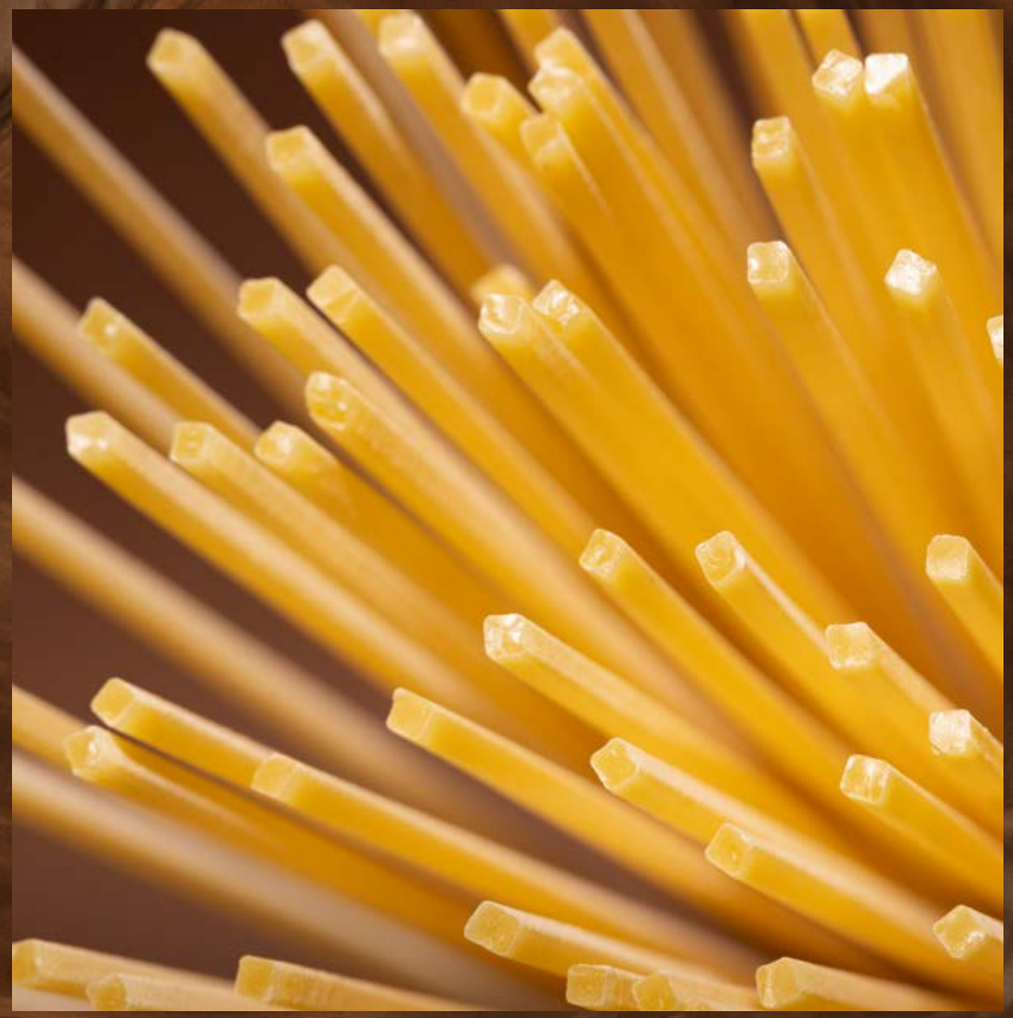
granoro

Sustainability Report 2025



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Letter to stakeholders

Our story has its beginnings early in the 20th century, when the Mastromauro family launched its first handcrafted pasta-making operations.

Over the course of several generations, this journey has successfully woven together traditional craftsmanship, industrial evolution, and a deep connection to the Apulian region.

In 1967, Attilio Mastromauro officially founded **Pastificio Attilio Mastromauro Granoro**, with the support of his wife Chiara, launching an industrial venture based on rigorous production standards, high-quality raw materials, and a commitment to promoting the local area.

Today, with the fourth edition of our Sustainability Report, we remain steadfast in our commitment to communicate our effort for ESG themes. This document reflects our goal of providing a **clear and transparent overview of our environmental, social, and governance (ESG) performance**, our key achievements, and the company's journey toward a business management model that pays greater attention to environmental and social impacts.

In 2012, the **Dedicato 100% Puglia Line** was launched, embodying a production model focused on quality, traceability, and monitoring environmental impacts. Today, it involves approximately 350 farms that produce over 20,000 metric tons of 100% Puglia durum wheat each year. This integrated "farm-to-table" supply chain project represents our concrete commitment to **promoting the region of Apulia and local agriculture**. Through multi-year supply chain agreements, we guarantee farmers economic stability, fair prices, and continuity of production, thereby creating shared value.

Traceability is certified according to the **ISO 22005:2008** standard and made accessible to consumers through blockchain technology, ensuring transparency regarding the origin of the wheat and every phase of the production process.

In 2025, we stepped up our commitment to an energy management model that moves away from the use of fossil fuels. With the construction of a **new photovoltaic plant with a capacity of approximately 1.2 MW**, completed in 2026, we are significantly increasing our self-generation of renewable energy.

In terms of energy consumption, **75% of the electricity purchased in 2025 came from renewable sources certified through Guarantees of Origin**. At the same time, we reduced the amount of packaging material by 19% compared to 2024 and we continue to carry out research and development on our packaging solutions, in line with the evolution of the European regulatory framework. In terms of emissions management, there was an overall reduction of -13% for Scope 1 and 2 (market-based) emissions compared to 2023, while waste generation decreased by -18% in 2025

In 2025, we drew up the new **2025–2028 Strategic Sustainability Plan** based on a structured process of consulting with employees and external stakeholders. The Plan is structured around four strategic pillars that will guide our actions over the coming years:

- Protecting and improving the environment,
- Sustainable product innovation,
- Inclusive growth for people and communities,
- Integrity and accountability throughout the supply chain.

With **119 employees in 2025, all on permanent contracts**, we prioritise employee well-being, **continuous training (6,626 hours of training provided in 2025)** and inclusion. At the same time, our commitment to the local community is demonstrated through our support for social, cultural and sporting initiatives, as well as the **donation of 150,000 meals to third-sector organisations**.

The Plan's objectives are in strict compliance with the Sustainable Development Goals of the United Nations 2030 Agenda.



Our Sustainability Report reflects our concrete commitment to transparency and ongoing communication with our stakeholders. It is not merely a reporting document, but a sincere account of a constantly evolving approach, in which ambition and responsibility go hand in hand.

Every decision we make, every innovation we introduce, every relationship we nurture reflects our belief that businesses should be a driving force for positive change for the local area and the communities in which they operate.

Enjoy reading this report.

Ms Marina Mastromauro
Chief Executive Officer – Granoro

Highlights

Sustainability

14
MATERIAL TOPICS

4th edition
EDITION OF THE SUSTAINABILITY REPORT

4 pillars
THAT SHAPE OUR STRATEGIC SUSTAINABILITY PLAN

41
TARGETS

The product and the supply chain

100%
PASTA PRODUCED IN ACCORDANCE WITH INTERNATIONAL FOOD SAFETY STANDARDS

0 cases
OF NON-COMPLIANCE WITH PRODUCT SAFETY REGULATIONS RESULTING IN PENALTIES (2023–2025)

18%
PERCENTAGE OF RAW MATERIALS PURCHASED CERTIFIED ACCORDING TO THE ISO 22005 STANDARD FOR TRACEABILITY

Sustaining the local community

150,000
MEALS DONATED TO LOCAL THIRD-SECTOR ORGANISATIONS

400+
NUMBER OF STUDENTS INVOLVED IN THE 2024-2025 MEDIA PROJECT

9 years
OF CONTINUING SUPPORT FOR THE SUSAN G. KOMEN FOUNDATION

ESG Highlights

Our governance *Code of Ethics*

231 Model
OF ORGANISATION, MANAGEMENT AND CONTROL

0 instances
OF NON-COMPLIANCE WITH LAWS AND REGULATIONS

OF COMPLAINTS OR REPORTS REGARDING DATA BREACHES

€101,043,860
DIRECT ECONOMIC VALUE GENERATED IN 2025

€88,524,554
ECONOMIC VALUE DISTRIBUTED IN 2025

87.6%
PERCENTAGE OF ECONOMIC VALUE DISTRIBUTED IN 2025

Environmental protection *ISO 14001*

-19%
PERCENTAGE OF REDUCTION IN THE TOTAL AMOUNT OF PACKAGING MATERIAL COMPARED WITH 2024

75%
PERCENTAGE OF ELECTRICITY PURCHASED AND CONSUMED IN 2025 COMING FROM RENEWABLE SOURCES CERTIFIED BY GO

-13%
REDUCTION IN MARKET-BASED SCOPE 1 AND 2 EMISSIONS
(2025 VS 2023)

-78%
REDUCTION IN MARKET-BASED SCOPE 2 EMISSIONS *
(2025 VS 2023)

-18%
REDUCTION IN THE AMOUNT OF WASTE GENERATED
(2025 VS 2024)

-33%
REDUCTION IN THE AMOUNT OF HAZARDOUS WASTE GENERATED
(2025 VS 2024)

** thanks to the increased purchase of energy backed by Guarantees of Origin (GOs)*

Caring for our people *ISO 45001*

100%
% OF PERMANENT EMPLOYEES IN 2025

119 *vs 113*
NUMBER OF EMPLOYEES IN 2025 VS 2024

10% *vs 9%*
OVERALL RECRUITMENT RATE

5% *vs 6%*
OUTGOING STAFF TURNOVER RATE IN 2025 COMPARED WITH 2024

6,626 *vs 6,260*
HOURS OF TRAINING ADMINISTERED IN 2025 COMPARED WITH 2024

56 *vs 55*
AVERAGE HOURS OF TRAINING PER PERSON IN 2025 COMPARED WITH 2024

Methodological Note

This Sustainability Report aims to provide a clear, transparent and structured overview of the environmental, social and governance (ESG) performance and the key results achieved by Pastificio Attilio Mastromauro Granoro S.r.l. (hereinafter also referred to as "Granoro", the "Company", or the "Organisation"), a subsidiary of the holding company Mastromauro S.r.l.

The **time frame** of the report covers the period from **1 January to 31 December 2025**.

The identification of content and reporting priorities is the result of a structured process of materiality assessment carried out in 2025, developed in accordance with GRI Standard 3 'Material Issues'. This process made it possible to identify relevant sustainability issues based on the significance of the economic, environmental and social impacts associated with the company's activities and their relevance to the expectations of internal and external stakeholders, as well as to the Company's strategic orientations.

The Report has been prepared in accordance with the **GRI** (Global Reporting Initiative) **Standards** as published in 2023, in accordance with the ***"with reference to"*** option. This reporting approach ensures alignment with the principles of transparency, comparability and reliability promoted by the GRI framework.

Where deemed appropriate, the information provided includes a comparative analysis covering several years, specifically the three-year period 2023–2025, in order to highlight trends in performance and key sustainability indicators. Any revisions to information relating to previous financial years are explicitly indicated, together with the reasons for the changes.

The preparation of the Sustainability Report involved the company's main organisational units, which were called upon to help identify impacts, collect and verify information, and validate the content. This Sustainability Report was not subject to independent verification by a third party.

For further information regarding the content of this document or Granoro's sustainability strategy, please contact us at the following email address: **pasta@granoro.it**

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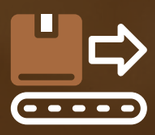
Our Approach to Business: Tradition, Territory and Innovation



75,000 m²
OF PRODUCTION FACILITIES



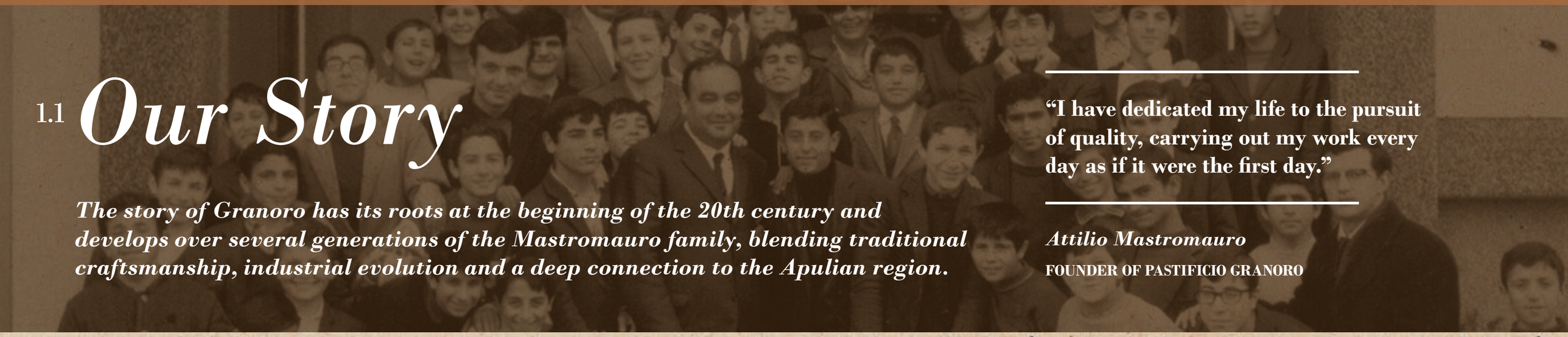
10,000
TONNES OF STORAGE CAPACITY



10
PRODUCTION LINES



150+
SHAPES AND SIZES OF PASTA



1.1 *Our Story*

The story of Granoro has its roots at the beginning of the 20th century and develops over several generations of the Mastromauro family, blending traditional craftsmanship, industrial evolution and a deep connection to the Apulian region.

"I have dedicated my life to the pursuit of quality, carrying out my work every day as if it were the first day."

Attilio Mastromauro
FOUNDER OF PASTIFICIO GRANORO

The Cornerstones of our Business

QUALITY OF THE PRODUCT

The **'100% Puglia' range** enables us to work directly with local farmers, thereby ensuring full traceability and rigorous quality control over the raw materials used to produce our pasta.

LOCAL IDENTITY

We are **deeply rooted in Apulia** and convey the region's identity through our products. In this way, we promote local culture and traditions, strengthening our ties with the region and proudly representing it beyond its borders.

SUSTAINABILITY

Shortening the production chain means **reducing our environmental impact** and optimising the use of resources. At the same time, in supporting local agriculture, we contribute to the livelihood of communities in Apulia, preserving traditions and creating new employment opportunities.

LOCAL ECONOMY

We play an active role in the local economy by **purchasing raw materials locally** and creating **direct and indirect jobs**, thereby strengthening the local business community.

The founding of Granoro represents an act of entrepreneurial courage and marks the start of an industrial project based on rigorous production standards, high-quality raw materials and the promotion of the local area.

A Story with Deep Local Roots and a Commitment to Innovation

The origins of the pasta factory go back to **the early 20th century**, when the Mastromauro family set up their first small-scale pasta-making business, in a production environment characterised by basic technology and a strong focus on manual labour.

It was in this environment that **Attilio Mastromauro** grew up; from a young age, he was involved in the running of the **family pasta factory**, gaining first-hand and in-depth knowledge of the production processes.

Following the family's emigration to the United States and their subsequent return to Apulia, the experience they had gained enabled them to embark on a process of gradual industrialisation, accompanied by a **growing focus on the quality of raw materials and technological advancement**. In the 1930s and 1950s, Attilio made a decisive contribution to improving production techniques, especially in the drying stage, laying the foundations for an industrial approach focused on constant product quality.

On 21 January **1967**, with the support of his wife Chiara, Attilio Mastromauro officially founded **Pastificio Attilio Mastromauro Granoro S.r.l.**

Our Story, Our Wheat, Our Pasta

STORY OF THE COMPANY · STORY OF THE PRODUCT · ESG JOURNEY

1967

Attilio Mastromauro officially founded **Pastificio Attilio Mastromauro Granoro S.r.l.**

The strength of our Apulian origins

Corato is located in the **Alta Murgia** area, a region of Apulia with a long history of durum wheat cultivation. **This is where our company is based and where the heart of our production process lies.**

An agricultural setting that represents not merely a geographical origin, but an integral part of our identity that accompanies every stage of production, strengthening our connection with the raw material and the local supply chain.



The 1980s

Attilio Mastromauro's daughters, **Marina and Daniela**, joined the company, marking the start of a new chapter in its history. Modernisation of the facilities, new production lines and technological innovation.

1998

The *BioGranoro* organic pasta range was launched.

The 2000s

Exports expanded to new countries: Russia, Brazil, Australia, Canada, the USA, China, Japan and Africa.

Expansion of the product range with ***Ready-made Sauces, BioGranoro organic extra virgin olive oil, Terra di Bari – Castel del Monte D.O.P. olive oi***l and the ***Le Specialità di Attilio*** range, a premium product designed for the fine dining sector.

2007

Introduction of **Apulian legumes**, boiled in their natural state, with close attention paid to the selection of the raw ingredients.

2010

Launch of the ***BioGranoro CuoreMio*** range, featuring high-quality durum wheat and barley flour rich in beta-glucans, which reduce cholesterol and help maintain normal cholesterol levels in the blood.

Launch of a pilot project to establish a **short supply chain for 100% Apulian durum wheat.**

2012

Launch of the **'from field to table' integrated supply chain project**, which gave rise to the ***Dedicato range:* pasta made from 100% Apulian durum wheat semolina**, of the very highest quality, traceable and certified.

2013

Presentation of ***organic wholemeal pasta*** with wheat germ, stone-ground and with a lower glycaemic index.

2014

Awarded the **Golden Seal of the University of Bari** for funding provided by the company for scientific research into the benefits of beta-glucans.

2015

Patent and launch of ***2-Minute Spaghetti***, for quick cooking without compromising on quality.

2016

Expansion of the product range to include ***'Type 1' flours, multigrain mixes and 'ready-to-use' mixes.***

2017

50th anniversary celebrations.

A patent obtained for the ***Spaghetti alla chitarra pasta extruder,*** designed by Marina Mastromauro.

2018

Recyclable paper packaging introduced for the organic pasta range.

2020

Wholemeal variety introduced to the ***Dedicato range.***

Take a look at our story, from our beginnings to innovation!



“The legacy I leave to young people is to think and reflect, as I have done, in order to achieve results and improve productivity.”

Attilio Mastromauro (1913-2015)

2021

- Commissioning of a **trigeneration plant** aimed at improving energy efficiency and ensuring greater energy self-sufficiency for the production site.
- Awarded the status of **Historic Company** by the Bari Chamber of Commerce.

2022

- Launch of a structured process for integrating ESG factors, based on growing internal awareness and the involvement of key business functions. Definition of priorities for action and systematisation of sustainability commitments within the first **2022–2024 Strategic Sustainability Plan**, as a tool for guiding and coordinating ESG activities.
- The company celebrates the **tenth anniversary of the *‘From Field to Table’* integrated supply chain project – the ‘*Dedicato*’ range made from 100% Apulian wheat.**

2023-2024

- Consolidation of the reporting system and enhancement of transparency through the **publication of the first and second Sustainability Reports**, covering the 2022 and 2023 financial years respectively, to support engagement with stakeholders and the monitoring of ESG performance.

2025

- Installation of a **photovoltaic system with a capacity of approximately 1.2 MW** on the roof of the production plant, intended to increase the company’s self-generation of energy from renewable sources.
- Publication of the **third edition of the Sustainability Report**, covering the 2024 financial year. Update of the materiality assessment with the structured involvement of internal and external stakeholders, and establishment of the new objectives and targets of the **2025–2028 Strategic Sustainability Plan**, with a view to continuous improvement and a long-term vision.

Register of Historic Trademarks of National Interest

Granoro is listed in the **Register of Historic Trademarks of National Interest**, established by the Ministry of Businesses and of Made in Italy, which recognises Italian companies with at least 50 years of continuous operations and strong ties to the local area.

Special Export Award Italy Food Awards 2025

The award of the **Special Export Prize** as part of the **Italy Food Awards**, an award sponsored by the Ministry of Agricultural, Food and Forestry Policies, is presented to companies that excel in international markets and promote Italian excellence.



1.2 *From Our Land to Your Table*

Our production began in Apulia, a region that is the heart of Italian cereal farming and the starting point for our industrial model. For us at Granoro, promoting the best of our raw materials and selecting the right wheat have always been the cornerstone of our production process and of the quality of our pasta.

Our facilities cover a total area of approximately 75,000 m² and include an automated warehouse with a storage capacity of up to 10,000 tonnes of finished product, as well as ten production lines. This set-up makes it possible for us to operate efficiently and flexibly, whilst ensuring precise control at every stage of the process.

Our mission is to **produce high-quality pasta, through a process that combines technological innovation, continuous improvement of the production layout and ongoing product research**. From the selection of the semolina right through to reaching the shop shelves, we subject the product to **rigorous quality controls**, ensuring high standards of safety and quality throughout the entire supply chain.

The central importance of raw materials also drives the **development of our range of products**. With the ***Dedicato range***, made from **100% traceable Apulian durum wheat**, and with the introduction of other food products linked to the region, we are reinforcing our commitment to promoting local supply chains and the regional identity.

It is the **semolina** that determines the quality of the dough: when combined with water, it is carefully processed to **preserve the nutrients and the integrity of the gluten**. Our production process is designed to promote the formation of a stable and resilient gluten network, capable of ensuring optimal results when the product is consumed.

This is followed by the **extrusion** stage, during which the dough is shaped into the various pasta sizes and shapes. We offer **over 150 sizes and shapes**, produced using different die plates that determine their surface texture and porosity, to meet a wide range of requirements and bring out the best in every sauce.

Drying is the most delicate stage of the process. **Temperatures are constantly monitored** and maintained at levels that preserve the protein content of the amino acids as well as the nutritional and organoleptic properties of the pasta. We avoid using high temperatures in order to preserve the colour, aroma and texture of the product.

75,000 m²
OF PRODUCTION FACILITIES

10
PRODUCTION LINES

10,000 tonnes
OF STORAGE CAPACITY

150+
SHAPES AND SIZES OF PASTA

Thanks to this method, we produce pasta that retains the colour of the wheat, the aroma of the raw ingredient and excellent cooking properties, combining tradition, quality and industrial innovation.



From the land to the table

Did you know that...?

Every day we produce about 450 tonnes of pasta, which is equivalent to **150 million *orecchiette*** or **250 million *penne!***

The Scent of Apulia

Careful processing of the semolina and a method that respects the raw ingredients bring out the aroma of durum wheat, embodying the local area and the tradition of pasta-making.

The Colour of Wheat

The use of carefully selected semolina and temperature-controlled drying help to preserve the colour of the wheat, without altering its nutritional properties.

Quality When Cooked

The stability of the gluten network and the careful selection of die plates ensure porosity, structural integrity during cooking and an optimal end product.



1.2.1 *A Diverse Range of Products, Built on Quality*

“The pursuit of excellence: a constant, daily commitment, so that tomorrow we can do better than yesterday”.

Attilio Mastromauro

FOUNDER OF PASTIFICIO GRANORO



I Classici

National and regional pasta shapes in the Italian pasta tradition.



BioGranoro Line

Products certified from 100% organic raw materials.



Gluten Free Line

Gluten-free pasta, designed for specific dietary requirements.



Speciali da Forno

(Special oven pasta)

Ready-to-use lasagne and cannelloni, made with egg or spinach, ideal for the creative cook.



Gnocchi and Chicche

Made with fresh, steamed Italian potatoes, for genuine, home-made flavour.

A certified commitment to organic farming

For our organic products, we use a production system that complies with **(EU) Regulation 2018/848**, which is subject to regular audits by the **ICEA** (Institute for Ethical and Environmental Certification) certification body. This certification attests to our adherence to a production model focused on protecting consumer health and safeguarding the environment, based on the exclusion of synthetic chemicals and the absence of genetically modified organisms (GMOs)

Compliance with organic regulations is ensured throughout the entire supply chain, by means of structured supplier selection and qualification processes, systematic checks on incoming raw materials and dedicated management of production cycles, designed to prevent any possible risk of contamination

Product compliance is further verified through analyses carried out by laboratories accredited by **ACCREDIA**, in accordance with internationally recognised procedures.



More than Just Pasta: The Essence of Italian Cuisine



Organic Extra Virgin Olive Oil

With a perfectly balanced flavour profile, made from Coratina and Ogliarola olives grown in the north of the province of Bari, a true expression of Apulian excellence.



CONDIMENTS

Chili Pepper Cream

Italian chilli peppers in extra virgin olive oil, preservative-free.



Ready-made Sauces

Made with 100% Italian tomatoes and fresh vegetables, following traditional methods.



Ready-to-Use Legumes

Carefully selected, gently cooked and ready to use, in glass jars and tins.



Flours and Semolina

A complete range for every purpose, from bread-making to fresh pasta.



Breadcrumbs

Made from selected bread, for fragrant breading and gratins.

Granoro Dedicato "2 Minuti" Spaghetti

The secret behind this pasta format lies in the **selection of high-quality semolina and the use of an innovative extrusion die**, designed by Granoro to produce a pasta format – Spaghetti – with a completely original cross-section.

Granoro "Due Minuti" Spaghetti, like all Granoro pasta, is made using only selected durum wheat semolina and water. What sets this type of spaghetti apart from traditional varieties is its cross-section: unlike traditional spaghetti, which has a smooth surface, "Due Minuti" spaghetti features grooves running along its entire surface.

It is precisely this cross-section – achieved using an innovative extrusion process specially designed by Granoro and patented nationally as an industrial invention – that makes Granoro's "Due Minuti" Spaghetti:

- cook in just 2 minutes;
- reach the thickness of a normal spaghetti when cooked;
- have excellent bite; and, furthermore, save time without compromising on flavour.

Granoro Organic EVO Oil

Granoro Organic Extra Virgin Olive Oil was awarded the **Gold Medal at the 2022 BIOL Awards**, an international acknowledgement of its outstanding quality and commitment to organic production.

1.3 *A Supply Chain Project: The Dedicato 100% Puglia Line*

Our commitment to protecting and promoting the region of Apulia was further strengthened in 2012 with the launch of the "Farm-to-Table" Integrated Supply Chain Project, through which we systematically structured an approach that was already deeply rooted in Granoro's history and values.

This project resulted in the "Dedicato 100% Puglia" Line, which embodies a production model focused on quality, traceability, and monitoring of environmental impacts, grounded in a direct and enduring connection to the region of origin.

The project is based on a **structured supply chain agreement**, which Granoro enters into directly with **local farmers, storage cooperatives and mills**, through multi-year contracts designed to **ensure economic stability, fair prices and continuity of production**. This approach makes it possible to build a solid and lasting network geared towards creating shared value and safeguarding a raw material grown to rigorous quality standards.

Currently, the Granoro Dedicato supply chain involves around **350 farms**, producing a total of approximately **20,000 tonnes of wheat**, grown in accordance with the **production and cultivation specifications of the supply chain**.

The Dedicato line is, to date, the first and only certified pasta production line in Italy made exclusively from 100% Apulia durum wheat.

Biodiversity in the Production and Cultivation Specifications of the Dedicato Supply Chain

The **Production and Cultivation Specifications for the Dedicato Supply Chain** promote controlled agronomic practices throughout the entire crop cycle. Key features of the model include:

- **Planned crop rotations,** tailored to the specific soil and climate conditions of the Apulian territories, involving the alternation of durum wheat with crops such as legumes and vegetables, which help to improve soil fertility and reduce the pressure from plant pests.
- **Reducing the impact of cultivation practices,** by prioritising mechanical methods for weed control and selecting varieties suited to the local environment, with a view to limiting the use of external materials.
- **Continuous monitoring of soil health,** with periodic analyses and technical site inspections throughout all stages of crop growth.
- **Rational fertilisation management,** based on nitrogen balance and regular soil analyses, with application rates adjusted according to the organic matter content and the previous crop, and split applications to minimise leaching and dispersion.
- **Integrated pest management,** which involves the use of plant protection products only when specific intervention thresholds are exceeded, a restriction on the use of glyphosate, and the adoption of localised treatments to protect beneficial insects and organisms.



“The trust-based partnership that gave rise to the Dedicato project is based on the idea of strengthening the bond between Pastificio Granoro and the region of Apulia. We wanted to forge a different kind of relationship with farmers – one that would support their commitment to producing high-quality durum wheat.”

Marina Mastromauro

CHIEF EXECUTIVE

350

FARMS INVOLVED

20,000 tonnes

OF WHEAT PRODUCED EACH YEAR

The project benefits from the scientific expertise of the **Cereal Research Centre (CREA) in Foggia**, which supports the company in the selection of durum wheat varieties and provides agronomic advice, thus promoting closer integration between research, agriculture and industry.

As a further guarantee of traceability and transparency, Dedicato pasta meets the **ISO 22005:2008 standard**, which certifies the effectiveness of the traceability system throughout the entire supply chain. Thanks to strict controls, it is possible to trace each individual batch of wheat grown by farmers participating in the supply chain agreement back to its exact place of origin.

Traceability is made fully accessible to the end consumer through a system based on **blockchain technology**, which is also certified by DNV, enabling consumers to clearly see the origin of the wheat and the journey it has taken to become the product they have purchased. This system also enables precise management of batches and production volumes, helping to achieve shared objectives in terms of quality, food safety and sustainability, and it strengthens the relationship of trust among the company, the supply chain and consumers.

Pasta containing no glyphosate

PRODOTTO CERTIFICATO DNV STP 84 ASSENZA GLIFOSATO

The semolina and wholemeal semolina pasta from the **Granoro Dedicato** range is certified ***Glyphosate Free*** in line with the **STP-84** technical standard developed by the independent body **DNV**.

The certification, which is based on systematic checks and analyses carried out by an independent third party, imposes **stricter requirements than those established by current legislation** and **guarantees the absence of pesticide residues, including chemical herbicides, along the entire supply chain**.



“Those who grow wheat for the Dedicato supply chain are part of a trustworthy, collaborative project in which agriculture, industry and research are constantly in contact. It is not just a matter of supplying a raw material, but of actively contributing to a product that originates in the local area and reaches the table with a distinct identity, recognisable from the very first taste.”

Donato Chieffo

FARMER IN THE *Dedicato* SUPPLY CHAIN

Rough Extrusion: A Commitment to Transparency

We have chosen to talk about *rough extrusion* because it is the roughness that truly defines the surface of our pasta.

The die plates currently in use, which fully comply with Regulation (EC) No 1935/2004 regarding materials intended to come into contact with food, are not made of pure bronze: they are made of metal alloys (copper and aluminium, or bronze and aluminium for the supports), with brass inserts, a material that is more durable during the extrusion process.

This is why it is more accurate to refer to **rough extrusion**, commonly known as ‘bronze-cut’, which gives the pasta its characteristic surface texture that holds sauces better.

Selection of Durum Wheat Varieties

The Granoro production chain begins with the **selection of 100% Apulian durum wheat**. The **varieties** Saragolla, Spineto, Antalis, Tirex, Fara, Caracalla, Maestà and Sfinge are chosen on the basis of rigorous quality criteria, particularly their protein content and high gluten index, which are essential for producing a dough that is elastic, resilient and stable during cooking. In collaboration with CREA in Foggia, Granoro is also researching and promoting the registration of a **new variety of durum wheat**, named **“Attilio”** in honour of the founder.

Storing and grinding semolina

After harvesting, the wheat is stored in dedicated silos and hulled using stone-lined rollers. This is followed by slow milling at a partner mill, designed to bring out the best in Apulian wheat. Through a careful sifting process, only the semolina fractions best suited to pasta production are selected, favouring quality over quantity.

Mixing and extrusion

The semolina is mixed with pure water from the springs of Caposele and Cassano Irpino. Extrusion through rough die plates gives the pasta shapes the correct porosity, helping them to hold their sauce without altering the colour or properties of the pasta.

Temperature-controlled Drying

Drying is slow and takes place at medium to low temperatures, adjusted according to the size of the pasta. This process helps to preserve the original yellow colour, the aroma of ripe wheat and the nutritional properties of the product.



1.3.1 *Products in the Dedicato Line*

“Our tradition is closely linked to the local area. With the Dedicato project, we want to help strengthen a direct bond between farmers and consumers, based on shared values such as respect for the environment, the revival of tradition, and the genuine nature of Apulian products.”.

Marina Mastromauro

CHIEF EXECUTIVE

Wheat Grown Exclusively in Apulia



Remilled semolina

Made from 100% Apulian durum wheat, slowly stone-ground, ideal for traditional regional dishes



Classic shapes

Pasta made from 100% Apulian durum wheat sourced through a short supply chain, with a rough, porous texture.



Birigati shapes

Ridged shapes with high porosity, ideal for full-bodied sauces.



Special shapes

Traditional shapes characteristic of Apulian and Italian cuisine.



Le Grandi Specialità pasta shapes

Large, traditional shapes, designed for hearty, convivial recipes.



Egg pasta shapes

Apulian durum wheat semolina and fresh eggs from free-range hens.



Grano Arso specialities

Apulian durum wheat and ‘grano arso’ (toasted wheat), for a distinctive, toasty flavour.



Wholemeal shapes

Wholemeal Apulian durum wheat, naturally rich in fibre.

More than Just Pasta: Other Outstanding Products from the Supply Chain



Tomato Preserves

Hand-picked Apulian tomatoes, processed on the same day for an authentic flavour: peeled tomatoes, tomato purée, datterini tomatoes, cherry tomatoes, chopped tomatoes.



Dedicato Dried Legumes

Chickpeas and lentils from the Alta Murgia region, promoting biodiversity and protecting the local area.

Did you know that...?

100 g of “Dedicato Integrale” provides 7 g of fibre, which is around 28% of the recommended daily intake (25–30 g per day). Just one serving contributes significantly to your daily nutritional balance.



PDO Oil

Granoro Dedicato is a ‘Terra di Bari – Castel del Monte’ PDO extra virgin olive oil, produced exclusively from 100% Coratina olives grown in prestigious olive-growing areas around Andria and the countryside around Ruvo di Puglia. The olives, harvested by hand when they reach the perfect degree of ripeness, are cold-pressed within 24 hours of harvesting, ensuring a high-quality product with very low natural acidity.

1.4 *International Presence and Promotion of "Made in Italy"*

Participation in trade fairs and major international events represents for the Organization a strategic tool for competitive positioning, commercial development, and the promotion of the brand's distinctive values.

Through such opportunities to meet with stakeholders, buyers, and industry operators, visibility in foreign markets is strengthened and the role of ambassador of Made in Italy is consolidated, with particular attention to supply chain quality, transparency, and agricultural sustainability.

In 2025, we participated in the following trade fairs:

ANUGA 2025

Cologne (Germany), 4–8 October 2025

By attending one of the leading international trade fairs in the agri-food sector, the purpose was to **strengthen relationships with overseas customers**, open up new opportunities for **commercial collaboration and highlight the quality and genuine nature of the products**. The event provided an opportunity to strengthen the company's presence on global markets and to develop its international network.

THAIFEX – Anuga Asia

Bangkok (Thailand), 27–31 May 2025

Participation in one of the leading events on the Asian agri-food scene, with the aim of promoting **the excellence of Italian pasta in Southeast Asia** and establishing a presence in a region characterised by a growing appreciation for quality products. The initiative helped to strengthen the brand's positioning on a strategic export market.

TUTTOFOOD

Milan, 5–8 May 2025

We participated in the leading trade fair for the food & beverage sector, with activities focused on **promoting a short, certified supply chain that prioritises reducing environmental impact**. The event featured educational sessions and **cooking demonstrations**, aimed at promoting pasta culture, Apulian traditions and the link between product quality and responsibility towards the local area.

BRONZE SPONSOR

World Durum and Pasta Forum 2025

Participation as a **Bronze Sponsor** in the World Durum and Pasta Forum, an international event focused on the future of pasta, with an emphasis on the sustainability of agri-food supply chains, innovation and global competitiveness. In this context, the central importance of **safeguarding Italian durum wheat**, supporting research into varieties that are more resilient to climate change, and investing in **renewable energy and production processes with a lower environmental impact** was reinforced. The commitment to promoting the **'100% Puglia'** supply chain and authentic 'Made in Italy' products was also highlighted.

2.

Our ESG approach and long-term vision



14
MATERIAL TOPICS

4th edition
OF THE SUSTAINABILITY REPORT ON OUR ESG PERFORMANCE FOR FY 2025

4 pillars
THAT SHAPE OUR STRATEGIC SUSTAINABILITY PLAN

41
TARGETS



The Changing Face of Communication and the ESG Strategy

2022

Launch of a structured sustainability programme through an initial assessment of operations against ESG criteria, to identify the most significant areas needing action. Based on the findings, the **2022–2024 Strategic Sustainability Plan** was drawn up, to gradually integrate ESG principles into the business model.

2023

Completion of the first **materiality assessment** and publication of the first **Sustainability Report**, confirming a formal commitment to transparency and engagement with stakeholders. A key milestone that reflects the Organisation's growing awareness of environmental, social and governance issues.

2024

Publication of the **second edition of the Sustainability Report**, along with the consolidation of methodologies for collecting and managing ESG data. Greater involvement of front-line staff, in support of reporting that is increasingly robust, concrete and consistent with operational activities.

2025

Update of the materiality assessment to reflect changes in the operating environment and stakeholders' expectations. Definition of the **2025–2028 Strategic Sustainability Plan**, based on a structured process of consultation with employees and external stakeholders. Publication of the **third edition of the Sustainability Report**, covering ESG performance for the 2024 financial year.

2026

Publication of the **fourth edition of the Sustainability Report** for the 2025 financial year.

2.1 Our Sustainability Strategy

For us, sustainability is a fundamental part of our developmental model and a strategic driver for creating economic long-term value. We operate with the aim of strengthening our ties with the local community, monitoring the use of natural resources, valuing people and promoting innovation-driven industrial practices.

The Cornerstones of Our Strategy

Protecting and improving the environment

We promote the ongoing management of natural resources, with the aim of reducing the environmental impacts of our activities over time. We are committed to monitoring emissions and to the efficient use of energy, adopting solutions geared toward continuous improvement, in line with the principles of our ISO 14001-certified environmental management system.

Sustainable product innovation

We incorporate the principles of efficiency and eco-design into the development and improvement of our products and production processes. Innovation is, for us, a key lever to generate value and respond to market needs.

Inclusive growth for people and communities

We place people at the heart of our development, promoting initiatives for our employees and supporting the local communities we operate in. We foster an inclusive and well-being-focused working environment, contributing to the social and economic development of the regions.

Integrity and accountability throughout the supply chain

We work to strengthen transparency along the entire supply chain by addressing ESG issues and monitoring our Dedicato suppliers' performance. We promote responsible business practices along the value chain through transparent communication and by applying the principles of the Code of Ethics.

These principles have formed the basis for our **Sustainability Strategy**, which is designed to guide our strategic, industrial and organisational decisions.

The Strategy guides the integration of environmental, social and governance factors into our business model and directs our decisions towards a model of growth, in which economic development, environmental protection and a people-centred approach are intended to work in synergy.

The definition of strategic priorities was guided by the **results of the materiality assessment**, which made it possible for us to identify the ESG issues of greatest relevance to us and to our stakeholders.

These issues form the foundation of the Strategy and have been translated into **clear, measurable and monitorable objectives over time**, consistent with our operating environment and our long-term vision.



Key elements for setting sustainability targets

The definition of strategic targets is the result of a structured process, based on the following driving factors:

TOP MANAGEMENT PARTICIPATION

Taking an active role in setting priorities, allocating resources and governing ESG objectives.

STAKEHOLDER PARTICIPATION

Structured consultation with internal and external stakeholders to make sure that decisions are consistent, inclusive and focused on shared value.

DEFINITION OF MATERIAL ISSUES

Identification and assessment of the ESG issues most relevant in terms of the impact generated and the creation of value in the medium to long term.

EVOLUTION OF MARKET EXPECTATIONS

Taking into account regulatory trends, the demands of customers and investors, and the competitive environment, to ensure stability and competitiveness.

Throughout 2025, the Company reviewed the timeframe for certain initiatives in the Strategic Plan, consistent with the priorities identified and the feasibility assessments.

THE CORNERSTONES OF OUR STRATEGY	THE TARGETS WE ARE COMMITTED TO ACHIEVING	REFERENCE TIMEFRAME	2025 UPDATES
Protecting and Improving the Environment	Carry out a climate risk assessment;	2025-2028	
	Generation of 1,500 MWh from an in-house photovoltaic plant;	2025-2027	The solar power plant is under construction and will become operational by 2026.
	100% of the electricity consumed purchased from renewable sources certified by Guarantees of Origin;	2025-2028	The percentage of purchased electricity certified by GO as of 31 December 2025 shall be 75%.
	Completion of the revamping plan for the machinery engines;	2025-2027	The revamping of the production machinery, which is currently underway, is expected to be completed by 2027.
	Maintain a 100% rate of by-products repurposed for livestock feed out of the total amount of waste generated from production;	2025-2028	This percentage is adhered to with a view to promoting a circular approach to the production process.
	Calculation of the Company's Scope 3 Emissions;	2026-2027	
	Setting an annual budget to support organisations working to protect biodiversity;	2026-2027	
	Establishing a GHG Emissions Reduction Plan;	2027	
	75% of the electricity consumed to be self-generated from renewable sources;	2028	
Sustainable Product Innovation	A 30% reduction in the weight of the packaging for all products wrapped in paper film;	2025-2027	R&D work is continuing with a view to optimising the use of raw materials in packaging, also to ensure compliance with changes in the regulatory framework (PPWR).
	Instructions on the correct method for disposing of the packaging for each product on the company's e-commerce site;	2025-2027	
	Implementation of an LCA study for the Granoro Dedicato supply chain;	2026-2027	In 2025, the company took part in the 'Made Green in Italy' ministerial call for proposals, and was selected as the winner in March 2026. The project involves a Life Cycle Assessment (LCA) study of the Granoro Dedicato supply chain, aimed at obtaining the 'Made Green in Italy' ministerial certification, which attests to reduced emissions throughout the entire life cycle of the supply chain.
	Completion of the Manufacturing Execution System (MES) implementation;	2025-2026	Project completed in early 2026.
	The conclusion of the research project on the production of fertiliser for agricultural land from production waste;	2026-2027	
	EPD certification for the Granoro Dedicato supply chain;	2026-2027	The company strives to obtain the 'Made Green in Italy' ministerial certification.
	Elimination of plastic from packaging in the Dedicato and Biologico (Organic) ranges;	2026-2028	The company has trialled and marketed packaging made entirely of paper in two formats from the Dedicato range (Penne Rigate and Spighe). The packaging features a small plastic window, which accounts for less than 5% of the total, meaning that the packaging can be classified as entirely paper-based.
	Increasing the use of recycled cardboard in outer packaging.	2025-2026	By 2025, 100% of the cardboard used for outer packaging comes from recycled material.

THE CORNERSTONES OF OUR STRATEGY	THE TARGETS WE ARE COMMITTED TO ACHIEVING	REFERENCE TIMEFRAME	2025 UPDATES
Inclusive Growth for People and Communities	Assessment of the feasibility of remote working, also with a view to making the organisation more attractive to young talented individuals and safeguarding work-life balance;	2025-2027	To support a healthy work-life balance, the Company allows employees who request it to work remotely.
	1 initiative to promote food education in local schools;	2025-2028	The topic of food education is explored in depth through the numerous visits to the company by schools.
	Introduction of annual workplace climate surveys designed to assess employees' well-being and satisfaction in relation to the most relevant social sustainability issues;	2025-2028	The company has introduced an 'Ideas Box' at its offices, which allows staff to submit suggestions and feedback anonymously, in a simple and straightforward way.
	Activation of agreements and initiatives with sports organisations to support the mental and physical wellbeing of all employees;	2025-2028	
	Maintain a consistent level of donations to local non-profit organisations;	2025-2028	In 2025, 47 tonnes of products were donated.
	Organising annual team-building activities to promote collaboration and team spirit amongst staff;	2026-2027	Annual organisation of events designed to encourage employee engagement (e.g. trade fairs, the Harvest Festival – Gran Giorno)
	Strengthening of the internal communication system (document sharing, reports, policy updates);	2026-2027	Regular communication via newsletters and noticeboards on company premises.
	Implementation of an employee skills development plan based on the specific needs of each department and of the company;	2026-2027	Training needs are assessed periodically and converted into refresher courses focusing on technical, professional, quality and safety skills.
	An average of 4 hours of annual training for senior management on ESG issues;	2026-2027	In 2025–2026, three members of senior management undertook an ESG training programme lasting approximately 20 hours per person, organised by Confindustria Bari.
	UNI/PdR 125:2022 certification;	2026-2027	
	1 research project per year in collaboration with local universities or research centres;	2026-2028	Since 2024, the company has been funding a research project at CREA in Foggia. The funding will continue until 2028.
	1 event per year organised by the Company or in which it actively participates to raise awareness of ESG issues, locally and/or online;	2026-2028	
	Participation in at least one university or technical college Open Day;	2026-2028	The Head of Human Resources regularly attends events at local universities and technical colleges to foster an ongoing relationship with the education sector and attract young talented individuals.
	Implementation of one agreement with a childcare centre to ensure a healthy work-life balance;	2027	
	Development of a communication campaign for the company's social media channels aimed at raising awareness of food waste;	2027	
	Two funded Executive Master's programmes for the professional development of members of senior management.	2027-2028	

THE CORNERSTONES OF OUR STRATEGY	THE TARGETS WE ARE COMMITTED TO ACHIEVING	REFERENCE TIMEFRAME	2025 UPDATES
Integrity and Accountability throughout the Supply Chain	Drafting of a Supplier Code of Conduct for all product and service suppliers;	2025-2026	All supply contracts require the signing of, and compliance with, the provisions of MOG 231 and, as a consequence, the Company's Code of Ethics.
	Four audits carried out annually by the Company's technical staff on suppliers within the Dedicato supply chain;	2025-2028	The company carries out two on-site audits independently each year, in addition to two audits conducted by the DNV certification body.
	Establishment of a Sustainability Committee to oversee decision-making processes relating to the Company's ESG strategy;	2026-2027	
	Incorporating social and ethical considerations into the supplier audit procedures currently carried out by the Company;	2026	The audit checklists used by the Company include an assessment of social and governance issues.
	Incorporating ESG criteria into the procurement policy;	2026-2028	
	Adherence to the UN Global Compact.	2026-2028	

2.2 Materiality Assessment

During the course of the year 2025, Granoro carried out a structured updating of its materiality assessment, with reference to the activities and performance of the 2024 financial year, adopting a methodological approach consistent with the requirements of GRI Standard 3 – Material Issues. The aim of the process was to strengthen the alignment of generated impacts, strategic priorities and stakeholder expectations, in support of defining sustainability actions and ESG reporting.

The procedure was divided into several integrated stages. In the first stage, internal and external stakeholders, as well as company management, were directly involved and asked to complete specific questionnaires. A total of **71 responses** were collected, of which **6 were from management, 29 from employees** and **36 from external stakeholders**, including customers, suppliers, institutions, associations and industry experts.

To complement the quantitative survey, **11 qualitative interviews with management** were carried out, designed to gain a deeper understanding of the positive and negative impacts that Granoro's activities may have on environmental, social and governance aspects along the entire value chain.

The assessment covered **15 ESG issues**, analysed from the perspective of **impact materiality,** i.e. by considering the significance of the effects of the company's activities on stakeholders and on the environment. In parallel, as a supporting measure, management also assessed the issues in terms of their potential economic and financial impact on the Company (financial materiality); although this analysis provided a useful basis for strategic reflection, it was not used for the purposes of identifying material issues.

The results of the questionnaires were combined with the findings from the interviews and subsequently validated during a **cross-functional workshop with management**. This opportunity for discussion made it possible to establish a shared understanding of the data, placing it within the context of the company's business model and prospects for development.

To identify material issues, Granoro established a **materiality threshold** calculated as the average of the scores assigned by stakeholders (both internal and external) and by management.

The issues that exceeded this threshold were considered priorities for the purposes of the sustainability strategy and reporting.

The resulting materiality matrix revealed a complex system of priorities, within which issues such as **responsible business practices, health and safety, workforce management and protection, business ethics and integrity** and **waste management** emerged as particularly significant, ranking in the highest category of importance for both stakeholders and management.

During the approval workshop, management also decided to include among the material issues several areas which, although they did not meet the quantitative threshold, were deemed **strategically relevant** from a medium- to long-term perspective. These include the following:

- **water resource management**, given the central role of water in production processes and the focus on wastewater management;
- **biodiversity and the protection of living organisms**, in view of the short supply chain model and the Company's role in promoting responsible agricultural practices and local varieties;
- **raw materials and the circular economy**, as a key area of the company's strategy geared towards quality, traceability and the reduction of environmental impacts;
- **training and skills development**, recognised as a fundamental driver for people's growth and for strengthening corporate culture and innovation.

Did you know that...?

Materiality assessment is the process through which we identify the sustainability issues most relevant to our company and to our stakeholders. It enables us to assess the environmental, social and governance impacts generated by our activities and to make informed decisions regarding our ESG strategy, actions and reporting, concentrating our efforts on the areas of highest priority.

ENVIRONMENTAL	SOCIAL	GOVERNANCE
Water management	Health and Safety	Business ethics and integrity
Raw materials and circular economy	Training and skills development	Responsible Business Practices
Emissions and climate change	Labor management and protection	
Waste management	Diversity and inclusion	
Energy management	Data privacy and security	
Biodiversity and ecosystems protection	Engagement with Local Communities	



2.3 Talk and Listen: Stakeholder Engagement

At Granoro, we work within a complex ecosystem of relationships involving employees, customers, farmers, suppliers, local communities, institutions, investors, trade associations, the scientific community and society at large. The strength of this system is essential to the resilience of our business model and to the creation of long-term shared value.

Did you know that...?

Our **stakeholders** are all those with whom we interact on a daily basis and who contribute to our growth: those who work with us, those who grow our wheat, those who choose our products, those who live in the areas where we operate, and those who interact with us as institutions, associations or suppliers.

By listening to them and involving them, we can build value together, over time.

Our approach to stakeholder involvement is based on the balance between **transparency of information and structured consultation.** On the one hand, we ensure **clear and ongoing communication** through our corporate website, financial and sustainability reports, newsletters and digital channels, guaranteeing that information is accurate and accessible. On the other hand, we promote **direct consultation practices** that enable us to gather feedback and expectations and incorporate them into the Company's strategic and operational decisions.

Within this ecosystem, a key role is played by the **farmers in the Dedicato supply chain**, who are vital partners with whom we have built stable, long-term relationships. Through supply chain agreements and multi-year contracts, we guarantee fair and stable economic conditions, supporting cereal farming in Apulia and promoting the value of agricultural work. Ongoing exchanges with farmers take place through regular discussions, agronomic support and the sharing of quality and sustainability objectives, thereby contributing to the protection of biodiversity and the promotion of local durum wheat varieties.

Together with the agricultural supply chain, **customers and consumers** are another key stakeholder in our ecosystem. Engaging with the market gives us an understanding of consumer needs, expectations and behaviour, which in turn guides our product development, quality decisions and transparency policies.

Through satisfaction surveys, dedicated customer support services, direct contact channels and digital communication tools, we systematically gather customer feedback, which we use to continuously improve our offering, strengthen food safety and promote informed consumption. Product traceability, particularly for the Dedicato line, is a further factor in fostering communication and trust, enabling consumers to access detailed information on the origin of raw materials and production processes.





Other stakeholders are involved through a **range of different means and methods**: ongoing relations with suppliers on issues of quality and innovation; opportunities for discussion with employees and their representatives; round-table discussions with institutions, trade associations, research bodies and third-sector organisations; as well as participation in cultural and local development initiatives.

In the context of the Sustainability Report, stakeholder engagement takes on a more structured form. Via questionnaires, interviews and dedicated discussion sessions, we have systematically collected the views of our stakeholders, transforming them into a strategic tool for listening and providing guidance within the context of materiality assessment.

The Pasta Supply Chain: Safeguarding 100% Made in Italy Pasta

As part of our efforts to develop relationships with institutions and industry associations, in 2024, as founding members, we joined **"Filiera Pasta"** (Pasta Supply Chain), an initiative promoted by the Ministry of Agriculture and Filiera Italia to protect 100% Made in Italy pasta.

This membership is a natural extension of the ***Dedicato*** project and reinforces our commitment to the national agricultural supply chain.

Opening our doors to the local community

We promote dialogue with the younger generations in the local area through **guided tours of our workshops, aimed at students from Corato and neighbouring towns**. These visits provide an opportunity for direct interaction between the company and the community, offering young people the chance to gain a first-hand understanding of the production processes and the various roles involved.

Creating value through interaction: Reputation Economy 2025

In November 2025, Granoro took part in the **Reputation Economy 2025** roundtable, organised by Largo Consumo in collaboration with the Catholic University of Milan, actively contributing to the discussion on strategic issues relating to the sustainable development of businesses. The initiative brought together representatives from the business and academic worlds for a structured discussion on the **role of sustainability in growth strategies**, with a particular focus on social responsibility, inclusion, empowering young people, gender equality, relationships with the local community and the sustainable management of resources.

3.

Focus on the product



100%

PASTA PRODUCED IN ACCORDANCE WITH INTERNATIONAL FOOD SAFETY STANDARDS

0 instances

OF NON-COMPLIANCE WITH PRODUCT SAFETY REGULATIONS RESULTING IN PENALTIES

18%

PERCENTAGE OF RAW MATERIALS PURCHASED THAT ARE CERTIFIED TO THE ISO 22005 STANDARD FOR TRACEABILITY

3.1 Food Quality and Safety

Food quality and safety are fundamental elements of our management model, incorporated into every stage of the production process and backed by control systems, international standards and operational practices geared towards continuous improvement. To uphold this system, our Quality Policy sets out objectives and priorities, placing the protection of the end consumer at the heart of our approach.

Quality protection is closely linked to food safety management, which is guaranteed by a system compliant with the **UNI EN ISO 22000:2018** standard, which integrates HACCP principles into a structured risk prevention model.

The system is based on **analysis and monitoring during all stages of production** and on the **prompt handling of any non-conformities.**

The use of specific indicators – such as complaint resolution times, customer satisfaction levels and the frequency of reports – makes it possible to assess the effectiveness of the actions taken and to guide improvement measures in an objective and measurable way.

The principles governing our Quality Policy

Consumer protection

by monitoring safety, physical properties, shelf life and the clarity of the information provided;

Strategic guidance from senior management

which sets measurable objectives and verifies their achievement, whilst encouraging widespread involvement;

Empowering staff

so that every department contributes to maintaining quality standards;

Control of production processes

via continuous monitoring of the procurement, processing and distribution stages;

Integration of the management system

which enables the coordination of various activities with a view to overall efficiency;

Progressive development of performance

with continuous improvement initiatives;

Systematic use of data

with performance indicators to support operational and strategic decisions;

Relationships with suppliers

who are considered an integral part of the quality system and are involved in the shared growth process.

International Standards to Guarantee Quality

The adoption of the international IFS (International Food Standard) and BRC (British Retail Consortium) standards is a key feature of the system of quality and food safety management, ensuring compliance with strict requirements throughout all stages of the production process, from processing to product traceability.

Within this context, all the pasta produced at the factory complies with these standards, with 100% coverage of production volumes over the three-year period analysed.

IFS (INTERNATIONAL FOOD STANDARD)

An international standard adopted on a voluntary basis which sets out strict requirements to ensure food safety, process quality and traceability throughout the entire supply chain, incorporating good practices and HACCP principles

BRC (BRITISH RETAIL CONSORTIUM)

A protocol recognised by the large-scale retail sector that ensures high standards of quality and safety through checks on products, processes, hygiene, traceability and risk management, including contaminants and allergens.

GRI 13.10.4 | PERCENTAGE OF PRODUCTION VOLUME FROM CERTIFIED SITES	U.M.	2023	2024	2025
Pasta produced at a site certified according to international food safety standards	t	69,857	74.729	74,616
Total amount of pasta produced	t	69,857	74.729	74,616
Percentage	**%**	**100%**	**100%**	**100%**

Monitoring and Management of Non-compliance Incidents

Continuous food safety monitoring makes it possible to identify and address any non-conformities promptly throughout the production process. During the year 2025, a number of **non-compliance incidents** were detected relating to pasta produced at the Corato plant.

Specifically, there were two cases of foreign bodies and one case of microbiological contamination, which led to a market recall of a total of 1.15 tonnes. The recall concerned a private-label product and was managed directly through prompt communications, with the issue resolved within a week and the product subsequently sent to be shredded, in accordance with procedures.

The incident of microbiological contamination also resulted in a non-compliance issue in relation to voluntary certifications, linked to the timeframe for reporting the incident to the certification body. Overall, therefore, three instances of non-compliance were recorded in 2025, two of which were the subject of a notice and one relating to self-regulatory codes.

GRI 416-2 | INSTANCES OF NON-COMPLIANCE RELATING TO THE HEALTH AND SAFETY IMPACTS OF PRODUCTS	U.M.	2023	2024	2025
Cases of non-compliance with regulations resulting in a fine or penalty	n	0	0	0
Cases of non-compliance with regulations that result in a warning	n	0	0	2
Cases of non-compliance with self-regulatory codes	n	0	0	1
Total	**n**	**0**	**0**	**3**

GRI 13.10.5 | NUMBER OF RECALLS ORDERED FOR FOOD SAFETY REASONS	U.M.	2023	2024	2025
Number of recalls ordered for food safety reasons	n	0	0	1
Total weight of the recalled products	t	0	0	1



3.2 Our Certifications

Certifications are a key feature of the company's business model, helping to reinforce stakeholder confidence, facilitate access to international markets and ensure high standards in terms of quality, safety and sustainability.

Product certifications

PESTICIDE FREE & GLYPHOSATE FREE – GRANORO DEDICATO LINE

A label certifying the absence of residues of plant protection products, including glyphosate, throughout the entire supply chain, thereby guaranteeing a product that meets high quality standards.

CERTIFICATION OF THE ORGANIC PRODUCTION METHOD

This certifies that agricultural practices have been adopted in accordance with Regulation (EU) 2018/848, based on the exclusion of synthetic chemicals and the protection of natural balances throughout the entire production cycle.

Traceability Certifications

ISO 22005:2008

This is a standard designed to ensure traceability throughout the agri-food supply chain, guaranteeing that products can be traced at every stage, from raw materials to distribution.

Certifications for Markets and International Compliance

AEO (AUTHORISED ECONOMIC OPERATOR)

A certificate issued by the Customs Agency attesting to the company's reliability in terms of customs and security, facilitating international trade and guaranteeing compliance with current regulations.

Environmental Certifications

ISO 14001:2015

This standard sets out the requirements for a structured environmental management system, designed to control environmental impacts and ensure the continuous improvement of environmental performance.

EMAS (ECO-MANAGEMENT AND AUDIT SCHEME)

A voluntary European scheme involving the verification of environmental performance by third-party bodies, guaranteeing transparency, monitoring and continuous improvement.

Certifications for Cultural and Religious Requirements

KOSHER

This certification guarantees that products comply with the dietary requirements of Jewish tradition, through checks on ingredients and processes carried out by qualified rabbinical authorities.

HALAL

This certifies compliance with the requirements established by Islamic law, guaranteeing that the products meet food safety and hygiene standards.

3.3 Local Sourcing and Traceability of Raw Materials

The supply chain is based on long-standing, well-established relationships with local agricultural cooperatives, including Fracoltivatori di Apricena, Semidaunia di Cerignola and Cosemefer di Gravina, which operate in the Tavoliere region of the provinces of Foggia and Bari, along with a gradual expansion into new partnerships in the Murgia area, around Altamura.

Throughout the three-year period, there has been substantial **stability in the make-up of suppliers, all of whom are based in Italy**, confirming a procurement model strongly focused on the domestic supply chain.

GRI 204-1 | PROPORTION OF EXPENDITURE FROM LOCAL SUPPLIERS	2023		2024		2025	
Suppliers by type of material	**Total n. of suppliers**	**N. of suppliers based in Italy**	**Total n. of suppliers**	**N. of suppliers based in Italy**	**Total n. of suppliers**	**N. of suppliers based in Italy**
Wheat	2	2	3	3	3	3
Semolina	8	8	9	9	9	9
Oil	2	2	2	2	2	2
Tomatoes	4	4	4	4	4	4
Dried legumes	1	1	1	1	1	1
Packaging	13	13	13	13	13	13
Total	**30**	**30**	**32**	**32**	**32**	**32**
Percentage of suppliers based in Italy	100%		100%		100%	

The **Dedicato Supply Chain** project is a distinctive feature of the supply model and is based on a structured system that combines contractual, production and control aspects.

In particular, it involves **multi-year cultivation contracts**, which guarantee greater economic stability for farmers, as well as a **shared production code** that establishes agronomic practices throughout the entire crop cycle. The model is further reinforced by **direct engagement** initiatives, such as the **Festa del Grano**, an event designed to promote and recognise the finest produce.

In this context, traceability is guaranteed by a system certified to the **ISO 22005:2008** standard, which makes it possible to accurately trace the product's journey from cultivation to the finished product.

The system involves the collection and management of detailed information during all stages of the supply chain – farms, storage operators and processors – making it possible to trace the wheat back to the individual plot of land from which it originated. The data monitored includes the supplying farms, the areas under cultivation, the quantities produced and processed, and any non-conformities detected.

In the agricultural sector, traceability is based on a set of **standardised documentation tools**, which include:

- the mandatory use of **certified seeds,** as evidenced by purchase documentation;
- the **cultivation contracts**, which clearly identify the farm and the cultivated land by means of land registry references;
- the ***Farm Logbook,*** which systematically records all agronomic operations (sowing, fertilisation, treatments), guaranteeing the full traceability of the cultivation practices adopted.

The **subsequent stages** of the supply chain are also subject to control: warehouse operators ensure the physical separation of batches in dedicated silos and maintain up-to-date records of product flows, thus providing continuous monitoring of movements and processing

The data show that a significant proportion of the raw materials sourced is covered by certified traceability systems, relating in particular to the **Dedicato supply chain**. The percentage of certified purchases ranged between 18% and 22% over the three-year period, reflecting the proportion of semolina from the traceable supply chain out of the total amount of semolina used.

GRI 13.23.3 | SUPPLY CHAIN TRACEABILITY	2023	2024	2025
Total volume of raw materials sourced and certified to an international product traceability standard (ISO 22005) – durum wheat semolina from the Dedicato Supply Chain	14,300	15,300	14,400
Total volume of raw materials procured – durum wheat semolina	65,500	78,700	79,200
Percentage of purchases certified in accordance with international traceability standards	**22%**	**19%**	**18%**

The digitalisation of the Dedicato supply chain

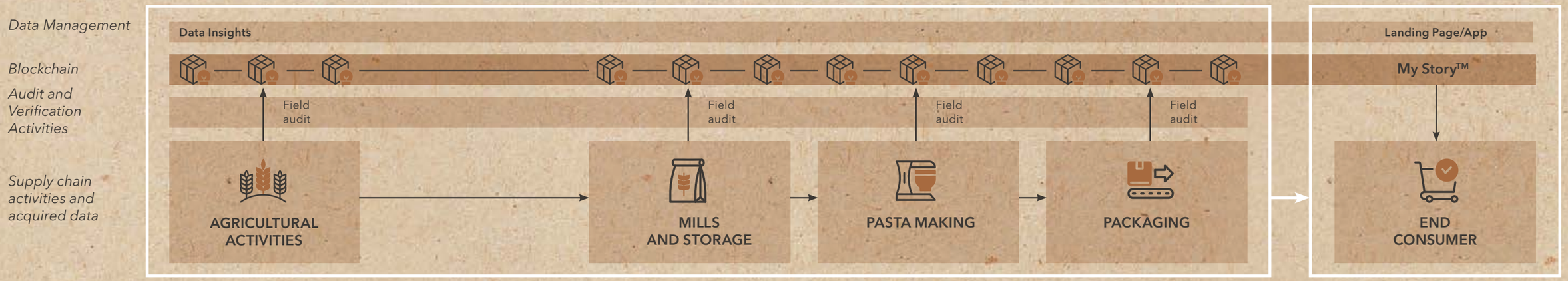
Every package of products in the Dedicato line includes a **QR code** that provides access to a dedicated platform, where you can view key information about the production batch.

The system is based on **blockchain** technology, which guarantees:

- **Data collection along the entire supply chain**, from farming to storage, from milling to pasta production and packaging;
- **Independent verification**, by means of audits carried out at various stages of the production chain;
- **Traceability and transparency**, with access to information on the origin of raw materials, production parameters and quality controls;
- **Data integrity**, thanks to recording in non-modifiable registers.

This approach helps to reinforce the relationship of trust established with the consumer by providing a comprehensive and verifiable overview of the product's journey, from raw material to finished product.

Dedicato's packaging is a means of communication and transparency, capable of telling the story of the product's origins and highlighting its connection to the local area.



Recording of the company's environmental quality, workplace, and social data

3.4 Ongoing Research and Innovation

Innovation is a strategic driver for remaining competitive and responding to market developments, through the continuous updating of products and processes.

Along these lines, a collaboration with the **CREA (Cereal Research Centre) in Foggia** has been ongoing for several years, focusing on the study and development of new varieties of durum wheat, partly through financial support for a PhD programme. At the same time, work is constantly underway to develop new products with the aim of broadening the nutritional offering without compromising the product's distinctive characteristics.

To support these activities, the procedure **"New Product Development/Modification of an Existing Product"** has been established, which makes it possible to involve the main company departments and to assess technical and commercial aspects in an integrated manner, ensuring that decisions are based on shared assessments and objective data.

Research on Packaging

The packaging innovation programme was launched back in **2019**, with a structured initiative to redesign packaging in order to reduce its environmental impact along the entire supply chain. A first tangible result of this process is the introduction of **recyclable paper** packaging for the **Granoro BIO line**.

This commitment was subsequently extended to the Granoro Dedicato line, for which packaging solutions were adopted based on **FSC-certified recyclable paper** and a **paper-plastic composite film**, characterised by a higher proportion of paper.

Research and development activities continue with the aim of finding solutions that combine **sustainability and technical functionality**, with particular attention to **mechanical strength, product visibility** and **compatibility with production lines**. This approach is developed through collaboration with **suppliers, converters and partners involved in the innovation processes**, so as to test new materials and technologies and promote continuous improvement in the environmental performance of packaging, in line with the Environmental Management System and the adoption of the best technologies available.

Moving towards paper packaging

During the course of 2025, the company launched a trial of **paper packaging solutions**, applied to two product formats.

These solutions feature a small plastic window, which, however, accounts for less than 5% of the total, a proportion that qualifies the packaging as all-paper.

The first products created using this solution – the 'Penne Rigate' and 'Spighe' from the 'Dedicato' line – are already available on the market, demonstrating a genuine commitment to reducing plastic in the packaging.

3.5 The Value of Communicating with Consumers

Our commitment to our customers translates into a constant endeavour to ensure clear, comprehensive and verifiable information throughout the product's life cycle.

All product information **complies with national legislation and EU regulations on labelling**, guaranteeing transparency regarding the origin of raw materials, food safety and product characteristics. **Marketing communications** are also based on objective data and are consistent with the relevant specifications.

During the three-year period under review, no incidents of non-compliance were recorded, either regarding product information and labeling or marketing communications.

Besides providing accurate information, we foster a direct and ongoing relationship with our customers and end consumers through dedicated initiatives. Among these, the **"Granoro a casa"** (Granoro at home) project highlights the community's contribution by inviting users to share recipes and moments when they are enjoying our products, transforming the product experience into a space for participation and exchange.

An experience that rewards loyalty

Through the **"Il Primo che ti Premia"** (The First Course that Rewards) loyalty scheme, we have been thanking our customers for years by rewarding their trust and accompanying them on a journey characterised by quality, variety and sharing. By collecting points from our various product lines, customers can access exclusive rewards, turning every purchase into a gesture that strengthens their connection with our brand and fosters loyalty.

An initiative designed to bring us even closer to those who choose us every day.

4.



Governance and Integrity: The Cornerstones of our Activities

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

17 PARTNERSHIPS FOR THE GOALS

0 instances

OF NON-COMPLIANCE WITH LAWS AND REGULATIONS

OF COMPLAINTS OR REPORTS REGARDING DATA BREACHES

€101,043,860

DIRECT ECONOMIC VALUE GENERATED IN 2025

€88,524,554

ECONOMIC VALUE DISTRIBUTED IN 2025

87.6%

PERCENTAGE OF ECONOMIC VALUE DISTRIBUTED IN 2025

4.1 Structure and Responsibilities of the Governing Bodies

The Board of Directors is at the heart of Granoro's governance system and plays a central role in shaping the company's strategic direction and overseeing key corporate decisions. It is within the Board that the company's development strategies are defined and approved, including decisions affecting environmental, social and governance matters, ensuring consistency between financial objectives, corporate responsibility and long-term value creation.

The Board operates with an integrated approach, assessing the impact of strategic decisions on the business model, the local area and stakeholders, and promoting management practices focused on sustainability, transparency and the protection of people.

To support its governance system, Granoro has established a **Supervisory and Control Body**, whose task is to ensure the effective implementation of the internal control model and to monitor compliance with regulations, ethical principles and company procedures.

The Supervisory Board operates autonomously and independently of day-to-day management; it monitors the correct application of internal rules, contributes to risk prevention and supports the development of a corporate culture based on legality, honesty and transparency.

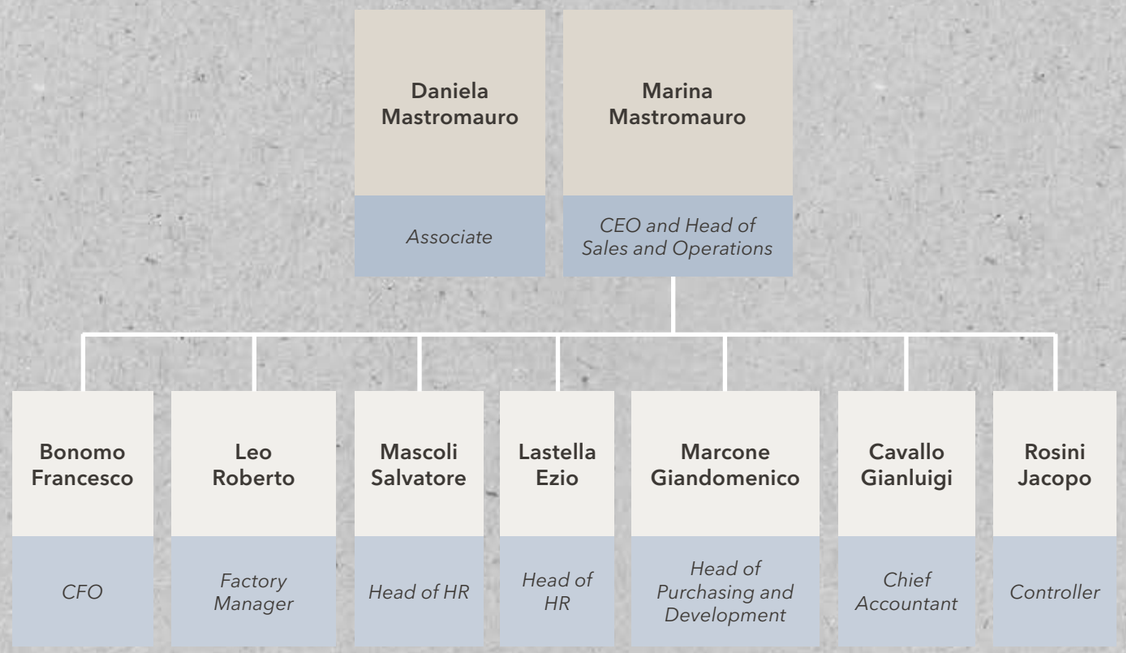
Members of the governing bodies and senior management are required to act in the best interests of the Company, avoiding situations in which personal or professional interests might interfere with the impartiality of their decisions. Any situations of **potential conflict of interest** are to be reported promptly and assessed by the relevant bodies, with the necessary measures being taken to ensure transparency, fairness and independence of judgement.

The **management of critical issues** is based on an approach centred on direct dialogue and transparency. Granoro prioritises open and immediate channels of communication, which enable timely discussion amongst governing bodies, management and the relevant stakeholders, thereby facilitating the effective management of reports and emerging issues.

The Organisation promotes the **development of the governing bodies' skills** through regular training and outreach activities, aimed at raising awareness of key management issues and the impacts of the company's activities.

The experience gained and operational evidence form the basis for the adoption of preventive and corrective measures, designed to mitigate potential risks. Particular attention is paid to assessing the impacts of decisions and production activities, both within the Organisation and externally, with a view to accountability and continuous improvement.

Allocation of Responsibilities





The Inclusion of ESG Issues in Decision-making Processes

ESG issues are gradually being integrated into governance and operational management processes. The Board of Directors sets out the strategic guidelines on sustainability and oversees their implementation, whilst management and the relevant corporate functions are involved in **carrying out the measures** and monitoring performance.

Coordination between governing bodies and the organisational structure enables **cross-functional supervision of the key ESG areas**, promoting alignment among strategy, operations and reporting. In this context, the setting of sustainability targets, the monitoring of impacts and the drawing up of the Sustainability Report take place under the supervision of senior management and line managers, ensuring the consistency, reliability and completeness of the information.

GRI 2-9 | BOARD OF DIRECTORS

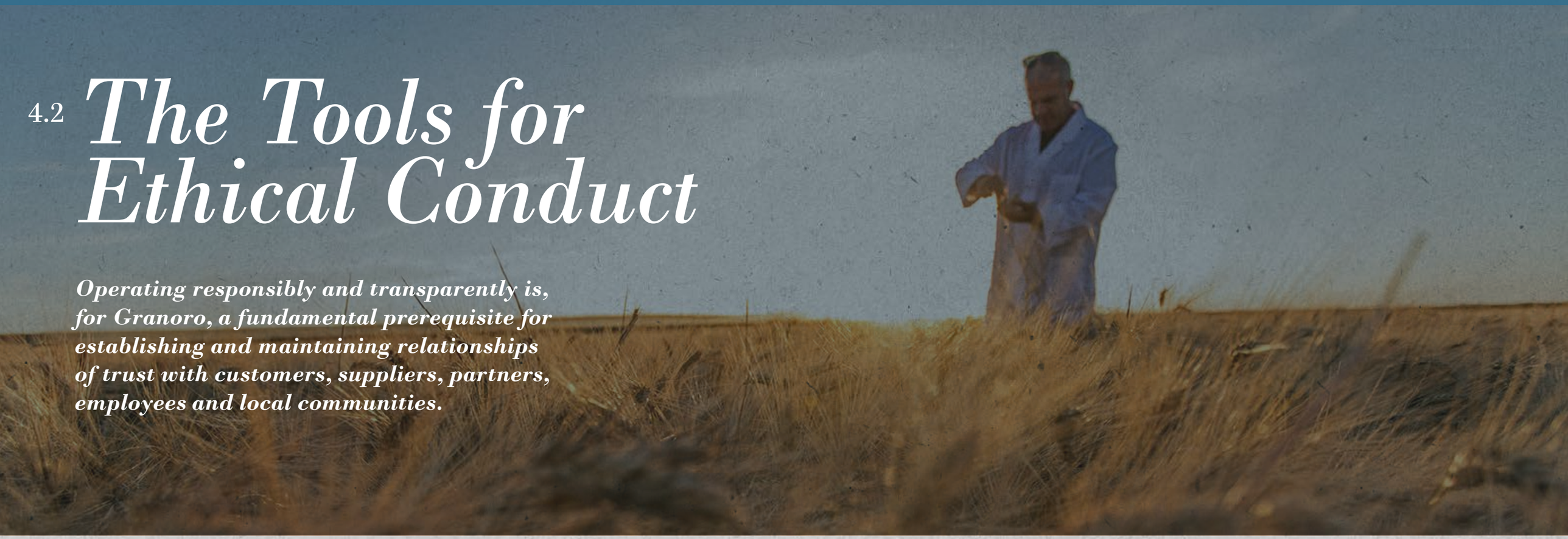
NAME	SURNAME	GENDER	DATE OF BIRTH	POSITION	EXECUTIVE / NON- EXECUTIVE	INDEPENDENCE
Marina	**Mastromauro**	F	30/12/1956	Chief Executive Officer and Head of Sales and Operations	Executive	Independent
Daniela	**Mastromauro**	F	04/03/1958	Associate	Executive	Independent

GRI 2-9 | SUPERVISORY BODY

NAME	SURNAME	GENDER	DATE OF BIRTH	POSITION
Rosanna	**Vitone**	F	30/05/1984	President
Beniamino	**Di Cagno**	M	12/05/1969	Member
Michelangelo	**Pascale**	M	04/04/1964	Member

GRI 2-9 | BOARD OF AUDITORS

NAME	SURNAME	GENDER	DATE OF BIRTH	POSITION
Beniamino	**Di Cagno**	M	12/05/1969	President
Maria Francesca	**Maggi**	F	28/03/1984	Statutory Auditor
Domenico	**Palumbo**	M	25/03/1963	Statutory Auditor



4.2 The Tools for Ethical Conduct

Operating responsibly and transparently is, for Granoro, a fundamental prerequisite for establishing and maintaining relationships of trust with customers, suppliers, partners, employees and local communities.

In an ever-changing regulatory and social context, we adopt compliance measures and controls designed to guarantee compliance with current regulations, ensure ethical conduct and protect people's rights, thereby helping to safeguard the company's reputation.

During the reporting period, there were no instances of breaches of laws or regulations that resulted in fines or penalties.

With this in mind, Granoro adopted an **Organisational, Management and Control Model in accordance with Legislative Decree 231/2001**, as a means of preventing risks and promoting a corporate culture based on legality, accountability and honesty. The Model defines roles, responsibilities and control processes, and is subject to continuous monitoring by the Supervisory Body to ensure its effectiveness and that is updated over time.

Complementing 231 Model, the **Code of Ethics** defines the values that guide the day-to-day conduct of everyone working for and with Granoro. The Code sets out the expected standards of behaviour and serves as a shared guide to ensure consistency of values, decisions and actions in both internal and external relations.

100% of the members of the governing bodies, managers and employees receive training on the contents of the Code of Ethics and on internal procedures designed to mitigate potential conflicts of interest and prevent incidents of corruption or unlawful practices.

During the reporting period, there were no confirmed incidents of corruption nor any legal proceedings relating to anti-competitive behaviour.

To further strengthen its system of corporate integrity, Granoro makes use of an **anonymous whistleblowing procedure**, in accordance with current legislation, which allows any conduct that does not comply with the Code of Ethics, the 231 Model or legal provisions to be reported confidentially and securely. This dedicated channel guarantees the confidentiality of the whistleblower's identity, protection against possible retaliation and a structured and impartial handling of reports, helping to prevent and promptly identify any potential issues.

ORGANISATION, MANAGEMENT AND CONTROL MODEL 231

CODE OF ETHICS

The Principles of Our Code of Ethics

- **Honesty, fairness and compliance with the law**
- **The Value of human resources**
- **Transparent communications**
- **Confidentiality of information**
- **Fair competition**
- **Gifts and hospitality**
- **Non-discrimination**
- **Control and traceability**
- **Full disclosure of information**
- **Quality of products and services**
- **Management of conflicts of interest**
- **Protection of personal data**

Data Protection and Cybersecurity

The protection of personal data is a central element of the company's system of compliance. In accordance with **Regulation (EU) 2016/679 (GDPR)** and the applicable national legislation, the Organisation adopts a structured set of organisational and technological measures designed to ensure the confidentiality, integrity and availability of the information processed. The **Company Privacy Policy**, divided into a **general section and a specific section**, comprehensively defines the rules and responsibilities to which all relevant parties are bound. In particular, the specific section provides operational guidance on the main areas of data management, including: procedures for accessing information systems and areas; the management of workstations and digital accounts; the correct use of IT equipment; the management of paper-based records; the use of video surveillance systems; as well as the procedures for the exercise of data subjects' rights and for the management and notification of any personal data breaches (data breach).

These procedures have been adopted not only to protect personal data, but more generally to ensure the **security and confidentiality of all corporate information**.

In terms of **cybersecurity**, the IT infrastructure is constantly monitored using security systems such as **firewalls and antivirus solutions**, which are kept up to date to ensure an adequate level of protection. Access management involves strict security policies, including the mandatory periodic renewal of passwords.

To reinforce these technical measures, a **structured digital training programme** is also scheduled to begin in **2026**, aimed at all users of the corporate network, with the aim of raising awareness of the main cyber risks (e.g. phishing, malware). The programme includes themed modules, learning assessment tests and practical simulations, with the aim of promoting correct and responsible behaviour when using digital tools.

During the reporting period, there were no confirmed cases or reports of any loss of data or sensitive information.

4.3 *Economic Value as a Catalyst for Shared Development*

For us at Granoro, economic value is not an end in itself, but a means by which we support the company's development while simultaneously generating widespread benefits throughout the supply chain and in the local communities where we operate. The value we create through our activities is, in fact, shared amongst the various stakeholders who contribute to our business model, strengthening long-term relationships and fostering shared growth.

A significant proportion of the value generated is allocated to **employees**, through salaries, benefits and professional development programmes, in recognition of the central role that people play in the quality of our products and processes. At the same time, value is redistributed **throughout the supply chain**, in particular to farmers and suppliers, with whom we forge relationships based on continuity, reliability and fair economic terms.

The economic value generated also helps to **support the local community** through the payment of taxes and social security contributions, industrial investment and support for local social, cultural and environmental initiatives.

Finally, a portion is **reinvested in the company** to support product and process innovation, improve operational efficiency, reinforce environmental sustainability and ensure long-term economic and financial stability.

In 2025, the Company **generated a direct economic value of approximately EUR 101 million**, a slight decrease compared to EUR 104.2 million in 2024 (–3.0%), mainly due to the downward revision of price lists requested by large-scale retail trade in a context of normalisation of raw cereal material prices. 87.6% of the value generated was distributed to stakeholders (EUR 88.5 million). On the **operating costs** side, a 5.4% reduction compared to 2024 was recorded, attributable to lower semolina prices and greater production process efficiency, also supported by the trigeneration plant and the progressive coverage of electricity needs through photovoltaic sources.

Particularly noteworthy is the **20.6% increase in the component allocated to employees** (EUR 7.9 million), reflecting the consolidation of the National Collective Bargaining Agreement for the Food Industry and the second-level company supplementary agreement. **Payments to capital providers decreased by 45.3%**, consistent with the ongoing reduction of net financial debt (–51.3% compared to 2024), while payments to governments increased significantly (+146.9%) as a result of a higher tax burden linked to improved pre-tax profitability (+45.1%). **Community investments** (approximately EUR 23 thousand, +57.0% compared to 2024) confirm the Company's attention to the local territory and social responsibility initiatives.

Retained economic value remained substantially stable at EUR 12.5 million compared to the previous financial year, safeguarding the Company's financial solidity and supporting future investments.

Value creation and distribution: 2025 vs 2024

€ 101,043,860 vs € 104,218,225
ECONOMIC VALUE GENERATED

€ 88,524,554 vs € 91,693,379
ECONOMIC VALUE DISTRIBUTED

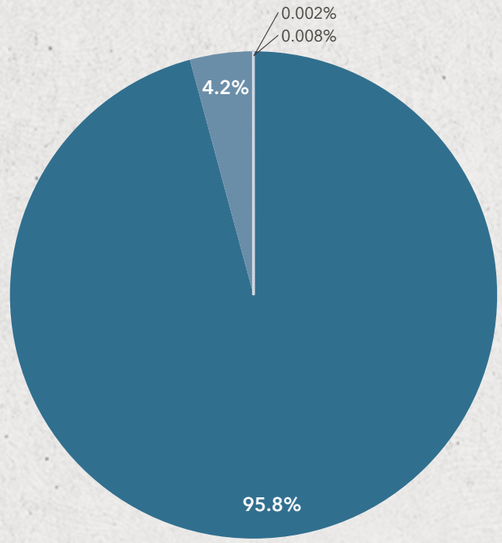
87.6% vs 88%
PERCENTAGE OF ECONOMIC VALUE DISTRIBUTED OVER TOTAL VALUE GENERATED

€ 12,519,306 vs € 12,524,847
ECONOMIC VALUE RETAINED

€ 22,964 vs € 14,630
SHARE OF ECONOMIC VALUE DISTRIBUTED TO THE COMMUNITY THROUGH DONATIONS AND CHARITABLE CONTRIBUTIONS

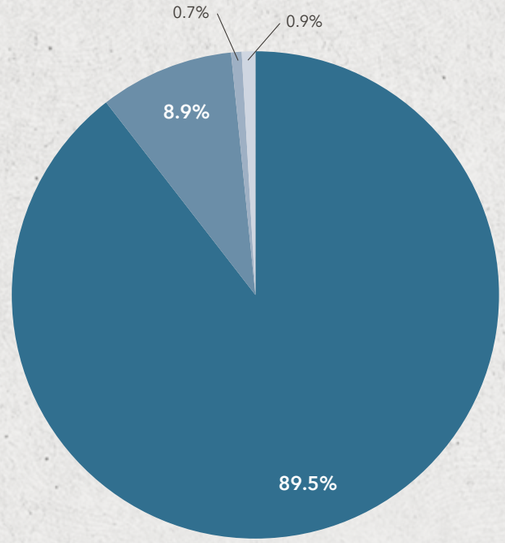


Composition of economic value generated



- Revenue from sales and services (95.8%)
- Other income and revenue, net (4.2%)
- Income from equity investments (0.002%)
- Financial income (0.008%)

Composition of economic value distributed



- Operating costs (89.5%)
- Employee wages and benefits (8.9%)
- Payments to capital providers (0.7%)
- Payments to governments (0.9%)

4.4 *Active Engagement with Associations*

Through engagement with the main relevant organisations, we contribute to the development of the agri-food sector, sharing experiences and promoting best practice geared towards innovation and the protection of production chains.

CONFINDUSTRIA BARI

In this context, **Confindustria Bari** serves as a key point of reference for engagement with the local industrial sector, fostering discussions amongst businesses, institutions and local stakeholders, and supporting the competitive and sustainable development of the local business community.

ITALMOPA

Membership in **Italmopa**, the Italian Millers' Industrial Association, enables us to take part in technical working groups relating to the wheat and flour supply chain, helping to reinforce relations among the leading Italian operators in the milling industry.

FILIERA ITALIA - FILIERA PASTA (COLDIRETTI)

Finally, through **Filiera Italia – Filiera Pasta (Coldiretti),** we are part of a network that brings together businesses, agricultural organisations and the institutional sector with the aim of promoting Italian agri-food products, safeguarding national production and promoting integrated, transparent and sustainable supply chain models.

5.

From the Land to the Future: Management of Environmental Resources



ISO 14001

-19%

PERCENTAGE REDUCTION IN THE TOTAL AMOUNT OF PACKAGING MATERIAL COMPARED WITH 2024

75%

PERCENTAGE OF ELECTRICITY PURCHASED AND CONSUMED IN 2025 SOURCED FROM GO-CERTIFIED RENEWABLE ENERGY

-13%

REDUCTION IN MARKET-BASED SCOPE 1 AND 2 EMISSIONS (2025 VS 2023)

-78%

REDUCTION IN MARKET-BASED SCOPE 2 EMISSIONS (2025 VS 2023)

-18%

REDUCTION IN THE AMOUNT OF WASTE GENERATED (2025 VS 2024)

-33%

REDUCTION IN THE AMOUNT OF HAZARDOUS WASTE GENERATED (2025 VS 2024)

5.1 A Systems Approach to Environmental Protection

Our Environmental Policy guides our strategic decisions towards a model of development based on product quality, technological innovation and responsible management of environmental impacts.

The Cornerstones of our Environmental Commitment

Prevention and protection, with measures aimed at reducing pollution and safeguarding biodiversity and ecosystems;

Regulatory compliance, ensuring strict adherence to the environmental regulations applicable to all activities;

Continuous improvement, achieved by progressively enhancing environmental performance, with both ecological and economic benefits.

Governance, Accountability and the Promotion of Environmental Awareness

Management ensures that the **Environmental Policy** is communicated throughout all levels of the organisation, promoting the active involvement of staff. Awareness and a sense of shared responsibility are reinforced through training, internal communication tools and opportunities for discussion.

The effectiveness of the measures adopted is subject to constant monitoring and periodic review, with a view to fostering a structured process of continuous improvement.

ISO 14001:2015

Certification confirming that the Environmental Management System complies with the international ISO 14001 standard, guaranteeing risk and impact monitoring, measurable objectives and continuous improvement in environmental performance.

EMAS – Eco-Management and Audit Scheme

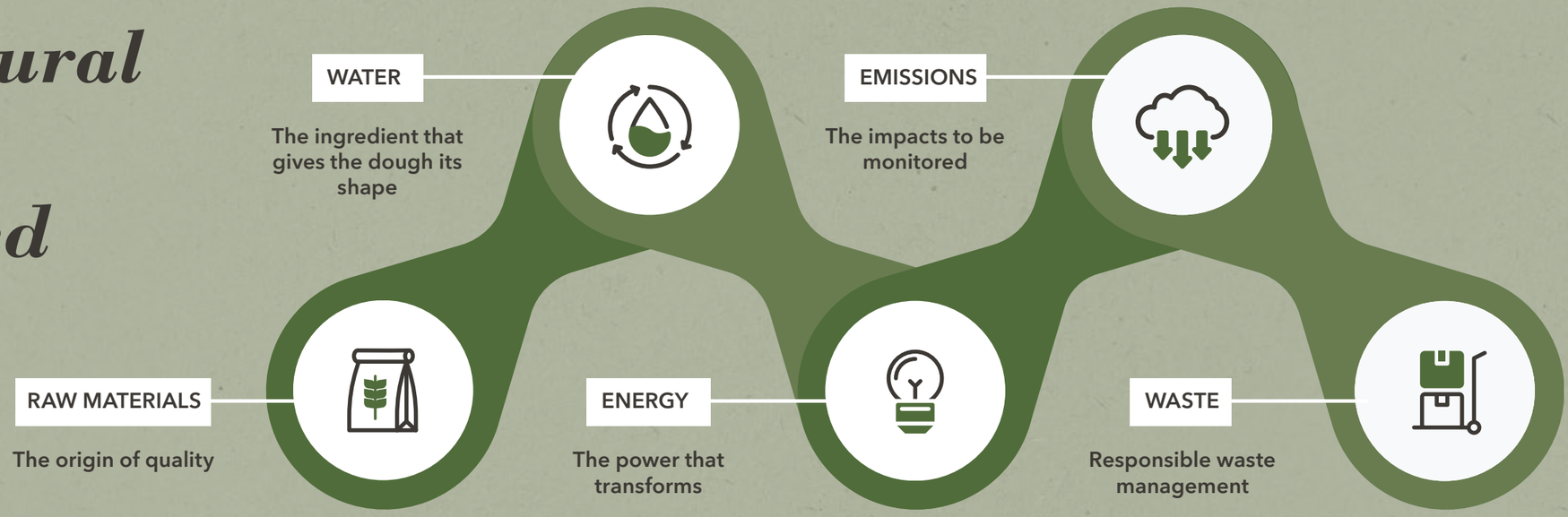
Compliance with the European regulation that strengthens transparency, periodic audits and the reporting of environmental performance, while at the same time promoting pollution prevention and the efficiency of procedures.

From Policy to Action

The Environmental Policy takes the form of operational initiatives involving the entire supply chain with the aim of progressively reducing environmental impacts:

- integration of suppliers into business processes to minimise the environmental impact of finished products;
- reduction in the amount of waste produced and an increase in the proportion sent for recovery, combined with effective waste sorting;
- improvement in the efficiency of processes and facilities, with a more rational use of resources;
- collaboration with local institutions and stakeholders to promote policies for sustainable development;
- compliance with legal requirements;
- the adoption of an Environmental Management System with clearly defined responsibilities and measurable objectives;
- the prevention of environmental risks by means of specific measures and contingency plans;
- appropriate allocation of resources and equipment;
- monitoring of technological developments and environmental regulations to identify sustainable management solutions;
- open and transparent communication with customers, employees and stakeholders regarding the results achieved.

From Natural Resource to Finished Product



Resources consumed for 1 kg of pasta

1.06 kg
of raw materials used

0.07 kg
of packaging materials

0.15 kg CO_2 eq
(Scope 1 and 2 emissions – market based)

2.27 MJ
of energy consumed

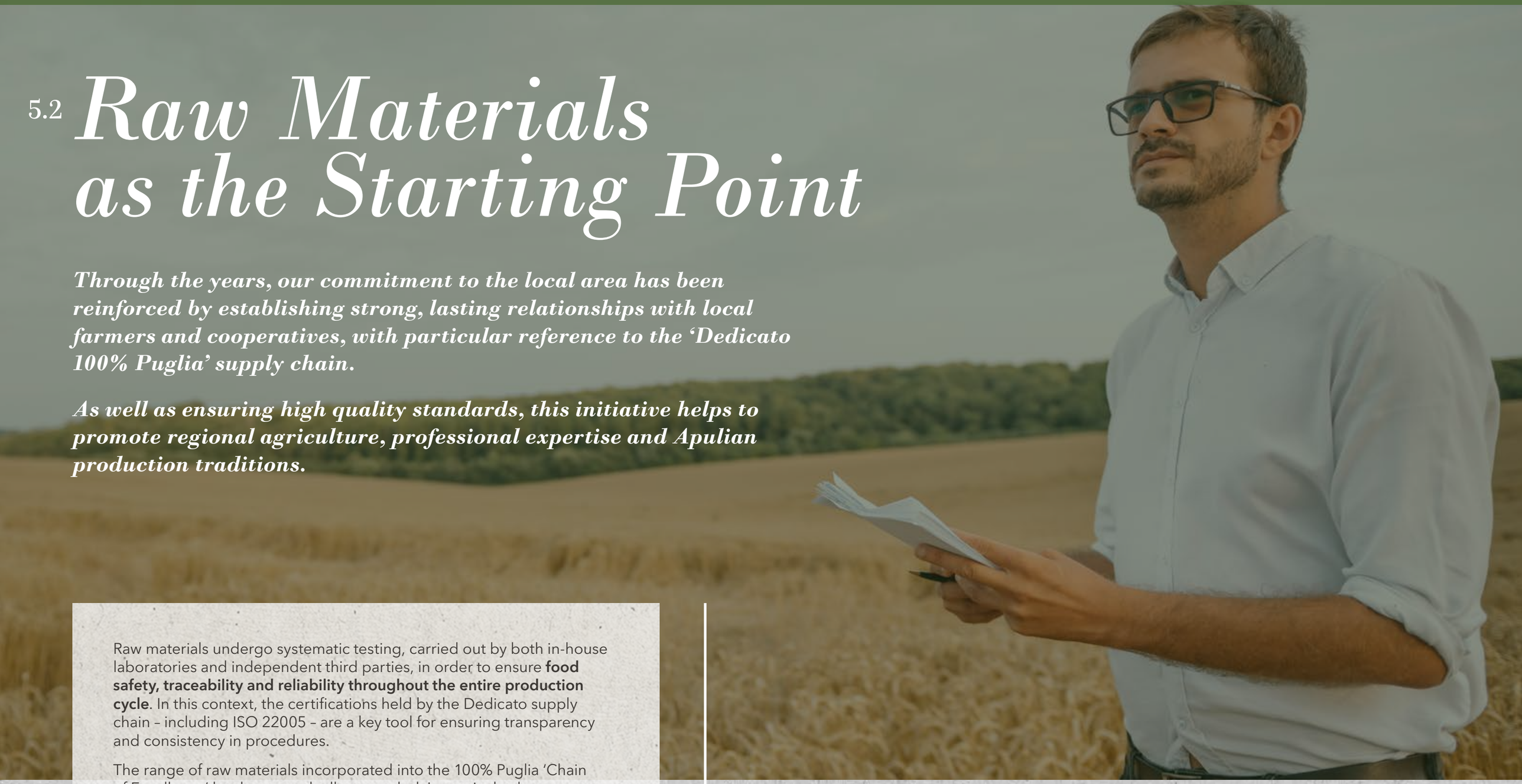
0.774 litres
of water consumed

The figures shown are average estimates based on the company data provided in this Sustainability Report and are not derived from a Life Cycle Assessment study.

5.2 *Raw Materials as the Starting Point*

Through the years, our commitment to the local area has been reinforced by establishing strong, lasting relationships with local farmers and cooperatives, with particular reference to the 'Dedicato 100% Puglia' supply chain.

As well as ensuring high quality standards, this initiative helps to promote regional agriculture, professional expertise and Apulian production traditions.



Raw materials undergo systematic testing, carried out by both in-house laboratories and independent third parties, in order to ensure **food safety, traceability and reliability throughout the entire production cycle**. In this context, the certifications held by the Dedicato supply chain – including ISO 22005 – are a key tool for ensuring transparency and consistency in procedures.

The range of raw materials incorporated into the 100% Puglia 'Chain of Excellence' has been gradually expanded. In particular, legumes, including the **Altamura lentils**, are an example of the revival and promotion of local agricultural traditions and excellence, whilst the **tomato** further consolidates the integration of the regional supply chain into processed products with the 'Linea Rossa' range of the "100% Puglia" Dedicato Supply Chain.

It all begins with the wheat: careful selection means ensuring quality right from the start.

Over the three-year period analysed, there was a **significant increase in raw materials** (+20.8%), driven mainly by the rise recorded between 2023 and 2024 (+20.1%) and followed by a substantial stabilisation in 2025 (+0.6%), in line with the consolidation of production volumes.

This trend is largely attributable to **durum wheat semolina**, which accounts for over 99% of the total raw materials used and shows an increase of +20.9% compared with the base year. The proportion of semolina sourced from the **Dedicato supply chain** remained stable over the period, standing at 18% of the total used in 2025, confirming the company's ongoing commitment to supporting the local supply chain.

With regard to **semi-finished goods**, volumes remain stable overall, with a slight decline in 2024 (-3.1%) followed by a recovery in 2025 (+3%). Within the product mix, the **Red Line** products (tomatoes and tomato products) are of particular significance, with the segment relating to the Dedicato Supply Chain showing significant growth (+83.7% compared with 2023).

The conventional and organic 'Red Line' range, on the other hand, saw a decline between 2024 and 2025, although it still accounted for a significant 26% of total semi-finished products in 2025. We can see a reduction in the volumes of **extra virgin olive oil** (-54% compared with the base year), attributable to a fall in demand influenced by inflation. The *Flour and breadcrumbs* category also accounts for a significant share, representing 26% of total semi-finished products in 2025.

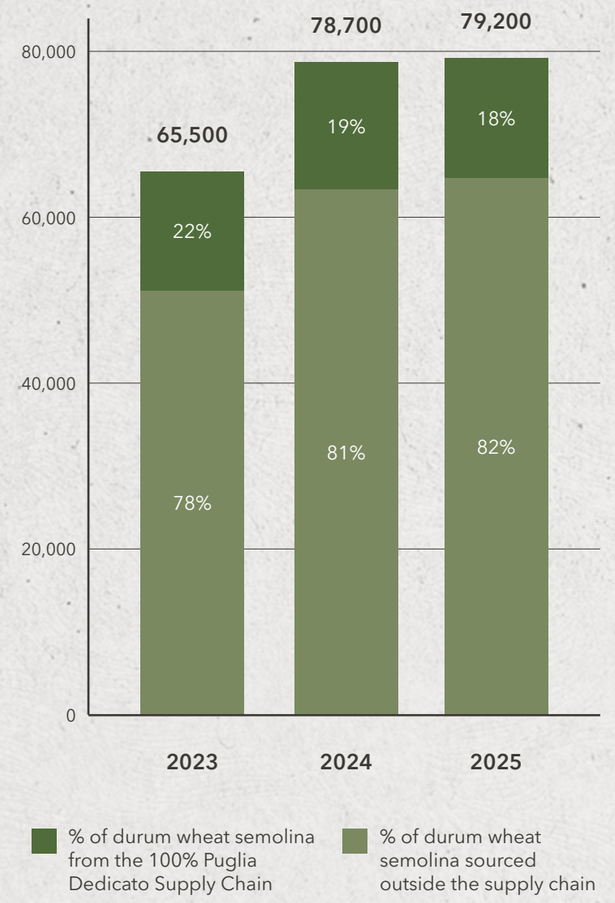
GRI 301-1 | MATERIALS USED BY WEIGHT OR VOLUME[1]	U.M.	2023	2024	2025
Durum wheat semolina	t	65,500.00	78,700.00	79,200.00
Of which semolina from the Dedicato 100% Puglia supply chain	*t*	*14,300.00*	*15,300.00*	*14,400.00*
Spinach flour	t	4.70	4.00	4.40
Tomato powder	t	1.50	1.90	1.50
Egg-based blend	t	282.00	286.00	257.00
Total raw materials	**t**	**65,788.20**	**78,991.90**	**79,462.90**
Red line – Traditional and Organic	t	4,113.00	2,793.00	2,837.00
Red Line – 100% Puglia Dedicato Supply Chain	t	2,100.00	3,517.00	3,857.00
Dried legumes – 100% Puglia Dedicato Supply Chain	t	9.36	11.17	7.30
Ready-to-eat legumes	t	370.00	385.00	391.00
Extra Virgin Olive Oil – Organic and from the Dedicato Supply Chain	t	10.00	6.00	4.60
Couscous	t	524.00	624.00	536.00
Potato gnocchi and 'chicche' (pasta tidbits)	t	308.00	316.00	390.00
Flour and breadcrumbs	t	3,440.00	2,899.60	2,843.00
Ready-made sauces	t	40.00	29.00	35.00
Total number of semi-finished products	**t**	**10,914.36**	**10,580.77**	**10,900.90**
TOTAL	**t**	**76,702.56**	**89,572.67**	**90,363.80**

[1] The figures for this indicator have been revised and supplemented with respect to the previous edition of the Sustainability Report, following the consolidation and refinement of the data monitoring procedures. All the materials listed in this table are renewable.

99.6%

OF THE TOTAL AMOUNT OF RAW MATERIALS USED IS ACCOUNTED FOR BY SEMOLINA

Durum wheat semolina (t)



Over the three-year period, **packaging materials remained largely stable**, with an increase between 2023 and 2024 (+3%) followed by an **overall reduction of approximately -17% in 2025 compared with 2023**.

This trend is mainly attributable to the significant decline in **wooden pallets (-53%)**, related to the introduction of the **pallet pooling** system, which has made it possible to optimise the use of resources and reduce the volumes purchased.

We also confirm the exclusive use of **recycled cardboard**. Packaging for the ***Dedicato*** line shows an increase of **+17%** with respect to 2023, in line with the growth in volumes, whilst plastic packaging remains at virtually stable levels **(+3% compared with 2023)**.

100%

PERCENTAGE OF CARDBOARD USED THAT IS RECYCLED

-53%

PERCENTAGE OF REDUCTION IN THE NUMBER OF WOODEN PALLETS USED COMPARED WITH 2024, THANKS TO THE PALLET POOLING SCHEME

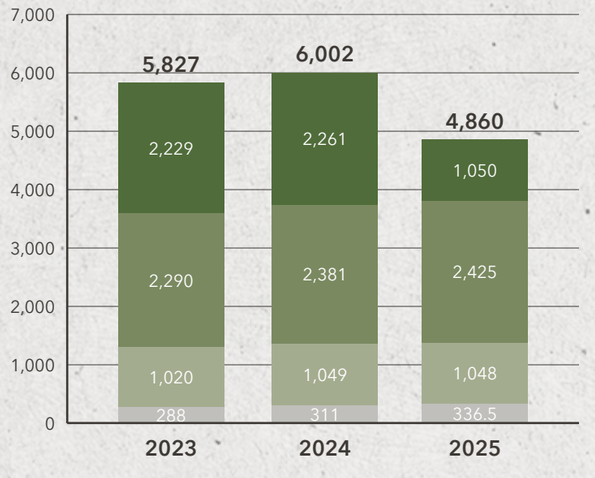
-19%

PERCENTAGE OF REDUCTION IN THE TOTAL AMOUNT OF PACKAGING MATERIAL COMPARED WITH 2024

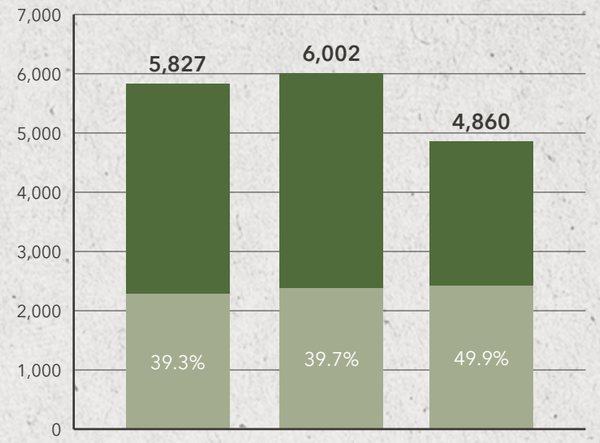
50%

PERCENTAGE OF RECYCLED PACKAGING MATERIAL IN 2025

Packaging materials (t)



% of packaging made from recycled materials (t)



GRI 301-1 | MATERIALS USED BY WEIGHT OR VOLUME	U.M.	2023		2024		2025	
		RENEWABLE MATERIAL	NON-RENEWABLE MATERIAL	RENEWABLE MATERIAL	NON-RENEWABLE MATERIAL	RENEWABLE MATERIAL	NON-RENEWABLE MATERIAL
Combination of paper and plastic packaging – 'Dedicato' and Organic Lines[2]	t	-	288.00	-	311.00	-	336.50
Plastic packaging	t	-	1,020.00	-	1,049.00	-	1,048.00
Cardboard (secondary packaging)	t	2,290.00	-	2,381.00	-	2,425.00	-
Of which recycled	*t*	*2,290.00*	-	*2,381.00*	-	*2,425.00*	-
Wooden pallets	t	2,229.35	-	2,261.25	-	1,050.23	-
Total amount of packaging material	**t**	**4,519.35**	**1,308.00**	**4,642.25**	**1,360.00**	**3,475.23**	**1,384.50**

[2] Composition of packaging: 50g paper, 20g plastic film.



5.3 *Water as the Cornerstone of our Pasta-making Process*

Water is an essential element of our production cycle, used primarily in the processing stages and, in particular, in the dough-making process, which accounts for over half of our total water consumption. Before being incorporated into the industrial process, the water undergoes specific ultrafiltration and sterilisation treatments to ensure its quality meets the required standards.

Water is the silent touch that brings the dough to life, and preserving it means preserving the very essence of our pasta.

Besides being used directly in production, the resource is allocated to **support activities**, such as cleaning the plant and maintaining the extrusion lines, toilet facilities, watering green areas where necessary, and supplying the fire-fighting system. From 2021 onwards, following the commissioning of the trigeneration plant, part of the water consumption has also been used to operate the evaporative cooling tower; this consumption is not included in the reported figures.

Water is supplied exclusively via the Acquedotto Pugliese network, as there are no wells within a 200-metre radius of the production site. The plant is situated in an area not subject to hydrogeological restrictions, in accordance with the provisions of the Regional Landscape and Territorial Plan (PPTR) and the Regional Hydrogeological Framework Plan (PAI) for the Region of Apulia.

In 2024, dedicated meters were installed to measure **rainwater** channelled into collection tanks. The rainwater, after passing through a screening and oil-separation process, was reused for watering green spaces. During 2025, a total of 584 m^3 was recovered, helping to reduce reliance on the mains water supply and reinforce an approach focused on the efficient use of water resources.

Did you know that...?

To produce a packet of pasta at our production plant, we need approximately **0.39 litres** of water.

The biological activated sludge treatment plant utilises the natural action of microorganisms which, in the presence of oxygen, break down the organic matter contained in the wastewater.

Wastewater treatment is a key element of environmental protection, closely linked to the preservation of the local environment and the monitoring of production processes.

The wastewater generated within the plant is channelled into a **closed-loop system and treated on-site** before any further treatment takes place, thereby preventing the discharge of potentially hazardous substances.

The **treatment process** begins with an aeration stage aimed at reducing the organic load (BOD), which allows for the balanced integration of industrial and domestic wastewater. The effluent is then directed to a **biological activated sludge treatment plant**, designed to minimise the generation of residues, which are classified as special waste.

The effectiveness of the system is ensured by a **monitoring plan** that combines internal and external checks. The checks include daily activities carried out by designated personnel, bi-monthly chemical and physical analyses carried out by accredited laboratories, and additional annual checks required under the waste discharge authorisation (Legislative Decree 152/06), conducted by certified organisations. In addition to these activities, the water service operator carries out an annual inspection as a further safeguard to ensure compliance and transparency.

Particular attention is also paid to **rainwater run-off**, collected from impermeable surfaces, treated to remove any contaminants and subsequently reused for the irrigation of areas adjacent to the plant.

The increase in water consumption recorded in 2025 with respect to the previous year (+24%) is mainly attributable to trends in production activities. In particular, **the increase in format changes** along the production lines led to **more frequent and intensive cleaning of the die heads**, thereby increasing the volume of water used in cleaning processes and, consequently, the volume of wastewater generated.

Furthermore, the **increase in the number of working days** recorded during the year led to higher water consumption by staff for sanitary facilities.

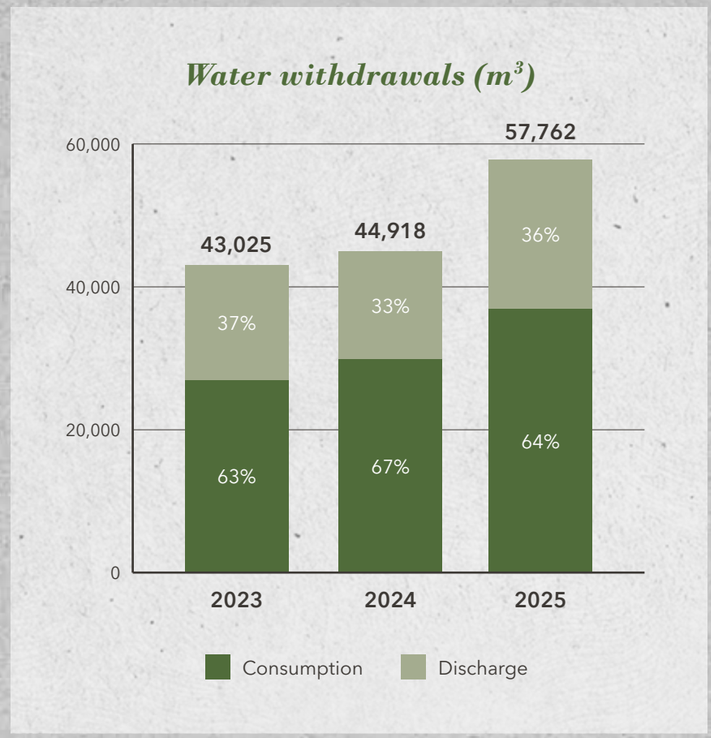
These same factors also had an impact on **water intensity**, calculated as the ratio of water abstracted to tonnes of pasta produced, which rose during the period in question.

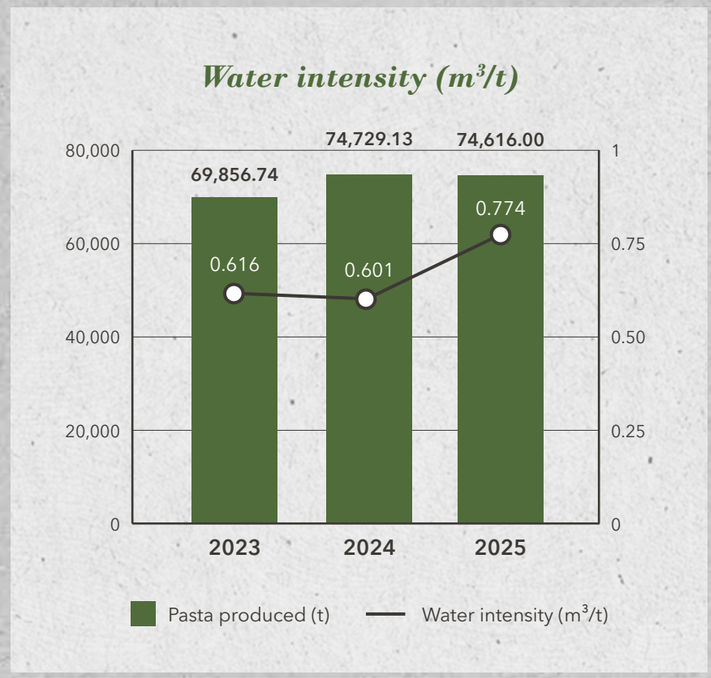
GRI 303-3 | WATER WITHDRAWALS	U.M.	2023	2024	2025
Total	**m³**	**43,025**	**44,918**	**57,762**
Third-party water	m³	43,025	44,918	57,762
of which drinking water	*m³*	*43,025*	*44,918*	*57,762*

GRI 303-4 | WATER DISCHARGE	U.M.	2023	2024	2025
Total	**m³**	**16,009**	**15,026**	**20,827**
of which drinking water	*m³*	*16,009*	*15,026*	*20,827*

GRI 303-5 | WATER CONSUMPTION	U.M.	2023	2024	2025
Total	**m³**	**27,016**	**29,892**	**36,935**

WATER INTENSITY	U.M.	2023	2024	2025
Tonnes of pasta produced	t	69,856.74	74,729.13	74,616.00
Water intensity (water withdrawn/pasta produced)	**m³/t**	**0.616**	**0.601**	**0.774**





5.4 A Path Structured to Achieve Energy Efficiency

The Company regularly samples and monitors energy consumption, in accordance with Legislative Decree 102/2012, in order to ensure systematic monitoring of performance and identify opportunities for improvement.

High-Efficiency Trigeneration

Our plant is equipped with a high-efficiency trigeneration system based on **CAR – High-Efficiency Cogeneration** technology, which has been fully operational since 2024.

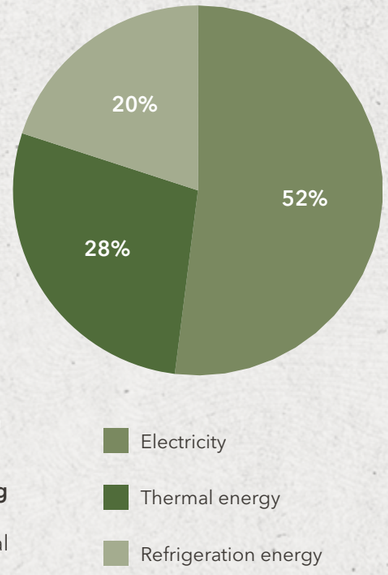
This solution enables the combined production of electricity and useful heat from a single energy source, by recovering thermal energy that would otherwise be lost, thereby optimising the system's overall efficiency.

The plant covers approximately **60% of the facility's electricity requirements** and converts the recovered thermal energy into hot and chilled water for use in production processes. Adopting this solution delivers a twofold benefit: **increased energy efficiency and greater autonomy**.

In detail:

- approximately **20% of the thermal energy required by the production cycle** comes from the recovery of hot exhaust gases from the internal combustion engine via a heat exchanger;
- approximately **800 thermal kW** is reused by the heating plant for the **production of superheated water**;
- using a **closed-cycle absorber**, it is possible to **convert up to 100% of the cooling energy** required for the processes, thereby avoiding the use of the primary refrigeration system and achieving a saving of approximately 200 kW of electrical power.

Breakdown of energy self-generated by the combined heat and power plant in 2025



Behind high-quality pasta lies energy used with conscious awareness, efficiency and respect for resources.

From 2024 onwards, 75% of the electricity purchased is certified as renewable through Guarantees of Origin, reflecting the company's commitment to using sources with a lower environmental impact.

In the same year, the high-efficiency trigeneration plant became fully operational, the aim of which was to increase overall efficiency and ensuring greater energy autonomy for the production site.

Work on the plant included the **gradual replacement of electric motors with high-efficiency models** and the installation of energy-efficient systems, fitted with **inverters to optimise energy consumption** during start-up and shutdown phases.

During 2025, work on replacing the **lighting systems with more energy-efficient LED bulbs** also continued in all production areas and offices.

Further measures focused on **improving the efficiency of thermal energy consumption through**: the replacement of natural gas burners and boilers with latest-generation models; optimising the main distribution manifold to improve flow and minimise losses; upgrading the insulated sheathing to enhance thermal insulation; and introducing specialised software for managing the heating plant, designed to ensure precise monitoring of performance.

An analysis of trends in energy consumption reveals an overall upward trend over the three-year period in question, with a total increase of 11%. This trend is consistent both with the rise in production volumes with respect to the base year and with a gradual intensification of operational activities.

To be more specific, consumption of **purchased and consumed electricity** showed a slight decline in 2025 compared with 2024 (-5%), with **75% of the total purchased electricity coming from renewable sources certified by Guarantees of Origin**.

With regard to energy **generated and consumed on-site via cogeneration**, compared with 2024, there was an increase in electricity (+6%) and thermal energy (+2%), whilst cooling energy showed a slight decrease (-1%).

As far as fuels are concerned, the natural gas used in production processes remains the main energy source and shows a significant increase over the three-year period (+10%). **Diesel consumption** for stationary sources is attributable exclusively to testing and verification of the correct operation of the emergency generator set.

Finally, **fuel consumption for mobile sources** is, overall, marginal compared with the total and is mainly associated with the company's vehicle fleet. In 2025, there was an increase in petrol and diesel consumption linked to a rise in the number of journeys undertaken by sales staff.

GRI 302-1 | ENERGY CONSUMED WITHIN THE COMPANY		U.M.	2023	2024	2025
Electricity	Electricity purchased and consumed	GJ	21,436.92	22,136.26	21,002.40
	- of which purchased from renewable sources certified by a Guarantee of Origin	GJ	-	16,599.60	15,753.60
Cogeneration unit	Self-produced and self-consumed electricity	GJ	27,182.52	28,539.74	30,339.72
	Self-generated and self-consumed thermal energy	GJ	14,571.12	15,802.05	16,127.28
	Self-generated and self-consumed cooling energy	GJ	8,129.82	11,954.66	11,839.08
	Energy produced and consumed by the on-site combined heat and power plant	**GJ**	**49,883**	**56,296**	**58,306**
Energy consumption		**GJ**	**71,320**	**78,433**	**79,308**
Generator set	Diesel	GJ	110.38	130.14	144.59
Systems	Natural gas	GJ	80,995.17	85,249.29	89,338.62
Fuel consumption from stationary sources		**GJ**	**81,106**	**85,379**	**89,483**
Company car fleet	Diesel	GJ	336.72	356.40	469.66
	Petrol	GJ	9.27	5.96	31.18
Fuel consumption from mobile sources		**GJ**	**346**	**362**	**501**
TOTAL ENERGY CONSUMPTION		**GJ**	**152,772**	**164,174**	**169,293**

Towards renewable self-generation: the new solar panel system

During 2025, work began on a project to build the company's own photovoltaic system, installed on the roof of the production plant. By early 2026, the system was nearing completion.

The project involves an **installed capacity of approximately 1.2 MW** and covers a total area of almost **10,000 m²**, representing a strategically important initiative that will significantly increase self-generation of energy from renewable sources. The plant will help reduce the demand for electricity from the grid and limit the emissions associated with energy consumption.

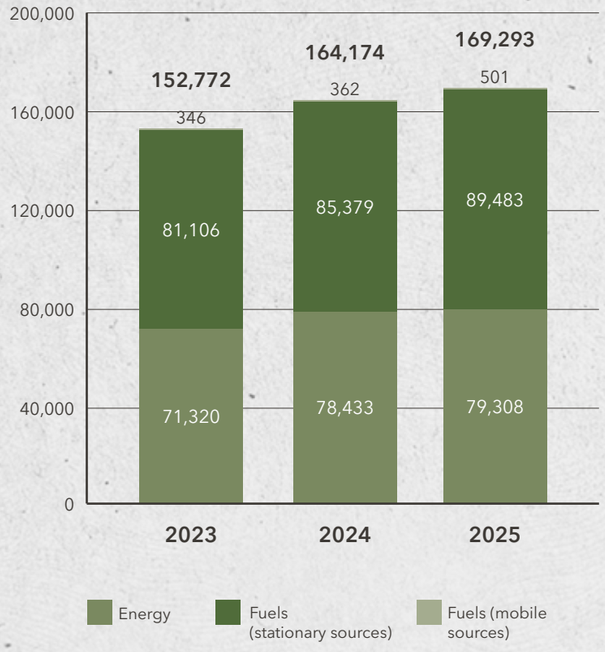
75%

PERCENTAGE OF ELECTRICITY PURCHASED AND CONSUMED IN 2025 THAT COMES FROM RENEWABLE SOURCES CERTIFIED BY GO

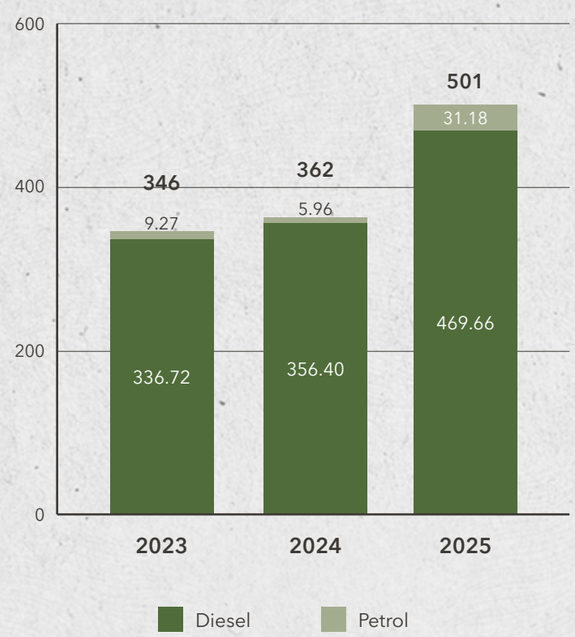
34%

PERCENTAGE OF ENERGY CONSUMPTION PRODUCED BY THE HIGH-EFFICIENCY COGENERATION PLANT

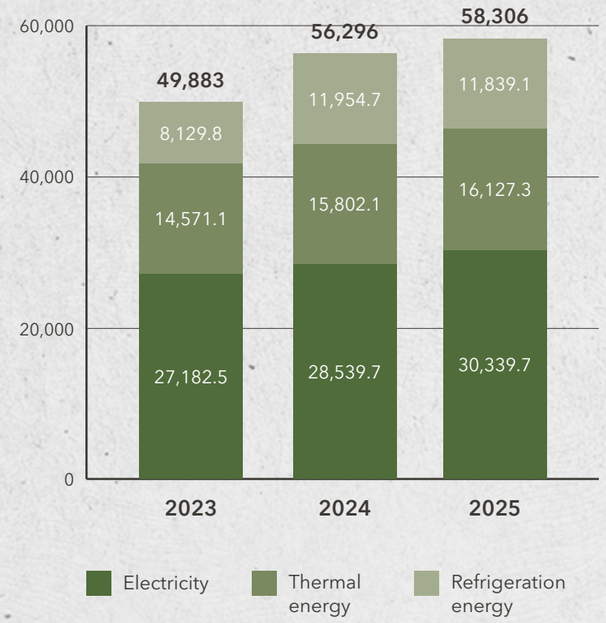
Total energy consumption (GJ)



Consumption by car fleet (GJ)



Energy produced and consumed by the on-site combined heat and power plant (GJ)

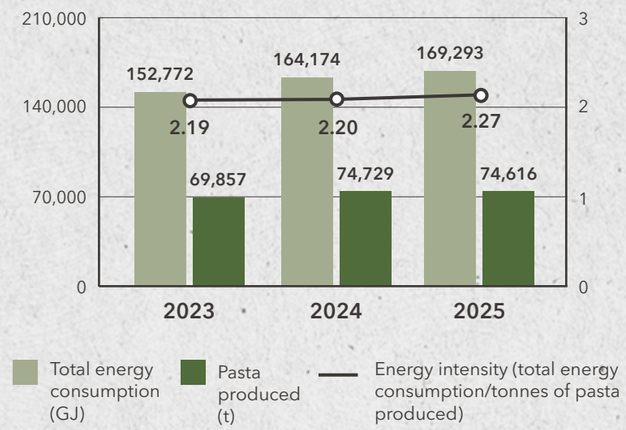


Energy intensity represents the ratio between energy consumption and an indicator of output, such as turnover or production volumes, and is a key measurement for assessing the level of energy efficiency in business processes. This indicator enables an analysis of the organisation's ability to generate value or output while, at the same time, optimising the use of energy resources.

During the period under consideration, energy intensity in relation to production showed a slight increase (+4%). This trend indicates a moderate rise in the amount of energy required per unit of output.

GRI 302-3 | ENERGY INTENSITY	U.M.	2023	2024	2025
Total energy consumption	GJ	152,772	164,174	169,293
Revenue from sales and services	€	100,107,283	100,093,678	96,750,581
Pasta produced	t	69,856.74	74,729.13	74,616.00
Energy intensity (energy consumption / sales turnover)	**MJ / € turnover**	**1.53**	**1.64**	**1.75**
Energy intensity (energy consumption / t of pasta produced)	**GJ / t**	**2.19**	**2.20**	**2.27**

Energy intensity



5.5 Monitoring of Atmospheric Emissions

Emissions management is based on the systematic monitoring of the main sources of emissions, which are attributable to the combustion of natural gas in the thermal power station, the pasta drying processes, the pneumatic conveying systems for semolina, and production activities in the vacuum processing division.

This precise monitoring of emissions gives rise to a concrete process of continuous improvement, aimed at reducing environmental impacts and improving environmental performance.

For these areas, **constant monitoring** is guaranteed **in accordance with the relevant authorisations and current legislation**, with particular attention also paid to **odour-causing emissions**, which are subject to periodic checks by specialist laboratories so as to prevent potential environmental and social impacts on the local area.

The strategy adopted ensures full **regulatory compliance** by conducting **regular analyses and sharing the results with the relevant authorities**, including the Ecology Department of the Metropolitan City of Bari, ARPA Apulia, the Local Health Authority (ASL) and local authorities, as well as by strengthening **monitoring systems to prevent authorised limits from being exceeded** and continuously evaluating improvements in line with Best Available Techniques (BAT).

At the same time, **the carbon footprint** is measured and reported by classifying climate-changing emissions into Scope 1 – relating to direct emissions generated by activities under the company's control – and Scope 2, relating to purchased and consumed energy, calculated both using the **location-based** approach – based on the national energy mix – and the **market-based** approach, which takes into account specific procurement arrangements, including the purchase of energy from renewable sources where applicable.

GRI 305 | GHG EMISSIONS	U.M.	2023	2024	2025
GRI 305-1 | SCOPE 1 DIRECT EMISSIONS				
Natural gas – Systems [3]	tCO_2 eq	4,561.49	4,802.36	5,032.72
Natural gas– Cogeneration unit [3]	tCO_2 eq	4,030.64	4,413.42	4,604.22
Diesel – Generator set	tCO_2 eq	8.59	9.38	10.42
Diesel	tCO_2 eq	23.76	25.70	33.86
Petrol	tCO_2 eq	0.60	0.38	2.01
F-Gas [4]	tCO_2 eq	996.69	736.17	688.35
Total Scope 1 emissions	**tCO_2eq**	**9,622**	**9,987**	**10,372**
GRI 305-2 | SCOPE 2 INDIRECT EMISSIONS				
From purchased electricity – location-based	tCO_2 eq	1,629.38	1,446.50	1,372.40
From purchased electricity – market-based	tCO_2 eq	2,980.74	678.54	643.26
TOTAL EMISSIONS				
Total Scope 1 and Scope 2 emissions – location-based	**tCO_2eq**	**11,251**	**11,434**	**11,744**
Total Scope 1 and Scope 2 emissions – market-based	**tCO_2eq**	**12,603**	**10,666**	**11,015**

[3] Emissions associated with natural gas have been restated compared with previous reporting periods, following a review of consumption data, which now also includes the quantities used to operate the combined heat and power plant.

[4] The term 'F-Gas' refers to the use of the following refrigerant gases: R-134a, R-32, R-404a, R-407C, R-410A, R-417A and R-422B, which are used in the company's refrigeration and air-conditioning systems.

The trend in emissions shows a gradual increase in direct emissions (Scope 1), with a rise of approximately 8 per cent compared to 2023, mainly attributable to the increase in the consumption of natural gas for production activities and the operation of the combined heat and power plant. Over the same period, indirect emissions from purchased electricity **(Scope 2 – location-based)** show a reduction of **-16%.**

Scope 2 emissions under the market-based approach show a very significant decline, falling from 2,981 tCO_2eq in 2023 to 643 tCO_2eq in 2025, representing an overall reduction of approximately **-78%**. This result directly reflects the increase in the proportion of electricity sourced from renewable energy sources certified by Guarantees of Origin, which in 2024 and 2025 accounts for 75% of the total and, under the market-based approach, counts as having a zero emission factor.

Overall, **total emissions (Scope 1 and market-based Scope 2) have fallen by approximately -13% with respect to 2023.**

-78%

REDUCTION IN MARKET-BASED SCOPE 2 EMISSIONS (2025 VS 2023)

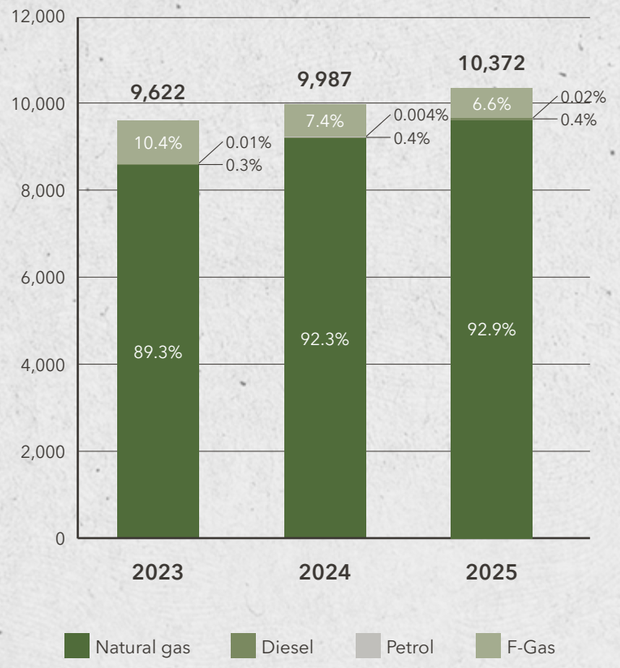
-16%

REDUCTION IN LOCATION-BASED SCOPE 2 EMISSIONS (2025 VS 2023)

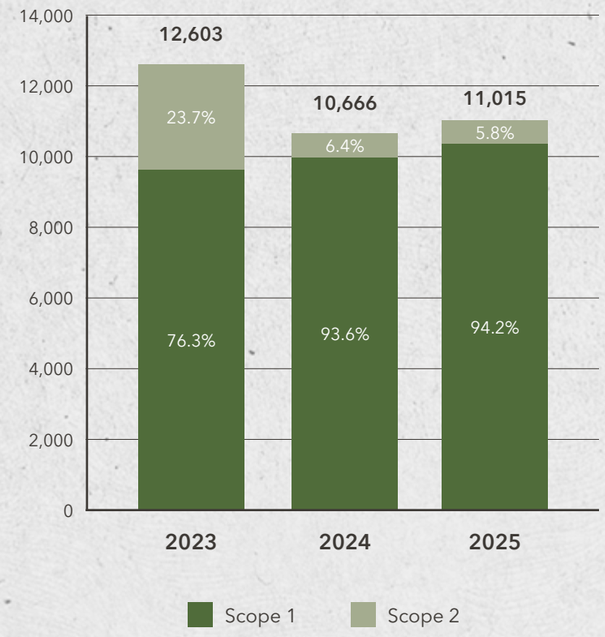
-13%

REDUCTION IN SCOPE 1 AND MARKET-BASED SCOPE 2 EMISSIONS (2025 AGAINST 2023)

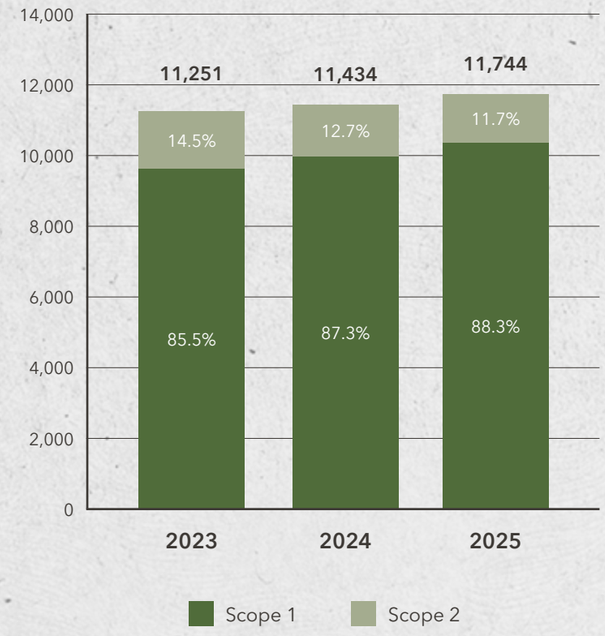
Direct emissions - Scope 1 (tCO_2eq)



Scope 1 and 2 emissions market-based (tCO_2eq)

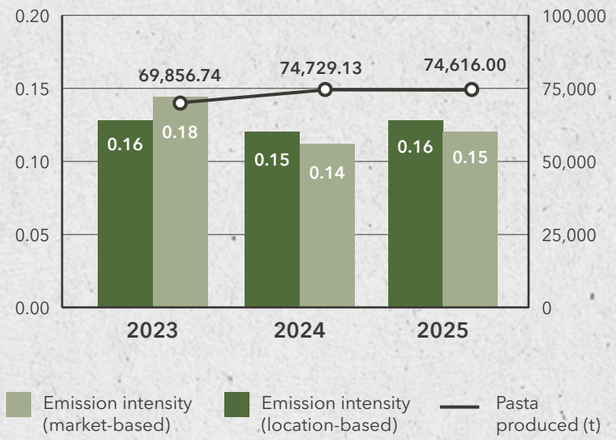


Scope 1 and 2 emissions location-based (tCO_2eq)





Emission intensity (tCO$_2$eq / t pasta produced)



Emissions intensity represents the ratio between greenhouse gas emissions generated and an indicator of business activity, such as sales turnover or production volumes. This indicator makes it possible to assess the organisation's environmental efficiency by measuring its ability to limit emissions while maintaining the same level of production or economic value generated. During the period under review, emissions intensity relative to the quantities of pasta produced remained stable overall.

GRI 305-4 | INTENSITY OF GHG EMISSIONS	U.M.	2023	2024	2025
Total Scope 1 and Scope 2 emissions – location-based	tCO_2 eq	11,251	11,434	11,744
Total Scope 1 and Scope 2 emissions – market-based	tCO_2 eq	12,603	10,666	11,015
Revenue from sales and services	€	100,107,283	100,093,678	96,750,581
Pasta produced	t	69,856.74	74,729.13	74,616.00
Emission intensity (location-based emissions / sales turnover)	**$kgCO_2eq$ / turnover**	**0.11**	**0.11**	**0.12**
Emission intensity (location-based emissions / pasta produced)	**tCO_2eq / t**	**0.16**	**0.15**	**0.16**
Emission intensity (market-based emissions / sales turnover)	**$kgCO_2eq$ / turnover**	**0.13**	**0.11**	**0.11**
Emission intensity (market-based emissions / pasta produced)	**tCO_2eq / t**	**0.18**	**0.14**	**0.15**

5.6 *Proper Waste Management*

Waste management is governed by the ISO 14001-certified Environmental Management System, which establishes specific procedures for the correct classification, separate collection, temporary storage and transfer for recovery or disposal.

These activities are carried out in full compliance with current legislation and in accordance with traceability and control criteria, in order to guarantee legislative compliance and the management of environmental impacts associated with production activities.

-18%
REDUCTION IN THE AMOUNT OF WASTE GENERATED (2025 VS 2024)

Managing all waste properly means bringing the production cycle to a close with the same sense of responsibility with which it was begun.

Did you know that...?

Almost all of the waste generated by our production process is reused for **livestock feed**. Non-conforming pasta batches, broken pieces and processing dust – where suitable and in compliance with regulatory requirements – are not sent for disposal but are utilised as by-products for animal feed.

Waste is managed according to a formalised system that involves **storage in dedicated areas**, organised in such a way as to ensure separation **by type and level of hazard**. Each type is pre-classified according to the relevant EER code, so as to guarantee traceability and correct transfer to authorised recovery or disposal facilities.

For **hazardous materials**, including used lubricating oils, **specific management procedures** apply: collection in approved containers, storage in covered and segregated areas, and the absence of ignition sources in the vicinity.

In 2025, the **total amount of waste generated decreased by 18% with respect to 2024**, accompanied by a **decrease in hazardous waste (-33%)**. Almost all of the waste generated consists of **non-hazardous waste, which accounts for 98% of the total.**

In terms of waste treatment, **95 per cent of the waste generated was in fact sent off for preparation for reuse (R13)**, thereby reducing the need for disposal solutions.

GRI 306-3 | WASTE BY COMPOSITION [5]	U.M.	2023	2024	2025
Hazardous waste	t	5.68	5.28	3.52
Non-hazardous waste	t	214.50	265.76	219.30
Total	**t**	**220.18**	**271.04**	**222.82**

[5] All waste is managed at a site outside the company by authorised waste management operators.

Nothing goes to waste: efficient management of warehouse stock

A structured system of management makes it possible to constantly monitor product expiry dates, triggering automatic alerts that prevent the risk of generating food waste. For products destined for large-scale retail, a minimum remaining shelf life **of two-thirds of the total shelf life** is also guaranteed, adopting promotional initiatives where necessary to avoid surpluses.

What's more, a significant proportion of our products is **regularly donated to local charities and social organisations**, helping to support the community and ensure the responsible management of resources, with a view to preventing food waste.

-33%
REDUCTION IN THE AMOUNT OF HAZARDOUS WASTE GENERATED (2025 VS 2024)

98%
PERCENTAGE OF NON-HAZARDOUS WASTE AS A PROPORTION OF TOTAL WASTE GENERATED

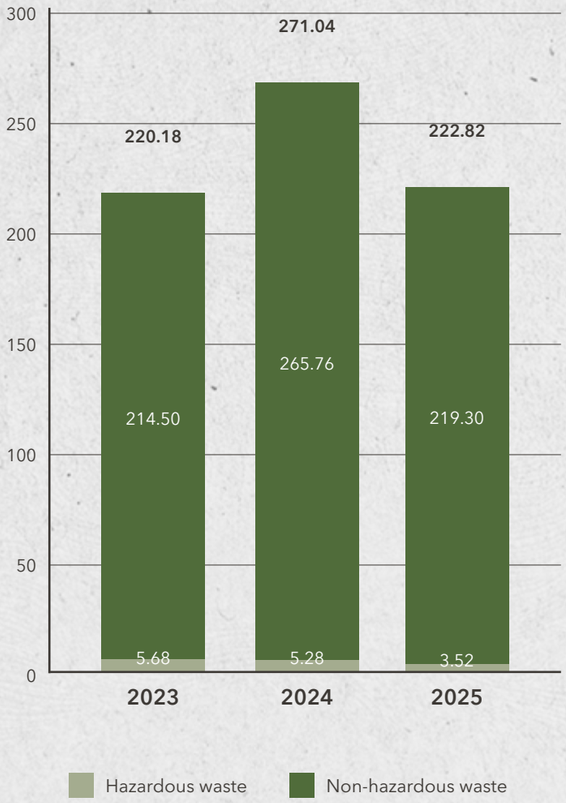
95%
PERCENTAGE OF WASTE SENT FOR RECOVERY OPERATIONS

GRI 306-4 | WASTE NOT INTENDED FOR DISPOSAL	U.M.	2023	2024	2025
HAZARDOUS WASTE				
Preparation for reuse	t	5.68	4.28	2.8
Recycling	t	-	-	-
Other recovery operations	t	-	-	-
NON-HAZARDOUS WASTE				
Preparation for reuse	t	202.42	223.80	208.02
Recycling	t	-	-	-
Other recovery operations	t	-	-	-
Total	**t**	**208.1**	**228.08**	**210.82**

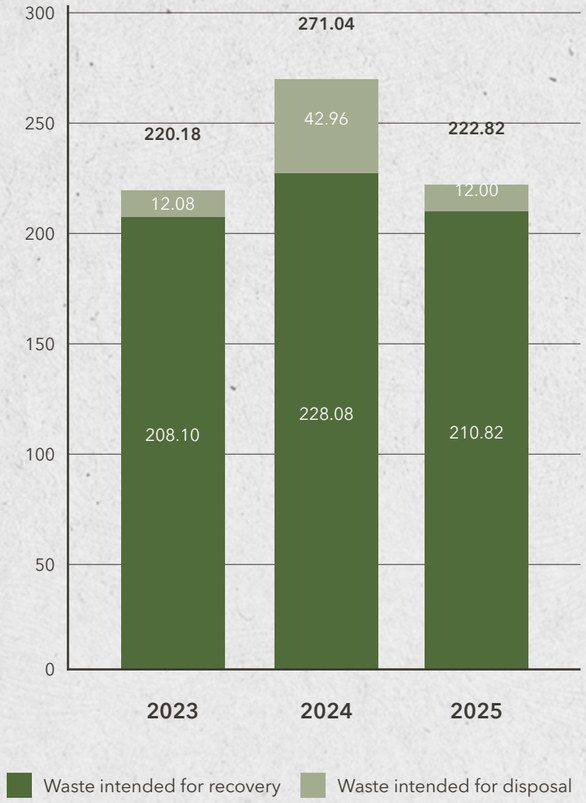
GRI 306-5 | WASTE INTENDED FOR DISPOSAL	U.M.	2023	2024	2025
HAZARDOUS WASTE				
Preparation for disposal	t	-	1.00	0.72
Incineration with energy recovery	t	-	-	-
Incineration without energy recovery	t	-	-	-
Disposal at a landfill site	t	-	-	-
Other disposal operations	t	-	-	-
NON-HAZARDOUS WASTE				
Preparation for disposal	t	-	-	-
Incineration with energy recovery	t	-	-	-
Incineration without energy recovery	t	-	-	-
Disposal at a landfill site	t	-	-	-
Other disposal operations	t	12.08	41.96	11.28
Total	**t**	**12.08**	**42.96**	**12.00**



Waste generated according to type (t)



Waste generated according to destination (t)



Types of waste generated

** The 'Other' category includes the following codes: 130208, 130802, 150110, 150202, 160122, 160214, 160506, 170203, 170402, 170603, 170411, 80111, 80121.*

6.

Caring for Our People



100%
PERCENTAGE OF PERMANENT EMPLOYEES IN 2025

119 vs 113
NUMBER OF EMPLOYEES IN 2025 VS 2024

10% vs 9%
OVERALL HIRING RATE

5% vs 6%
OUTGOING STAFF TURNOVER RATE IN 2025 AS COMPARED TO 2024

6,626 vs 6,260
TOTAL HOURS OF TRAINING DELIVERED IN 2025 COMPARED TO 2024

56 vs 55
AVERAGE NUMBER OF HOURS OF TRAINING PER PERSON PROVIDED IN 2025

ISO 45001



6.1 *Managing our Staff*

The wellbeing of the company's employees is the result of an organisational model that integrates professional and personal aspects, placing the development of the individual and the quality of the working experience at the heart of the company's approach.

100%
PERCENTAGE OF PERMANENT EMPLOYEES IN 2025

100%
PERCENTAGE OF FULL-TIME EMPLOYEES IN 2025

The company owes its origins to the initiative and commitment of its people and continues to recognise human capital as a key factor in the company's continuity and development. The **skills, wealth of knowledge and experience gained** over time are a distinguishing feature, forming the basis of the results achieved and the solid foundation built up over the years.

All staff are employed in accordance with the applicable **National Collective Labour Agreement** (CCNL), thereby ensuring that 100 per cent of our employees are covered by a collective agreement. The full implementation of the CCNL is a fundamental guarantee of transparency in employment relationships, fair industrial relations and the safeguarding of the pay and social security contribution standards laid down by law.

GRI 2-7 | EMPLOYEES ACCORDING TO TYPE OF CONTRACT	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total	**104**	**6**	**110**	**105**	**8**	**113**	**108**	**11**	**119**
Permanent	104	6	110	103	8	111	108	11	119
Fixed-term	-	-	-	2	-	2	-	-	-
Total	**104**	**6**	**110**	**105**	**8**	**113**	**108**	**11**	**119**
Full-time	104	6	110	105	8	113	108	11	119
Part-time	-	-	-	-	-	-	-	-	-

Over the three-year period, there was a modest and stable number of non-permanent staff, employed mainly to carry out **ancillary, specialist or ad hoc tasks** not directly related to the company's core activities. These are, in particular, services outsourced to external companies, such as technical work on plant and machinery (maintenance, improvements and upgrades), activities relating to health and safety and environmental management, as well as those connected with logistics, order preparation and the management of peak workloads, plus the installation and assembly of technological systems. This category also includes services such as industrial cleaning, which are essential for ensuring compliance with the required quality and health and hygiene standards.

GRI 2-8 | INDEPENDENT CONTRACTORS	2023	2024	2025
Total	**8**	**8**	**9**
Contractors and subcontractors	5	5	5
Other contractual relationship	3	3	4



Safeguarding the wellbeing of staff

The protection of employees' health and the promotion of their wellbeing are organised into a structured system of targeted initiatives and measures, which can be summarised as follows:

- **Supplementary healthcare cover:** a contribution towards the National Sectoral Healthcare Fund, with guarantees regarding reimbursements, allowances and dedicated healthcare cover; membership of FASA – the Healthcare Fund for Food Industry Workers, which provides specialist care, agreements with healthcare providers and supplementary healthcare services.
- **Prevention and safeguarding of health:** establishing agreements with local healthcare facilities and promoting targeted prevention campaigns, including specialist screening, such as cardiology consultations.
- **Physical and mental wellbeing:** agreements with sports centres offering staff membership at reduced rates, with the option of access to private personal trainers.
- **Professional development and growth:** provision of free training courses or the option of reimbursement for training programmes, including language courses.
- **Measures in support of income:** provision of meal vouchers for staff working on-site.

Our commitment to pay equity

The **determination of remuneration** is based on the parameters set out in the National Collective Labour Agreement for the Food Industry and in current legislation, supplemented by improvements introduced through second-level company-level collective bargaining. The system provides for **a fixed and a variable component,** linked to the achievement of pre-defined objectives, both at company and individual level. The objectives also include aspects relating to quality, safety, the environment and the prevention of non-conformities, as well as indicators of attendance and operational contribution. The assessment takes into account individuals' roles, skills and actual contribution to the company's results, while also considering internal feedback and objective evidence.

Over the three-year period, the **ratio between the highest and median remuneration** has remained stable. The slight variations observed are due to the recruitment of new, highly specialised staff as well as career progression. The ratio relating to percentage increases also remains in line with the previous reporting period, confirming balanced remuneration growth within the Organisation.

GRI 2-21 | ANNUAL REMUNERATION RATIO	2023	2024	2025
The ratio of the total annual remuneration of the highest-paid individual to the median total annual remuneration of all employees (excluding that individual)	2.49	2.57	2.61
The ratio of the percentage increase in the total annual remuneration of the highest-paid individual to the median percentage increase in the total annual remuneration of all employees (excluding that individual)	-	1.62	1.43

6.2 Making the Most of Diversity

Our focus on individual differences – in terms of gender, age, career path and personal circumstances – translates into a commitment to ensuring fairness in the processes of managing human resources, combating all forms of discrimination and fostering an inclusive, respectful and merit-based working environment. Within this framework, people's wellbeing is viewed from a perspective that goes beyond the purely professional sphere to include their personal and family lives. Achieving a sustainable work-life balance is a strategic lever for sustaining motivation, operational continuity and long-term quality performance.

The Committee for Equal Opportunities, Inclusion and the Promotion of Diversity

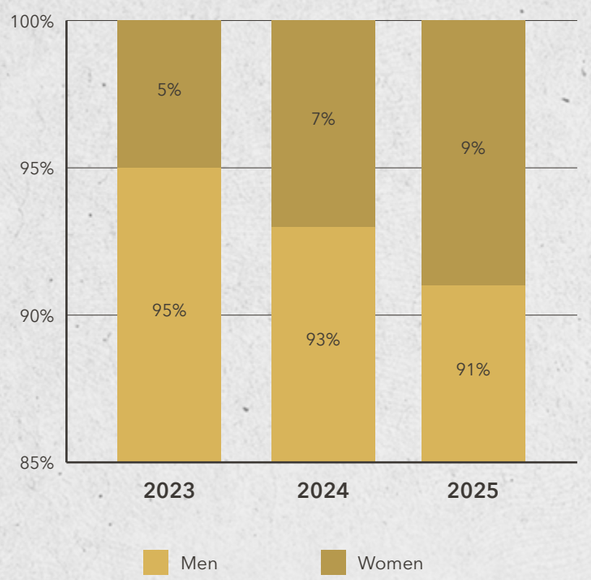
In 2025, Granoro established the Company Committee for Equal Opportunities, Inclusion, Non-Discrimination and the Promotion of Diversity, an internal advisory and initiative-taking body dedicated to promoting a corporate culture based on respect for the individual and equal treatment. The Committee reflects the company's commitment to **combating all forms of discrimination** – whether direct or indirect – on the grounds of gender, age, origin, nationality, disability, personal beliefs, religious affiliation or other personal characteristics protected by current legislation.

The Committee operates in accordance with the **principles of equality, inclusion, meritocracy, respect for human dignity and the value of diversity,** with responsibilities that include the **promotion of gender equality and equal opportunities,** monitoring the implementation of **company policies on diversity and equity,** supporting management in identifying measures to ensure fairness in recruitment and professional development processes, and **collecting reports** and suggestions from employees.

The annual objectives include increasing female participation in career development programmes, **monitoring gender balance,** implementing training and awareness-raising activities, adopting initiatives to support work-life balance, and strengthening a corporate culture based on inclusion and mutual respect. The Committee meets at least twice a year and contributes to the achievement of ESG objectives and the standards required by sustainability certifications.

For the same contractual category, there are no **pay differences;** the difference between the average gross hourly pay of male and female workers in the same categories is zero.

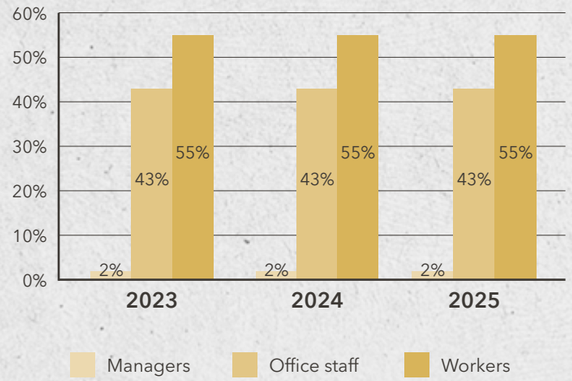
Employees according to gender



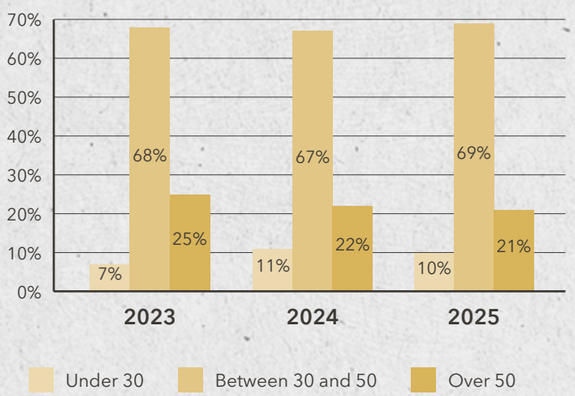
Over the three-year period, the composition of the governing bodies remained stable. There was a substantial gender balance and a predominance of members aged over 50.

The workforce shows a **predominance of the 30-50 age group**, particularly amongst manual workers, confirming a well-established operational structure. The breakdown by category remained stable over the three-year period, with female employees concentrated amongst office staff, and manual workers and managers remaining predominantly male.

Employees according to category



Employees according to age group

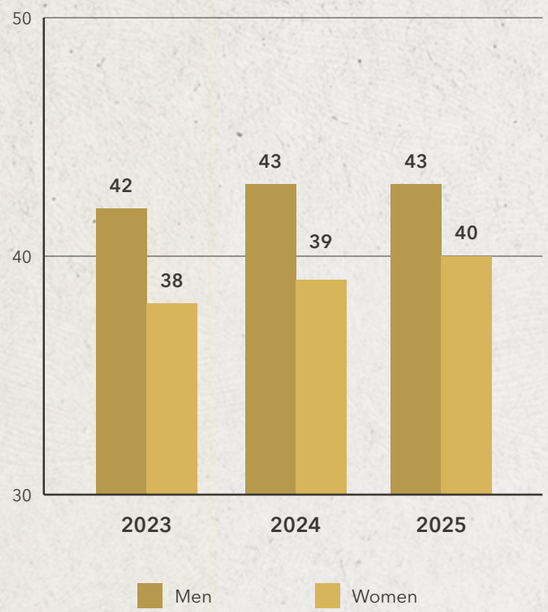


GRI 405-1 | PERCENTAGE OF GOVERNING BODIES BY GENDER AND AGE GROUP	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total	**3**	**4**	**7**	**3**	**4**	**7**	**3**	**4**	**7**
Between the ages of 30 and 50	-	2	2	-	2	2	-	2	2
Over 50	3	2	5	3	2	5	3	2	5
Total	**43%**	**57%**	**100%**	**43%**	**57%**	**100%**	**43%**	**57%**	**100%**
Between the ages of 30 and 50	0%	50%	29%	0%	50%	29%	0%	50%	29%
Over 50	100%	50%	71%	100%	50%	71%	100%	50%	71%

GRI 405-1 | NUMBER OF EMPLOYEES BY CATEGORY, GENDER AND AGE GROUP	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total	**104**	**6**	**110**	**105**	**8**	**113**	**108**	**11**	**119**
Under 30	8	-	8	10	2	12	11	1	12
Between the ages of 30 and 50	70	5	75	71	5	76	73	9	82
Over 50	26	1	27	24	1	25	24	1	25
Managers	**2**	**-**	**2**	**2**	**-**	**2**	**2**	**-**	**2**
Under 30	-	-	-	-	-	-	-	-	-
Between the ages of 30 and 50	-	-	-	-	-	-	-	-	-
Over 50	2	-	2	2	-	2	2	-	2
Office staff	**41**	**6**	**47**	**41**	**8**	**49**	**40**	**11**	**51**
Under 30	1		1	2	2	4	2	1	3
Between the ages of 30 and 50	24	5	29	23	5	28	23	9	32
Over 50	16	1	17	16	1	17	15	1	16
Workers	**61**	**-**	**61**	**62**	**-**	**62**	**66**	**-**	**66**
Under 30	7	-	7	8	-	8	9	-	9
Between the ages of 30 and 50	46	-	46	48	-	48	50	-	50
Over 50	8	-	8	6	-	6	7	-	7

Other parameters of diversity

Over the three-year period, the **average age** remained substantially stable, with a slight increase for both genders.



In 2025, there was a **33% increase in the number of employees with a university degree** compared with 2024, confirming the growth in skilled expertise within the organisation.

+33%
UNIVERSITY GRADUATES ON THE STAFF

Over the three-year period, the number of employees belonging to **protected categories** remained constant, accounting for 7 per cent of the total workforce. The distribution is concentrated mainly amongst office staff, whilst the proportion amongst manual workers remains marginal but unchanged.

GRI 405-1 | PERCENTAGE OF EMPLOYEES BELONGING TO PROTECTED GROUPS*	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total	**7**	**1**	**8**	**7**	**1**	**8**	**7**	**1**	**8**
Percentage of the total workforce	7%	17%	7%	7%	13%	7%	7%	9%	7%

** Calculated in accordance with Law No. 68/1999*

As part of its policies to safeguard the work-life equilibrium, the company guarantees full access to the **measures provided to support parenthood**, including the right to parental leave, whilst ensuring conditions that facilitate a smooth return to work and career continuity.

Particularly noteworthy is the figure relating to returning to work and continued employment: **100% of employees returned to work after parental leave and are still employed 12 months after their return.**

GRI 401-3 | PARENTAL LEAVE	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Number of employees who were entitled to parental leave following the birth of a child	3	-	3	5	-	5	5	-	5
Number of employees who took advantage of parental leave during the year (who applied for and were granted it)	2	-	2	2	-	2	3	-	3
Number of employees who have returned to work after parental leave	2	-	2	5	-	5	5		5
Number of employees who returned to work after parental leave and who are still in employment 12 months later	2	-	2	5	-	5	5	-	5



6.3 From Hiring to Staff Turnover

The company's appeal to new talent is backed by accessible recruitment procedures, designed to ensure equal opportunities for entry and the recognition of candidates' profiles.

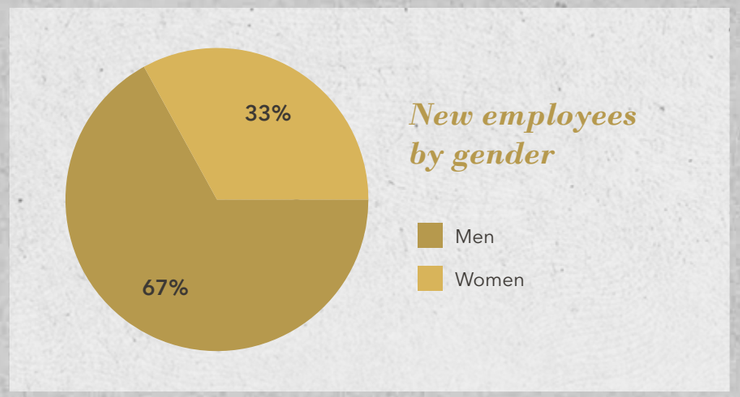
Our **recruitment channels** include digital platforms, specialist agencies, and partnerships with universities, technical colleges and job centres, fostering ongoing dialogue with the education sector and the local community. The selection process is the result of a collaborative decision-making process that directly involves senior management, department heads, office managers and the heads of the relevant departments.

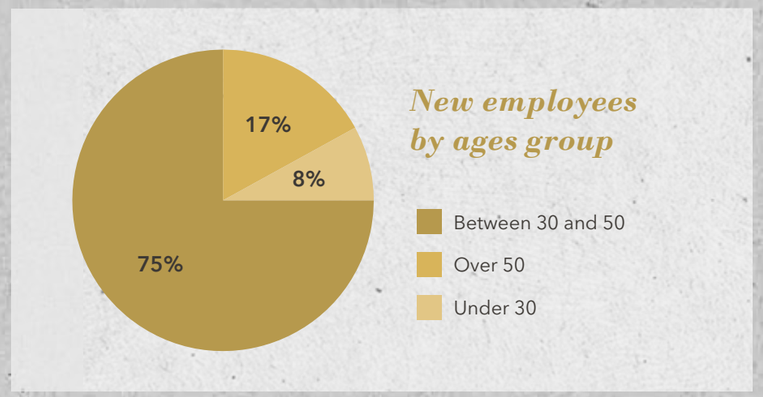
This framework also includes initiatives aimed at providing career guidance and introducing young people to the business world, as well as Confindustria's recognition of the **BAQ – Quality Work-Study Scheme**, which certifies a commitment to organisational models capable of strengthening the link between schools and the world of work.

Career management is based on an appraisal and development system designed to enhance human capital and foster professional growth in the medium to long term. Through regular **performance review** procedures, individual objectives consistent with the company's priorities are set and the results achieved are monitored, while at the same time identifying training needs and opportunities for improvement.

Monitoring staff turnover is a further strategic measure for assessing the balance between new hires and departures and for ensuring operational continuity. Analysing inflows and outflows enables the organisation to identify any critical issues at an early stage, preserve its pool of skills and strengthen employment stability, in line with the organisation's growth objectives.

Over the three-year period, there was a **gradual increase in new hires**, in line with the growth of the company's workforce, against a backdrop of a generally low number of departures. Staff turnover is mainly attributable to retirements. At the same time, recruitment trends show a focus on **strengthening the younger workforce,** with a gradual intake of staff aged between 30 and 50, which is contributing to a gradual reduction in the company's average age. There was also an **increase in the proportion of women** amongst new recruits, confirming a more balanced evolution in the composition of the workforce.





Incoming and Outgoing Staff Turnover: The Figures for 2025

+12
NUMBER OF NEW RECRUITS

33%
PERCENTAGE OF FEMALE EMPLOYEES OUT OF THE TOTAL NUMBER OF NEW RECRUITS

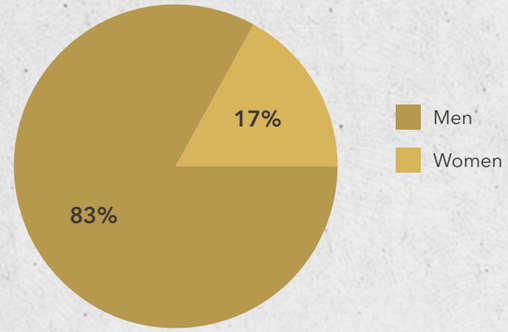
10%
OVERALL RECRUITMENT RATE

5%
OUTGOING STAFF TURNOVER RATE

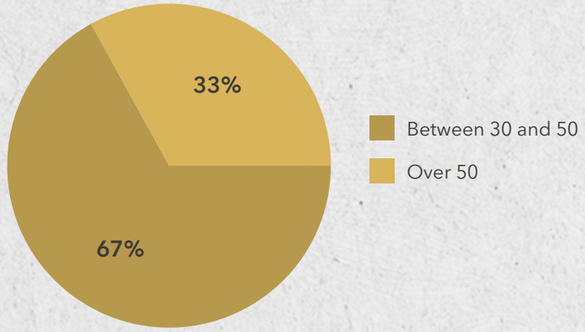
GRI 401-1 | NEW HIRES AND STAFF TURNOVER RATE	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total number of new employees recruited	**3**	**-**	**3**	**7**	**3**	**10**	**8**	**4**	**12**
Under the age of 30	1	-	1	2	2	4	1	-	1
Between the ages of 30 and 50	2	-	2	5	1	6	5	4	9
Over 50 years of age	-	-	-	-	-	-	2	-	2
Total recruitment rate	**3%**	**0%**	**3%**	**7%**	**38%**	**9%**	**7%**	**36%**	**10%**
Under the age of 30	13%	-	13%	20%	100%	33%	9%	-	8%
Between the ages of 30 and 50	3%	-	3%	7%	20%	8%	7%	44%	11%
Over 50 years of age	-	-	0%	-	-	0%	8%	-	8%

GRI 401-1 | NEW RECRUITS AND STAFF TURNOVER	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total number of employees who left the company	**2**	**-**	**2**	**6**	**1**	**7**	**5**	**1**	**6**
Under the age of 30	-	-	-	-	-	-	-	-	-
Between the ages of 30 and 50	1	-	1	3	1	4	3	1	4
Over 50 years of age	1	-	1	3	-	3	2	-	2
Total staff turnover rate	**2%**	**0%**	**2%**	**6%**	**13%**	**6%**	**5%**	**9%**	**5%**
Under the age of 30	-	-	0%	-	-	0%	-	-	0%
Between the ages of 30 and 50	1%	-	1%	4%	20%	5%	4%	11%	5%
Over 50 years of age	4%	-	4%	13%	-	12%	8%	-	8%

Employees who left the company by gender



Employees who left the company by age group





6.4 Training: The Development and Promotion of Talent

Training is a strategic tool for consolidating and developing in-house skills.

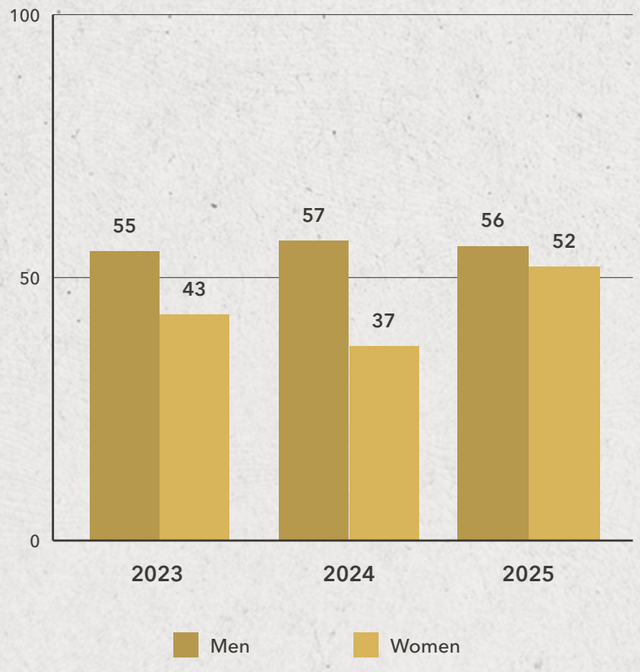
Training activities are organised into technical, language and professional courses, delivered both in person and via e-learning platforms, with the aim of supporting continuous professional development and fostering the development of new skills. The effectiveness of these initiatives is monitored by means of **performance appraisal systems and structured feedback sessions**, so as to verify the effective transfer of the skills acquired and their contribution to organisational results.

In our training programmes, priority is given to **health and safety in the workplace**, with courses dedicated to accident prevention, emergency management – including fire safety and the use of first-aid equipment – and the correct use of equipment and machinery. Whenever new technology is introduced or regulatory changes are made, specific training courses are organised to ensure that staff are adequately prepared.

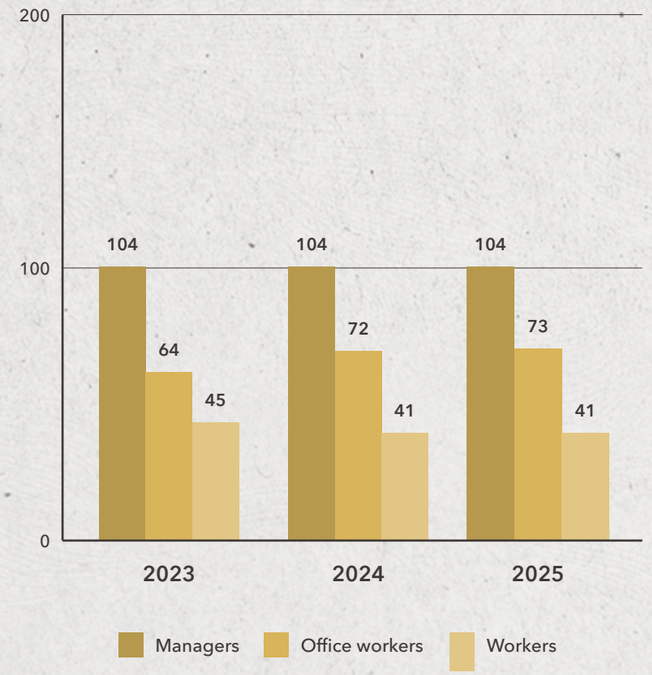
Particular importance is also attached to the management of procedures of organisational change, which include programmes of **support and professional retraining**. These measures are designed to facilitate the transfer of skills and any internal redeployment, in full compliance with current legislation and the rights of those involved.

During the three-year period, there was **substantial stability in the average number of training hours by category**, confirming a consistent focus on developing skills. The increase in the total number of hours – from 5,974 in 2023 to 6,626 in 2025 – is in fact consistent with the growth in the workforce, maintaining **per capita levels that remained virtually unchanged**. In particular, the rise in the proportion of female white-collar workers is also reflected in the average number of hours provided to this category, which rose by approximately **40% between 2024 and 2025.**

Average number of hours of training by gender



Average number of hours of training by category





GRI 404-1 | AVERAGE NUMBER OF TRAINING HOURS BY GENDER AND CATEGORY	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total number of hours of training	**5,718**	**256**	**5,974**	**5,962**	**299**	**6,261**	**6,054**	**572**	**6,626**
Managers	208	-	208	208	-	208	208	-	208
Office staff	2,750	256	3,006	3,220	299	3,518	3,140	572	3,712
Workers	2,760	-	2,760	2,534	-	2,534	2,706	-	2,706
Average number of hours of training	**55**	**43**	**54**	**57**	**37**	**55**	**56**	**52**	**56**
Managers	104	-	104	104	-	104	104	-	104
Office staff	67	43	64	79	37	72	79	52	73
Workers	45	-	45	41	-	41	41	-	41

Investing in Lifelong Learning: The Highlights for 2025

6,626 hours

TOTAL NUMBER OF HOURS OF TRAINING GIVEN TO EMPLOYEES

+11%

PERCENTAGE INCREASE IN TOTAL NUMBER OF HOURS OF TRAINING WITH RESPECT TO 2023

56

AVERAGE NUMBER OF HOURS OF TRAINING RECEIVED PER PERSON



6.5 Employee Safety

Protecting health and safety in the workplace is a strategic priority, which we pursue with a management system certified to the ISO 45001 standard. The approach we have adopted goes beyond mere regulatory compliance; it is based on a principle of continuous improvement aimed at preventing accidents and safeguarding people's physical and psychological wellbeing.

Our **Health and Safety Policy** is based on a structured and participatory approach, which recognises the individual as the central focus and guiding principle of the entire prevention system. Within this framework, our commitment is structured around clear operational guidelines:

- **The central importance of individual protection,** with the primary aim of safeguarding people's physical integrity and well-being in the workplace;
- **Active staff involvement,** through systematic programmes of information, training and continuous professional development regarding risks and preventive measures;
- **Collaboration extended to the operational supply chain,** through coordination with contractors and self-employed workers, in order to ensure consistent safety standards;
- **Open dialogue with the relevant institutions and stakeholders,** as an element of accountability and regulatory compliance;
- **Decision-making based on prior risk analysis,** complemented by applying the Best Available Techniques (BAT);
- **Adequate allocation of financial and organisational resources,** to support the continuous improvement of the health and safety management system.

The system is based on a set of control and monitoring mechanisms, including internal and external audits, periodic checks and key performance indicators (KPIs) designed to assess trends in accidents and so-called 'near misses'. The **Health and Safety Service (SPP)** plays a central role, coordinating the identification and assessment of risks in collaboration with department managers and the occupational health doctor. The **Risk Assessment Document (DVR)** is updated whenever there are significant changes to procedures, duties or systems, incorporating the analysis of **interference risks (DUVRI)** and the planning of preventive measures and emergency management procedures, including those relating to risk of fire.

During 2025, a number of measures were implemented with the aim of improving health and safety conditions in the workplace, with a particular focus on the prevention of operational risks. Among the key actions undertaken was the design and construction of **catwalks dedicated to the semolina receiving operations**, which make it possible to carry out sampling operations at height in safer conditions, thus avoiding unprotected access to the equipment. Work was also carried out to **upgrade the lifelines** in the automated warehouse, to install and improve the **handrails on roofs and floors**, and to construct **internal walkways** to facilitate access to machinery and reduce risks of injury during maintenance work.

GRI 403-8 | WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	2023	2024	2025
Percentage of employees and independent contractors covered by an occupational health and safety management system	100%	100%	100%
Percentage of employees and independent contractors covered by an occupational health and safety management system which is subject to internal audit	100%	100%	100%
Percentage of employees and independent contractors covered by an occupational health and safety management system that is audited by an external body	100%	100%	100%

GRI 403-9 | ACCIDENTS AT WORK	U.M.	2023	2024	2025
Number of recordable workplace accidents	n	1	-	1
- of which those involving permanent employees	*n*	*1*	-	*1*
Total number of hours worked	h	225,504	244,800	250,560
Rate of recordable workplace accidents [6]	**-**	**4.44**	**-**	**3.99**

[6] The rate is calculated as the ratio of the number of recorded accidents to the total number of hours worked, multiplied by 1,000,000.

Confirming the effectiveness of the preventive and corrective measures adopted, **only one accident was recorded in 2025**, caused by an accidental incident (tripping) not attributable to structural or procedural non-compliance. This figure forms part of an overall positive picture, with a **very low accident rate over the three-year period and no accidents in 2024.**

During the three-year period under consideration, **no cases of occupational disease were recorded**, reflecting the constant focus on protecting workers' health.

7.

Supporting the Local Community

150,000

MEALS DONATED TO LOCAL THIRD-SECTOR ORGANISATIONS

400+

NUMBER OF STUDENTS INVOLVED IN THE 2024-2025 MEDIA PROJECT

9 years

OF ONGOING SUPPORT FOR THE SUSAN G. KOMEN FOUNDATION



The relationship with the **local community** is a fundamental part of the company's identity and guides strategic decisions with a view to shared responsibility.

Support for the local area takes the form of concrete actions to benefit the community, through **support for cultural, educational and social initiatives,** as well as through partnerships with **organisations, associations and institutions** involved in projects promoting sustainable development.

Food Donations: An Unwavering Commitment

Support for local communities also takes the form of a continuous programme of food donations, aimed at those in the most vulnerable circumstances.

During **2025**, a significant quantity of pasta was donated, helping to provide **over 150,000 meals** in the local area.

This initiative is made possible thanks to our collaboration with **Caritas, parishes, associations and over 60 third-sector organisations**, with whom we share the aim of providing practical, continuous and widespread support.

7.1 *Health and Prevention as a Shared Responsibility*



Media 2.0 Project
Promoting a Culture of Prevention Amongst Young People

Now in its second decade, the **Media Project** is a carefully structured prevention education programme aimed at lower secondary school pupils in Corato and Ruvo di Puglia, developed in collaboration with the **Salute & Sicurezza O.D.V. Association** and with the involvement of healthcare professionals from the **Umberto I Hospital in Corato.** Over time, the initiative has promoted training activities and specialist screening, as well as donations of medical equipment to the hospital, thereby helping to strengthen the culture of health in the local area.

The project promotes prevention and, in its latest edition, has incorporated specific **screening activities for the early detection of morphological abnormalities of the spine.**

At the closing event of the 2024/2025 academic year, the results of the programme were presented in the presence of representatives from government bodies as well as those from the education and healthcare sectors. As part of the same initiative, a donation was also announced in favour of the Paediatrics Department at Umberto I Hospital, intended to improve the ward facilities for young patients. The project also included awards for students who had distinguished themselves through their communication activities on prevention issues, within the framework of the "Spot&Vinci" competition. **Over 400 students** were involved in the 2024–2025 programme.



Susan G. Komen and Race for the Cure 2025:
Supporting Cancer Prevention

Our partnership with Susan G. Komen Italia has been active **since 2016** and forms part of an ongoing commitment to cancer prevention and the promotion of women's health. Over time, this support has also extended to the **Carovana della Prevenzione**, a travelling initiative that offers free screening in town squares across Italy, with a specific focus on women facing economic and social hardship, thereby helping to reduce inequalities in access to healthcare services.

In 2025, support was confirmed for the **Race for the Cure**, the country's most important event dedicated to raising awareness and funds for the fight against breast cancer. The event, spread over three days devoted to health, sport and solidarity, promotes prevention as an essential tool for early diagnosis. Our involvement as a sponsor reflects a sustained commitment to supporting initiatives that raise awareness of cancer-related issues, highlight the role of the community and offer practical support to women who are facing or have faced the disease.

7.2 *Investing in Culture to Make Communities Stronger*



The Big Day:
A Celebration of the Apulian Durum Wheat Harvest

The **"Big Day"** is celebrated annually; it is an event devoted to the durum wheat harvest in Apulia, a key element in the supply chain. The event provides an opportunity for farmers, industry professionals and the local community to come together, with the aim of showcasing Apulia's agricultural produce and promoting the importance of sustainability in local agriculture.

The event takes place in the Tavoliere delle Puglie region, recognised as the 'Breadbasket of Italy' for the quality and abundance of its cereal production. The initiative provides an opportunity to explore the latest technical innovations introduced over the years and to foster a dialogue on the sector's evolution. The event is hosted by one of the company's long-standing partners, **Molino De Vita in Casalvecchio di Puglia**.



Support for Education
'Europe in a Book' Scholarship

As a sign of the commitment to the cultural development of the younger generation, the "Europe in a Book" initiative was supported with a scholarship awarded to one of the participating students.

This grant funds participation in the **Ventotene International Seminar**, a significant educational experience in fostering European citizenship. The initiative, organised in collaboration with the European Federalist Movement and institutional partners, forms part of a wider commitment to promoting European culture, civic-mindedness and awareness amongst the younger generations regarding the values of integration and international cooperation.





Promoting the Region's Cultural Heritage and Identity

A Time for Little Ones

A theatre programme for children organised by the Kuziba theatre company, with the aim of introducing young children to the world of the theatre and stimulating their creativity, imagination and active participation.

Il Pendio

An art competition organised by Pro Loco Quadratum, which has, over time, gained prominence at a national level. The initiative promotes creativity, showcases emerging talent and fosters interaction with various artistic forms.

The "Fausto Zadra" Piano Festival

A piano festival organised by Maestro Filippo Balducci, which brings internationally renowned pianists to Corato. The event features concerts and piano masterclasses, ranging from classical music to jazz, and helps to promote a high-quality musical culture.

Dialoghi di Trani (Discussions in Trani)

As one of the most significant cultural events in Apulia and Southern Italy, the "Dialoghi di Trani" has, since 2002, served as a key forum for discussing current affairs. Every year, the initiative hosts leading figures from the worlds of culture, politics and business, promoting discussion on key issues of the present and the future and encouraging critical thinking and civic engagement.

Gusto Jazz (The Taste of Jazz): Music, Food Flavours and the Local Area

An event organised by the town of Corato, focusing on jazz music and the promotion of local food, wine and tourism, organised by the Art Promotion Cultural Association. In addition to the concerts, which feature internationally renowned artists, the event includes tasting sessions and initiatives to showcase the region's finest food and drink, with a particular focus on extra virgin olive oil made from the Coratina variety and 'Dedicato 100% Puglia' pasta, highlighting their quality and connection to the local area.

7.3 Sports, Inclusion and Social Cohesion

Sport is recognised as a key area for promoting health and for developing educational programmes based on fairness, commitment, adherence to the rules and individual responsibility. In line with this vision, a supporting network for local sports associations and clubs has gradually been established.

Corridendo 2025 Run With Your Heart

Granoro sponsored the charity event "Corridendo", held in Corato in September 2025 and organised by the non-profit organisation *Il Sorriso di Antonio*.

The initiative, which combines sport and charity, supports research into non-Hodgkin's lymphoma, making a tangible contribution to the work of the Oncohematology Department at the Policlinico di Bari and strengthening ties with the local area and community.



Support was provided to organisations including, amongst others, SSC Bari, Catanzaro Calcio, Famila Basket Schio, Virtus Corato, Gran Football, Circolo Tennis Corato, Circolo Tennis Trani and Nuova Matteotti Corato.

A significant part of our community involvement centres on our partnership with **SSC Bari,** a leading sports club in the region of Apulia. For the 2024/2025 Season of Serie B (Italian second-division football), the company has been confirmed as the Main Sponsor, with its brand appearing on the official match shorts and participating in initiatives aimed at the team and the regional community. The partnership is based on shared values such as **inclusion, fairness, healthy eating and balanced lifestyles,** strengthening the bond with the local community.

This support also extends to special projects and activities that strengthen the sense of belonging and encourage public participation. In 2019, the **"Granoro Dedicato – SSC Bari"** pasta line was also launched, made from 100% Apulia wheat and featuring packaging that evokes local tradition and the club's colours.

Finally, this commitment includes support for the **Youth Sector**, which involves around 200 young athletes in age-group leagues, promoting their growth in sports and as individuals through commitment, loyalty and team spirit.

The partnership with Lotto–Groupe Wanty

In 2025, Granoro renewed its sponsorship with the Lotto–Groupe Wanty professional cycling team.

The team, one of the most competitive on the world stage, takes part in major international competitions, including the **Tour de France.** As part of the partnership, the riders and team staff use Granoro products during competitions, highlighting their nutritional qualities and performance benefits.

A partnership that strengthens the company's international standing, associating the brand with the values of energy, resilience and wellbeing.

Annex

Environmental, Social and Governance Impacts

The table below shows the impacts – both positive and negative, real and potential – broken down into environmental, social and governance categories, with reference to the issues identified as material in the materiality assessment conducted in 2025, relating to the 2024 financial year.

MATERIAL ISSUE	POSITIVE / NEGATIVE	MITIGATION OR REINFORCEMENT MEASURES	REAL / POTENTIAL	TIME FRAME	POSITION IN THE VALUE CHAIN
WATER RESOURCE MANAGEMENT	**Negative:** The generation of wastewater that could potentially cause pollution if not properly treated, and water consumption during the production process, which places potential pressure on the availability of water resources in the area.	**Mitigation measures:** Monitoring of water consumption and optimisation of water use in the production process, as well as the recovery and reuse of rainwater for irrigation. Monitoring and constant maintenance of the wastewater treatment plant through regular internal and external inspections.	Potential	Medium-to-long term	Company operations
RAW MATERIALS AND THE CIRCULAR ECONOMY	**Negative:** Negative environmental impacts associated with the proportion of raw materials sourced from outside the Apulian supply chain – and therefore not subject to the same controls as the Dedicato supply chain – could therefore be linked to negative environmental impacts on ecosystems and biodiversity.	**Mitigation measures:** Full utilisation of raw materials through circular economy initiatives aimed at recovering waste from production.	Potential	Medium-to-long term	Upstream supply chain and company operations
EMISSIONS AND CLIMATE CHANGE	**Negative:** Greenhouse gas emissions generated during the cultivation, processing and logistics stages, which have a negative impact on air quality and contribute to climate change.	**Mitigation measures:** Purchase of renewable energy from GO-certified sources, an energy efficiency plan and the revamping of machinery with a view to reducing energy consumption.	Real	Long-term	Upstream supply chain, company operations and downstream supply chain

MATERIAL ISSUE	POSITIVE / NEGATIVE	MITIGATION OR REINFORCEMENT MEASURES	REAL / POTENTIAL	TIME FRAME	POSITION IN THE VALUE CHAIN
WASTE MANAGEMENT	**Negative:** Pressure on ecosystems and waste management systems, and potential degradation of soil and groundwater due to the inevitable generation of hazardous and non-hazardous waste during routine operations.	**Mitigation measures:** Initiatives promoting a circular economy to ensure the full recovery of production waste, and the proper channelling of waste for disposal and recycling/recovery through specialised and qualified operators. Research and development activities aimed at designing more sustainable solutions for product packaging.	Real	Short-to-medium term	Internal operations and the downstream supply chain
ENERGY MANAGEMENT	**Negative:** Energy consumption from renewable and non-renewable sources, contributing to the depletion of fossil fuels or to the generation of greenhouse gas emissions.	**Mitigation measures:** Purchase of energy from GO-certified renewable sources, and an energy efficiency plan for the use of more efficient systems.	Real	Medium-to-long term	Company operations
BIODIVERSITY AND THE PROTECTION OF LIVING ORGANISMS	**Negative:** Contribution to the degradation of biodiversity caused by wheat monocultures and intensive farming practices in relation to the proportion of raw materials sourced from outside the short supply chain.	**Mitigation measures:** The production specifications for the Dedicato supply chain guarantee responsible farming practices that protect the environment, whilst the Granoro Bio line guarantees that no chemicals are used during cultivation that could harm biodiversity.	Real	Medium-to-long term	Upstream supply chain
	Positive: Preserving the biodiversity of Apulian agriculture by recovering ancient wheat varieties.	**Reinforcement measures:** Ongoing research into the study and promotion of ancient wheat varieties.	Real	Medium-to-long term	Upstream supply chain
HEALTH AND SAFETY	**Positive:** Taking account of employees' wellbeing and the working environment, which includes the prevention of accidents and occupational illnesses.	**Reinforcement measures:** ISO 45001-certified health and safety management system. General and specific health and safety training. Welfare programmes and agreements with healthcare providers to support employees' wellbeing.	Potential	Short-term	Company operations
TRAINING AND SKILLS DEVELOPMENT	**Positive:** Increased staff motivation and satisfaction, thanks to continuous training and upskilling.	**Reinforcement measures:** Regular performance assessments and training programmes for the personal and professional development of staff.	Real	Short-to-medium term	Company operations
DIVERSITY AND INCLUSION	**Positive:** Preventing harm to employees' psychological wellbeing and the working environment caused by any possible incidents of discrimination.	**Reinforcement measures:** Collaboration with organisations and initiatives aimed at promoting diversity within its workforce. A whistleblowing channel for reporting improper conduct.	Potential	Short-to-medium term	Company operations
EMPLOYEE MANAGEMENT AND PROTECTION	**Positive:** Improving employees' psychological wellbeing through fair contractual terms and a positive working environment.	**Reinforcement measures:** Employee involvement and open dialogue to encourage continuous improvement and ensure that employees' needs are heard. A whistleblowing channel for reporting improper conduct.	Real	Short-to medium term	Company operations

MATERIAL ISSUE	POSITIVE / NEGATIVE	MITIGATION OR REINFORCEMENT MEASURES	REAL / POTENTIAL	TIME FRAME	POSITION IN THE VALUE CHAIN
PRIVACY AND DATA PROTECTION	**Positive:** Preventing internal and external stakeholders from losing confidence in the Company in the event of non-compliance with regulations governing privacy protection and data processing.	**Mitigation measures:** Protection of the personal data of internal and external stakeholders in accordance with the GDPR (General Data Protection Regulation).	Potential	Short-term	Internal operations and the downstream supply chain
RELATIONS WITH LOCAL COMMUNITIES	**Positive:** To boost local cohesion and the community's social wellbeing through charitable activities and donations.	**Reinforcement measures:** We maintain an ongoing dialogue with public bodies and carry out numerous charitable activities, sponsorships and donations in the local area to local hospitals, sports organisations, cultural bodies and third-sector organisations.	Real	Short-to-medium term	The entire value chain
BUSINESS ETHICS AND INTEGRITY	**Positive:** An improvement in the working environment and a potential positive economic impact resulting from the Company's ethical guidelines.	**Reinforcement measures:** Drafting of a Code of Ethics, distributed to all employees and suppliers. Continuous training on professional ethics and anti-corruption. Implementation of a secure and anonymous whistleblowing system.	Potential	Short-to-medium term	The entire value chain
	Positive: Improving the corporate culture and the well-being of stakeholders through the application of rigorous ethical principles in the conduct of business activities.	**Reinforcement measures:** Drafting of a Code of Ethics, distributed to all employees and suppliers. Continuous training on professional ethics and anti-corruption. Implementation of a secure and anonymous whistleblowing system.	Real	Short-to-medium term	The entire value chain
RESPONSIBLE BUSINESS PRACTICES	**Negative:** Customer dissatisfaction and a potential deterioration in the working atmosphere and the financial performance of supply chain partners in the event of unfair business practices.	**Mitigation measures:** Establishing clear and transparent contracts with suppliers and customers. Clear and open communication. Procedures for handling complaints quickly and in a traceable manner.	Potential	Short-to-medium term	The entire value chain
	Positive: A positive economic impact on internal and external stakeholders, thanks to transparent and ethical business practices that guarantee business continuity and growth.	**Reinforcement measures:** Establishing clear and transparent contracts with suppliers and customers. Clear and open communication. Procedures for handling complaints quickly and in a traceable manner.	Real	Short-to-medium term	The entire value chain



GRI Content Index

Granoro has reported the information cited in this GRI content index for the period from 1 January to 31 December 2025, in accordance with the 2021 GRI Standards.

GRI	INDICATOR SPECIFICATIONS	SECTION	NOTES
GRI 2 – General Disclosure			
2-1	Details of Organisation	Note on methodology	-
2-2	Entities included in the Organisation's sustainability report	Note on methodology	-
2-3	Reporting period, frequency and contacts	Note on methodology	-
2-4	Restatement of information	Note on methodology GRI Content Index	-
2-5	External Assurance	Note on methodology	-
2-6	Business activities, the value chain and other business relationships	1 Our approach to business: Tradition, Territory and Innovation	-
2-7	Employees	6.1 Managing our staff	-
2-8	Independent contractors	6.1 Managing our staff	-
2-9	Structure and composition of the governance framework	4.1 Structure and responsibilities of the governing bodies	-
2-10	Appointment and selection of the highest governing body	4.1 Structure and responsibilities of the governing bodies	-
2-11	President of the highest governing body	4.1 Structure and responsibilities of the governing bodies	-
2-12	The role of the highest governing body in supervising the management of impacts	4.1 Structure and responsibilities of the governing bodies	-
2-13	Delegation of responsibility for the management of impacts	4.1 Structure and responsibilities of the governing bodies	-
2-14	The role of the highest governing body in sustainability reporting	4.1 Structure and responsibilities of the governing bodies	-
2-15	Conflicts of interest	4.1 Structure and responsibilities of the governing bodies	-

GRI	INDICATOR SPECIFICATIONS	SECTION	NOTES
2-16	Reporting of critical issues	4.1 Structure and responsibilities of the governing bodies	-
2-17	Collective expertise of the highest governing body	4.1 Structure and responsibilities of the governing bodies	-
2-18	Performance assessment of the highest governing body	-	Not present
2-19	Payment policies	6.1 Managing our staff	-
2-20	Method of determining remuneration	6.1 Managing our staff	-
2-21	Report on total annual remuneration	6.1 Managing our staff	-
2-22	Statement on the Strategy for Sustainable Development	Letter to stakeholders 2.1 Our sustainability strategy	-
2-23	Commitments made through policies	2.1 Our sustainability strategy 5.1 A systems approach to environmental protection 6.5 Employee safety	-
2-24	Integration of obligations in terms of policy	2.1 Our sustainability strategy 5.1 A systems approach to environmental protection 6.5 Employee safety	-
2-25	Measures aimed at counteracting negative impacts	2.1 Our sustainability strategy	-
2-26	Mechanisms for seeking clarification and raising concerns	4.1 Structure and responsibilities of the governing bodies 4.2 The tools for ethical conduct	-
2-27	Compliance with laws and regulations	4.2 The tools for ethical conduct	-
2-28	Membership in associations	4.4 Active engagement with associations	-
2-29	Approach to stakeholder participation	2.3 Talk and listen: stakeholder engagement	-
2-30	Collective bargaining agreements	6.1 Managing our staff	-
GRI 3 – Material Topics			
3-1	Process for determining material topics	2.2 Materiality assessment Annex	-
3-2	List of material topics	2.2 Materiality assessment Annex	-
3-3	Management of material topics	2.2 Materiality assessment Annex	-

GRI	INDICATOR SPECIFICATIONS	SECTION	NOTES
ECONOMIC PERFORMANCE			
GRI 201 – ECONOMIC PERFORMANCE (2021)			
201-1	Economic value directly generated and distributed	4.3 Economic value as a catalyst for shared development	-
ETHICS AND INTEGRITY			
3-3	Managing the material topic	4.1 Structure and responsibilities of the governing bodies 4.2 The tools for ethical conduct	-
GRI 205 – ANTI-CORRUPTION (2021)			
205-2	Communication and training on anti-corruption regulations and procedures	4.2 The tools for ethical conduct	-
205-3	Confirmed cases of corruption and measures taken	4.2 The tools for ethical conduct	-
GRI 206 – ANTI-COMPETITIVE BEHAVIOUR (2021)			
206-1	Legal proceedings relating to anti-competitive behaviour, antitrust violations and monopolistic practices	4.2 The tools for ethical conduct	-
RESPONSIBLE BUSINESS PRACTICES			
3-3	Managing the material topic	3.3 Local sourcing and traceability of raw materials	-
GRI 204 - PROCUREMENT PRACTICES			
204-1	Proportion of expenditure spent with local suppliers	3.3 Local sourcing and traceability of raw materials	-
RAW MATERIALS AND THE CIRCULAR ECONOMY			
3-3	Managing the material topic	5.1 A systems approach to environmental protection 5.2 Raw materials as the starting point	-
GRI 301 - MATERIALS (2021)			
301-1	Materials used by weight or volume	5.2 Raw materials as the starting point	Restatement of the indicator for the 2023 and 2024 figures
301-2	Incoming recycled materials used	5.2 Raw materials as the starting point	Restatement of the indicator for the 2023 and 2024 figures
ENERGY MANAGEMENT			
3-3	Managing the material topic	5.4 A path structured to achieve energy efficiency	-
GRI 302 - ENERGY (2021)			

GRI	INDICATOR SPECIFICATIONS	SECTION	NOTES
302-1	Energy consumption inside the Company	5.4 A path structured to achieve energy efficiency	Restatement of the indicator for the 2023 and 2024 figures
302-2	Energy consumption outside the Company	5.4 A path structured to achieve energy efficiency	-
302-3	Energy intensity	5.4 A path structured to achieve energy efficiency	-
EMISSIONS AND CLIMATE CHANGE			
3-3	Managing the material topic	5.1 A systems approach to environmental protection 5.5 Monitoring of atmospheric emissions	-
GRI 305 - EMISSIONS (2021)			
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	5.5 Monitoring of atmospheric emissions	Restatement of the indicator for the 2023 and 2024 figures
305-2	Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	5.5 Monitoring of atmospheric emissions	-
305-4	Intensity of greenhouse gas emissions (GHG)	5.5 Monitoring of atmospheric emissions	Restatement of the indicator for the 2023 and 2024 figures
305-5	Reduction in greenhouse gas (GHG) emissions)	5.5 Monitoring of atmospheric emissions	-
WASTE MANAGEMENT			
3-3	Managing the material topic	5.1 A systems approach to environmental protection 5.6 Proper waste management	-
GRI 306 - WASTE (2020)			
306-1	Waste generation and significant impacts associated with waste	5.6 Proper waste management	-
306-2	Management of significant waste-related impacts	5.6 Proper waste management	-
306-3	Waste generated	5.6 Proper waste management	-
306-4	Waste not sent to landfill	5.6 Proper waste management	-
306-5	Waste sent to landfill	5.6 Proper waste management	-
WATER RESOURCE MANAGEMENT			
3-3	Managing the material topic	5.1 A systems approach to environmental protection 5.3 Water as the cornerstone of our pasta-making process	-
GRI 303 - WATER AND EFFLUENTS (2021)			

GRI	INDICATOR SPECIFICATIONS	SECTION	NOTES
303-1	Interactions with water as a shared resource	5.3 Water as the cornerstone of our pasta-making process	-
303-2	Managing the impacts associated with water discharge	5.3 Water as the cornerstone of our pasta-making process	-
303-3	Water withdrawal	5.3 Water as the cornerstone of our pasta-making process	-
303-4	Water discharge	5.3 Water as the cornerstone of our pasta-making process	-
303-5	Water consumption	5.3 Water as the cornerstone of our pasta-making process	-
BIODIVERSITY AND THE PROTECTION OF LIVING ORGANISMS			
3-3	Managing the material topic	5.1 A systems approach to environmental protection 1.3 A supply chain project: The Dedicato 100% Puglia Line	-
EMPLOYEE MANAGEMENT AND PROTECTION			
3-3	Managing the material topic	6.1 Managing our staff	-
GRI 401 - EMPLOYMENT (2021)			
401-1	New recruits and staff turnover	6.3 From hiring to staff turnover	-
401-2	Benefits available to full-time employees	6.1 Managing our staff and associates	-
401-3	Parental leave	6.2 Making the most of diversity	-
HEALTH AND SAFETY			
3-3	Managing the material topic	6.5 Employee safety	-
GRI 403 – HEALTH AND SAFETY AT WORK (2021)			
403-1	System of managing health and safety at work	6.5 Employee safety	-
403-2	Hazard identification, risk assessment and accident investigations	6.5 Employee safety	-
403-4	Employee participation and consultation, and work-related health and safety information	6.5 Employee safety	-
403-5	Training for workers on health and safety at work	6.5 Employee safety	-
403-6	Promoting workers' health	6.5 Employee safety	-
403-8	Workers covered by an occupational health and safety management system	6.5 Employee safety	-
403-9	Injuries at work	6.5 Employee safety	-
403-10	Occupational diseases	6.5 Employee safety	-

GRI	INDICATOR SPECIFICATIONS	SECTION	NOTES
GRI 416 – CUSTOMER HEALTH AND SAFETY (2021)			
416-2	Instances of non-compliance relating to the health and safety impacts of products and services	3.1 Food quality and safety	-
GRI 417 – MARKETING AND LABELLING (2021)			
417-1	Requirements regarding information and labelling of products and services	3.5 The value of communicating with consumers	-
417-2	Instances of non-compliance relating to the provision of information and the labelling of products and services	3.5 The value of communicating with consumers	-
417-3	Instances of non-compliance relating to marketing communications	3.5 The value of communicating with consumers	-
TRAINING AND SKILLS DEVELOPMENT			
3-3	Managing the material topic	6.4 Training: The development and promotion of talent	-
GRI 404 - TRAINING AND EDUCATION (2021)			
404-1	Average number of training hours per year per employee	6.4 Training: The development and promotion of talent	-
DIVERSITY AND INCLUSION			
3-3	Managing the material topic	6.2 Making the most of diversity	-
GRI 405 - DIVERSITY AND EQUAL OPPORTUNITY (2021)			
405-1	Diversity within governing bodies and amongst staff	6.2 Making the most of diversity	-
RELATION WITH LOCAL COMMUNITIES			
3-3	Managing the material topic	2.3 Talk and listen: stakeholder engagement 7 Supporting the local community	-
PRIVACY AND DATA PROTECTION			
3-3	Managing the material topic	4.2 The tools for ethical conduct	-
GRI 418 – CUSTOMER PRIVACY (2021)			
418 - 1	Substantiated complaints regarding breaches of customer privacy and loss of customer data	4.2 The tools for ethical conduct	-

GRI	INDICATOR SPECIFICATIONS	SECTION	NOTES
GRI 13 - Agriculture			
13.10 Food safety	13.10.4 Percentage of production volume from sites certified to food safety standards	3.1 - Food quality and safety	-
13.10 Food safety	13.10.5 Number of recalls ordered for food safety reasons and the total volume of products recalled	3.1 - Food quality and safety	-
13.22 Economic inclusion	13.22.1 Additional guidelines for describing the measures taken to address this issue	3.3 - Local sourcing and traceability of raw materials	-
13.23 Supply chain traceability	13.23.1 – 13.23.4 Additional guidelines for describing the measures taken to address this issue and additional sector-specific information	1.3 - A supply chain project: The Dedicato 100% Puglia Line 3.3 - Local sourcing and traceability of raw materials	-

Report drafted with the methodological support of Circularity

granoro

Strada provinciale 231 km. 35,100
Corato (Bari) – Italy

www.granoro.it