End-users, the Existence of Channels Enabling Them to Report Problems or Needs, and Measures Adopted to Address Them

S4-2

Deimos Group maintains **continuous dialogue with its customers and partners** along the value chain in order to understand their needs, specific requests and potential areas for improvement. The Group acts as an intermediary between suppliers and customers, facilitating collaboration on shared projects, including in the field of circularity, and supporting the proper management of product information.

Deimos Italia maintains **direct relationships** with customers through **regular discussions** concerning **technical and commercial needs**, including as part of joint projects developed with partners. To manage any reports, problems or requests, the company also has dedicated channels for communicating with stakeholders, including the whistleblowing channel, which is also accessible to external parties.

PalcoNutrifi monitors its relationships with customers through periodic **customer-satisfaction activities** carried out using **structured questionnaires** administered to a rotating sample of customers. This dialogue makes it possible to collect feedback on service quality and identify any areas requiring improvement.

Log2Go manages customer relationships through an approach based on **continuous collaboration** and the **structured management of complaints**. Reports are collected and analysed by customer service, which assesses their type, frequency and complexity in order to identify appropriate solutions and improve processes. As an intermediary between customers and suppliers, the company also facilitates the exchange of information relating to certifications, product requirements and specific customer requests.

Through these tools, the Group maintains continuous dialogue with its stakeholders, **fostering long-term re-**

High standards of quality and regulatory compliance throughout the value chain

relationships, transparency and the ability to respond to emerging market needs.

Actions and Resources Related to Consumers and End-users

S4-3

Deimos Group adopts a set of practices aimed at ensuring **product safety, information transparency and fairness in relationships with customers** and end-users along the value chain. Although it operates as an intermediary, the Group recognises its indirect responsibility towards end consumers and considers it essential to ensure high standards of quality and compliance for the ingredients and solutions supplied to its customers.

PRODUCT SAFETY AND QUALITY

Deimos Group considers **product quality and safety** to be fundamental elements of its reliability in the market. Through the systems and procedures adopted by the Group companies, compliance with applicable regulatory requirements, control of product characteristics and the proper management of the technical information required by customers are ensured.

Deimos Italia operates in **compliance with the quality standards** required for the distribution of ingredients and additives intended primarily for the food sector, ensuring that products are properly managed during storage, handling and distribution in order to preserve their integrity and characteristics. Product information is provided through dedicated technical documentation, including Safety Data Sheets (SDS), and through information concerning product characteristics, methods of use and potential allergens.

PalcoNutrifi also operates in sectors characterised by strict quality and safety requirements, including food, feed and life sciences. The company **maintains continuous relationships with manufacturers** of finished products and distributors, supporting customers in selecting the solutions best suited to their needs and ensuring the availability of the required documentation and certifications.

Operating as an intermediary between manufacturers and customers in the chocolate, bakery, fast-food, ice-cream and confectionery sectors, **Log2Go** verifies the quality-related elements required by customers and **collects product certifications and information from suppliers**. Any issues reported by customers are analysed individually, with particular attention paid to their nature and potential corrective actions. The products marketed are also covered by quality certifications and guarantees.

PRODUCT INFORMATION AND RESPONSIBLE COMMUNICATION PRACTICES

Deimos Group promotes a **transparent approach to communication with customers** and stakeholders, ensuring that product information is accurate, complete and compliant with applicable regulations.

The Group companies provide customers with the technical information and supporting documentation required for the correct and safe use of products, avoiding misleading communications and fostering commercial relationships based on fairness and trust. This approach is consistent with the principles contained in the Codes of Ethics adopted by the Group, which emphasise the importance of **clarity in commercial communications and customer protection**.



Transparent communication, concrete accountability towards consumers and stakeholders

In its relationships with customers, particular attention is also paid to growing demand for **certifications and sustainability requirements**, including standards relating to the palm-oil supply chain, such as RSPO and Rainforest Alliance, and other responsible-sourcing schemes required by the market.

COMPLAINT MANAGEMENT AND CONTINUOUS IMPROVEMENT

The Group considers **dialogue with customers** an essential tool for the continuous improvement of its services. Reports and complaints are managed through dedicated channels and analysed to identify any critical issues and define appropriate corrective actions.

Log2Go has a structured **complaint-management process** coordinated by customer service, which monitors the number, frequency, complexity and type of reports received. Each case is assessed individually in collaboration with suppliers and customers in order to identify appropriate solutions.

PalcoNutrifi collects feedback through **periodic customer-satisfaction activities** conducted using questionnaires addressed to a sample of customers, with the aim of monitoring the quality of the service provided and identifying potential areas for improvement.

PRIVACY PROTECTION AND INFORMATION SECURITY

Deimos Group recognises the **protection of information** relating to customers and stakeholders as a fundamental element of the responsible management of commercial relationships. The Group companies adopt organisational and technical measures aimed at ensuring the **confidentiality of the information processed and preventing unauthorised access**, in compliance with applicable personal data-protection legislation.

Through its ethical principles and the organisational safeguards adopted, the Group promotes the proper management of commercial, technical and financial information relating to customers, ensuring that such data are used exclusively for legitimate purposes and in compliance with regulatory obligations.

CHARACTERISTICS OF END CONSUMERS AND DEVELOPMENT OF DEDICATED SOLUTIONS

Although it does not have a direct relationship with end consumers, Deimos Group monitors evolving needs in the markets it serves through **dialogue with customers and industrial partners**. The food, nutraceutical and cosmetics sectors are characterised by increasing attention to organic and gluten-free products, products suitable for specific food intolerances, and products that comply with cultural and religious requirements, such as halal and kosher certifications.

Through **collaboration with customers and suppliers**, the Group contributes to the development of solutions capable of responding to changes in demand, strengthening its capacity for innovation and its positioning in the relevant markets.

In 2025, as in the previous year, there were no human rights incidents relating to the Group's customers, nor were there any data thefts or breaches.

Ability to respond to **changing** consumer needs



We **work with** customers and suppliers to **create value** throughout the entire supply chain and **improve** the **quality** and **safety** of our products

Metrics and Targets

Targets Related to Consumers and End-users

S4-4

Deimos Group has not currently defined formal quantitative targets specifically dedicated to consumers and end-users. However, the Group intends to **further improve its approach to quality, product safety and information transparency** along the value chain.

In particular, the company intends to continue ensuring compliance with **applicable regulatory and quality standards**, **improve dialogue** with customers and partners, **monitor emerging market** needs and consolidate **responsible business practices**. This approach is intended to strengthen stakeholder trust, support the continuous improvement of the products and services offered and respond increasingly effectively to evolving end-consumer expectations.



5 GOVERNANCE

Ethics, transparency and accountability underpin Deimos Group's governance model.

Business Conduct

G1

Corporate culture based on **integrity, accountability** and **transparency**

Deimos Group promotes a **corporate culture** founded on **integrity, responsibility and transparency**, principles that guide its day-to-day activities and relationships with employees, customers, suppliers and other stakeholders. **Respect for people**, attention to the **environmental and social impacts** of its activities, the **prevention of unethical conduct** and the **enhancement of skills** are central elements of the Group's governance model.

Through the progressive strengthening of its **management tools**, the **integration of ESG** matters into corporate processes and **dialogue with the value chain**, the company intends to consolidate an organisational model based on the responsible management of its activities, regulatory compliance and the creation of relationships of trust with its stakeholders.

Management of Impacts, Risks and Opportunities

The way in which an organisation governs its activities influences its ability to manage risks, seize opportunities and maintain strong relationships with employees, customers, suppliers and other stakeholders. **Deimos Group** recognises the importance of a **governance system** founded on clear **decision-making processes**, **appropriate control mechanisms** and a **corporate culture** focused on individual accountability.

The double materiality assessment conducted in 2025 highlighted how **strengthening governance safeguards, integrating ESG matters** into corporate processes, **engaging the supply chain and promoting a shared organisational culture** can generate positive impacts and opportunities for improvement in terms of risk management, the ability to attract and retain talent, reputation and the quality of stakeholder relationships.

Material Impacts, Risks and Opportunities and their Interaction with the Strategy and Business Model

Type of IRO	Condition	VC Position	Topic	Description
Impact	Positive, current	Own operations	Business conduct	The development of the Organisation, Management and Control Model pursuant to Italian Legislative Decree No. 231/2001 strengthens ethical and transparent business conduct, creating a fairer and more respectful working environment. This can increase employee satisfaction and loyalty to the company, fostering an organisational culture based on integrity and responsibility
Impact	Positive, current	Own operations	Business conduct	The adoption of fair and respectful business practices promotes a climate of trust among employees, reducing the risk of internal conflicts and improving collaboration between teams, thereby fostering a positive corporate culture.
Opportunity	Actual	Own operations	Business conduct	By adopting ethical business conduct, the company promotes a fair and respectful working environment, increasing employee satisfaction and well-being and motivating employees to perform to the best of their abilities
Impact	Positive, current	Own operations	Business conduct	The organisation has joined the UN Global Compact, a voluntary initiative that encourages companies to operate responsibly by aligning their strategies and operations with ten universal principles concerning human rights, labour, the environment and anti-corruption

Impact	Positive, current	Own operations	Business conduct	Deimos Italia has joined Responsible Care, Federchimica's voluntary programme for the continuous improvement of health, safety and environmental performance and the promotion of responsible development
Impact	Positive, current	Own operations	Business conduct	Deimos has formalised its sustainability governance by establishing a dedicated committee led by a Sustainability Manager
Impact	Positive, current	Own operations	Business conduct	Deimos and PalcoNutriferit have adopted tools such as their corporate Codes of Ethics and Supplier Codes of Conduct, which promote respect for human rights and environmental protection
Impact	Positive, current	Own operations	Corporate culture	A strong and positive corporate culture inspires employees to feel that they are an integral part of the organisation, increasing their engagement, motivation and desire to contribute to the company's success
Opportunity	Actual	Own operations	Corporate culture	A positive corporate culture strengthens employee engagement and motivation, improving productivity and well-being at work, and is also reflected in relationships with customers and business partners
Opportunity	Actual	Own operations	Corporate culture	An organisation with a strong and inclusive culture focused on employee well-being becomes an attractive employer, facilitating the recruitment and retention of highly qualified talent
Impact	Positive, current	Own operations	Corporate culture	Deimos Italia organised a team-building event aimed at reviewing its purpose, mission, vision and values from an ESG perspective, with contributions from employees
Impact	Positive, current	Own operations and upstream value chain	Relationships with suppliers	Through partnerships with more sustainable suppliers, the organisation promotes more responsible practices by monitoring and reducing environmental impacts and improving social responsibility throughout the supply chain

Opportunity	Actual	Own operations and upstream value chain	Relationships with suppliers	The organisation could strengthen collaboration with suppliers to develop and distribute raw materials derived from food waste and/or with a lower environmental impact
Opportunity	Actual	Own operations and upstream value chain	Relationships with suppliers	Selecting responsible suppliers can attract sustainability-conscious customers
Impact	Positive, current	Own operations and upstream value chain	Relationships with suppliers	Deimos Group monitors its suppliers according to ESG criteria in order to reward companies that pay greater attention to environmental and social matters
Opportunity	Potential, medium term	Own operations	Integration of ESG risks	Integrating ESG risks into the risk-management system helps anticipate and mitigate risks relating to environmental, social or governance matters
Opportunity	Actual	Own operations	ESG strategy and objectives	Adopting a robust ESG strategy increases stakeholder trust, improving reputation, increasing customer loyalty and attracting investors
Opportunity	Actual	Own operations	ESG strategy and objectives	Adopting an effective ESG strategy makes it possible to align proactively with emerging national and international legislation and regulations. This reduces the risk of legal disputes and penalties arising from regulatory violations or non-compliant practices
Impact	Positive, current	Own operations	Sustainability communication	Clear, transparent and authentic communication concerning ESG initiatives enables Deimos Group to increase the trust of investors, customers, employees and other stakeholders
Opportunity	Actual	Own operations	Sustainability communication	Obtaining an EcoVadis rating makes it possible to communicate the company's ESG performance externally through a standardised and widely used system, improving its corporate reputation



The double materiality assessment conducted by Deimos Group across its entire reporting scope identified **20 material Impacts, Risks and Opportunities (IROs)** relating to business conduct, corporate culture, relationships with suppliers and the integration of ESG matters into governance processes. These comprised **11 positive impacts and 9 opportunities**, including one potential opportunity relating to the progressive strengthening of the integration of ESG risks into corporate management processes.

The IROs identified highlight the role of tools such as the **Code of Ethics**, the **Organisation, Management and Control Model** pursuant to Italian Legislative Decree No. 231/2001, supplier-assessment processes, sustainability initiatives and employee-engagement programmes in promoting responsible conduct, **consolidating corporate culture and strengthening stakeholder relationships**. Opportunities also emerged in connection with strengthening the ESG strategy, communicating sustainability performance, attracting and retaining talent, and developing increasingly structured collaborations along the value chain.

Business Conduct Policies

G1-1

CORPORATE CULTURE

Deimos Group promotes a **corporate culture founded on integrity, responsibility and transparency**, with the aim of ensuring consistent conduct within the organisation and in its relationships with external stakeholders. To support these principles, the Group companies adopt different reference tools and documents according to their organisational characteristics, while maintaining a common approach focused on **business ethics, regulatory compliance and fairness in commercial relationships**.

Deimos Italia promotes its corporate culture through its **Code of Ethics**, which is shared with employees, partners and stakeholders, as well as through wor-

kshops, meetings and team-building activities. The company's commitment is also demonstrated by its participation in **Responsible Care** and the **UN Global Compact**.

The dissemination of the Code of Ethics is supported through targeted communications and awareness-raising activities for personnel. Its underlying values are integrated into the main stages of corporate life, from the onboarding of new employees to training programmes and internal communication initiatives.

The tools currently used to promote and strengthen the organisational culture include:

- actively **promoting corporate values** through digital communication channels, particularly **LinkedIn**, where content relating to sustainability, social responsibility and internal initiatives is shared;
- including **explicit references to ethical principles and corporate values** in **institutional communications**;
- developing a **corporate intranet** to facilitate the sharing of internal communications, company news and information of common interest with all personnel.

Through these measures, Deimos is committed to **strengthening a working environment focused on ethics and respect**, fostering relationships based on mutual trust with employees, customers, suppliers and communities.

PalcoNutrifu has a formalised system of ethical principles structured around two separate documents: a corporate **Code of Ethics** addressed to employees



and a **Supplier Code of Conduct**. These tools define the rules of conduct and the principles of integrity, transparency and fairness governing internal and external relationships, providing a structured framework for overseeing ethical matters and supply-chain management.

In line with its lean and flexible organisational model, **Log2Go** does not currently have a Code of Ethics or formal tools defining its corporate culture. However, the company operates according to established practices based on **fairness in business, service quality and compliance with the regulations applicable in its relevant markets**.

For further information on corporate culture, please refer to Chapter 1, "About Us", under the section *Corporate Culture*.

MECHANISMS FOR IDENTIFYING, REPORTING AND INVESTIGATING CONCERNS ABOUT UNLAWFUL CONDUCT

In 2024, Deimos S.r.l. introduced a structured **whistleblowing** system in compliance with **Italian Legislative Decree No. 24/2023**, with the aim of protecting corporate integrity and promoting a culture founded on legality, transparency and responsibility. For further details, please refer to Chapter 5, "Social – Own Workforce", under the section *Actions and Resources Related to Own Workforce*.

PalcoNutrifu and Log2Go do not currently have a formal anonymous reporting mechanism.

BUSINESS CONDUCT



Deimos S.r.l.'s Code of Ethics and MOG 231

Deimos's Code of Ethics represents a fundamental pillar of its corporate culture and a guide for the **day-to-day conduct of all its employees**. The document is not merely a formal requirement but reflects the company's intention to operate in accordance with the highest ethical and professional standards, promoting integrity, legality, fairness, transparency and responsibility in every area of its business activities.

The Code defines binding principles and rules for all its recipients, from shareholders and employees to customers, suppliers and external collaborators, with the aim of guiding conduct consistent with corporate values and current legislation. It is disseminated through multiple channels, and compliance with its contents is regarded as an integral part of contractual obligations.

The company adopts a **zero-tolerance approach to all forms of corruption**, whether direct or indirect, active or passive. In line with the principles of the United Nations Convention against Corruption, the Code of Ethics strictly prohibits employees and third parties

Ethics and transparency guide every one of our decisions; **integrity** is at the heart of our business model

from offering, promising, accepting or soliciting money, benefits or undue advantages. This prohibition extends to all corporate activities and also applies to conduct that could generate conflicts of interest or facilitate unlawful favours.

The company is also committed to ensuring compliance with the principles of **fair competition**, promoting an inclusive and safe working environment, and **preventing conduct that violates human dignity**, such as harassment, workplace bullying or discrimination. To strengthen its internal control system and the prevention of non-financial risks, **Deimos S.r.l. adopted an Organisation, Management and Control Model pursuant to Italian Legislative Decree No. 231/2001** in 2025. The implementation of this tool represents a further step forward in structuring measures to protect legality, transparency and corporate responsibility.

The MOG 231 is intended to systematically oversee risks relating to the company's **administrative responsibility**, with particular reference to **preventing corruption, safeguarding occupational health and safety, and ensuring the traceability and integrity of decision-making processes**.

PalcoNutrifi's Code of Ethics and Code of Conduct
PalcoNutrifi's Code of Ethics defines the **principles and conduct** guiding the activities of the company and its employees, promoting the responsible management of its operations and stakeholder relationships. The document provides a framework for ensuring compliance with applicable regulations, proper conduct and the protection of the company's reputation.

The Code is founded on **four core principles: compliance with laws and regulations, product quality and safety, ethics and integrity in business, and environmental responsibility**. In particular, the company is committed to ensuring high quality standards throughout all stages of product storage, handling and distribution, operating in compliance with the regulatory requirements applicable to the food sector.

The document also promotes conduct based on fair-

ness, **transparency, confidentiality and the management of potential conflicts of interest**, requiring respect for the rights of all stakeholders involved in the company's activities. From an environmental perspective, PalcoNutrifi recognises the importance of limiting the impacts of its activities through the **responsible use of resources and compliance with current legislation**.

In addition to its Code of Ethics, PalcoNutrifi has adopted a **Supplier Code of Conduct** aimed at extending the same principles throughout the supply chain.

Actions Related to Business Conduct

G1-2

The organisation integrates business-conduct principles into its operational activities through a set of tools and initiatives aimed at ensuring consistent conduct and oversight of the main non-financial risks. In this context, the Group companies **disseminate their Code of Ethics and Supplier Code of Conduct**, which define the guiding principles for internal and external relationships and throughout the supply chain.

To support these safeguards, Deimos S.r.l. implemented an **Organisation, Management and Control Model pursuant to Italian Legislative Decree No. 231/2001** and a **whistleblowing system** compliant with current legislation, aimed at strengthening mechanisms for preventing misconduct and managing reports. The Model is overseen by a **Supervisory Body** (Organismo di Vigilanza—OdV), composed of external professionals and endowed with autonomy and independence. It is responsible for monitoring the effective implementation and updating of the Model, verifying compliance with it, managing reports received, and promoting compliance-related information and training initiatives. The Group has also structured its sustainability governance through a **dedicated committee**, fostering the coordination of ESG initiatives

The companies also promote the dissemination of their principles through **training activities**, opportuni-

ties for **internal discussion, engagement initiatives and corporate communication tools**. Additional measures include participation in **volunteering** initiatives, **ESG monitoring of suppliers** and the use of **external sustainability performance-assessment systems** to support the continuous improvement of business practices.

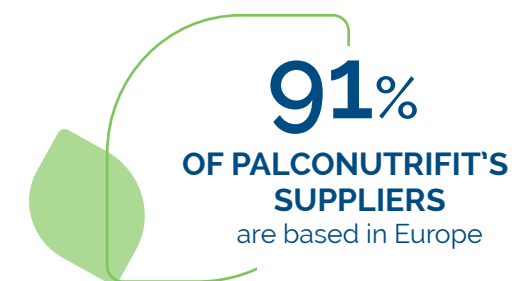
RELATIONSHIPS WITH SUPPLIERS

Deimos Group manages relationships with its suppliers according to principles of **fairness, reliability and collaboration**, recognising the role of the supply chain in ensuring operational continuity and service quality.

In 2025, Deimos launched a **structured approach to assessing suppliers according to ESG criteria**, conducting initial analyses on a selection of strategic suppliers in order to collect information useful for understanding the level of integration of environmental and social matters throughout the supply chain. The Group does not yet have a single formalised supply-chain management policy, but it applies selection and monitoring criteria that include **regulatory compliance, quality** and, progressively, **ESG elements**. As at 31 December 2025, **31% of Deimos's suppliers were local**³.

At operational level, Deimos S.r.l. also developed collaborations with suppliers for the recovery and enhancement of materials and by-products, contributing to waste reduction and the optimisation of resource use, as described in Chapters E1 and E5 in relation to circularity initiatives.

PalcoNutrifi manages its supplier network by adopting selection criteria based primarily on **quality, reliability, continuity of supply and compliance with applicable regulations**. The company also has a **Supplier Code of Conduct** that defines principles of conduct and ethical guidelines throughout the supply chain. A total of **91% of PalcoNutrifi's suppliers are based in Europe**.



Log2Go operates as an intermediary and broker, collaborating with selected international suppliers based mainly on criteria relating to **product quality, certifications required by customers** and the **strength of the commercial relationship**. In line with its operating model, the company does not have formal policies or structured ESG criteria for supplier selection. However, it plays an active role in ensuring **transparency throughout the supply chain** by supporting the collection and verification of certifications required by the market. In 2025, **95% of Log2Go's suppliers were based in Europe**.

³ | A 'local supplier' is defined as a supplier with its registered office or place of business in Italy, or in the country where the Deimos Group's main place of business is situated

Metrics and Targets

Targets Related to Business Conduct

G1-3

Deimos Group has not defined formal quantitative targets relating to supply-chain management.

Metrics on Corruption and Bribery

G1-4

During the reporting period, no incidents of corruption or bribery emerged or were reported.

Metrics on Political Influence, Including Lobbying Activities

G1-5

Deimos Group **does not make political contributions**, either financial or in kind. The Group does not undertake **lobbying activities** and is not a **member of organisations** whose primary purpose is to influence legislative or public decision-making processes.

Payment Practices Metrics

G1-6

The organisation recognises the importance of **fair and transparent payment practices** towards its suppliers as a fundamental element in maintaining strong and long-lasting commercial relationships. The Group companies operate in accordance with the contractual terms agreed with suppliers and adopt administrative procedures aimed at ensuring the timely management of payments.





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