



#### **OUR MISSION**

- **01.** We offer all our staff an **ethical and inspiring environment** where they can be happy, exchange their views, grow and fulfil themselves.
- **02.** We minimise the processing of raw ingredients to provide our customers with **the** best nuts and dried fruit on a daily basis.
- **03.** We invest in renewable energy, waste reduction, and the development of more sustainable packaging, to **protect the Planet**.
- **04.** We believe in **fair and lasting relationships with our suppliers**, aiming to protect their work, the only way to guarantee the best possible product for our consumers.
- **05.** We support the Italian market and our territory, favouring **local suppliers** whenever possible.
- **06.** We choose customers and suppliers who share **our values**.
- **07.** We promote a **healthy lifestyle** through projects, itineraries and events aimed at the community.



## ESG Impact & Sustainability Report

2023 > 2024

The current ESG Impact & Sustainability Report, the first in Euro Company's history, follows the structure adopted in previous years for our Impact Report, based on the **Seven Points of our corporate Mission**. In 2019, Euro Company's more than 300 employees, gathered into multiple working groups, jointly identified the core values and principles that, once set down in writing, have shaped the Company from that moment onwards. The Seven Roots of our Mission represent the shared and common ground to which we all adhere, the values that guide our daily actions. These actions – both present and future – are outlined and narrated in this document, our first ESG Impact & Sustainability Report.

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## A letter to our stakeholders

[GRI 2-22]

Every strategic and operational choice made by Euro Company is grounded in the Company's Mission, whose seven principles give shape to the Sustainability Report we are proud to publish every year, with the contribution of each department, to share the routes, results and targets of our development paths.

The 2023-2024 issue that you are now viewing is the first to be fully implemented by measuring ourselves in accordance with international standards (GRI). A choice made ahead of the CSRD commitments, and one that has led us to provide our stakeholders with an ESG Impact & Sustainability Report in which our performance is clearly and transparently measured.

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THE 2023-2024 ISSUE THAT YOU ARE NOW VIEWING IS THE FIRST TO BE FULLY IMPLEMENTED BY MEASURING OURSELVES IN ACCORDANCE WITH INTERNATIONAL STANDARDS (GRI)

We believe that assessing our corporate performance means evaluating not only the productivity, but also the impact that Euro Company is generating on the social and natural Environment in which it is operating. This is a fundamental paradigm for us, because no wealth can exist in the absence of sharing, in the absence of a conscious effort to take care for what surrounds us.

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The ESG Impact & Sustainability Report is the book in which we record all of this, detailing the goals we have set ourselves for the next triennium and providing an audit of the results achieved each year. It also acts as a litmus test for our choices and we therefore are eager to see it realised, year after year.

As with our inaugural Sustainability Report, we have once again taken a proactive approach, as we have full confidence in this tool and its capacity to provide information and to encourage involvement.

Companies have a major role and responsibility, especially at this moment in time, with regard to the life of the communities in which they operate. The protection and enhancement of our natural Environment and social prosperity must now be supported by the conduct of Companies cognisant that their success is



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inextricably linked to the level of welfare they can generate.

Sustainability Reports, therefore, become key tools for presenting replicable choices and results, strategies and projects that, when implemented on a large scale, can positively impact the future of Companies and their communities.

For us, this is the core value of Euro Company's ESG Impact & Sustainability Report: to act as a book to be shared with pride.

Mario Zani







# Maurizio Castagnoli General Manager

Dear readers.

I am delighted to be able to speak to you for the first time as General Manager of Euro Company: this is indeed a very special moment for our Company, marked by an important process of renewal and transformation, which has seen me take over the baton from Mario Zani, our tireless guide and source of inspiration over the years.

My commitment will be, first and foremost, to consolidate the path we have taken, preserving what makes Euro Company unique: attention to quality, respect for the Environment and the centrality of people, be they employees, customers or consumers. Together with Mario, now



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WILL BE, FIRST
AND FOREMOST,
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COMPANY UNIQUE

our Chairman, and the entire Board of Directors, we will continue to ensure solid and sustainable growth, capable of returning every year to our community part of the value generated.

We will carry on with our ambitious and unchanged Vision: to positively influence the food industry by putting people's health, the Environment and the welfare of the community in which we operate at the very core of our actions.

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This ESG Impact & Sustainability Report once again reflects our concrete commitment: to share our achievements and challenges with transparency and determination, with an eye to the future and a strong sense of responsibility towards the world around us. On the following

pages, you will find the successes of the past year, which we are proud of, as well as the challenges that lie ahead, which we will continue to face with our usual dedication. Indeed, I firmly believe that sustainability requires measurable actions and tangible results. And it is precisely on this basis that we intend to build our future, leveraging the values in which we believe and which distinguish us so as to be agile in adapting to new global challenges.



WE INTEND TO
BUILD OUR FUTURE
LEVERAGING THE
VALUES IN WHICH WE
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DISTINGUISH US

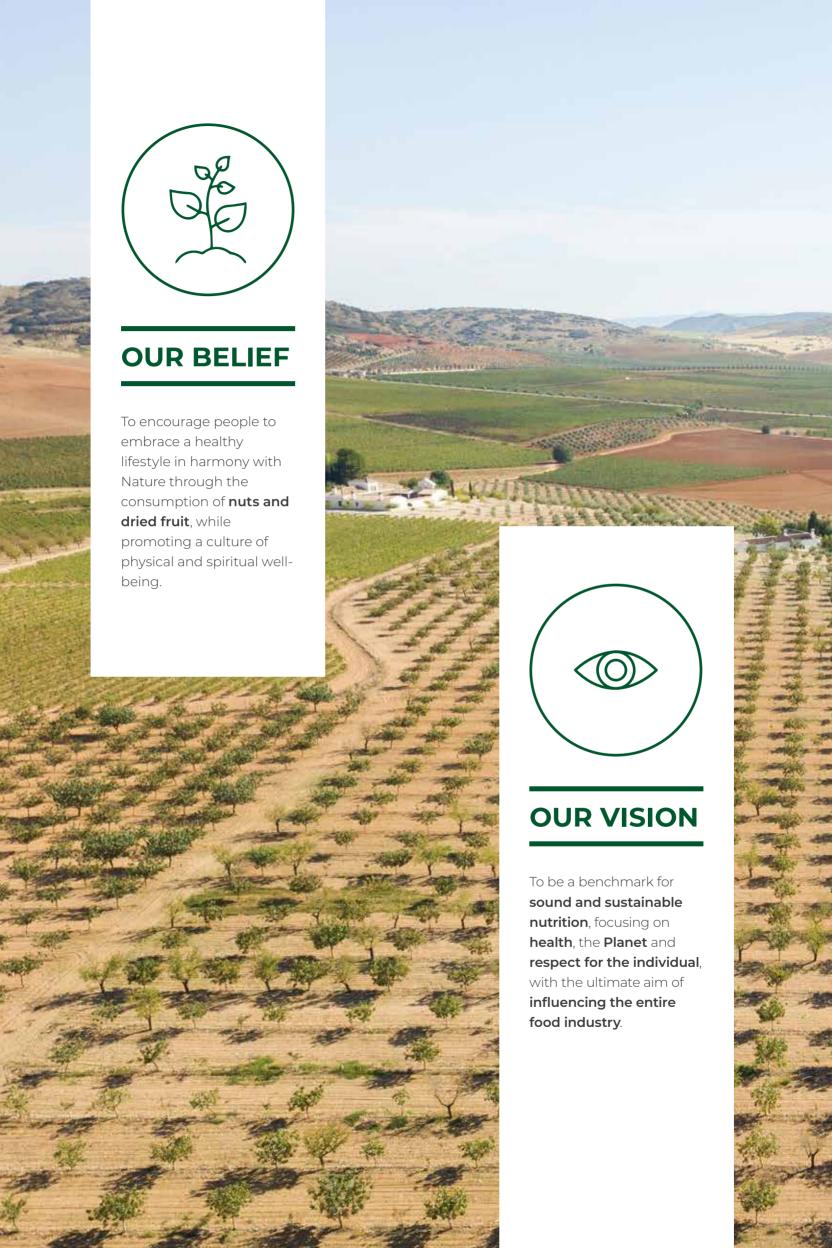


Let me thank you all for the trust you have reposed in our reality. We are ready to continue this extraordinary journey together, strengthened by the support of those who choose every day to join us in our Mission: that of actively changing the rules of the game.

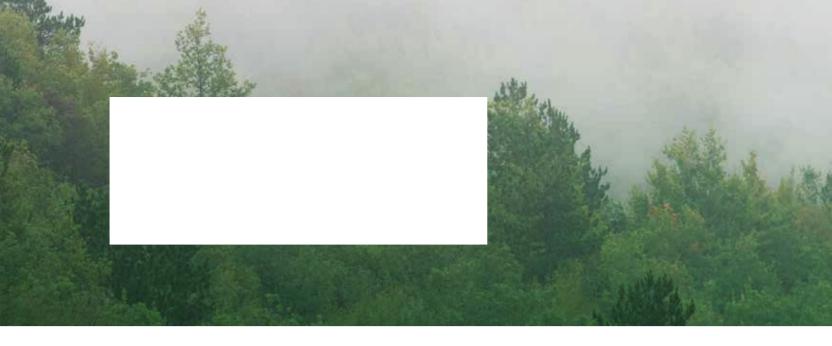
This is what we mean, by being Food For Change.

Maurizio Castagnoli









# Dialogue and collaboration: fertile ground for shared sustainability

[GRI 3-1 and GRI 3-2]

Transparency towards all stakeholders is a leading principle for us, a very important aspect that guides and directs our actions every day.

Indeed, we believe that only by listening and communicating clearly – sharing information, business projects and news—will we be able to ensure the flourishing growth of our community. This is the route we want to travel, the road we are committed to following: involving everyone to build a common path, together.

A commitment that is also reflected in the decision to draw up, on a voluntary basis, **Euro Company's first ESG Impact & Sustainability Report** for 2023-2024: a document in which we will recount, in writing and in an increasingly comprehensive way of reporting, our sustainability journey, the actions taken to ensure a positive social and environmental impact, regenerating society through business.

In order to gradually prepare ourselves for this new approach (and to anticipate the future obligations introduced by the CSRD – Corporate Sustainability Reporting Directive, which will involve us during the coming period) by deeply rooting our sustainability reporting, last year we carried out our first 'materiality assessment' process at Euro Company, with the aim of identifying the most relevant sustainability issues – the so-called 'material topics' – for our Company and for all those who constantly engage with our reality.

We have done this by adopting a **more structured 'double materiality' approach**, so as to lay the foundations for even more mature reporting: because being a pioneer, a forerunner of the future, is the way to **create shared value**, a way to pool best practices and tools with other Companies along the road to sustainability.



According to the GRI Standards (the guidelines set by the Global Reporting Initiative, the leading European reference indicators for measuring and communicating one's sustainability performance in a transparent way), material topics are the **issues on which a Company should focus the most, as they can have significant impacts on the economy, the Environment, and people, including human rights**.

In light of recent developments in the European and international regulatory environment, Companies need to consider two key aspects in their materiality assessment:



How ESG (Environmental, Social and Governance) issues can affect the Company's financial performance (financial materiality). Indeed, financial materiality specifically examines the impacts that a Company can experience from external factors.



The Company's impact on society and the Environment, and more generally on the broader context in which it operates (impact materiality), referring to the external impact generated by the Company itself.

On this basis, our materiality assessment process – as required by the GRI Standards – was conducted in several stages, beginning with an **evaluation of the internal and external context**, and ending with the **involvement of management and key external stakeholders**.

This comprehensive approach aims to plant the seeds for prosperous future growth, by clearly identifying the areas requiring priority action to effectively address economic, social and environmental issues that concern us. Simultaneously, it strengthens our commitment to developing an increasingly robust, transparent and complete reporting system, serving as tangible evidence of mutual sharing and exchange with all our stakeholders.



Let us now review the main steps involved in constructing our double materiality matrix:

### CONTEXT ANALYSIS AND IDENTIFICATION OF MATERIAL TOPICS

The initial phase of our materiality assessment process, conducted with the support of an external consulting agency specialised in this field, involved an **analysis of the internal** and external context, to identify the main areas of sustainability where our Company can generate either positive or negative impacts.

Thanks to this activity, we developed a list of **15 ESG** (Environmental, Social, Governance) **topics** that accurately and effectively represent Euro Company's key impact areas, as well as the shared benefits our Company aims to promote as a certified Benefit Corporation and B Corp.

The identified topics include:

#### ENVIRONMENTAL TOPICS

- ✓ Waste and food wastage management
- Reducing emissions and combating climate change
- Circular economy and sustainable packaging
- ✓ Energy efficiency and resource optimisation



#### **SOCIAL TOPICS**

- Training and skills development
- Diversity and inclusion
- ✓ Employee listening and well-being
- Health and safety at work
- ✓ Food quality and safety
- Healthy eating and nutrition education
- ✓ Supporting the community



#### GOVERNANCE TOPICS

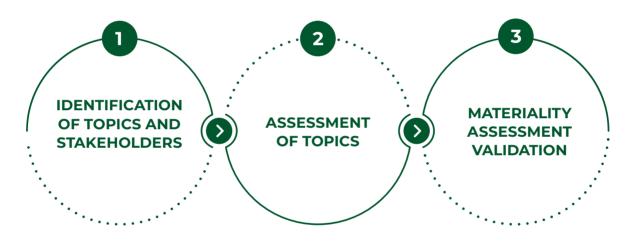
- Innovation and technological development
- Responsible and fair supply chain management
- Ethics, integrity and regulatory compliance
- Transparency and communication





#### STAKEHOLDER ENGAGEMENT

The second phase featured the active participation of Company management, our Interdepartmental Committee for Ethical Sustainability and Euro Company's key stakeholders to assess the actual materiality, i.e. **Euro Company's effective capability to generate or endure impacts related to the flagged ESG topics**.



The process, carried out in accordance with the main international reporting standards, involved—with different data collection methods—more than 50 corporate stakeholders, including:



#### **SUPPLIERS ONE-TO-ONE INTERVIEWS**

with 9 suppliers providing services and products to the Company

#### **INSTITUTIONS AND OPINION LEADERS**

**ONE-TO-ONE INTERVIEWS** with 2 representatives from local institutions





**EMPLOYEES 2 FOCUS GROUPS** with 34 representatives of the corporate population

#### **CUSTOMERS**

QUESTIONNAIRES to **3 customers** 

selected by the Company





#### **SOCIAL MEDIA**

ONE-TO-ONE **INTERVIEWS** with 1 communication agency

#### **EXTERNAL PARTNERS**

**ONE-TO-ONE INTERVIEWS** 

with 2 Euro Company's external partners

#### **ASSOCIATIONS AND FOUNDATIONS**

**ONE-TO-ONE INTERVIEWS** with **2 community** representatives

Each stakeholder was asked to provide both a qualitative and quantitative rating (on a 1-to-5 scale) of the key flagged topics.

In this way, we have had the opportunity to jointly reflect on how we can continue to leverage our business as a force for good: because discovering the most important issues of interest to all those who interact with our Company for various reasons is crucial to generating more and more shared value, by being aware of the impact our actions may have on our stakeholders too.

With regard to impact materiality, particular attention has been paid to our Company's ability to have an impact on the flagged topics. Specifically, for each Environmental, Social and Governance topic, the extent to which Euro Company can generate positive and/or negative impacts on the economy, the Environment, and society, including human rights, was assessed.

Stakeholder engagement was pivotal to this analysis. In fact, through dedicated focus groups, individual interviews, and the introduction of structured questionnaires, all the main internal and external players, including the Company's management, were consulted. In addition to the qualitative and quantitative impact assessment, they were also asked to provide an 'oversight' assessment, i.e. their opinion on our Company's commitment and actions taken concerning each of the selected topics.

This process enabled us to gather and analyse stakeholder feedback, fostering a deeper awareness of our actions and communications.

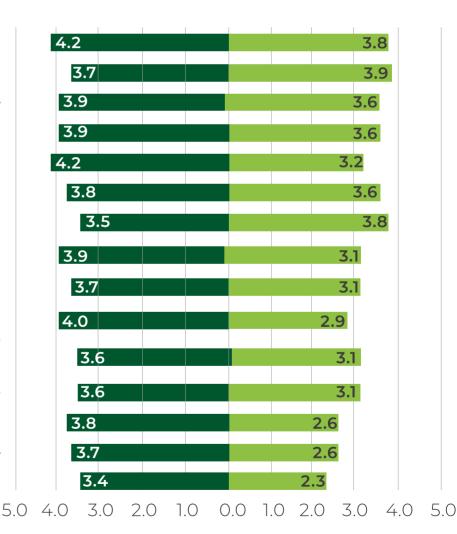
On the other hand, with regard to **financial materiality**, we assessed the **potential for Euro Company to experience financial impacts related to the selected topics**.

As this was an initial materiality assessment, we focused on the corporate area responsible for financial matters, thus involving only internal stakeholders, who were asked to express their evaluation regarding the ability of each ESG topic to generate positive or negative financial impacts, relevant to the Company's performance in both the short and long term.

In addition, for each topic, corresponding **risks and opportunities** were identified and, in accordance with the adopted methodology, these were rated in terms of 'Probability' and 'Impact' on a five-point scale ('Very high' – 'High' – 'Medium' – 'Low' – 'Very low').

By aggregating and weighting the recorded scores, we developed an **initial representation of our materiality**, as illustrated below:

Circular economy and sustainable packaging Training and skills development Food quality and safety Ethics, integrity and regulatory compliance Responsible and fair supply chain management Innovation and technological development Energy efficiency and resource optimisation Waste and food wastage management Healthy eating and nutrition education Transparency and communication Reducing emissions and combating climate change Health and safety at work Employee listening and well-being Supporting the community Diversity and inclusion



IMPACT MATERIALITY FINANCIAL MATERIALITY

The dual histogram lists our material topics in descending order – according to their overall relevance, in terms of impact and financial significance.

For each topic, relevance is highlighted in terms of generated or potentially generable impacts, and in terms of current or potential effects of the associated risks and opportunities.

The topics identified during the first phase of the materiality assessment, derived from the analysis of the internal and external context, were validated through the engagement process as being 'accurate' in describing our Company, and 'material' in relation to our business. Furthermore, all of the topics were deemed material from the perspective of impact materiality, i.e. in terms of generated impact, while almost all of them were assessed as material when considering financial materiality, i.e. in terms of financial impacts experienced, on the basis of a materiality threshold set at 3.0.



#### **IMPACT MATERIALITY**

#### **Generated impacts**

The topics of 'Circular economy and sustainable packaging' and 'Responsible and fair supply chain management' emerged as the most relevant from an impact materiality (generated impacts) perspective, due to:

- ✓ the ever-increasing attention from the Company and consumers towards the environmental impact of packaging an aspect on which we, as Euro Company, can take further action;
- ✓ the importance, both for stakeholders and the Company, of managing supply chains in an ethical and sustainable manner.





#### FINANCIAL MATERIALITY

#### **Experienced impacts**

In terms of **financial materiality** (experienced impacts), the most relevant topics were **'Training and skills development'**, **'Energy efficiency and resource optimisation'** and **'Circular economy and sustainable packaging'**. Our internal stakeholders particularly emphasised the business benefits of an adequate training of personnel and the potential to streamline energy consumption, as well as the adoption of more sustainable packaging, that increasingly aligns with end consumer expectations.

Conversely, the most significant risks identified focused on the potential negative impact that losing highly skilled employees could have, along with the climate-related risks associated with unsustainable energy and resource consumption – factors that could adversely affect both our Company and the producers of our raw materials.

The double materiality matrix described above will be updated again in 2024-2025, to ensure compliance with the latest regulatory developments and the new requirements introduced by the enactment of the CSRD and ESRS standards.

For the fifth consecutive year, the sustainability reporting activity documents and measures the **projects undertaken over the past year to generate shared value, in accordance with the Seven Roots of our Mission**. Roots which, nourished by the elixir of our most cherished values, will continue to guide our actions, now and in the future.

We believe that this first ESG Impact & Sustainability Report, drawn up according to the Global Reporting Initiative guidelines, will allow us to better align our ESG goals and actions, both today and tomorrow. This will further enhance our contribution to the UN Sustainable Development Goals through increasingly accurate, comprehensive and transparent measurement of our impact.

All guided by the same Vision: a more flourishing and sustainable future, for the benefit of each and everyone.









## OUR MISSION ROOT #01:

We offer all our staff an ethical and inspiring environment where they can be happy, exchange their views, grow and fulfil themselves.

[GRI 3-3; GRI 2-7; GRI 2-30; GRI 405-1; GRI 401-1; GRI 405-2; GRI 404-1; GRI 403-5; GRI 404-2; GRI 2-17; GRI 403-1; GRI 403-8; GRI 403-3; GRI 403-2; GRI 403-9; GRI 403-10; GRI 403-7; GRI 403-6; GRI 401-2; GRI 404-3]

Our commitment to the people who work with us is reflected in a series of initiatives aimed at fostering training, growth, and the development of personal and professional potential within our working community, while promoting innovative work practices and encouraging healthy, sustainable, and inclusive lifestyles.

By actively engaging employees in shaping the Company's well-being – through clear and transparent information sharing and an open, ongoing dialogue – we are dedicated to a shared journey, believing that this is the only path towards developing a healthy HR culture, in harmony with the values enshrined in our Vision.

For this reason, in the following pages, we would like to tell you about the projects implemented and activated at Euro Company to achieve the First Root of our Mission, defined and signed in recent years by the entire Company population.

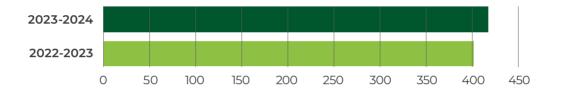
#### **OUR STAFF: DIVERSITY AND GENDER EQUALITY**

#### **Staff** composition



Over 410 people on average, during the year

#### Average annual staffing trend over the last two years



41 years



Average age: 41 years

Over 5 years



Average seniority in the Company: over 5 years

5.83%



Rate of absenteeism

#### 38 nationalities



Nationalities: 38 different on average, during the year

#### AN INCREASINGLY MULTICULTURAL CORPORATE **POPULATION** 40 35 30 25 20 15 10 2020-2021 2021-2022 2022-2023 2023-2024

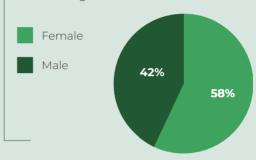
#### [GRI 2-7: EMPLOYEES]

TOT. NUMBER OF EMPLOYEES		2022-2023	2023-2024
(as at 30/06)	No.	383	397
Men	No.	173	175
Men	%	45%	44%
Women	No.	210	222
WOITIGH	%	55%	56%





The percentage of female employees in the year 2023-2024 increased by 2%, taking into account the total number of people in the Company over the entire period 01/07/2023-30/06/2024 instead of the exact figure as at 30 June.



EMPLOYEES BY CONTRACT TYPE (as at 30/06)		2022-2023	2023-2024
		383	397
open-ended contract	No.	242	240
Men	No.	119	116
	%	49%	48%
Women	No.	123	124
vonien	%	51%	52%
fixed-term contract	No.	6	17
Men	No.	4	8
INC.	%	67%	47%
Women	No.	2	9
vvorneri	%	33%	53%
non-guaranteed hours contract (seasonal fixed-term)	No.	135	140
Mon	No.	50	51
Men	%	37%	36%
Women		85	89
		63%	64%

FULL-TIME AND PART-TIME EMPLOYEES		2022-2023	2023-2024
(as at 30/06)	No.	383	397
full-time	No.	372	384
Men	No.	173	175
Men	%	47%	46%
Women	No.	199	209
vvoinen	%	53%	54%
part-time	No.	11	13
Men	No.	0	0
men	%	0%	0%
Women	No.	11	13
VVOITICIT	%	100%	100%

For the purpose of calculating the GRI 2-7 data relating to the composition of the personnel, the reference has been taken to the data of the Company's population in force on 30 June 2024, the last day of Euro Company's financial year that is the subject and scope of this ESG Impact & Sustainability Report (01/07/2023-30/06/2024).

The same methodology was applied to determine the data for the previous year (2022-2023). External collaborators and trainees have not been taken into account in the calculation of GRI 2-7, in accordance with the standard's guidelines.

#### [GRI 2-30: COLLECTIVE BARGAINING AGREEMENTS]

EMPLOYEES UNDER COLLECTIVE AGREEMENTS (as at 30/06)	No.	2022-2023	2023-2024
	No.	383	397
	%	100%	100%

As can be seen from the table above, all Euro Company personnel are covered by the benchmark collective agreement, the National Collective Labour Agreement for Fruit, Vegetable and Citrus Companies.

#### [GRI 405-1: DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES]

#### **BoD COMPOSITION BY GENDER AND AGE RANGES:**

BoD COMPOSITION BY GENDER AND AGE		2022-2023	2023-2024
<b>RANGES</b> (AS AT 30/06)	No.	5	4
Men	No.	3	3
Men	%	60%	75%
Women	No.	2	1
	%	40%	25%
Under the age of 30	No.	0	0
	%	0%	0%
Men	No.	0	0
	%	0%	0%
Women	No.	0	0
	%	0%	0%
Between the age of 30 and 50	No.	0	2
	%	0%	50%
Men	No.	0	1
	%	0%	50%
Women	No.	0	1
	%	0%	50%
Over the age of 50	No.	5	2
	%	100%	50%
Men	No.	3	2
	%	60%	100%
Women	No.	2	0
	%	40%	0%

#### STAFF COMPOSITION BY CATEGORY, GENDER AND AGE RANGES:

EMPLOYEES BY CATEGORY, GENDER AND AGE RANGES (as at 30/06)		2022-2023	2023-2024
TOT. EXECUTIVES		5	4
(% out of total employees)	%	1%	1%
Men	No.	4	3
	%	80%	75%
Women	No.	1	1
Wolfiell	%	20%	25%
Under the age of 30	No.	0	0
officer the age of 50	%	0%	0%
Men	No.	0	0
	%	0%	0%
Women	No.	0	0
Wolfiell	%	0%	0%
Between the age of 30 and 50		2	2
	%	40%	50%
Men	No.	1	1
	%	50%	50%
Women	No.	1	1
	%	50%	50%
Over the age of 50	No.	3	2
	%	60%	50%
Men	No.	3	2
	%	100%	100%
Women	No.	0	0
vvoinen		0%	0%

EMPLOYEES BY CATEGORY, GENDER AND AGE RANGES (as at 30/06)		2022-2023	2023-2024
TOT. MIDDLE MANAGERS	No.	11	12
(% out of total employees)	%	3%	3%
Men	No.	7	8
	%	64%	67%
Women	No.	4	4
vvoinen	%	36%	33%
Under the age of 30	No.	O	0
onder the age of 50	%	0%	0%
Men	No.	0	0
	%	0%	0%
Women	No.	0	0
women	%	0%	0%
Between the age of 30 and 50		6	7
between the age of 50 and 50	%	55%	58%
Men	No.	4	5
	%	67%	71%
Women	No.	2	2
The state of the s	%	33%	29%
Over the age of 50	No.	5	5
	%	45%	42%
Men	No.	3	3
	%	60%	60%
Women	No.	2	2
	%	40%	40%

EMPLOYEES BY CATEGORY, GENDER AND AGE RANGES (as at 30/06)		2022-2023	2023-2024
TOT. WHITE COLLAR EMPLOYEES	No.	95	96
(% out of total employees)	%	25%	24%
Men	No.	43	39
	%	45%	41%
Women	No.	52	57
	%	55%	59%
Under the age of 30	No.	23	22
	%	24%	23%
Men	No.	10	9
	%	43%	41%
Women	No.	13	13
	%	57%	59%
Between the age of 30 and 50		60	64
	%	63%	67%
Men	No.	28	25
	%	47%	39%
Women	No.	32	39
	%	53%	61%
Over the age of 50	No.	12	10
	%	13%	10%
Men	No.	5	5
	%	42%	50%
Women	No.	7	5
	%	58%	50%

EMPLOYEES BY CATEGORY, GENDER AND AGE RANGES (as at 30/06)		2022-2023	2023-2024
TOT. BLUE COLLAR EMPLOYEES	No.	272	285
(% out of total employees)	%	71%	<b>72</b> %
Men	No.	119	125
	%	44%	44%
Women	No.	153	160
	%	56%	56%
Under the age of 30	No.	34	42
	%	13%	15%
Men	No.	19	25
	%	56%	60%
Women	No.	15	17
	%	44%	40%
Between the age of 30 and 50	No.	169	173
	%	62%	61%
Men	No.	77	77
	%	46%	45%
Women	No.	92	96
	%	54%	55%
Over the age of 50	No.	69	70
	%	25%	25%
Men	No.	23	23
	%	33%	33%
Women	No.	46	47
	%	67%	67%

## DATA ON EMPLOYEES BELONGING TO PROTECTED CATEGORIES, **DISAGGREGATED BY GENDER AND AGE RANGES:**

EMPLOYEES BELONGING TO PROTECTED CATEGORIES, DISAGGREGATED BY GENDER		2022-2023	2023-2024
AND AGE RANGES (as at 30/06)	No.	18	15
Men	No.	8	5
	%	44%	40%
Women	No.	10	9
	%	56%	60%
Under the age of 30	No.	1	2
	%	6%	13%
Men	No.	0	1
	%	0%	50%
Women	No.	1	1
	%	100%	50%
Between the age of 30 and 50	No.	6	6
	%	33%	40%
Men	No.	4	3
	%	67%	50%
Women	No.	2	3
	%	33%	50%
Over the age of 50	No.	11	7
	%	61%	47%
Men	No.	4	2
Men	%	36%	29%
Women	No.	7	5
women	%	64%	71%

As in the previous tables, the figures for 2022-2023 and 2023-2024 are based on the number of employees as at 30 June in the two years under review.

The percentages shown in the table have been calculated in accordance with the GRI standard and indicate the % of employees belonging to protected categories, disaggregated by gender and age, compared to the total number of employees belonging to that category.

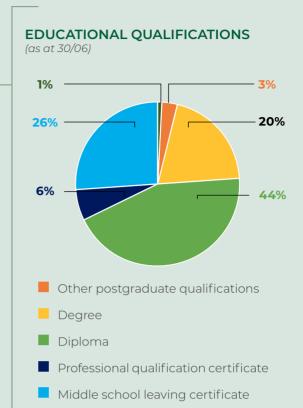
## DATA ON EMPLOYEES DISAGGREGATED BY EDUCATIONAL QUALIFICATION:

### **EMPLOYEES BY QUALIFICATION**

(as at 30/06)

		2022-2023	2023-2024
University	No.	81	79
graduates	%	21%	20%
High school	No.	165	176
graduates	%	43%	44%
Other	No.	137	142
Other	%	36%	36%

The heading 'Other' includes persons in employment as at 30 June with the following qualifications: Primary school certificate (6 persons), Middle school certificate (103), Professional qualification certificate (22), Other postgraduate qualifications (11 persons). Graduates, on the other hand, include both those with a Bachelor's degree and those with a Master's degree.



Primary school leaving certificate

#### [GRI 401-1: NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER]

## TOTAL NUMBER OF NEW EMPLOYEES HIRED DURING THE YEAR, DISAGGREGATED BY GENDER AND AGE RANGES:

TOT. NEW EMPLOYEES HIRED		2022-2023	2023-2024
DURING THE YEAR	No.	34	66
Percentage of neo-hired employees out of the total of employees	%	9%	17%
By gender:			
Men	No.	14	26
	%	41%	39%
Women	No.	20	40
	%	59%	61%
By age ranges:			
Under the age of 30	No.	13	18
	%	38%	27%
Between the age of 30 and 50	No.	19	39
Detween the age of 30 and 30	%	56%	59%
Over the age of 50	No.	2	9
	%	6%	14%

Trainees were excluded from the computation of newly hired employees.

## TOTAL NUMBER OF EMPLOYEES WHO LEFT THE COMPANY DURING THE YEAR, DISAGGREGATED BY GENDER AND AGE RANGES:

TOT. EMPLOYEES WHO LEFT THE COMPANY		2022-2023	2023-2024
DURING THE YEAR	No.	39	55
Percentage of employees who left the Company out of the total of employees	%	9%	17%
By gender:			
Men	No.	15	27
Men	%	38%	49%
Women	No.	24	28
	%	62%	51%
By age ranges:			
Under the age of 30	No.	3	8
onder the age of 50	%	8%	15%
Potygon the age of 70 and 50	No.	26	17
Between the age of 30 and 50	%	67%	31%
Over the age of 50	No.	10	30
	%	26%	55%

The above figures take into account resignations, dismissals and consensual terminations.

### **TURNOVER BY GENDER AND AGE RANGES:**

TURNOVER		2022-2023	2023-2024
By gender:	%	19%	30%
Men	%	17%	30%
Women	%	21%	31%
By age ranges:	%	19%	30%
Under the age of 30	%	28%	41%
Between the age of 30 and 50	%	19%	23%
Over the age of 50	%	13%	44%

The increase in total turnover over the two-year period is mainly due to a rise in hires within the production unit, a sign and testimony of Euro Company's commitment to strengthening, consolidating and growing the Company's business, with a view to continuous innovation. The overall turnover rate was calculated by summing the number of new employees hired during the year and those who left the Company during the same period, divided by the total number of employees as at 30/06.

## [GRI 405-2: RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN]

AVERAGE REMUNERATION (WOMEN TO MEN RATIO)		2022-2023	2023-2024
Executives	%	57%	95%
Middle managers	%	86%	88%
White collar employees	%	91%	82%
Blue collar employees	%	88%	90%

For the measurement of GRI 405-2, all employees with a valid monthly salary as at 30/06 in each of the years indicated were taken into account. Seasonal, hourly-paid employees were not included in the figure of 'Blue collar employees'. This is because the monthly wage of seasonal employees can only be accurately calculated by taking into account the number of annual hours worked by each seasonal employee.



Total net salaries paid to employees in the year 2023-2024: € 13,549,924.05





For a total investment amounting to € 17,424,256.08



## TRAINING AND DEVELOPMENT

## DEVELOPMENT

## **JOB ANALYSIS AND FOOD4EMPOWERMENT: OUR CORPORATE PROJECTS** FOR IMPROVEMENT AND **DEVELOPMENT OF ONE'S POTENTIAL**

To ensure the prosperous, healthy, and responsible development of our Company. To sustain growth and innovation in an everchanging world.

To achieve extraordinary goals.

For us, all of this is only possible thanks to the active role of the people working at Euro Company. Only a collective commitment can foster continuous improvement, creating an increasingly stimulating environment - the core of the First Root of our Mission – where people can exchange views, grow, and fulfil their potential.

It is for this reason that, in recent years, we have launched two programmes dedicated to the development and **improvement** of the people who work with us: FOOD4EMPOWERMENT and the corporate project JOB ANALYSIS.

Both are designed to support the internal reorganisation phase and, at the same time, offer everyone the opportunity to improve through a continuous process, grounded in three essential pillars: listening, dialogue, and growth.

## **JOB ANALYSIS**

Launched in 2019, the JOB ANALYSIS project focuses on analysing the positions available in the Company, building tailor-made professional projects and sharing mutual expectations with each employee through regular development interviews, valuable opportunities to exchange views with their manager and the Human Relations Office.

In order to ensure the continuity of the project, in 2023-2024 we kept meeting, through initial interviews or follow-ups, people with coordinating roles who had already been trained to manage such feedback moments and build professional projects for their employees.

Next year, in order to ensure equal opportunities of listening, sharing expectations and personal valorisation, we will train a new group of managers to conduct such interviews. This group will be made up of recently recruited managers and members of the Euro Company team who have recently taken on positions of responsibility. At the same time, all those who have not vet participated in the individual interviews will be contacted to participate in their own development interview, in order to share with the corresponding manager and the Human Relations Office a growth path and possible future improvement targets. These actions will be very important in supporting the professional development of the people working in the Company. All of this is part of our ongoing efforts to create and institutionalise genuine moments of listening, feedback, and the sharing of mutual aspirations.

## The JOB ANALYSIS figures:



**42** Managers trained from the start of the project to date



28 Development interviews conducted during the year, including 17 Follow-up



1 Individual coaching session

### **FOOD4EMPOWERMENT**

FOOD4EMPOWERMENT on the other hand, is the project dedicated to the people employed in the production plant, launched in 2020-2021 to respond to the request that emerged from the 2019 climate analysis to act as a priority on the valorisation of human resources and the implementation of evaluation systems.

This project, promoted and strongly supported by the Company's Management, has progressively involved all employees in the production departments in a process of growth, performance improvement and skills development. This has been achieved through the creation of bespoke professional projects and a fruitful dialogue with their managers and the Human Relations Office.

To this end, from 2020 to date, all the people in a coordinating role in the plant have been trained to carry out evaluations and feedback interviews with their employees, in order to institutionalise more and more moments of listening, communication and sharing of mutual expectations.

order to give continuity to FOOD4EMPOWERMENT and to carry on along our path of growth and development, we focused on priority meetings to monitor the training assigned to employees and to better steer the course, setting together new and important goals for the following period. In addition, at the beginning of 2024, we trained more than ten people who have recently assumed positions of responsibility in the Company, giving them the unique opportunity to participate in a training course focused on people management, selfleadership, conflict management and the importance of providing clear and constructive feedback.

All this with a learning methodology that alternated moments of exercise

and practical experience, with the aim of knowing and learning new behaviours, feeling and experiencing them firsthand. and then training through continuous repetition in real work situations.

Thanks to FOOD4EMPOWERMENT it was, and still will be, possible each year to have a clear and transparent tool for the evaluation and subsequent development of our employees: an objective support both in the confrontation between manager and employee and in the sharing of improvement objectives and possible growth paths.

## The FOOD4EMPOWERMENT figures:



498 Feedback interviews conducted so far



O 171 Feedback interviews and priority meetings carried out in



14 Heads of production departments involved in training on effective communication, feedback management, active listening and conflict resolution strategies

But our journey to facilitate more effective feedback management won't here: in early 2025, we will involve a new group of heads of production in a new training session focused on effective communication, assertive language and employee management, key tools for facilitating open and fair dialogue and a culture of continuous improvement within each work group.

## **NEW HR MANAGEMENT SOFTWARE TO STREAMLINE** PERFORMANCE APPRAISAL **PROCESSES**

In order to improve our human resources processes, with a particular focus on performance appraisal, in 2023-2024 we have continued to work on the implementation of a **HR management software to provide better**, and more timely, **support for the performance appraisal and subsequent valorisation of our employees**. Based on the work done to fit the management system to the Company's specific needs, next year it will be possible to go-live by launching the first cycle of appraisals through the platform, thus streamlining and simplifying the entire **performance management process.** 

## [GRI 404-3: PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS]

EMPLOYEES WHO HAVE RECEIVED REGULAR PERFORMANCE AND CAREER PLANNING REVIEWS		2023-2024
No. of employees	No.	199
Percentage out of total	%	50%

Thanks to the new management software and our development projects (JOB ANALYSIS, aimed at Company managers and office staff, and FOOD4EMPOWERMENT, aimed at production plant staff), which have made it possible to carry out performance appraisals for the total number of employees indicated in GRI 404-3, it will be possible in the coming year to make rapid progress towards creating a working environment in which Company relations and career paths are increasingly based on transparency and fairness, in order to reward and encourage excellent performance.

In fact, the new management system not only will allow us to reduce the administrative workload associated with appraisals, but will also help us to achieve 100 per cent coverage of employees with performance and career planning appraisals.

This will ensure consistency, clarity of individual objectives and relentless focus on their achievement.

### **UPDATED REMUNERATION POLICY**

Transparency, merit and fairness are the three cornerstones shaping the performance appraisal process at Euro Company. For this reason – and in order to have a remuneration policy always competitive with the labour market, in constant evolution – in October 2023 we carried out a review of the Company's remuneration policy, updating the remuneration ranges in order to continue to make the most of merit and excellent performance.

This has allowed us to refine the structure and format of the Company's total reward practices, while continuing to apply coherent principles and rules, cherishing as our beacon the determination to ensure a **remuneration system always competitive and governed by clarity and fairness**.

The main keywords of our remuneration policy are summarised below:

### **FAIRNESS**

✔ Because it is a structured system for managing remuneration, which, in the medium term, is capable of harmonising and aligning the Company's practices with its future objectives and, following an evaluation of all the roles in the Organisation, guarantees homogeneous remuneration treatments for the same levels of role.

## **COMPETITIVENESS**

✔ Because, in order to ensure an appropriate level of market competitiveness for the most critical skills, all staff salaries are benchmarked with respect to the reference market.

### **MERIT**

✔ Because it makes it possible to dispose of transparent, standardised and merit-based criteria for the management of salary reviews and incentive systems, creating a common culture for the allocation of contractual levels and salary increases always linked to objective and measurable performances – from both a qualitative and quantitative perspective – defined by the department heads through the abovementioned evaluation systems.



Over 198 Remuneration policy measures implemented from the start of the project to date



**108** Remuneration policy measures implemented in the year 2023-2024

## PRODUCTION PLANT PROJECT

The Company's growth of recent years has been a clear expression of the cooperation, commitment, dedication and significant work done by each and everyone of us. This is why, in 2023-2024, we decided to proceed with the **production plant project**, launched in 2022 and aimed to **focus on people, their precious contribution and their working achievements**, in the firm belief that growth, dialogue and personal fulfilment are goals that everybody can reach.

For this reason, following an in-depth analysis of the Company's development opportunities, we have decided to **stabilise gradually on open-ended contracts an increasing number of workers within the production plant**, respecting two main criteria:

- Company seniority of at least two years;
- Rating resulting from the performance appraisal form.

Based on this criteria, we have set ourselves the goal of **stabilising at least 50 seasonal employees by 2025**. This in order to obtain the majority of open-ended contracts inhouse, with a remaining part of fixed-term contracts of a seasonal nature, being linked to work peaks and production seasonality.



**38** People stabilised since the beginning of the project for the production plant to date



14 People stabilised in the year 2023-2024 on the basis of the project for the production plant

### **TRAINING**

For us, **continuous training** is the key to keeping an open mind for innovation in an everchanging world.

It is an opportunity to **expand one's horizons and find new ways**, improving flexibility and adaptability to change, while enriching one's wealth of skills and knowledge.

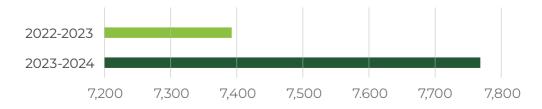
At Euro Company we are indeed convinced that training is a **powerful means of fostering personal growth and professional development**, a valuable tool for achieving one's goal with satisfaction, while cultivating one's passion and vocations.

Because keeping learning is fundamental not only to innovate responsibly, but also and above all to stimulate creativity, unleashing one's potential.

Precisely for this reason, in recent years we have never stopped investing in training, in the personal and professional development of the people who work with us.

This by dedicating **more than 7,720 hours to Company training**. Increased hours compared to the previous year: **+4%**.

## Hours of training in the last two years



## Here are the figures of training 2023-2024 in a nutshell:

### Persons trained during the year

(headcount)



**512** Persons trained

(taking into account the total corporate population, over the year)



317 Training days

2022-2023

2023-2024



€ 69,900.37 invested in training, including € 25,931.91 from inter-professional and regional funds, ESF (European Social Fund) and New Skills Fund

## [GRI 404-1: AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE]

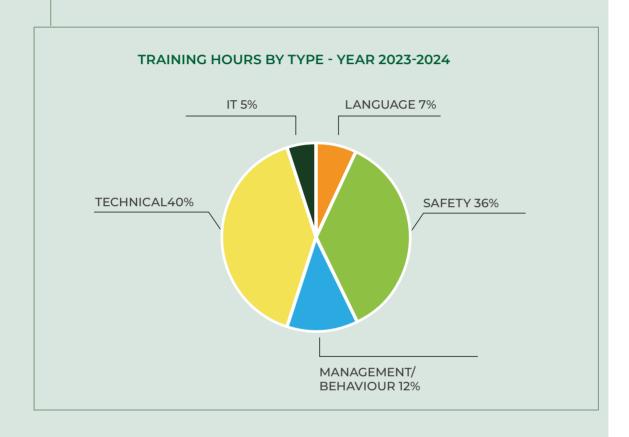
TRAINING HOURS PROVIDED		2022-2023	2023-2024
Tot.	h.	7,394.25	7,724.0
By gender:			
Men	h.	3,359.3	3,981.5
Women	h.	4,035.0	3,742.5
By professional category:			
Executives	h.	24.0	19.8
Middle managers	h.	97.0	365.5
White collar employees	h.	2,407.0	3,099.5
Blue collar employees	h.	4,866.3	4,239.3

AVERAGE TRAINING HOURS PER CAPITA		2022-2023	2023-2024
By gender:			
Men	h.	19.4	22.8
Women	h.	19.2	16.9
By professional category:			
Executives	h.	4.8	4.9
Middle managers	h.	8.8	30.5
White collar employees	h.	25.3	32.3
Blue collar employees	h.	17.9	14.9

GRI 404-1 data are calculated by ratioing the hours of training carried out during the year to the number of employees on the payroll, as at 30/06



TRAINING HOURS BY TYPE/AREA	2022-2023	2023-2024	
Tot. training hours on health and safety	h.	2,110.5	2,743.5
Tot. training hours on soft skills and managerial/ behavioural training	h.	316.5	963.2
Tot. training hours on IT	h.	180	376
Tot. language training hours	h.	1.587.5	526
Tot. technical training hours	h.	3,199.7	3,115.2



In 2023-2024, in addition to continuing to focus on health and safety training, we wanted to invest significantly in both **technical training** (*propedeutical*, i.e. aimed at improving technical skills related to each person's specific job) and **BE & MAN (Behavioural & Managerial) training**, which is invaluable for improving relationships – the core of any Organisation – creating increasingly cohesive and effective work groups, enhancing communication and freeing up potential.

With regard to this last area, in addition to the traditional training activities that accompany the entry of new people into the Company, we have held courses on several key topics. These include: active listening and conflict management strategies, effective communication, shopfloor management, inclusive leadership, promoting gender equality within each work group, and the importance of providing useful tools for recognising online violence and cyberbullying in everyday life.

But there was more: BE & MAN training also included courses of fundamental importance for our Organisation on cross-cutting issues in all areas, such as those concerning the whistleblowing procedure or in-depth studies on full-scale social and environmental sustainability.

**IT training**, on the other hand, was mainly aimed at improving knowledge of the Office suite, especially Excel (with intermediate and advanced level courses).

Improving communication in Italian for foreign employees, in order to promote linguistic integration and dialogue within Euro Company, was the main focus of the last type of training provided during the year: **language training**.

## [GRI 403-5: WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY]

Health and safety training is a key element of Euro Company's strategy to ensure a safe and healthy working environment. Designed by the HSE Office in collaboration with management, the Human Relations Department and the Company occupational physician, the training is based on general and specific risks identified in the Risk Assessment Document (RAD), current legal obligations, workplace features and all the needs emerged from previous training activities.

Each training activity starts with the definition of training needs, identified by the employer, health and safety executives for prevention and protection and managers, in synergy with the Human Relations Office. Teaching methods may vary between face-to-face teaching sessions, practical tests and site inspections, using didactic tools such as photographic and visual materials. Training is aimed at all employees, with particular attention to newly hired staff, those changing roles, foreign workers, and vulnerable categories such as pregnant women or individuals with disabilities.

For new hires, general (four-hour) and specific training must be completed within 60 days of employment, regardless of any prior certification.

Managers, health and safety executives for prevention and protection, health and safety officers for prevention and protection, workers' health and safety representatives and supervisors are exempted from updating specific training, as established by the State-Regions Agreement. Moreover, to ensure effective and adequate preparation, both internal and external training follow similar criteria, based on the specific risks identified through risk assessment. External training is also designed by the HSE Office in collaboration with the Human Relations Office, and all training activities are recorded in accordance with procedures established by the HSE Office. Training is always free of charge and takes place during working hours.

All training sessions are recorded and managed by the HSE Office (in collaboration with the Human Relations Department), which files the related documentation, compiles the 'OSH Management' document for reporting purposes, and administers an assessment test at the end of each session, to verify content comprehension.

## [GRI 404-2: PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS]

Finally, at Euro Company we offer a comprehensive training programme that includes both internal training – delivered by our colleagues as in-house instructors – and **external training. Internal training** includes courses on key topics such as HACCP, general and specific safety, induction and onboarding processes for newly hired personnel.

Additionally, we also *support specialised Master's programmes for selected employees*, aligned with the Company's needs. For example, during 2023-2024 we funded two Master's programmes: one in Lean Manufacturing and an Executive Master's in Finance and Financial Markets.

In terms of *succession planning*, we have implemented succession plans to *ensure a smooth transition of outgoing personnel*, particularly in the case of retirements. Upon request, we offer support to employees approaching retirement, guiding them through the necessary steps to properly complete all required communications.

As a general practice, following a thorough needs analysis conducted at the beginning of each year, and in order to make our training programmes increasingly effective, at the end of each training course, the Human Resources Office is responsible for sending out a training evaluation form, through which each participant can assess the usefulness and satisfaction with the course, the trainer, punctuality, organisation, and the quality of the materials and facilities available.



**5.57** Punctuality in the beginning/ending of the training sessions (out of a maximum score of 6)



**5.60** Organisational quality (out of a maximum score of 6)



**7.53** Overall satisfaction with training (out of a maximum score of 10)

In the year 2024-2025 we will continue to invest significantly in corporate training, with a special focus on managerial, behavioural and technical skills, **essential elements for strengthening our journey and driving innovation, guiding us towards the Euro Company of the future**.

# TRAINING OF THE INTERDEPARTMENTAL COMMITTEE FOR ETHICAL SUSTAINABILITY ON THE ESG IMPACT & SUSTAINABILITY REPORT

Measuring our positive impact on people and the Planet with increasing precision and accuracy is essential for the thriving and flourishing growth of our Organisation. This is why, in recent years, we have established the **Interdepartmental Committee for Ethical Sustainability** – a working group coordinated by the HR Office and composed of over

twenty colleagues from several corporate departments, created to discuss and share corporate projects related to social, environmental, and organisational responsibility, while objectively monitoring and assessing the impacts achieved.

Once again this year, the results gathered by the working group have been precious in drafting the present ESG Impact & Sustainability Report.

To better prepare everyone for the drafting process, and to enhance awareness of the importance of aligning with international sustainability reporting standards, we have continued to involve the Committee in specialised training sessions on **environmental sustainability and sustainability reporting:** important moments for the long-term orientation of our sustainability plan, especially in light of the new CSRD - Corporate Sustainability Reporting Directive, **setting the course for our future sustainability strategy.** 

Because evaluating even more deeply the impact our way of doing business has on the key points outlined in the UN 2030 Agenda is an action that must be taken now – an objective that can no longer be postponed.



21 Persons trained



2 Hours of in-depth training on CSRD



More than 10 Follow-up meetings held with the Committee over the year

## [GRI 2-17: COLLECTIVE KNOWLEDGE OF THE HIGHEST GOVERNANCE BODY]

In addition to the activities of the Committee described here, the Company's Board of Directors regularly participates in internal information and training sessions aimed at strengthening collective expertise on sustainable development.

As executives, Board members attend briefings on sustainability reporting and regulatory developments, with particular focus on the new CSRD – Corporate Sustainability Reporting Directive, ensuring continuous updates.

The training activities we offer are deeply aligned with our corporate Vision and Mission, with a strong emphasis on sustainable development and the Company's strategic objectives. **The Board members share and embrace these principles**, which are the foundation of our Mission, articulated around seven key themes rooted in the promotion of sustainable innovation.

### ITALIAN LANGUAGE COURSES FOR FOREIGN EMPLOYEES

Communication allows us to enter into a relationship with others by sharing words and messages: essential vehicles for expressing intentions, feelings, thoughts, emotions and information

For this reason, following overwhelmingly positive feedback from every participant in past years, in 2023-2024 we have continued to focus on and invest in **Italian language** 

training for foreign employees, a powerful means of facilitating the linguistic and relational integration of everyemployee within our Organisation. At the beginning of the year, the third edition of the Italian language course for foreign employees at B1 level started, once again in collaboration with the CPIA, the Province's centre for adult education.

This edition, which ended in June, offered each participant a great opportunity – fully financed by the Company – to continue perfecting their knowledge of the Italian language and to take a final exam to certify their level. All this with the aim of reaching a level that not only guarantees understanding and compliance with quality and safety standards, but is also suitable for any type of work context and confrontation.

Considering that Euro Company's staff is made up of people of more than 35 different nationalities, the Italian course is a simple and direct way of strengthening the multiculturalism that has always characterised us.

6 Persons involved + than 90 hours of lessons

# TRAINING ON THE WHISTLEBLOWING FRAMEWORK

At Euro Company, we are committed every day to acting with **honesty and integrity**, respecting the law and the principles expressed in our Code of Ethics. In recent years, we have developed and adopted a **whistleblowing procedure** – a tool that allows employees of an Organisation, whether public or private,

as well as individuals with working relationships with the Company, to report to specific individuals or bodies any potential crimes, misconduct, or irregular behaviour committed by others.

At the beginning of July 2023, we updated this procedure in line with the regulatory provisions set out in Legislative Decree No. 24/2023, implementing EU Directive 2019/1937 of the European Parliament and the Council concerning the protection of individuals reporting breaches of Union law and providing measures for their protection. Given the importance of this topic and the newly introduced regulations, at the end of July we organised a specific training session to ensure that all Company managers are informed about this framework and the reporting procedures adopted by the **Company** in compliance with current legislation: a key step towards concretely promoting a Company culture grounded in transparency and accountability.



# CONSOLIDATING AND DEVELOPING TECHNICAL AND SPECIALIST SKILLS

Embracing change.

Looking towards the future.

These are but a few of the meanings behind the word 'innovation'.

For us, innovation means adopting new ways of working to better face the challenges of tomorrow.

It means focusing on technological and process innovation.

It means enhancing the technical skills of production personnel, a crucial aspect for supporting and

maximising the significant investments made in recent years in managerial and production innovation, as well as ensuring the optimal use of machinery. For this reason – and to ensure that our staff are always at the forefront and ready to make the most of new technologies – in 2023-2024 we have launched **new training activities for the use of MES in production departments**, specifically aimed at new hires and Unit F staff. Training in the use of MES in production generally has several objectives:

- -to improve effectiveness and operational efficiency, reducing the number of errors; to facilitate the adoption of system updates, allowing a better degree of adaptability to changes;
- to update data in real time, allowing the immediate exchange of production information between different areas:
- to improve the quality of production processes by increasing monitoring and controls.

Thanks to these training sessions, not only has it been possible to refine the production performance of the Cream Department (Unit F), but also to continue the data collection activities in the departments dedicated to traditional packaging, where MES implementation had already begun in previous years.

Alongside MES specific training, we have further developed both technical and soft skills training programmes for plant personnel. These sessions, designed with a hands-on and experiential slant, have primarily targeted machinists and packaging staff. The main objective has been the deepen knowledge of semi-automatic machinery management and end-of-line processes, aligning with the Industry 4.0 technologies implemented in our production plant and adhering to the highest safety standards.

# LEAN: IMPLEMENTATION OF 5S FOR WORKSTATION MANAGEMENT AND TRAINING IN CONTINUOUS IMPROVEMENT

Improving production activities and enabling their future development – this was the driving force behind the launch of a development and training project for the Roasting Department team in 2023-2024. The initiative focused on Lean practices, specifically following the 5S methodology – one of the most widespread techniques within Lean Production. This method consists of five concrete steps aimed at defining and creating a well-organised factory – not just clean and tidy – ensuring optimal workstation management.

Thanks to this internal training – which included classroom-based theoretical sessions and practical applications on the shopfloor – it was possible to **spread the Lean Culture throughout the plant** familiarising everyone (especially production supervisors) with the principles of continuous improvement. For the Roasting operators, for example, by the end of the programme, the positive effects of implementing a Lean 5S activity became tangible through the completion of an initial pilot project.

Additionally, to strengthen the Lean approach within the Operations Area, in the first part of 2024, a group of seven production managers participated in **shopfloor management and problem-solving techniques training**. The goal was to establish a common language and approach for managing and resolving process issues, while driving continuous improvement efforts.

In addition to this, at the beginning

of 2024, we offered a production area manager the opportunity to participate in **Lean Six Sigma Green Belt** training with a clear objective: to help drive improvement initiatives within the Organisation by developing more efficient processes and enhancing the quality of products and services.

Over the next triennium, we will continue to invest in and carry out Lean activities, involving all levels of the Organisation. By engaging everyone, we aim to design an increasingly functional workspace, improving work methods to achieve significant efficiency gains.



1 Pilot project completed in the 5S framework



8 Managers trained (going from shopfloor management, to Lean Six Sigma Green Belt)



1 Improvement initiative completed









## A NEW STEP INTO OUR FUTURE: THE ACADEMY FOR PRODUCTION LINE OPERATORS

In an increasingly complex and fast-evolving production environment, the need for specialised personnel is crucial. The First Root of our Mission underscores how important it is for us to invest in people, their development, and their growth. We aim to provide a tangible opportunity for professional advancement, skill acquisition, and becoming an integral part of Euro Company's future. That is why, in October 2024, we will launch our first corporate Academy – a training program designed to select and develop talent with the goal of **building** a team of highly skilled, passionate production line operators who are perfectly aligned with the values that distinguish us.

Our Academy, aimed at a class of ten individuals, will not only offer technical training but also serve as an opportunity to experience and embrace our corporate culture, focused on innovation, quality, and sustainability.



## **FOOD4TALENT:** THE EURO COMPANY ACADEMY

To strengthen the four key areas that make up our Organisation (Finance, Operations, Quality, and Enhancement), over the next three years, we aim to establish a Talent Academy within Euro Company. The Academy will be targeted at recent graduates from all over Italy and from diverse fields of study. After an initial phase of selection, evaluation, and class composition, participants will have the opportunity to undergo six months of cross-disciplinary and professional training, combining job rotation and classroom learning, with both internal and external instructors. The goal is to enrich their skillset and experience while identifying and welcoming into our staff those students who stand out for their motivation, passion, and commitment.

## GO-LIVE OF OUR PERFORMANCE APPRAISAL MANAGEMENT SYSTEM



In the second half of 2024-2025, we will launch the go-live of the **performance appraisal management system** for the entire Company population, initiating the first appraisal cycle through the platform. This will enable us to streamline and enhance the efficiency of the performance management process, reducing the administrative workload associated with the appraisal phase while ensuring consistency, immediate access to historical data, clarity on individual objectives, and continuous focus on their achievement.

Once the performance appraisal management system is fully implemented, we will also consider the integration of an **information system** to support us in **training processes**, specifically for monitoring the competencies and knowledge of employees, as well as in the subsequent proposal and assignment of training plans. This will help strengthen our human resources processes, providing employees and managers with the ability to request training activities directly through the management system, actively involving them in their career development.

## ITALIAN LANGUAGE COURSES FOR FOREIGN EMPLOYEES



Effective communication is the key to building meaningful relationships, engaging with others, and gaining perspectives that differ from our own, while collaboratively finding new shared solutions. The ability to understand and communicate clearly and comprehensively not only facilitates collaboration but also enriches our work environment, creating a space where every voice is heard and valued properly. For this reason, at Euro Company, we consider it essential to continue investing in **Italian language training for foreign employees**, a valuable tool to **promote linguistic and relational integration for all employees within our Organisation**. Building on this, in early 2025, we will launch the **fourth edition of the A2-level Italian course for foreign employees**, completely free of charge for participants.

This course, conducted in collaboration with the Province's centre for adult education, will provide colleagues with the opportunity to become even more active participants in daily interactions, refining their knowledge of the Italian language for everyday life, with a particular focus on understanding aspects of **health and safety in the workplace** — key factor for any job situation or task.

The aim is to improve internal communication while simultaneously enhancing the multicultural environment that distinguishes us — an authentic cultural enrichment factor, valuable for all our Organisation.



## CYBERSECURITY TRAINING FOR ALL EMPLOYEES: A STRATEGIC INVESTMENT IN COMPANY SAFETY

In an increasingly digital world, cybersecurity is a truly strategic priority for every business. Cyberattacks – ranging from phishing to ransomware – are on the rise and increasingly sophisticated, jeopardizing sensitive data, operational continuity, and corporate reputation. For this reason, it is essential that all employees are aware of these potential threats and know how to prevent them.

**Data protection** not only concerns the IT team but is a shared task, a collective responsibility for every employee. A single mistake can open the door to a cyberattack, unintentionally putting Company data at risk. **Effective training helps build a cybersecurity culture**, increasing awareness and reducing the risk of online threats and email-based attacks.

Aware of the importance of mitigating this exposure and providing employees with the tools necessary to maintain a secure work environment, we will launch an e-learning platform dedicated to cybersecurity training in the first part of 2025. The training modules will cover essential topics, such as phishing and social engineering, providing techniques to identify traps and adopt best practices to avoid them. Password management will also be addressed, emphasizing the importance of using complex passwords to protect sensitive data. Finally, compliance regulations will be explored to familiarise employees with the rules and requirements related to data protection. These courses will be designed to be interactive, with practical examples and simulations that will make learning engaging and directly applicable to daily work life. This approach will enable us to ensure that employees are well-prepared and knowledgeable in data security, ready to face the current and future challenges of cybersecurity.

## PILOT PROJECT FOR EMPLOYEE DEVELOPMENT - UNIT F (CREAM DEPARTMENT)



In the next triennium, we will launch an **initial pilot project aimed at the development of employees in the production departments**. This project, for which the analysis and planning phase took place during 2023-2024, will be implemented within **Unit F** – dedicated to the production of our creams made from 100% nuts – and will include the creation of operational instructions, the precise definition of new roles and job descriptions, and, subsequently, a comprehensive performance appraisal of each operator, focusing on both technical competencies and engagement, as well as monitoring individual performance on the production lines.

The entire process will be accompanied by an initial entry test and a final assessment to evaluate the progressive acquisition of skills, ensuring a stimulating environment focused on continuous growth.

Through the training provided by this project, we will foster the professional growth of line operators, gradually increasing their autonomy in managing process variables while ensuring reproducibility and standardisation at every stage of production.

## IMPROVING ORGANISATION: EMBRACING THE LEAN CULTURE FOR A MORE EFFICIENT FUTURE



**Continuous improvement** is crucial to simplifying processes, ensuring sustainable growth, and generating lasting value. With this goal in mind, over the next three years, we plan to **further promote the Lean Culture within our Organisation**. Not only we aim to streamline processes, but also to enhance the quality of service offered to customers, while optimising the management of work environments and stations in the production departments.

To achieve these goals, we will involve an increasing number of departments in **5S** activities and the implementation of **constant** development projects tailored to each area. We will also invest in **new** training activities for managers to strengthen the initiatives already underway and train new heads in Lean Production principles at various levels. The goal is clear: to create increasingly functional workspaces, improving organisational and operational methods, and achieving significant increases in effectiveness and efficiency.



# ENHANCEMENT OF TECHNICAL-SPECIALIST SKILLS AND DEFINITION OF PRODUCTIVITY STANDARDS FOR OPTICAL SORTERS

At Euro Company, technological innovation is constantly evolving, particularly in the deployment and development of systems that allow us to achieve products of the highest quality. With this aim in mind, over the upcoming triennium, we will undertake **new training and development activities in the Processing Department, where new optical sorters will be implemented**. Specifically, we will train two new employees as specialists in machinery operation, who will then be responsible for training all other department employees. The effectiveness of these training sessions will be continuously monitored through weekly standup meetings and dashboards, providing clear and immediate insight into progress. After all, the greater the efficiency in using these machines, the better the sorting outcomes will be.





# INTERNAL ORGANISATION AND INVOLVEMENT

To foster the well-being of all individuals within an Organisation, values such as sharing, trust, and attentive listening are indispensable. In this regard, all internal organisational and engagement initiatives undertaken throughout the year have been aimed at strengthening and consolidating existing projects, as well as developing new initiatives inspired by direct feedback from our employees.

The objective has been to enhance employee involvement in corporate life, streamlining daily activities and promoting a more harmonious balance between personal and professional life. By working collectively, we have sought to identify the most effective solutions to pursue the values that underpin our corporate Vision and Mission.

## SUSTAINABLE MOBILITY: NUTS4GREEN



Building the future we wish for the Environment that hosts us and for future generations:

this is the commitment that has driven the creation of **NUTS4GREEN** in recent years. This corporate sustainable mobility project was designed to promote a shift in lifestyle, fostering changes in home-to-work travel habits and raising awareness of the positive impact each of us can have on the Planet and our own health through small yet significant daily actions. NUTS4GREEN was established with a clear goal: **to provide employees with a** 

viable solution to the need for additional parking spaces and the rising cost of fuel, while simultaneously contributing to the preservation of the Planet - our shared home. For this reason, during the 2023-2024 year, every employee was once again given the opportunity to join the Company's journey towards ecosustainability by participating in the project and introducing an important new feature: the capability to certify home-to-work journeys made by bicycle or on foot. Sustainable behaviours were encouraged through an app in a simple and efficient manner, rewarding participants with generous cashback and numerous prizes as recognition of their valuable commitment to protecting the Environment around us.

To deepen the understanding of the service and the available related incentive system, as well as to encourage increasingly sustainable mobility by bringing more and more employees on board, numerous initiatives were carried out during the year.

In September, a month dedicated annually to **European Mobility Week** – the European Commission's most prestigious campaign to raise awareness about sustainable mobility, designed to drive a shift towards greener and more intelligent transport solutions, fostering long-term sustainable habits and promoting behavioural change towards active mobility while educating and raising awareness to reach a wider audience – we played our part by rewarding participants with more than double the cashback.

Indeed, all colleagues who certified their carpooling journeys between 11 and 29 September were awarded significant cashback (€1.10 per trip instead of €0.50, for a total of €2.20 per day). This made recognising virtuous behaviours even easier: upon reaching €5.00 in cashback, employees have been able to redeem the equivalent amount in vouchers of various types.

To gear up for the **2023 festive season**, we launched the **Euro Company Advent Calendar**, offering special cashback rewards to new app users or those certifying a set number of journeys between 1 and 21 December, once again rewarding sustainable behaviours quickly and simply.

Furthermore, for the third consecutive year, we strengthened our commitment to creating a brighter future for upcoming generations on the occasion of the **Earth Day**, the largest international environmental event, on 22 April. Between 8 and 22 April, employees have had the opportunity to earn double cashback (€1.00 per day, instead of €0.50) by certifying smart working days or commuting journeys made by carpooling, cycling, or walking.

To promote a greener future, during the summer months we also celebrated World Environment Day, held annually on 5 June, together with the entire Euro Company team. Once again, participants were rewarded throughout the month with double cashback, a tangible sign of our appreciation for those who joined the project through simple daily choices, helping us reduce the environmental impact of commuting and thus fostering a greener future.

Only through the contribution and virtuous actions of those who

participated, have we been able to make a tangible difference, continuing to generate positive impacts for both the Planet that hosts us and our workplace community by:

- ✓ reducing CO₂ emissions, road traffic, parking pressures, and absences caused by vehicle breakdowns or public transport strikes;
- ✓ lowering home-to-work commuting costs (fuel, vehicle wear and tear, tolls etc.), thereby indirectly increasing wages and providing participants with concrete travel savings;
- ✓ promoting interaction and shared experiences among colleagues from different departments, through time spent together en route.

In the sole year 2023-2024 we have achieved **extraordinary results**, one km after another:

33



No. of employees who joined the project



14 Most active carpoolers
11 Most involved bike and walk users

BY MAKING:



**2,023** Carpooling journeys



493

Cycling and/or walking trips

THUS CERTIFYING:



17,988.29 Km traveled in a sustainable way

**EQUAL TO:** 



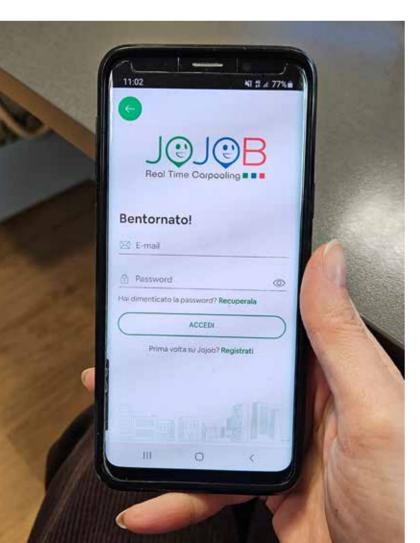
-2,337.78 Kg of CO<sub>2</sub> emitted

by choosing carpooling, bike and walk modules



€ 3,593.7 saved

thanks to shared car travel or journeys made by bicycle and/or on foot



Given its success to date, the project will continue to be proposed annually, with new incentives and rewards, in order to continue to raise the awareness of our corporate community on environmental issues and to contribute, as an Organisation, to the protection of our Planet through concrete actions in everyday life.

Because sustainable mobility with NUTS4GREEN not only represents an act of care for nature and its values, but also an extremely pleasant and gratifying action, with countless benefits.

### **SMART WORKING**

At Euro Company, a **standard smart working plan** is in place for all people whose working is compatible with this mode.

This plan, designed to rethink work, is an invaluable tool for giving employees even more responsibility by offering them greater trust, autonomy and flexibility, including through the use of technological solutions capable of fostering collaboration, in order to achieve shared results and objectives. Every employee eligible for smart working is provided with a vademecum before starting to work remotely: a guide full of practical examples, providing clarification and information on how to use smart

working days, the tools available and good practices to follow.

In addition, each smart worker signs an **individual smart working agreement** with the Company, a tangible sign of our desire to continue with an organised and structured smart working mode in the coming period.



## MAIN FEATURES OF OUR STANDARD SMART WORKING PLAN



A maximum of two smart working days per week, to be agreed with the manager, guaranteeing the presence of at least one person in the office.



Goal-oriented work, with the possibility of flexible working hours and the definition of essential on-call periods.



Obligation to guarantee the confidentiality of data and information in one's possession and/or available on the information system.



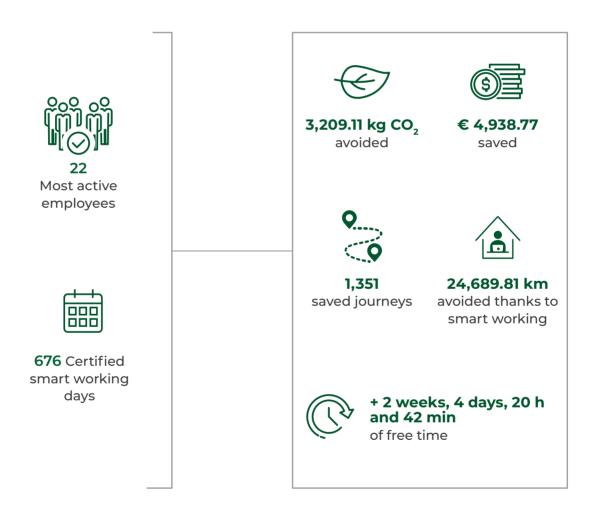
Monthly smart working plan, to be drafted by the end of the previous month, for final approval by the manager.



Possibility to work in any location, subject to suitability, security and confidentiality criteria. Meanwhile, through our NUTS4GREEN app, we continued to offer remote workers the opportunity to **certify their smart working days** to find out both their contribution to the Environment and their savings in terms of time and money, rewarding the most sustainable behaviour with **numerous prizes and a generous cashback**.

In fact, in addition to the usual cashback offered by NUTS4GREEN and the special prize offered for the 2023 Christmas holidays, each smart worker had the opportunity to participate in the various double cashback campaigns ( $\le 0.40$  per certified smart working day instead of  $\le 0.20$ ) organised throughout the year for the European Sustainable Mobility Week (September 2023), World Earth Day (April 2024) and World Environment Day (June 2024).

During the timeframe July 2023 – June 2024, the following number of employees have joined the project, certifying their remote working days:



As a confirmation of our commitment, in May 2024 we received an important recognition at the **JoJob Awards**, the event organised to highlight all the Companies using the app and to celebrate and reward those who have achieved excellent results in 2023. On this occasion, for the second year running, we were awarded **third place in the 2023 national smart working ranking for number of days certified via app.** 



Given the very positive experience of these years, we will continue to give the opportunity – to all employees whose job in the Company is compatible with this work type – to carry out smart working, convinced that this **managerial philosophy – target-oriented and based on a new conception of working time and space** – is essential for a better harmonisation of professional and private spheres.

### **NEW HIRES**

Sharing, listening and involving are activities that start right from the onboarding phase of new hires. In fact, the moment of joining the Company is a very precious stage for an effective integration into the work context and for the success of each person's professional project. For this reason, in order to monitor the experience and the quality of the onboarding, after the first month in the Company all new employees are given a questionnaire to assess their level of satisfaction, thanks to which it is possible to obtain feedback on aspects such as the welcome received, the workspaces and tools available, the clarity of the tasks assigned and the quality of the coaching.

This questionnaire provides us with an excellent tool for hearing and gathering from new hires their first impressions of the Organisation, allowing us to continually finetune our induction and reception processes.



# **3.68**Average satisfaction rate of new hires in 2023-2024 (out of a maximum score of 4)

### INTERNAL COMMUNICATION: PEANUTS

Euro Company's portal and accessible to all employees.



Clear and transparent communication is essential to share a common path, fostering the thriving growth of our Company community. For this reason, every quarter our corporate newsletter, Peanuts, is published on

Launched at the beginning of 2019, Peanuts has a clear objective: to engage everyone in the projects, initiatives, news, and achievements of the Company, **sharing information** in a simple, informal, and enjoyable way.

From its first release until June 2024, the following have been delivered:



23 Issues of Peanuts

includina

1 Special Edition

celebrating 40 years of activity

Today, Peanuts represents the most authentic snapshot of who we are and the path we are taking to improve every day, prioritising the people working at Euro Company and the Environment around us.

We consider it an essential communication tool to facilitate dialogue and contribute to improving life within our Organisation. For this reason - and to make the corporate newsletter editions increasingly engaging and aligned with everyone's interests - last year we invited employees to complete a brief satisfaction survey regarding this type of internal communication.

Thanks to the valuable feedback gathered, we made the 2023-2024 editions even more enjoyable and stimulating by introducing new sections, modifying the layout to enhance readability and opting for a digital format, thereby further reducing paper usage in support of the Environment.

In short, Peanuts is much more than a newsletter to us: it is a unique opportunity to listen and engage in dialogue with the entire Company community.

### CORPORATE MONITORS FOR IN-HOUSE COMMUNICATION



In constant line with our granitic commitment to **protecting the Environment** through small practical measures and communicating simply and promptly to those who work with us, at the beginning of 2024 we installed corporate monitors dedicated to in-house communication in various areas of the Office Space and production facility, replacing traditional paper noticeboards.

Thanks to these monitors, it has been – and will continue to be – possible to publish and disseminate news, updates, and organisational information in real-time, including in video format, making internal communication - crucial for a community as large as ours - faster, more dynamic, and engaging.

This also contributes to environmental sustainability, by drastically reducing paper usage and demonstrating our strong engagement towards a greener future.

In this way, not only do we enhance the effectiveness of communications, but we also play our part to protect the Planet.

## IN-HOUSE JOB POSTING

Valuing the talents and skills of JOB ) those who work with us is the quiding principle behind our increasing focus on in-house job posting throughout 2023-2024. By sharing new job opportunities within Euro Company primarily through the in-house Company portal, we ensure that colleagues are the first to learn about them. For us, inhouse job posting represents a crucial opportunity to find the right person for a specific role. This allows employees who already embody the Company's values and are familiar with our corporate dynamics to apply for open positions and take part in the selection process. Candidates are evaluated based on their CVs, knowledge, acquired skills, and developed aptitudes. In this way, selected employees can experience new roles, discover different areas of the Company, and fully realise

### **EMPLOYEE HELP DESK**

Listening to employees and supporting them throughout the various phases of their journey within the Company is of paramount importance to us. For this reason, Euro Company has established an employee help desk, through which the Human Relations Office responds to queries and questions from employees.

their potential, enriching themselves

professionally and feeling more fulfilled.



7 2/5

Minutes of employee desk consultations conducted by the Human Relations Office during the year

## VIRTUAL EMPLOYEE HELP DESK



To make the experience of using WorkFlow (our dedicated employee portal) even more

efficient and comprehensive, in recent years we introduced the **virtual employee help desk**. This feature allows employees to submit **tickets** directly to the Human Relations Office via the portal, monitor the status of their requests in real time (e.g. 'received', 'in progress', 'completed', etc.), and receive timely feedback.

This section serves two primary purposes: facilitating requests to the Human Relations Office (saving valuable time for employees) and reducing paper usage for submitted documents, contributing to the protection of the Environment.

As facilitating communication with staff is at the core of our daily actions.

## BONUS REWARD FOR OUR CORPORATE POPULATION

Commitment and passion showed by everyone throughout 2023-2024 were fundamental in keeping and reaching more and more positive results, as well as in looking towards the future with increasing optimism.

For this reason, during our last corporate party, we communicated to the entire staff our decision to **provide a production bonus**, to valorise the precious work done by each and everyone.

This reward – disbursed with the July 2024 payroll (or the first applicable payslip for employees not working in that month, but returning to the Company by 31/12/2024) – will be addressed to all operational employees in service at the time of the issuance who have worked at least 90 days in the 2023-2024 financial year, and will be proportionally based on the number of working days performed and

actual attendance. For Euro Company, this initiative is a strong gesture of gratitude and trust in everyone's work – a source of inspiration and motivation to enthusiastically support the Organisation's future growth.



## Over € 305,000

Allocated as a discretionary bonus to employees with the July 2024 payroll (referring to the 2023-2024 fiscal year) dialogue, and the sharing of suggestions, best practices, and behaviours. The goal was to adapt the topics covered and spread them within individual work contexts.

Next year, we aim to involve a new group of managers in this training initiative, as we firmly believe that those who lead can play a crucial role in driving change, through small yet impactful actions.



**9** Managers involved

## NEW TOP MANAGEMENT TRAINING ON GENDER EQUITY

Gradually raising awareness across the entire Company population on crucial topics such as empowerment, inclusive language, and the deconstruction of stereotypes and biases is an objective that can only be achieved with the help of everyone – particularly those who manage and coordinate the work of others.

For this reason, in March 2024 we launched, for the second consecutive year, a training programme in collaboration with Fondazione Libellula, focused on gender equity. This training involved a new group of Euro Company managers and aimed to explore how to recognise and prevent microaggressions, while further promoting respect and inclusion within their teams by adopting inclusive language and leadership capable of embracing gender diversity.

With a practical and experiential slant, the training began with a theoretical overview of the topic, followed by interactive activities to encourage participation,

# ESTABLISHMENT OF THE CROSSFUNCTIONAL RESEARCH & DEVELOPMENT COMMITTEE

At Euro Company, **continuous research and innovation** are the foundations of our success

The expansion of our new product range and the increasing complexity of related projects have led us to introduce specialised roles, dedicated to overseeing these processes.

In recent years, we have therefore created a dedicated **Research & Development Department**, updated the procedures for implementing new products, and established the **Cross-Functional Research & Development Committee** – a multidisciplinary group tasked with setting project priorities and assessing their real potential. This enables us to remain competitive in the market, consistently pursuing continuous improvement.

This Committee, which benefits from collaboration across multiple departments, includes representatives from various Company areas: **Quality, R&D, Innovation,** 

### Commercial, and Marketing,

Each of these areas contributes concretely to the development and innovative growth of Euro Company. By aligning on timelines, technical requirements, and feasibility analyses for the innovative projects developed by Euro Company, the Committee ensures effectiveness and efficiency across the entire Organisation. Fully aware of the critical importance of innovation, the Committee will convene with increasing frequency in the coming years.

## IT TICKETING SYSTEM



To ensure a swift and efficient response to technical and IT support requests, Euro

Company has implemented an IT ticketing system, accessible to all staff through a dedicated portal. Over the past two years, the ticketing system project has led to significant improvements in managing technical support, proving to be a strategic investment that has reduced response times, enhanced operational efficiency, and increased the traceability and transparency of support requests. Employees can monitor the resolution status of each ticket in real-time, streamlining the work of the IT Office.

These advancements have been achieved through centralised ticket management, greater process automation, and the introduction of key metrics to continuously monitor system performance. Detailed reports are generated, and adjustments are made based on user feedback and KPI data. The adoption of the ticketing system has not only transformed technical support management, but has also laid the foundation for a more agile and flexible future, improving overall user satisfaction.



### Tot. tickets opened in 2023-2024

Top categories of requests:

- 1. Software/MES Compass
- 2. General requests
- 3. Hardware
- 4. Company ERP software

## NEW TELEPHONE SWITCHBOARD PROJECT



- ✓ reduce the operational costs associated with telephony management, i.e. maintenance, calls and system licensing, as it can be installed on existing servers or hosted in a cloud:
- ✓ simplify the use of the system by being able to make calls from a PC, tablet or mobile phone, without the need for a landline;
- ✓ improve overall efficiency by implementing advanced features to enhance the effectiveness of communications. In today's context, where smart working has become an established reality, 3CX offers advanced tools to facilitate smart.

working. The 3CX mobile application allows employees to access the Company system also from their smartphone, ensuring business continuity even when they are away from the office;

- improve call quality by introducing new technologies that also reduce dropped calls:
- ✓ improve communication security, a priority for any business. 3CX phone system uses advanced technologies such as call encryption, integrated firewalls and two-factor authentication to protect communications from external threats. This ensures that sensitive information and business conversations remain secure;
- ✓ reduce energy consumption by eliminating complex hardware and dedicated servers. This not only reduces operating costs, but also improves the Company's environmental impact.

The results of the implementation of the new switchboard have exceeded expectations. Operating costs have been significantly reduced, while operational efficiency has increased considerably. Call quality has also greatly improved, contributing to overall user satisfaction.

## EXPANSION OF THE DOCUMENTATION PLATFORM



During the 2023-2024, we continued to invest in the digitalisation and dematerialisation of

document processes through the expansion of the ARXivar NEXT platform's functionalities. This system has not only enhanced the management and archiving of corporate documents but has also enabled greater traceability and automation of internal processes,

significantly reducing the use of paper and physical resources. The new phase of expansion of the document platform has led to the digitalisation of additional workflows, reducing processing times and improving accessibility to business information. This has translated into a higher level of efficiency, further enhancing the ability to monitor and control business processes with a focus on sustainability. The use of advanced workflow tools has also ensured greater transparency and reliability in decision-making processes, seamlessly integrating with other Company systems.

## ECHANGE PROJECT: IMPLEMENTATION OF THE NEW ERP SYSTEM



Innovation means looking towards the future: a true priority for us at Euro

#### Company.

Technological and process innovation has, indeed, always been a central aspect of our corporate reality. For this reason, in March 2023, we began a selection process to identify the ERP system best suited to support our current and future business needs.

In 2024, we thus launched the **EChange** project: an ambitious initiative that will mark a fundamental change in the management of our processes. It involves the introduction of a new ERP system and aims to transform Euro Company's digital infrastructure, making it more robust, integrated, and efficient. The new ERP system - the implementation of which entails a close cooperation between internal teams and external suppliers, to ensure that all critical areas of the Company are covered and that operations are not interrupted during the transition – will be deployed through a series of gradual releases, concluding

by the end of 2025. To best support this change and capture valuable insights from participants regarding strengths and areas for improvement, in March and June 2024 we invited all members of the EChange project implementation team to complete an **anonymous survey**, aimed to provide an initial assessment of the project's progress during the first six months of activity, focusing on the initial two phases: the mapping of existing processes to define the ideal tobe scenario, and the first step of solution development.

Below are the key results from the two satisfaction questionnaires:



### APPRECIATION OF MEETINGS HELD

average score: 3.42 (rating scale from 1 to 5)

#### **MOST APPRECIATED ASPECTS**

- ✓ Corporate engagement: the opportunity to work in cross-functional teams, transcending departmental boundaries;
- Clarity and visibility of the advantages of the new ERP, which is more intuitive and technologically refined;
- ✓ The provision of a comprehensive overview of the project's progression;
- ✓ Availability and professionalism of the consultants:
- ✓ The consultative approach, demonstrating effective listening and the ability to propose actionable solutions.

## WORDS MOST FREQUENTLY USED TO DESCRIBE THE PROJECT:

### **CHANGE**

### INNOVATION

### **CHALLENGING**

#### **FUTURE**

### **GROWTH**

The feedback gathered through the various surveys has provided us with invaluable insights, guiding us towards further refinements of the project and reinforcing the importance of maintaining an open and ongoing dialogue. We firmly believe that the perspectives and recommendations of all those actively engaged in the project are crucial to the ultimate success of EChange.

The integration of business processes into a unified platform will enable us, in the near future, to optimise resource management, streamline information flows, and enhance decision-making capabilities across all organisational levels. This technological investment, encompassing a broad spectrum of departments and resources, will facilitate the reduction of inefficiencies, standardisation of processes, and the enhancement of interdepartmental collaboration.

Furthermore, the new ERP system will provide us with the means to place greater emphasis on future sustainability imperatives: it will be equipped with a dedicated module designed to monitor and manage corporate sustainability initiatives, ensuring that our production and

management processes are seamlessly aligned with our long-term sustainability goals.

The new management system will empower us to make a significant technological leap towards digitisation and to best support, and in a strategic manner, the growth of our Organisation, today and in the near future.

This represents, for all of us, a decisive and crucial step for our development and progress in the coming years.

## MANUFACTURING EXECUTION SYSTEM (MES)



Parallel to the EChange project, during the 2023-2024 year, we continued the expansion of MES (Manufacturing

Execution System), a software solution that enables the digitalisation and computerisation of plant management, optimising processes to effectively measure indirect labour times and enhance our results.

MES captures information regarding production activities from the corporate management system – from the issuance of the work order, to the creation of the finished product – and utilises data collected in real-time from production machinery interfaced with the Industry 4.0 project.

Thanks to MES, a range of benefits can be achieved: from instant control over the status of the work order, to the creation of a dashboard for measuring line efficiency, from the reduction of data entry time to the enhanced sharing and transmission speed of information.

Through this system, which will be fully implemented across all production departments by the end of 2024, we are advancing in digitalisation, aiming to collect, understand, and utilise both the quantity and quality of process data and to

monitor them in real-time for optimal use. Once the MES deployment is completed across the entire plant, it will be possible to provide a clear, unified tool for specialised users to view and control the respective plants.

In essence, MES plays and will continue to play a central role in the digital transformation of production, enhancing operational efficiency and ensuring greater clarity, coherence, and simplicity in the management of the plants.



New plants purchased and interconnected to the central unit in the 2023-2024 year



Roasting ovens which SCADA has been applied to, enabling more detailed data collection

## INDUSTRY 4.0: NEW PLANT TECHNOLOGIES FOR PRODUCTION LINES

At Euro Company, the efficiency of plant operations, both in terms of performance and functionality, plays a crucial role in strengthening competitiveness within the target market and enhancing the quality of work for our people.

For this reason, one of the key priorities for 2023-2024 was the adoption of cutting-edge plant technologies, with a specific focus on innovating automated production lines.

Through the implementation of these new technological solutions, we have enhanced

key production parameters, achieving tangible improvements in quality, cost reduction, increased operational efficiency, and significant optimisation of energy savings. This not only enables us to continue meeting market challenges, but also lays the foundation for sustainable, long-term growth.



Brand new lines installed







Internal organisation and development

## GOALS FOR THE UPCOMING TRIENNIUM



### NUTS4GREEN: NEW CAMPAIGNS AND INCENTIVES FOR PARTICIPANTS, IN SUPPORT OF THE ENVIRONMENT

At Euro Company, we regard social and environmental sustainability as a cornerstone for the healthy future of our Planet. It is the path through which, day by day, we strive to build a better future – not only for the Environment that surrounds us but also for the community and the generations to come.

Through the continuation of the NUTS4GREEN project, throughout 2024-2025 we will persist in raising awareness among our staff regarding sustainable mobility, encouraging practical actions for the protection of the Planet by offering new incentives and rewards for all carpooling days, smart working initiatives, and certified home-to-work journeys undertaken by bicycle and/or on foot.

For instance, as part of the European Mobility Week (September 2024), the Christmas holidays, Earth Day month (April 2025), and World Environment Day month (June 2025), we will organise new initiatives and introduce additional rewards to engage the entire Euro Company community in these significant events, involving an ever-growing number of colleagues.

Moreover, in September – a time of new beginnings and an ideal moment to set good intentions and fresh wellness goals – we will set up infopoints at our headquarters to address questions, doubts, and curiosities about the operation of the sustainable mobility app. This simple yet practical approach aims to dispel any uncertainties, transforming the journey towards eco-sustainability into a truly exciting adventure.

But that's not all! Also in September, we will recognise and reward employees who distinguished themselves in 2023-2024 for their commitment to sustainability across all four categories: carpooling, cycling, walking, and smart working.

This serves as a testimony of our appreciation for their meaningful contribution to reducing  $CO_2$  emissions and fostering increasingly green behaviours. Because our individual actions may be but a drop; but together, they do form an ocean.

## NEW ORGANISATIONAL CLIMATE SURVEY



Over the course of the next three years, we will invite our entire workforce to participate in a new **organisational climate survey** – a crucial listening opportunity aimed at fostering the positive development of our Company. This new focus will enable us to understand how the corporate climate has evolved in recent years, delving into employees' perceptions of the workplace environment. The survey will focus on key aspects essential to organisational life and corporate performance, as a healthy climate of well-being and satisfaction is closely linked to improved results, greater engagement at work, enhanced sense of belonging and collaboration, increased talent attraction, and higher customer satisfaction.

## SDG ACTION MANAGER: TOWARDS A NEW FILLING-IN



To obtain a real-time snapshot of our Company's sustainability performance, we will undertake a renewed fill-in of the **SDG Action Manager** in the coming years. This online tool integrates the B Impact Assessment by B Lab (the questionnaire completed during the achievement and renewal of B Corp Certification) with the Ten Principles of the UN Global Compact and the Sustainable Development Goals (SDGs), providing Companies with a **dynamic analysis of corporate performance** through a targeted self-assessment.

By leveraging the SDG Action Manager, we will gain an updated roadmap to identify priority SDGs and develop the most effective corporate strategies to achieve them. This approach will allow us to concretely assess the impact of our business practices and activities on the issues addressed by the 2030 Agenda.



## FROM PARITY TO FULL EQUITY: A JOURNEY OF AWARENESS WITH LIBELLULA FOUNDATION

At Euro Company, we firmly believe that fostering continuous dialogue on key issues is essential to promoting a **culture rooted in respect, equity, and inclusion** – both within and beyond our Organisation.

For this reason, throughout 2024-2025, we will continue offering our employees the opportunity to participate in webinars held in collaboration with Libellula Foundation, as well as voluntary, tailor-made training programmes designed to create corporate ambassadors serving as 'listening beacons,' equipped with the tools to effectively support colleagues in addressing any issues to be reported. In doing so, we seek to take collective, tangible action to build a more welcoming work environment, fully sensitive to the needs of each and every employee.



## NEW GENDER EQUITY TRAINING FOR OUR TOP MANAGEMENT

For the third consecutive year, in 2025, we will launch a new training initiative for more Company managers, once again in collaboration with Libellula Foundation, having an ongoing focus on gender equity.

This initiative will serve as a vital tool in fostering widespread awareness within Euro Company on issues such as empowerment, the adoption of inclusive language, and the deconstruction of stereotypes and biases. The training will specifically target those having coordination roles.

The programme will address topics including gender stereotypes, unconscious biases, microaggressions, and the promotion of respectful, inclusive environments across all teams. Additionally, it will delve into subjects such as inclusive leadership and the role of language in fostering gender diversity.

Structured to be both practical and experiential, the training will blend theoretical insights with interactive activities, encouraging participation, dialogue, and the sharing of ideas and actionable solutions. This approach aims to equip managers with valuable insights and concrete tools to integrate these principles, promoting welcoming behaviours within their respective areas of responsibility.

## INDUSTRY 4.0: DIGITALISATION OF PRODUCTION PROCESSES



In the upcoming period, we will continue advancing the **production** digitalisation project through machine interconnection, enabling real-time data exchange to enhance operational efficiency and production quality.

Specifically, over the next three years, we will interconnect seven machines, three of which will be interlinked in 2024-2025: the tray line, the doypack line, and the purification plant.

This interconnection will streamline data collection, monitor performance, enable predictive maintenance, and facilitate advanced automation.

In parallel, to strengthen efficiency and production capacity – both during raw material processing and packaging phases - a new production area (Unit G) will be inaugurated next year, housing two packaging lines and a new continuous grinding machine in the Roasting department. Additionally, over the next two years, two further packaging lines with automated palletisation will be installed within the facility. Over the next three years, we will continue integrating Euro Company's machinery and plants with the Ignition SCADA (Supervisory Control and Data Acquisition) system – a control platform used in industrial processes to monitor, collect, and process data from equipment and plants, supporting the entire architecture of smart Companies' manufacturing processes. The SCADA integration will enable more precise data collection, improving efficiency, process management, and control, thereby enhancing overall performance. Furthermore, the system will be fully integrated with the MES, providing the value chain with detailed insights into machine performance and optimising the management of the entire production process.

### **MES**



Monitoring productivity in real time, while automation tirelessly works to optimise every single process – this is the goal that drove the implementation of MES within our production facility in recent years. With the full deployment across all departments, in the forthcoming period MES will provide more refined data and a comprehensive, integrated overview of all production processes, from resource management to quality control.

Thanks to the MES system, it will be possible to collect real-time data on production speed and efficiency, as well as access detailed reports and graphical visualisations capable of comparing actual performance with set targets. This will allow for the rapid identification of deviations from desired standards, facilitating timely corrective actions to optimise productivity. The expansion of MES – and the corresponding training of staff in departments where it is not yet implemented – will be essential for the proper interconnection with the new management system linked to the EChange project. The integration with the new ERP system will centralise data and provide accurate information to industrial accounting, enabling detailed analyses of production costs and operational efficiency. This synergy between MES and ERP will represent a valuable resource for **real-time data exchange across the production chain**, analysing various KPIs daily to optimise production flows, improving performance, operational methods, planning, and production control.



## ECHANGE: STRIDING SWIFTLY INTO THE FUTURE WITH OUR NEW ERP

In the second half of 2024, the EChange project will enter its core phase. Development activities will indeed start, leading to the go-live in July 2025. Simultaneously, the FRD (Functional Requirement Document) for the second phase of the project will be drafted, consolidating the operational requirements necessary to best meet the needs of all departments and laying a solid foundation for future developments. The active involvement of various departments will be crucial during this second phase as well. The collective commitment of everyone will ensure that we work in perfect synergy, as one unified team, aligned towards a common direction.

To support and facilitate the transition, gathering valuable feedback directly from participants on the project's strengths and potential areas for improvement, throughout 2024-2025 all individuals involved in the EChange implementation will be periodically invited to complete new anonymous surveys, providing us with continuously updated assessments of the project's progress.

At the same time, we will establish a network of **corporate change agents** – Euro Company representatives tasked with supporting the transition, facilitating the adoption of the new system to maximise benefits for both users and the entire Organisation, fostering communication and proactive listening.

The coming months will therefore mark a living phase of the project, characterised by testing, workshops, alignment meetings, and increased interaction with the new system.

A specific focus will also be dedicated to the **training and upskilling of the entire Operations Area** to ensure a smooth transition from the old management system to the new Business Central system. This is

essential to equip the plant structure with cutting-edge IT tools capable of supporting the growth of the entire facility.

We are confident that the two aspects mentioned above will be crucial in achieving our key objective: **making the new system fully operational during 2025**.

### **QUALITY AREA MANAGEMENT SYSTEM**



With the aim of strengthening and optimising operational flows and processes within the Quality Area, the second half of 2024 will mark the start of the evaluation phase, followed by the implementation of a departmental information system dedicated to this business area. This tool, in synergy with the introduction of Business Central, will significantly enhance the level of integration with other Euro Company solutions, contributing to a more agile, efficient, and high-performing application architecture. As a result, we will be able to respond even more promptly and accurately to business needs.

### **INVESTMENTS IN THE LOGISTICS AREA**



Logistics represents a fundamental pillar of our corporate strategy, a critical function that directly impacts our ability to meet customer needs and maintain high standards of operational efficiency. For this reason, during 2024-2025, we will focus on a series of initiatives aimed at strengthening and optimising this crucial area. Among the most significant initiatives will be the creation of a new warehouse dedicated to the Ho.Re.Ca. sector, designed to meet the specific needs of this constantly evolving market. Additionally, we will introduce the outsourcing of picking and shipping activities for our Private Label sector, with the goal of improving operational flexibility and speed, reducing delivery times, and increasing order handling capacity. Equally important will be the implementation of an advanced picking enhancement system, ensuring greater accuracy and speed, reducing errors, and optimising workflows. These investments, designed to generate long-term positive impact, will lead to increasingly agile and integrated logistics, capable of responding swiftly to the demands of a constantly evolving market.



## OCCUPATIONAL HEALTH AND SAFETY

For us, ensuring the best health & safety conditions in the workplace is essential – an indispensable and fundamental requirement to guarantee the well-being of those who work at Euro Company.

We firmly believe that investing in health and safety measures is an important sign of responsibility and care towards the people who are part of the Company. It is a way to continue building a safe, prosperous, and sustainable future for everyone.

This is because, at Euro Company, health and safety are not just an absolute priority: they represent our commitment to a better tomorrow.

For this reason, in the following pages, we will explore the importance of health and safety within our Organisation.

## [GRI 403-1: OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM]



As part of our ongoing commitment to sustainability, we place great emphasis on

the health and safety of employees, considering it a matter of utmost importance. In this context, we recognise the value of a safe and healthy working environment – not only for the physical and mental well-being of those working in the Company, but also to ensure efficient and responsible operations across the Organisation.

To this end, Euro Company has developed

and implemented a management system designed not only to comply with current regulations, but also to align with global best practices by adopting the most advanced innovations in the field of safety. Our Occupational Health and Safety Management System, developed in compliance with Legislative Decree No. 81/2008 and its subsequent amendments, follows an integrated and systematic approach to risk management. Implemented in August 2022 and first revised in June 2024, it covers all Company activities and applies to both employees and external collaborators working within Euro Company.

The initial monitoring activities, launched in September 2022, were carried out using specific tools such as Inspection Following a Safety Concern Report and Health and Safety Compliance Inspections. These periodic checks ensure adherence to health and safety standards across all Company operations. Maintaining and updating this system involves various key figures within the Organisation, including the Delegated Safety Manager, HSE Office, occupational physician, HSRs (Health and Safety Representatives), supervisors, workers, and external consultants.

Based on this structure, the system is continuously monitored through tools such as the HSE Dashboard and periodic coordination meetings, including those between HSRs, HSE, and the Delegated Manager. During these meetings, an annual review of both the system and Company policy is conducted, ensuring continuous effectiveness and alignment with corporate safety objectives.

### [GRI 403-8: WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM]

## WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

(as at 30/06)		2022-2023	2023-2024
	No.	383	397
	%	100%	100%

The data included in the table refer to the population in service on 30/06, in the two years under analysis.

The table above, therefore, confirms what was anticipated: the entire Company population is covered by the corporate Health and Safety Management System.

### [GRI 403-3: OCCUPATIONAL HEALTH SERVICES]



At Euro Company, our strong focus on employee health and safety is also reflected in an **integrated occupational health system**.

The occupational physician, appointed by the employer, plays a key role in analysing the general Risk Assessment Document to establish a specific health protocol for each employee. The entire Company population is subject to health surveillance.

Health surveillance begins with a medical examination at the time of hiring and continues with periodic check-ups based on the role performed, in the event of job changes, and following illnesses or injuries lasting more than 60 days, in full compliance with regulatory requirements. Employees also have the option to request a medical examination if there are evident changes in their health status.

Medical examinations, organised by the HSE Office in collaboration with the occupational physician, take place either on-site or at the physician's office. First aid is managed by internal staff who are specifically trained and

regularly updated, including certification for the use of defibrillators (AED).

This approach represents the tangible manifestation of our commitment to creating a workplace that is not only safe but also proactive in promoting health, fully aligned with our sustainability strategy.

# [GRI 403-2: HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION]

The identification of potential hazards and risk assessment are central processes to ensure the safety of everyone working in the Company. For this reason, every year - or following significant changes such as the introduction of new machinery, substances, or process alterations - we conduct a review of the general Risk Assessment Document with the support of external consultants. This allows us to identify hazards in the workplace and across different activities, adopting a preventive approach. In addition to the general assessment, we carry out in-depth analyses of specific risks, such as exposure to noise, vibrations, carcinogenic chemicals, and X-rays. These assessments are updated in accordance with regulatory deadlines or after significant changes, ensuring continuous monitoring. Both the general Risk Assessment Document and the specific risk assessments include improvement plans that outline the prevention and protection actions to be implemented. All preventive and protective measures are tracked in the HSE Dashboard, which is accessible to all employees via a dedicated folder on corporate PCs, promoting transparency and oversight of the implementation of safety measures.

Moreover, workers can report risks or hazards through an anonymous form, which is reviewed by the HSE Office and the Delegated Safety Manager.

Incidents, near-misses, and health issues are also monitored using specific forms, and any necessary corrective actions are logged in the HSE Dashboard to ensure follow-up and verification of the measures' effectiveness.

The above demonstrates how **our safety management system is founded on collaboration** and strong synergy between all involved parties, united by a shared objective: continuous improvement to ensure an ever-safer and healthier workplace.

### [GRI 403-9: WORK-RELATED INJURIES]

TOT. NUMBER OF INJURIES		2022	2023
Tot. number of fatalities due to work-related injuries	No.	0	0
Tot. number of severe work-related injuries (excluding fatalities)	No.	0	0
Tot. number of work-related injuries (excluding fatalities and severe injuries)	No.	8	11
Tot. number of commuting injuries (incidents occurring while traveling to or from the workplace)	No.	3	5
Tot. number of recordable work-related injuries	No.	11	16

The total number of work-related injuries has been calculated on a calendar year basis. The data presented here, compiled for the annual meetings held at the end of each year (in December), therefore refer to the period from January to December, and not to the Company's reporting period (July to June).

INJURY RATE		2022	2023
Fatality rate due to work-related injuries	No.	0	0
Rate of severe work-related injuries (excluding fatalities)	No.	0	0
Recordable work-related injury rate	%	17%	25%

Formula for recordable work-related injury rate = (number of recordable work-related injuries / total hours worked) x 1,000,000

Through an in-depth analysis of the causes of occupational diseases and injuries, we have identified that the primary contributing factors are attributable to lack of attention and non-compliance with work procedures.

To address these findings, we are committed to intensifying training and awareness initiatives in the upcoming period. Our goal is to **continuously enhance practices, further promoting a robust safety culture within the workplace. This will foster greater awareness of individual roles and responsibilities across all levels of the Organisation**.

### [GRI 403-10: WORK-RELATED ILL HEALTH]

WORK-RELATED ILLNESS		2022	2023
Tot. number of fatalities due to work-related illness	No.	0	0
Tot. number of cases of physical work-related illness	No.	0	0
Tot. number of cases of psychological work-related illness	No.	0	0
Tot. number of recordable work-related illness	No.	0	0

The data reported here refer to the annual meetings held at the end of each year (in December). For this reason, the figures presented in the table, for each year, cover the period from January to December, not the Company's reporting period (July to June).

## NEW INVESTMENTS TO IMPROVE HEALTH AND SAFETY AT WORK



Improvements in ergonomic safety aspects are essential to promote people's well-being and enable them to work properly, facilitating operations and making some simple daily tasks easier.

In this respect, in 2023-2024, thanks to a strong synergy between the production areas and the HSE Department, the most appropriate equipment and projects to improve the environment, health and safety at work have been identified and a total of more than € 1,300,000 has been invested, with the ultimate goal to make everyone's work in the Company safer and more efficient.

All the investments made have been aimed at **improving the daily work and reducing risks for the operators**: from the handling of loads to the lifelines in the roof spaces, from the systems to reduce the risk of falling to the purchase of new and more technological lifting platforms, from the conversion of the refrigeration plant to the construction of new sewerage lines, as well as the creation of new signboards outside the Shipping Department to ensure even greater safety conditions on the pedestrian paths.

#### Over € 1,300,000

Invested in environmental, health and safety improvements during the year

3 New devices introduced to improve manual handling of loads

### [GRI 403-7: PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED BY BUSINESS RELATIONSHIPS]



At Euro Company, we implement a proactive and integrated approach across the entire supply chain to prevent and mitigate occupational health and safety impacts directly linked to business relationships. Specifically, **we collaborate** 

with external consultants to oversee and monitor contracted services, establishing agreements with suppliers that include clauses mandating compliance with applicable health and safety regulations. These agreements ensure that contractors are informed about potential risks present in the work environment. When required, specific documents for assessment of interference risks (DUVRI) are drafted.

Furthermore, as part of the **procurement or leasing process for new machinery**, we request comprehensive technical documentation – including user manuals and declarations of conformity – and, following installation, conduct targeted inspections to verify adherence to safety requirements, ensuring that the installed equipment aligns with the provided documentation.

For **chemical product management**, we engage external consultants to assess Safety Data Sheets (SDS), determine the necessary Personal Protective Equipment (PPE), and establish appropriate standard operating procedures.

We also ensure the **safety of incoming and outgoing products through a stringent quality control system**, which involves sampling and verification in accordance with HACCP protocols.

As further evidence of our unwavering commitment to occupational health and safety, we hold BIO and IFS certifications in the food sector, underscoring our dedication to distributing consumer goods that meet the highest standards of health and food safety.





Occupational health and safety

## GOALS FOR THE UPCOMING TRIENNIUM



### STRENGTHENING WELL-BEING: NEW INVESTMENTS IN WORK ENVIRONMENT, HEALTH AND SAFETY

For the 2024-2025 year, we are committed to making **new investments in work environment**, **health and safety**, driven by the belief that constant innovation in these areas is paramount. In line with this commitment, we will invest over € 1,200,000 next year. This will enable us to further enhance manual load handling, working at height, internal signage, as well as sewage and purification systems. Our objective is clear: **to create even safer and healthier workplaces**, **embedding safety at the core of our daily operations**.

Specifically, as part of our steadfast journey towards the physical well-being of those who work with us, during 2024-2025 we will introduce seven new machines into the production plant to further improve manual load handling. This initiative aims to significantly reduce the risks associated with this activity, safeguarding the health of all employees to the fullest extent.



### PEARLS OF OSSIGENO

Creating an environment rich in stimuli and opportunities for dialogue also involves implementing projects and programmes addressed to each employee and the business community to which they belong. For this reason, we have continued this year with the **Pearls of Ossigeno** project – a series of initiatives and seminars launched at the beginning of 2019 to engage staff and their families in the topics that matter most to us and that represent the essence of the Seven Roots of our Mission.

In this context, during the 2023-2024 year, we focused on **fostering a sense** of belonging, promoting sportsmanship and enhancing a corporate culture that is increasingly inclusive, attentive to gender dynamics, and dedicated to dismantling stereotypes and prejudices.

To this end, we wish to share our commitment to **strengthening corporate culture and improving engagement and the quality of relationships**, which are essential for creating a healthy working environment every day.

### LA VIOLENZA IN PUNTA DI DITA: AN IN-DEPTH SESSION ON ITS DETECTION IN THE DIGITAL WORLD, FOR YOUR REAL-LIFE DEFENCE



For several years, at Euro Company, we have been committed to **promoting equity and combating violence in all its forms**, raising awareness among everyone – regardless of gender – to

care for and respect themselves and others, ensuring that the entire Company community feels protected and heard.

To this end, since 2019 we are part of the **Libellula Foundation** network, enthusiastically embracing the activities proposed by the Foundation to continue our strong commitment to gender equity. We firmly believe that proper information provides the necessary awareness to challenge stereotypes and cognitive biases, which are harmful to oneself and others.

In line with this, in June 2024, we provided the entire Company population with the opportunity to participate in a *Pearls of Ossigeno* seminar entitled *La violenza in punta di dita* (transl. *Violence at your fingertips*), conducted by Dr Valentina Dodero, psychologist and trainer at Libellula Foundation.



She guided participants through an **exploration of the hidden dangers behind the digital world**, raising awareness of how online exposure often exceeds what is considered 'healthy', potentially leading to distorted thinking and reasoning, which makes one more vulnerable and attackable in terms of mental health.

In addition to addressing the potential consequences of excessive use of technological tools and the importance of their careful, measured and conscious use, the webinar aimed to delve into the concept of **cyberviolence** – a phenomenon encompassing forms of violence perpetrated through digital technologies, intended to threaten and inflict physical, sexual, psychological or economic harm. This type of violence can be perpetrated by both from known, unknown, or anonymous individuals.

A key aspect of the session was the analysis of various forms of online violence, with the aim of equipping participants with valuable tools to recognise and distinguish them. These ranged from commonly known types, such as **hate speech** and **cyberstalking**, to lesser-known forms of cyberviolence, including **catfishing** (creating a false identity to lure and manipulate unsuspecting users), **doxing** (searching for and disclosing personal information without consent), **image-based sexual abuse**, and **sextortion** (threatening to publicly share intimate material).

To foster awareness and provide effective tools to pass on to future

generations, the webinar also addressed **cyberbullying** – a phenomenon involving typical bullying behaviours such as insults, intimidation and psychological harassment, amplified by technology, which facilitates targeting individuals with negative and aggressive comments, often resulting in severe and irreversible consequences.

Beyond exploring the various forms of violence encountered in the digital world, **the webinar offered valuable guidance on how to counter them**. The overarching goal was to promote, also to family members and loved ones, a culture of respect and empathy, encouraging open dialogue, the use of appropriate language, and the cultivation of stronger affective culture to dismantle the stereotypes and prejudices that abusers exploit to ensnare their victims.

At Euro Company, we firmly believe in contributing to the promotion of awareness, convinced that only through collective effort can we spread healthy values and foster an increasingly conscious culture.







### 1<sup>ST</sup> CORPORATE FOOSBALL & PING-PONG TOURNAMENT

Our **Ossigeno Park** was created to offer all employees a space for enjoyment, relaxation, social interaction, and physical activity – the ideal location, therefore, to host events aligned with the First Root of our Mission, combining fun and well-being, such as **Euro Company's inaugural mixed foosball & ping-pong tournament**.

Organising corporate tournaments like this represents a valuable opportunity to foster team spirit while simultaneously promoting the physical and mental well-being of participants. Activities such as foosball and ping-pong facilitate the release of endorphins, enhancing mood and productivity, creating opportunities for social interaction outside the work environment, and fostering stronger bonds among colleagues. On 25 June, more than sixty participants took part in a day filled with enthusiasm, energy, and healthy competition. The top-ranked winners were awarded vouchers redeemable at Decathlon stores, while all participants enjoyed unlimited pizza and beverages to end the evening in a joyful atmosphere.

The matches unfolded continuously, accompanied by laughter, hugs, and smiles, with great sportsmanship defining every moment – a testimony to how much these tournaments can serve as occasions for genuine connection and collective growth.





### Pearls of Ossigeno

## GOALS FOR THE UPCOMING TRIENNIUM



In the upcoming triennium, we aim to continue raising awareness among employees and their families on social and environmental issues that we consider to be of fundamental importance.

To this end, we will bring to their attention projects and seminars focused on various **ethically and socially** relevant areas, including:

- ✓ Seminars to help employees quit smoking
- ✓ Psychological health
- ✓ Inclusion of disabilities
- ✓ Inclusion of diversity: rights of the LGBTQI+ community
- ✓ Follow-up on personal organisation techniques
- ✓ Intergenerational dialogue: from Over-65s to Generation Z
- ✓ Christmas recycling workshops for employees' children
- ✓ Environmental sustainability activities and beach litter activities



Specifically, in the 2024-2025 year, we will launch further valuable initiatives to foster community engagement – always within our Ossigeno Park – to make it even more vibrant, providing an opportunity to gather, relax, and have fun with family, friends, and colleagues outside of work hours.

Among these, in addition to new foosball and ping-pong tournaments, we will introduce NUTS4MOVIES, Euro Company's summer film festival. This will consist of four evening screenings, taking place between August and September, featuring films aligned with one or more of the Seven Roots of our Mission, voted for and selected by employees.

Accompanying us on our cinematic journey will be both the members of **Filmeeting** (a non-profit association dedicated to promoting auteur and quality cinematic and audiovisual culture) and the team from **Sì Stare Insieme ANMIC** (a third-sector organisation focused on promoting solidarity, social inclusion, and equity), who will assist in distributing drinks, nuts, and popcorn, to make the film screenings even more enjoyable.

To continuously improve our engagement initiatives, ensuring they better align with the needs of everyone, in the second half of 2024 we will invite all employees to participate in a brief satisfaction survey on corporate events. This will allow us to gather suggestions and ideas to refine future activities, making them increasingly in tune with the interests and wishes of each individual.



## Pearls of Ossigeno seminar held in the previous year (2022-2023)

### Environmental sustainability: beach litter activities in collaboration with Legambiente experts

In order to continue our awareness-raising drive on environmental issues, in October 2022, we invited Euro Company staff and their families to participate in a corporate volunteering activity in collaboration with Legambiente experts, which involved cleaning up the Casalborsetti beach: one of the largest and most densely frequented on the Ravenna coast.

The initiative was not only meant for requalifying the coastline, reducing the accumulation and dispersion of rubbish in the Environment, but also to allow Legambiente's expertise to analyse the types and quantities of beach litter in order to contribute to the study they have been conducting to shed light on the improper management of waste upstream.

Enthusiasm, fun and awareness of the importance of safeguarding our Planet have been the main characters of the time spent together.

The day started with an initial training session, and continued with the actual collection of waste in safe conditions.

In conclusion, the impact of the initiative was not only positive for the Environment, thanks to the reduction of litter on the beach, but also for the participants, who – in addition to raising their awareness of the issue and learning how each of us can really make a difference for our Planet – spent a fun day together with their colleagues, getting to know them better.



### **WELFARE AND BENEFITS**

[GRI 404-2]

Harmonising professional and private time of every Euro Company employee, looking beyond trade union and legal obligations, is essential to us. Creating synergies and implementing projects for collective well-being is, in fact, an integral part of the First Root of our Mission, which aims to generate a positive impact on the people who work alongside us. For this reason, we offer the following to our employees:

### **GYM AND PLAYGROUND**



Promoting a healthy lifestyle and contributing to the wellbeing of our staff is at the heart

of our Mission: because dedicating time to oneself is fundamental for the balance of both mind and body, our first home.

At Euro Company, taking care of oneself is not a luxury to be enjoyed in one's free time; it is about dedicating time to personal passions, adopting healthier routines, and living in motion.

It is a natural path towards the balance of the spirit.

For this reason, within our Parco Ossigeno-a space specifically designed to encourage social interaction among employees, with a focus on continuous listening to those who make up Euro Company – we have the **Gym and Playground areas**. Two spaces – one indoor (the Fitness Area) and one outdoor (a court for basketball, volleyball, or five-a-side football games among colleagues) – entirely dedicated to our employees, designed for individual and/or group physical exercise, helping

them achieve their personal goals.

All of this is aimed at harmonising private and professional time, staying fit while having fun.

Indeed, being active every day, exercising, and combating sedentary lifestyles are vital for preserving and improving one's health. Scientific studies show that health is built not only at the table – through a balanced diet – but also by favouring an active lifestyle, which is essential for physical growth and psychological wellness

Sport,infact,increaseswell-being,alleviates stress, and improves concentration.

**Key features** of the Gym and Playground include:

- ✓ FREE OF CHARGE ACCESS FOR ALL EMPLOYEES WITH A VALID CONTRACT (interns included);
- ✓ OPEN FROM MONDAY TO FRIDAY, from 7:00 AM to 8:00 PM and on SATURDAY MORNING from 8:00 AM to 1:00 PM;
- ✓ AVAILABLE EVEN OUTSIDE WORKING HOURS;
- ✓ ACCESSIBLE AFTER HAVING REVIEWED AND SIGNED THE RELEVANT REGULATIONS, AND SUBMITTED THEM TO THE HUMAN RELATIONS OFFICE
- ✓ MANDATORY TO BOOK A
  WORKOUT SESSION THROUGH THE
  DESIGNED APP, which also allows
  users to submit general requests,
  improvement suggestions, and/or

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report any damages, malfunctions, or issues, by chatting directly with the designated contacts responsible for resolving each of them.

To further enhance and make the experience of using the Gym and Playground even more rewarding and stimulating, we have also introduced fantastic monthly prizes for their most active users.

Sport, in fact, is about socialising and inclusion, collaboration and mutual support.

It is precisely to support this, encouraging moments of sharing, that since July 2023, we have launched two new contests, awarding prizes each month to encourage everyone to engage in sport on a regular basis.

Among these prizes, for the outdoor Playground, we offer the opportunity to have a customised sports uniform made for those who put together a Euro Company team for five-a-side football, volleyball, or basketball. For the Fitness Area, there is the chance to compete in the monthly 'Most Active Gym User' competition, where the top three users, based on their monthly usage of the space, are awarded vouchers for purchasing sports equipment and clothing.

This is a practical and tangible way to recognise and reward the efforts of most active colleagues in pursuing a healthy and active lifestyle, consistently dedicating time to their personal well-being, setting new goals, and overcoming their limits.

Furthermore, at the end of 2023, we invited the entire staff to complete a **satisfaction survey about the equipment in our Gym**, to ensure it aligns even more closely with the wishes of everyone – from beginners, to the most experienced athletes. Based on the valuable feedback we received, **in April 2024, we upgraded our corporate** 

Gym with new, highly technological machines and equipment, perfect for making workouts even more effective, enjoyable, and engaging.

Because improving quality of life is an objective that everyone should pursue.

### Outstanding results achieved in 2023-2024:



#### Over 400

People who downloaded the app



#### 190

Active users



#### 2,200

Workout sessions booked



### Top 3 bookings per person in 2023-2024:

1<sup>st</sup> - 139 bookings

2<sup>nd</sup> - 128 bookings

3<sup>rd</sup> - 108 bookings

## TRAINING AND SHOW COOKING AREA



Within our Ossigeno Park, there is another very important space: the **Training and Show Cooking** 

Area. A large and versatile zone that, in recent years, has hosted numerous training courses, meetings, events, and show cooking sessions featuring our products. During these events, guests and colleagues have had the opportunity to enjoy delicious dishes together, prepared with skill and passion. This dynamic and interactive environment not only fosters professional growth and the sharing of knowledge, but also provides a unique opportunity for us to strengthen relationships and promote a Company culture focused on quality, innovation, and collaboration.



## RELAX AREA AND OSSIGENO FOUNDATION LIBRARY



Each of us spends a significant part of time at work. For this reason, on the occasion of

the corporate party on 30 June 2023, we officially inaugurated – together with every attendee – the third and final area of our Ossigeno Park: the **Relax Area**. From the beginning of July 2023, employees have had the opportunity to freely and fully access this comfortable and welcoming space, designed to provide **tranquillity and relief** from the hectic pace of daily work life. It offers a **chance to unwind and enjoy leisure time with colleagues**.

This area has been conceived to **foster socialisation** and to devote time to both the mind and body – a place to **relax, rest, and recharge**. At the end of June, the area was fully equipped with everything necessary: traditional Romagnole playing cards, rummy cards, darts, chess, foosball,

ping-pong, tables and sofas for lunch breaks or outdoor relaxation. Additionally, the area hosts a library – the **Ossigeno** 

### Foundation Library.

Beyond promoting reading, this space has been envisioned as a community hub where people care for books, share interests and inspiration, and exchange reading experiences and knowledge, making culture circulate in a continuous and perpetual motion.

Inside, everyone can consult books, borrow them, and/or donate their own, fostering a sense of circularity and contributing to personal and collective growth.

## MAIN FEATURES OF THE RELAX AREA



Open every day from Monday to Friday, from 7:00 AM to 8:00 PM



Free of charge for employees



Access permitted to all staff with an active contract, even outside working hours

In July, we then invited the entire Company population to share their thoughts on what else they would like to find in this area, encouraging everyone to complete a short survey to provide ideas and suggestions for its enhancement. Based on the feedback received, we have further developed the Relax Area to align it even more closely with the wishes of our employees. We introduced new board games, a snack vending machine, Bluetooth speakers for music, new books, and much more. Every detail has been carefully considered to offer a corner of serenity and positive energy, helping everyone face daily challenges with a smile.

### BRAND NEW PRODUCTION PLANT



Adjacent to Parco Ossigeno, last year our new production plant has officially come

into operation, entirely dedicated to the production of spreadable creams made from 100% nuts, the expansion of our warehouse, and our highly innovative and efficient new e-commerce depot.

Next year, this cutting-edge area will also house a new packaging unit for trays and doypacks, serving as tangible evidence of our ongoing dedication to technological innovation and the refinement of our production processes. This further step represents a clear indication of our commitment to continuous improvement, reinforcing our industry leadership and enabling us to respond more effectively to evolving market demands.

## LIFE AND PERMANENT DISABILITY INSURANCE



Our ongoing dedication to employee well-being and health has driven us to expand

the services and benefits available to our staff. Among these, we are proud to include **life insurance for all employees**.

The decision to offer life insurance, fully funded by Euro Company, stems from our desire to safeguard the Company community, providing everyone with the opportunity to plan for the future in the event of permanent disability, or to ensure a secure future for their loved ones in the case of untimely death.

The policy covers employees at all times, not just for incidents occurring in the workplace. For each employee insured by Euro Company, should a situation of permanent disability or death occur, a maximum pay-out of € 100,000.00 is provided.

## FORM 730 TAX RETURN ASSISTANCE

**Filing a tax return** can often be a demanding and costly task, both in terms of time and resources.

To ease this burden, Euro Company offers all employees **complimentary, on-site** assistance for the filing of their form 730 tax returns.

Once again this year, we have extended this service to all interested employees, allowing them to bring all necessary documentation directly to the Company – at pre-arranged times and by appointment – and submit it to our tax specialists. This initiative not only saves costs, but also frees up valuable time for employees to pursue their passions.



114 Form 730 tax returns processed for employees in 2023-2024

equal to



€ 1,596 in processing costs covered by the Company

### TRAVEL INSURANCE FOR EMPLOYEES ON BUSINESS TRIPS



To ensure maximum safety for employees during business trips, Euro Company has

renewed its travel insurance policy for the 2023–2024 period. This policy covers those travelling for work purposes, both in Italy and internationally.

Through the dedicated app for smartphones and tablets and a comprehensive vademecum, eligible employees can access pre-trip tips, online

training on travel risks, and practical Additionally, thev information. provided with medical assistance and security services, ensuring their safety and support throughout the journey. The travel insurance safeguards business travel activities (e.g., fairs, conferences, and trips), offering protection against unexpected events such as theft, emergency medical expenses, accidents, or sudden illnesses during the trip. The policy also includes repatriation assistance, coverage for lost personal or business items, and much more.

## FREE LEGAL ASSISTANCE FOR FINANCIAL ISSUES



In November 2023, Euro Company launched a new service, entirely free of charge:

### legal assistance for employees facing financial difficulties.

This service was created to provide concrete solutions to the growing needs generated by the complex economic climate. It was developed in collaboration with our legal expert, **Attorney Alessia Fabbri**.

Through this initiative, employees can schedule an appointment to receive an initial specialised legal opinion and specific advice on the aforementioned issues.

Providing free services to all employees to help balance their personal and professional lives is one way we offer tangible and meaningful support.



6%

Percentage of employees who used the service out of the total average staff for 2023-2024

## WATER AND REUSABLE BOTTLES



Upon hiring, each employee is gifted one **personalised stainless-steel reusable bottle**,

which can be refilled at **microfiltered** water fountains located at various points across the Company premises.

This initiative not only reduces plastic waste, but also ensures that everyone has access to fresh, filtered water.

### COFFEE



According to the latest estimates, over 230,000 tonnes of waste are produced annually

from coffee capsules. For this reason, as early as in previous years, Euro Company introduced coffee machines that grind whole beans directly, eliminating the waste generated by capsules.

To further reduce plastic waste, we have chosen to purchase **compostable cups** and provide all employees with ceramic mugs, contributing to the health of our Planet through **small yet impactful daily gestures**.

And since well-being also comes from taking a break – a necessary moment to recharge – **coffee is entirely free** for all employees.

### ADDITIONAL PATERNITY LEAVE AT COMPANY EXPENSE



At Euro Company, we recognise the fundamental role that family plays in our lives and

society. To support such an important and delicate event as parenthood, all new fathers are entitled to **three additional** days of paid parental leave, in addition to the statutory leave, to be taken within the first month of the new-born's life.

To better understand the opinions of our employees regarding these services and to further improve them – making them even more aligned with everyone's needs – in April 2024 we conducted a second Company survey to gauge satisfaction with the active Company deals.

In an effort to communicate in a clear and transparent way, we are happy to share with you the **main results of the survey**, which were already communicated to our Company community via our quarterly newsletter, *Peanuts*:

### **COMPANY DEALS**

Establishing a deep connection with the local community and creating solid collaborations with local businesses is a powerful tool for us to bring virtuous projects to life.

Therefore, we are constantly committed to maintaining existing partnerships and forming new ones with local organisations that share our values and focus on well-being and sustainability.

The numerous Company deals we have activated have a clear goal: to make it easier for our employees in various aspects of daily life, harmonising duties and pleasures with **small daily benefits**.

The active deals span different areas, such as leisure, wellness, food, banking services, health, entertainment, and more.





## 58 ACTIVE DEALS

in the Company

including

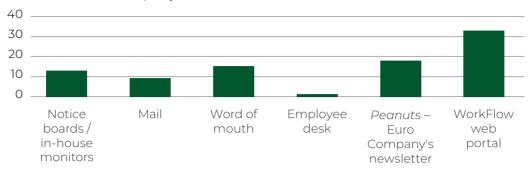


### **16 NEW DEALS**

signed in the 2023-2024 year

## COMPANY DEALS - ASSESSMENT OF IN-HOUSE COMMUNICATION CHANNEL

«Which in-house communication channel do you use, to find out about our Company deals?»



«Which of the indicated channels do you consider to be the most effective?» (Rating from 1 to 5)

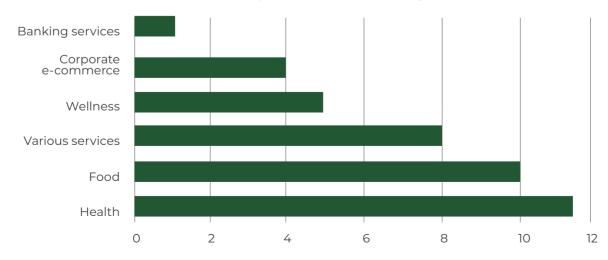


### COMPANY DEALS – CLARITY OF COMMUNICATION AND SATISFACTION WITH THE SERVICE

«Do you think that the deals are described to the staff in a clear and comprehensible way?»



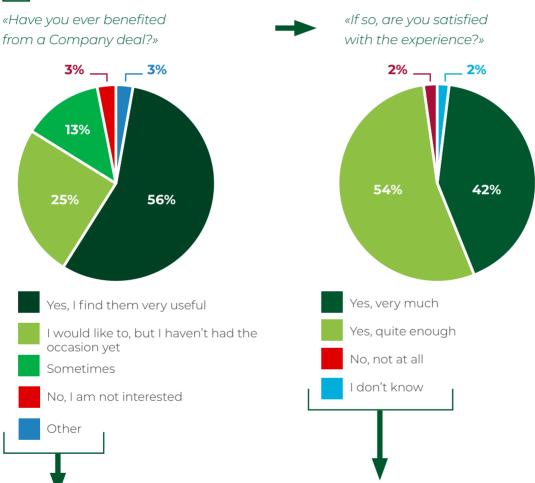
«Which branch of the deals do you find most interesting to date?»







### **COMPANY DEALS - PAST EXPERIENCES AND SATISFACTION**



«Not at the moment: I am new, but as soon as I can I will take advantage of the banking deal. I will be changing my bank account in a while, and I plan to look into the Company deals».

### Yes, very much / quite enough:

- Time and money savings
- Added value
- Greater convenience
- Incentive to support local businesses

### No, not at all:

- Very useful, but less usable



### COMPANY DEALS - POSITIVE EXPERIENCES AND OTHERS TO BE IMPROVED

«Have you ever had one of the following experiences while you were benefiting from a Company deal?»



POSITIVE EXPERIENCE	YES	NO
Access to discounting has been very simple and intuitive	83%	17%
The dealer has been able to fulfil all my requests in a short time	78%	22%
The staff has been very kind and polite	91%	9%
The service provided has been excellent	87%	13%

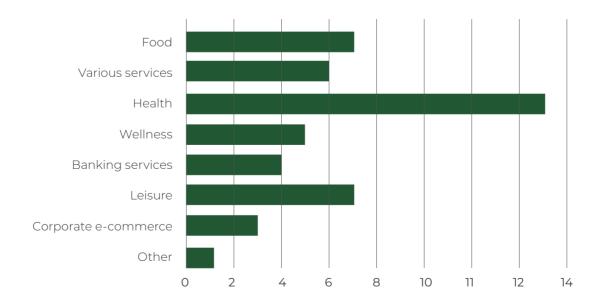


EXPERIENCE TO BE IMPROVED	YES	NO
The dealer denied the existence of the deal	26%	74%
The dealer modified the discounts of the deal on the moment	17%	83%
The service has been lower in quality, compared to the same with no deal	15%	85%



### COMPANY DEALS - WITH A VIEW TO THE FUTURE

«Which branch would you like to have more deals to choose from?»





### COMPANY DEALS - BENEFIT ASSESSMENT AND TIPS

«How likely would you be to recommend our service of Company deals to other colleagues?»

**8.1** (Score from 1 to 10)

«Please rate the setting up of the Company deals service by the Human Relations Department»

**4.6** (Score from 1 to 6)

The valuable contributions of those who participated in the survey have enabled us to better shape our initiatives – already within the reference year of this ESG Impact & Sustainability Report – to ensure the Company deals system aligns more closely with the needs of each individual.



#### [GRI 403-6: PROMOTION OF WORKER HEALTH]

At Euro Company, we actively promote the health and well-being of those who work with us through a range of initiatives and partnerships, which are published on our WorkFlow web portal. As mentioned earlier, we provide easy access to medical and sports facilities, including gyms, swimming pools, psychological counselling services, and holistic practices. All employees can also benefit from agreements with healthcare facilities, ensuring the right to privacy, and gain access to the supplementary healthcare assistance provided by Fondo Est (available to those with a permanent contract, a fixed-term contract of at least five months, or who have worked at least 210 days in the previous year). Additionally, as already stated, we provide all employees with access to an internal Gym and a Relax Area, available outside working hours, to promote both physical and mental well-being.

These initiatives go beyond improving working life quality; they are also a crucial factor in strengthening motivation and responding clearly and concretely to the needs expressed by all employees.

#### [GRI 401-2: BENEFITS PROVIDED TO FULL-TIME EMPLOYEES]

The previously described benefits (life insurance and permanent disability coverage, Gym & Outdoor Playground, form 730 tax return assistance, microfiltered water, personalized reusable bottles, free coffee, travel insurance for employees on business trips, Company deals, and additional parental leave at the Company's expense) are available to the entire staff, including part-time employees.

All these benefits aim to achieve one specific goal: to ensure the well-being and safety of those who work with us, fostering a positive work environment.

In addition to these, a key aspect is **supplementary healthcare assistance**. Employees with a permanent or fixed-term contract (including seasonal contracts) of at least five months, or who have worked at least 210 days in the previous year, can access the Fondo Est, which offers additional healthcare benefits beyond the National Health Service, including diagnostic tests and medical visits, with a small deductible depending on the type of service. Senior executives, on the other hand, have access to FASDAC (health assistance fund for corporate executives) while middle managers have access to QUAS (health assistance fund for middle managers)

Furthermore, every employee – as per the National Collective Labour Agreement for Fruit, Vegetable and Citrus Companies – can join a supplementary pension fund, with Company contributions under specific conditions set by the NCLA, or choose to join any pension fund of their preference.

Additionally, two highly impactful measures are included among the benefits, which also positively affect the community and are detailed in the present Root #07: voluntary leave (eight paid hours annually for volunteering with an association of choice) and solidarity leave (an initiative designed to support colleagues in difficulty, allowing the transfer of vacation days or leave).

All of these benefits are designed to support not only professional well-being but also personal well-being, contributing to the creation of a work environment where people feel valued, supported, and motivated.

Welfare and benefits

## GOALS FOR THE UPCOMING TRIENNIUM



## OSSIGENO PARK: NEW REWARDS FOR THE MOST ACTIVE GYM AND PLAYGROUND USERS

To further enhance the experience within our Gym and Playground facilities, we will continue to incentivise the most engaged users with exclusive rewards in the coming years. These areas are strategically designed to foster physical well-being while serving as a hub for cross-departmental interaction, encouraging collaboration and relationship-building among colleagues who may not otherwise cross paths. Sport embodies values of inclusion, teamwork, and mutual support – principles we are committed to embedding into our corporate culture.



#### **COMPANY CANTEEN**

Lunch break represents a pivotal aspect of employee well-being – a valuable opportunity to unwind, recharge, and foster connections with colleagues, enjoying a meal together. Promoting balanced nutrition and conscious eating remains central to our corporate philosophy. As part of this commitment, we will officially inaugurate our **Company canteen** by mid-2025. This space is being developed to provide all employees with access to high-quality, nutritious meals, reinforcing our dedication to cultivating a culture of sustainability and collective well-being – one meal after another.



#### **BRAND NEW OFFICE COMPLEX**

In the latter half of 2025, we will unveil our **brand new office complex** adjacent to the current venue. This facility, which will house the Corporate Headquarters, has been meticulously designed to reflect the Company's identity – serving as a welcoming, contemporary environment for stakeholders and portraying us at our best by blending modernity, functionality, and comfort.

## OPENING THE OSSIGENO PARK TO OUR COMMUNITY



Giving back to the local area that has generously supported our Organisation what it has magnanimously given us over the years is a cornerstone of our Mission. In line with this commitment, over the next three years, we aim to **open Ossigeno Park to the community** by hosting events and initiatives dedicated to the people living in the area where our Company was founded and has grown.

## COUNSELLING AND PSYCHOLOGICAL SUPPORT IN THE WORKPLACE



People are at the heart of every Organisation. At Euro Company, investing in the psychological well-being of our staff is a top priority. We believe that only when employees feel mentally and emotionally well, can the Company truly thrive.

To this end, over the next three years, we will introduce a **psychological support and counselling service** for those who need assistance in dealing with difficult times, stress, or periods of change – both in their professional and personal lives. This initiative aims to support employees on their journey to mental well-being, helping them overcome challenges and achieve their personal and professional goals. Additionally, as part of the *Pearls of Ossigeno* seminar series, we will launch initiatives open to the entire staff, reinforcing the importance of self-care and promoting balance between mind and body – essential elements for living healthily and mindfully every day.

# UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals set by the UN 2030 Agenda





Through our **commitment to Employees**, we are helping to achieve **14** of the 17 Goals set out in the UN 2030 Agenda:

































### **OUR MISSION**

#### **ROOT #02:**

We minimise the processing of raw ingredients to provide our customers with the best nuts and dried fruit on a daily basis.

[GRI 3-3; GRI 416-2; GRI 417-2; GRI 417-3]

We promote healthy and balanced nutrition through the consumption of nuts and dried fruit in their most natural form, in order to offer our consumers all the taste of **the highest quality raw ingredients**.



#### **TOP-QUALITY PRODUCTS:** THE GUARANTEE OF THE **BEST POSSIBLE PRODUCT**



Spreading the idea of eating as healthily and naturally as possible - this is how Euro

Company products come to life. From nuts and dried fruit to 100% spreadable creams and fresh fermented products made from nuts, our fermentini: each product is a tangible expression of our endless passion for quality and innovation. We are committed to offering foods with clear, short, and transparent ingredient lists. For this reason, we have minimised the use of preservatives, colourings, or other additives, as we believe that highquality raw ingredients do not require any enhancements. We also believe in simple, accessible communication that hides nothing between the lines, but instead highlights the unique features of our products through packaging. Consumers, in fact, appreciate understanding the characteristics and curiosities of the foods they choose – essential elements to ensure transparency, awareness, and food education. One of the most compelling aspects is the ability to select products based on their nutritional benefits, aligned with the recognised health value of nuts

and dried fruit. Currently, our branded products bearing nutritional and/or health claims account for approximately **18% of our assortment** (149 out of 843); of these, nearly half (around 47%) highlight protein-related claims, reflecting the growing consumer interest in highprotein products observed in recent years. In a market increasingly focused on the ingredients within foods, transparent communication and lists empower consumers to choose products that truly meet their nutritional needs and personal values

#### **IGRI 416-2: INCIDENTS OF NON-**COMPLIANCE CONCERNING THE **HEALTH AND SAFETY IMPACTS OF** PRODUCTS AND SERVICES]

During the reporting year, no incidents of non-compliance with regulations and/ or codes regarding the health and safety impacts of products and services were recorded. To emphasize the importance of this issue for the Organisation, it is noted that Euro Company conducted a total of 6,959 inspections throughout the fiscal year. It is also important to highlight that our facility, the only one within the group, achieved 100% certification according to IFS standards.

#### [GRI 417-2: INCIDENTS OF NON-COMPLIANCE **CONCERNING PRODUCT AND** SERVICE INFORMATION AND LABELLING]

Regarding non-compliance in product and service information and labelling, we received a total of 25 complaints during the fiscal year, 11 of which occurred in the second half of 2023 and 14 in the first six months of 2024. These complaints were solely related to issues concerning the readability of lot and expiry dates, barcode errors, absence of labels or stamps, and inaccuracies in the geographical classification of the product. Incorrect labeling was also reported, including cases of peanuts being incorrectly identified or the absence of the Minimum Shelf Life (MSL) on packaging.

solo 1 ingrediente

100%

Crema di frutta secca

solo 1 ingrediente

BIOLOGICO

#### **IGRI 417-3: INCIDENTS OF NON-COMPLIANCE CONCERNING** MARKETING COMMUNICATIONS

During the reporting period, no incidents of non-compliance regarding marketing communications were reported.

#### **COMBATTING SUGAR AND** SALT OVERCONSUMPTION

**Sugar,** which is present even in seemingly unsuspecting foods, is a key ingredient commonly found in food labels. Widely used in this industry, it serves several functions: as a sweetener, colorant, preservative, and flavor enhancer. While we do not wish to demonise its use, it is necessary to understand its applications, identify its presence, and carefully evaluate its consumption within a balanced diet. Often, indeed, the presence of added sugars in products is not immediately visible to consumers' eyes, as it is mostly relegated to the back of the packaging within the ingredient list.

The majority of our products contain no added sugars, apart from those naturally present in fruit; this allows consumers to choose genuine products with naturally sweet flavours.

Currently, 93% of our branded assortment - 783 out of 843 products - contains no added sugars, other than those naturally occurring in the fruit. Specifically, 90% of our dried fruit range and 100% of our nut spreadable creams are free from added sugars.

To raise awareness on the subject, Euro Company developed the **Semplicemente** *Frutta* brand, which offers dried fruit with no added sugars. We firmly believe that high-quality fruit is perfect as it is, without the need for additional ingredients may alter its characteristics. Semplicemente Frutta is one of our most popular brands in the mass market, providing consumers with a pure and

authentic taste experience of dried fruit. Salt is another ingredient frequently used by the food industry to make products more palatable or to cover potential defects in the raw material. Like sugar, it should be used in moderation to avoid serious health issues. One of the strategic objectives of the WHO Global Action Plan for the Prevention and Control of Noncommunicable Diseases 2013-2020 is to reduce salt consumption by 30% by 2025. At Euro Company, we have decided to reduce the amount of salt in the majority of our products, while simultaneously increasing the range of salt-free options. Additionally, to raise awareness of this important issue, we launched the Vitamore brand several years ago. offering roasted, non-fried nuts with only 0.25% salt, just enough to enhance the uniqueness and quality of an extraordinary raw material. Currently, salt-free products make up 75% of our branded assortment 634 out of 843 products – with a 10% increase compared to 2023. Among the products that contain no added salt are 100% of our nut spreadable creams. which we produce without adding either sugar or salt, to preserve the original taste and organoleptic properties of the raw ingredients.

#### **NO ADDITIVES**



For us, it is essential to create products that reflect our values and beliefs: this is why

we limit the number of transformations of the raw ingredients and the quantity of additives, colourings, and flavourings to the minimum. These are only used in highly perishable ingredients or where their inclusion is necessary to meet the quality standards required by regulations, which are essential for product safety and stability. Currently, 90% of the products in our brand range are free from additives

or flavourings (760 out of 843 total products as at June 2024). Of particular note are the fresh fermented products and creams, for which the percentage reaches 100%.

#### **TASTING PANEL**

Our commitment to developing and sharing more of our 🕲 ② expertise in nuts and dried fruit is central to offering the best possible product, also in terms of taste. To this end, since 2022, we have successfully undertaken a **sensory analysis** course in collaboration with Good Senses, involving a multidisciplinary team from various departments within the Company (Quality Office, Marketing, Purchasing, Commercial, Production, etc.). Sensory analysis is an objective technique that assesses various parameters such as taste, aroma, texture, and appearance of a food product through senses. This analysis is carried out by a selected panel, a group of tasters - i.e. sensory or trained panelists - who have been adequately trained to react objectively to the stimuli they are subjected to, through the filling out of special tasting sheets. There are also panel leaders capable of organising sessions and analysing the resulting data. The internal tasting group at Euro Company is composed of experienced tasters in the role of trained panelists: since the project's inception, **36 trained panelists** have been certified, and over 100 tasting panels have been held on nuts and dried fruit, nut creams, and fermentini. Having an in-house team of trained panelists is extremely useful and effective, as it ensures precise and reliable sensory evaluations which improve daily activities - including quality control, raw material assessment during acceptance and production, new product development, and competitive analysis.

## PARTNERSHIP WITH UNIVERSITIES FOR MASTERS AND DISSERTATIONS



Collaborating with various academic institutions in Italy is crucial for us, as it

fosters an exchange of information and methodologies that allows us to grow and stay up-to-date. Among the partnerships in 2023-2024 was our participation in the University of Pisa's Master's program and the collaboration on the thesis of a student from the University of Padua. After months of planning between the University of Pisa, the Tasters Study Centre, and the International Academy of Sensory Analysis, the first-level Master's degree in Sensory Sciences for Healthy and Conscious Eating was launched in January 2024. This program provides students and professionals with the opportunity to test various innovative products from Companies. Euro Company's Research & Development team played a significant role in the courses, presenting its production know-how and the general characteristics of nut creams and plant-based products that arise from its fermentation.

We have also partnered with a student from DAFNAE Department of Agronomy, Food, Natural resources, Animals and Environment, pertaining to the Master's Degree course in Food Science and Technology at the University of Padua, to draft and publish the dissertation Analytical methods to combat adulteration in the pistachio and hazelnut supply chain. This work aims to address the critical issue of pistachio, hazelnut, and certain processed product adulteration, providing an overview of the current practices in use, with a particular focus on the analytical methods employed to detect such counterfeiting. A comprehensive literature review was conducted to gather information

on adulteration methods and their consequences; special attention was also given to the characteristics of green peas, the reasons behind their use as adulterants in pistachio-based products, and the potential health risks associated with their consumption.

#### **PARTNERSHIPS WITH COMPANIES AND** STARTUPS IN THE **FERMENTED PRODUCTS SECTOR**

In line with our commitment to continuous improvement of fermented products, several initiatives were carried out in collaboration

with Companies, startups, and laboratories during the 2023-2024 period. These initiatives aimed to:

- identify, through sequencing, a universal marker for spoilage yeasts and verify the specificity of the enumeration method for enterococci:
- assess potential new bacterial/ mould strains to develop innovative fermented products;
- validate product stability when exposed to potential temperature fluctuations along the supply chain, through tests conducted in accordance with the protocol set by the EURLs (European Union Reference Laboratories) guidelines.

priority for Euro Company. This approach accelerates the development of new ideas and solutions, fostering sustainability and continuous advancement. The goal is to build a solid and collaborative network with suppliers, startups, research centres, universities, and governments to develop new products and technologies aligned with the Company's values and Mission. Open Innovation generates various positive impacts, such as strengthening strategic progress partnerships, accelerating through the sharing of knowledge and resources, reducing development costs, and implementing sustainable solutions that lower environmental impact and promote responsible practices.

In the 2023-2024 period, we launched two Open Innovation projects, collaborating with startups and suppliers to develop new high-value-added nut spreadable creams. These processes are still ongoing and will be completed in the coming years.

#### **OPEN INNOVATION:** COLLABORATIONS FOR SUSTAINABLE **ADVANCEMENT**



#### **OUR CERTIFICATIONS**

We consider it essential to measure the impact of our food products on health and nutrition. This year, we have maintained key certifications in the food and ethical sectors, including:







## INCREASE IN CERTIFIED ORGANIC PRODUCTS MARKETED

Organic certification indirectly evaluates the environmental impacts of the production process and attests compliance with EU regulations. According to Law 9 March 2022, No. 23: "Organic production is a global management system for agricultural businesses and food production, based on the interaction between the best practices in environmental and climate action, the safeguarding of natural resources, and, through the application of strict production standards, contributes to product quality, food safety, animal welfare, rural development, environmental and ecosystem protection, biodiversity preservation, and the achievement of the greenhouse gas emission reduction targets set out in Article 7a(2) of Directive 98/70/EC of the European Parliament and Council, dated October 13, 1998 [...]".

In the fiscal year 2023-2024, sales of organic products at Euro Company registered a 23.2% increase in value compared to the previous year, accounting for **15.6% of the total revenue.** Also increased, compared to last year, were the quantities in kilograms of organic products, growing by 21.6% and representing 9.3% of the total quantity.

	30/06/2024		30/06/2023		
	REVENUE	QUANTITY (KG)	REVENUE	QUANTITY (KG)	
Organic products	€ 21,527,298	1,787,883	€ 17,473,498	1,470,733	
Tot. products	€ 138,099,412	19,175,656	€ 121,292,892	17,108,403	
% bio of the tot.	15.59%	9.32%	14.41%	8.60%	

#### **LAUNCHING NEW PRODUCTS THAT FIT OUR ETHOS**



Our goal is to expand our product range with new references that align with

our values and cater to the needs of health- and sustainability-conscious consumers. Throughout the 2023-2024 fiscal year, we have worked intensively on various projects, developing numerous innovative products for traditional sales channels (Italian and international largescale retail), specialised sales (organic channels), and our e-commerce platform fruttaebacche.it.

We launched new local products, as well as Italian PGI and PDO certified items, including:

- Dried blueberries of Italian origin;
- PDO shelled pistachios from Bronte;
- PDO dried figs from Cosenza;
- Organic marron-type chestnut flour;
- Organic Italian dried melon.

In terms of innovative products, including fermented items, we introduced:

- Fermented black garlic;
- Organic and conventional spreadable creams such as 100% Raw hazelnuts, 100% Mixed nuts, and 100% Hazelnuts & dates.

We also expanded our offering of oilseeds with:

- Black sesame:
- Poppy seeds;
- Fennel seeds.

The increase in organic product offerings responds to the growing demand from consumers ever more attentive to sustainable nutrition. Moreover, these new products also allow us to generate positive impacts, such as supporting local

economies through direct collaborations with small local suppliers who promote sustainable farming practices and the valorisation of native varieties.

#### **EVENTS AND INITIATIVES SUPPORTING OUR PRODUCTS**



Our products are the ultimate expression of the values we hold dear: innovation, high-quality

raw ingredients, respect for people and the Environment. Over the past few years, we have developed several innovative product categories, a tangible result of our desire to drive change in the food sector, a market we know and in which we have been operating for more than 45 years. We believe that participating in events is essential to share our knowledge, tell the story of our products, and gather valuable feedback. Indeed, nutrition, health, and physical well-being events in the past year have seen the active involvement of many nutritionists, dietitians, and dietologists who became our precious allies in promoting the unique characteristics of our 100% nut creams.

In October 2023, we participated in **Spazio** Nutrizione, Italy's main event for healthy nutrition and proper supplementation. This was a unique opportunity to connect with hundreds of dietitians and nutritionists, making them part of our journey. The support and trust from professionals in the field are crucial for us to continue spreading the benefits and properties of the category we invest in, which is nuts. In June, we were also featured at Rimini Wellness, the leading event for fitness and wellness enthusiasts, once again showcasing our 100% nut creams. It was an invaluable opportunity to engage with consumers, educate them about the nutritional benefits, and highlight the excellence of our 100% nut spreadable creams.

## STRENGTHENING THE INTERNATIONAL MARKET

The international market presents an exciting and profitable growth and innovation opportunity for us. We are currently present in approximately 20 countries, ranging from Austria to Japan, from the United States to Spain. For us at Euro Company, it is essential to dedicate the utmost attention and commitment to developing brands that resonate with the distinctiveness of each country, while maintaining our steadfast commitment to offering the highest quality raw ingredients in an ethical and sustainable manner.

In the 2023-2024 fiscal year, we launched a new brand exclusively for the international market: *Nut's Amore*. Offered in various formats, including single-serving sachets, tubs, and doypacks, it carries the essence of Made in Italy taste with premium quality. From pistachios to mango, almonds to apricots, *Nut's Amore* offers a range dedicated to those who love high-quality nuts and dried fruits, having started its distribution journey from Finland and Denmark.

Our established brand, *Econoce*, which focuses on organic products, achieved significant success with its nut creams in the Spanish market, thanks to the **Veritas** supermarket chain, as well as in Poland with **Rossman**. In Denmark, we partnered with distributor **Løgismose** to offer naturally dried fruits (mango, coconut, pineapple, and apricots).

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The presence of our *fermentini* was further strengthened in Europe through collaboration with **Naturli**, a leading name in plant-based foods.

With our 100% Nut Creams, we have also landed in Japan thanks to Bio c' Bon and will soon launch selected references in a Japanese shopping TV schedule. On the other side of the Ocean, through the WellEatable platform, we finally have our nut creams available also on Amazon USA.

# CHASING SUSTAINABLE INNOVATION: INTERNATIONAL TRADE FAIRS AS CATALYSTS FOR PROGRESS



Participating in international fairs is essential for broadening our horizons, meeting new

business partners, and showcasing our brands and core values to a global audience. These events allow us to stay on top of world-renowned trends, strengthening our presence in international markets, and seizing strategic growth opportunities.

Throughout the 2023-2024 fiscal year, our 100% nut creams and fermentini took center stage at several events, including: Anuga in Cologne, Germany (October 7-11), NatExpo in Paris (October 22-24) and Plant Based World in London (November 15-16). A special highlight was our participation in the Speciality Food Festival in Dubai, United Arab Emirates (November 7-9), an exclusive platform for the finest gourmet foods, where we presented our nut creams tailored for the international market. In 2024 we then attended several equally prestigious events, including Biobeurs in the Netherlands (January 15-18), Biofach in Nuremberg (February 11-14), Foodex in Tokyo (March 5-8), Alimentaria in Barcelona (March 18-21), **BioXpo** in Brussels (March 24-25), and PLMA in Amsterdam (May 28-29).

#### **OUR E-COMMERCE WEBSITES:** FRUTTA E **BACCHE AND NUTURALLY**



Throughout the 2023-2024 fiscal year, our e-commerce platform fruttaebacche.it.

dedicated to enthusiasts of nuts, dried fruit, and 100% nut spreadable creams, experienced an increase in new users and orders. This growth is driven by a wide selection of high-quality raw materials offered in their purest form – free from added salt and sugars. Similarly, nuturally. com, our e-commerce site dedicated to international markets, has already become over the past four years a trusted point of reference, especially for customers in Germany and Austria.

The core value of our e-commerce platforms lies in the relentless passion we bring to delivering new products that align with consumer needs – such as chopped nuts for cooking, and over twenty varieties of nut creams

In the year 2023-2024, we achieved the following results:





+26%

No. of Frutta e Bacche No. of Nuturally orders: 35,524,

compared to 28,179 in the year 2022-2023 the year 2022-2023

+58% orders: 2,726

compared to 1,721 in



#### **OVER 55.000**

**Registered users** of the Frutta e Bacche and Nuturally websites since their launch

#### **E-COMMERCE AWARDS**



A consistent achievement over time, and one we are particularly proud of: once again this year,

Frutta e Bacche has been recognised among Italy's **Best e-commerce websites** 2024/25 - Top Gastronomy.

From an initial list of approximately 8,000 websites, the German Institute for Quality and Finance (ITQF), in collaboration with its media partner La Repubblica Affari & Finanza, selected the 700 best e-commerce platforms in Italy for 2024/25. Now in its sixth edition, the study spans 11 macro-categories and 63 product sectors - from fashion to beauty, food to sports. A total of 15 key criteria were assessed, including design, functionality, product presentation, service quality, and purchase and delivery conditions.



Seal awarded by the German Institute for Quality and Finance in exchange for an annual license fee. For more information on the research results and methodology, visit www.istitutogualita.com

#### **R&D INVESTMENTS**



Innovation is the lifeblood of our business. Every day, we channel our passion into researching

and designing products that generate a positive impact on both the Environment and people. This commitment is underpinned by investments aligned with our goals of process improvement

and operational flow optimisation. Capital expenditure in Research & Development and Technological Innovation – aimed at creating new products, or production processes – has remained strong within the 1-5% revenue range this year as well.

#### ENGAGING WITH THE EUROPEAN PARLIAMENT TO PROMOTE A MORE PLANT-BASED AND SUSTAINABLE DIET

h \* \* \* In August 2023, we had the honour and pleasure of welcoming Francisco Guerreiro,

Member of the European Parliament, to our facility. His visit aimed to gain firsthand insight into European businesses actively working towards a transition to a more sustainable and animal welfarefocused food system.

We look forward to fostering greater collaboration and cohesion with the European Parliament, to drive tangible change towards a more plant-based nutrition, and sustainable future, for everyone.





The best possible product

### **GOALS FOR** THE UPCOMING TRIENNIUM



#### **MORE NEW PRODUCTS**

We aim to continue our journey of innovation in nuts and dried fruit, developing products that reflect our values while meeting consumer preferences. Innovation is a core value at Euro Company, guided by strategic goals: to create delicious products with outstanding nutritional properties, ensuring excellent quality and safety standards while embodying our principles. Our Research & Development efforts will therefore focus on enhancing our range of nut and dried fruit creams as well as 100% plant-based fermented products, which we believe are key players in driving dietary change that considers both environmental and social impacts. Offering natural products with short and transparent ingredient lists will remain our primary objective, aligned with the Pillars of our Ethical Quality philosophy.



#### **OUR COMMITMENT TO FERMENTINI**

One of our main goals for the next three years is to improve the organoleptic properties of our fermentini, plant-based products made from fermented nuts, through innovations in fermentation techniques (bacterial and process cultures), recipe optimisation, and the exploration of new raw ingredients. This process aims to deliver not only an excellent product but also a unique sensory experience for those who choose our fermented offerings.

At the same time, we are committed to improving the accessibility of our products by combining innovation with a focus on economic, social, and ethical sustainability. With this integrated approach, we aim to meet consumer expectations, promote community well-being, and protect the Environment in line with the values of our Mission. These advancements will enhance customer satisfaction and trust, making our fermentini an increasingly appreciated and accessible choice for everyday consumption.

## FURTHER DEVELOPMENT OF SENSORY ANALYSIS AND PANEL EXPANSION



The sensory panel is essential for conducting analytical tests: it must be capable of describing, discriminating, and measuring while being reliable, repeatable, and reproducible, without any hedonic bias. Our goal for the next triennium is to elevate sensory analysis to the same level of importance as instrumental analytical testing, continually implementing new test methodologies, consolidating the expertise of trained panelists, and extending training to more employees and fields. We aim to increasingly involve various Company departments in current and future developments, broadening individual knowledge and enhancing corporate know-how.

Planned activities include:

- ► expanding the team of trained panelists, with a target of at least 60 trained collaborators;
- creating a dedicated area for sensory panels within our Company, including a cooking zone and sensory workstations to optimise tasting sessions;
- engaging our clients, particularly those from large-scale retail and our e-commerce platform fruttaebacche.it, in sensory analysis training, to equip them with tools for product assessment, especially for our pure nut-based spreadable creams.

## ESTABLISHMENT OF A NEW R&D AREA AND LABORATORY EXPANSION



To further enhance and streamline our processes, we plan to create a new area dedicated to R&D, equipped with state-of-the-art tools and equipment. Additionally, we aim to expand the laboratory space for raw material analysis, enhancing our testing capabilities and strengthening quality control measures.



#### COLLABORATIONS WITH UNIVERSITY HUBS

We firmly believe in the importance and value of maintaining and enhancing opportunities for collaboration and knowledge exchange with Italian universities. Starting with the University of Bologna and continuing with those in Turin, Padua, and Pisa – where we have already established meaningful relationships this year - these partnerships provide us with vital inspiration to drive evolution and remain at the forefront of the food sector. Fostering relationships with universities means opening doors to innovation and co-creating new quality standards.



#### **FURTHER DEVELOPMENT** OF THE INTERNATIONAL MARKET

Our focus will be on market trends and the specific needs of international customers, developing tailored commercial offerings to differentiate ourselves in an increasingly competitive landscape across new countries. We also recognise the critical role of meetings and exchanges with industry stakeholders in driving growth and consistent development. For this reason, we will showcase our products at major international trade fairs such as Fruit Attraction in Madrid, Biofach in Nuremberg, TuttoFood in Milan, and SIAL in Paris. An essential element of our strategy will be active participation in global trade fairs and industry events. These will provide opportunities to present our products, expand our network of contacts, and increase the visibility of our brands in key markets.



# UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals set by the UN 2030 Agenda





Through our **commitment to Customers and Consumers**, we are helping to achieve **4** of the 17 Goals set out in the UN 2030 Agenda:













## OUR MISSION ROOT #03:

We invest in renewable energy, waste reduction, and the development of more sustainable packaging, to protect the Planet.

[GRI 3-3; GRI 301-1; GRI 301-2; GRI 302-1; GRI 303-3; GRI 305-1; GRI 305-2; GRI 305-3; GRI 305-4; GRI 305-5; GRI 306-3; GRI 306-4]

The Planet needs us. This is why, every day, we seek out and embrace solutions that reflect our values and actively contribute to safeguarding the common good. It is a sustainable and essential journey that we are committed to sharing with our suppliers and partners, united by a common and urgent goal: to do our part in **protecting the Planet and its future.** 



#### 100% RENEWABLE AND SUSTAINABLE ENERGY

At Euro Company, protecting the Environment is our priority. Every day, we strive to make choices able to create a positive impact on the Planet. For instance, all the electricity we use is sourced entirely from renewable and certified origins. Additionally, we operate two photovoltaic systems that allow us to generate renewable energy directly at our facilities. This investment has enabled us to significantly reduce our environmental impact over the years and contribute actively to energy sustainability. We firmly believe that the use of renewable and certified energy is essential in the fight against climate change, to ensure a more sustainable future. These sources provide clean energy, promoting a development model that can protect natural resources and preserve the health of our Planet.

#### [GRI 302-1: ENERGY CONSUMPTION WITHIN THE ORGANISATION]

ENERGY CONSUMPTION BY SOURCE		2023-2024
Tot.	GJ	30.792,59*
Natural gas consumption for heating	GJ	10,187.99
Consumption of purchased electricity (renewable)	GJ	18,580.50
Consumption of energy from photovoltaic systems (renewable)	GJ	574.66
VEHICLE FLEET AND CONSUMPTION		2023-2024
Tot. fuel consumption	GJ	1,449.44
	GJ	1,387.10
Of which diesel		
Of which diesel  Of which petrol	GJ	71.34

<sup>\*</sup>The total energy consumption (the value of which is reported in the first table) also includes the total consumption of the vehicle fleet (the value of which is reported in the second table).



#### **TOWARDS 100% RECYCLABLE PACKAGING**



The following table compares the state of the art in the last two years, regarding **primary** packaging films:

TOT. FILMS USED FOR PRIMARY PACKAGING	2022-2023	2023-2024
Tot. films used	528	452
Films eliminated or in the process of elimination	161	63
Films already recyclable	330	371
Films undergoing modification	37	18



After defining the materials, we focused on reducing the weight of the flexible packaging used for our products. In collaboration with our main converters, we implemented a rationalisation of the weights and thicknesses of the packs based on the contained products. As a result, we have already achieved an extremely important milestone: a 21% reduction in plastics related to the flexible packaging purchased, despite an 8% increase in bags produced in the last fiscal year.

At the same time, we are collaborating with the University of Naples Federico II -Department of Food Science and Nutrition, on a sustainability project related to food packaging. The goal is to analyse the different shelf lives of our products based on the type of material and thickness of the films used. The study results, once completed, will be published in an international scientific journal in 2025.

#### [GRI 301-1: MATERIALS USED BY WEIGHT OR VOLUME]

MATERIALS USED FOR PACKAGING		2022-2023	2023-2024
TOTAL WEIGHT OF MATERIALS	Kg	4,052,292	4,387,924
Cardboard	Kg	1,999,455	2,073,023
Paper	Kg	5,334	3,605
Plastic	Kg	1,158,810	1,038,069
Aluminium	Kg	58,913	56,920
Glass	Kg	444,242	768,112
Pallets	Kg	350,340	391,540
Steel	Kg	35,198	56,655

As for cardboard and secondary packaging, the use of recycled material has remained constant at 100%, a result already achieved in previous years, which we also confirm for the past year and are particularly proud of.



Furthermore, we have observed a decrease in FSC-certified materials used in our cardboard/secondary packaging, compared to the previous year. It represents an issue we will focus on in the coming year, working closely with our suppliers to return to the previous year's levels as soon as possible.

#### **IGRI 301-1: MATERIALS USED BY WEIGHT OR VOLUME**

CARDBOARD USED	2022-2023	2023-2024	
Tot. cardboard/secondary packaging	No.	204	239
With recycled materials	%	100%	100%
With non-recycled materials	%	0%	0%
With FSC certification	%	85%	68%
Non-FSC certified	%	15%	32%

#### **ECO-DESIGN: NEW TRAYS**

In the past two years, **plastic trays** have seen a significant increase in demand in the market, due to their functionality, service content, and convenience for storage in pantries. For this reason, in the last year, we have paid increasing attention to this type of packaging, studying features that could improve its sustainability. Thanks to significant investments made, this year we succeeded in developing a **new and exclusive type of tray made from 60% rPET**, a post-consumption recycled material that meets the growing environmental awareness of our customers. The most exciting aspect of this project is the 52% average weight reduction compared to current trays, as well as a logistical optimisation of the pallet by approximately 97%. This new tray type will be operational and available in the market starting from January 2025. This development has led us to plan the introduction of new production lines characterised by a high level of automation.



#### [GRI 301-2: RECYCLED INPUT MATERIALS USED]

MATERIALS USED		2022-2023	2023-2024
Recycled materials used for packaging	%	47.1%	46.9%
Tot. weight of packaging materials	Kg	4,052,292	4,387,924
Tot. weight of materials used that come from recycling	Kg	1,909,998	2,058,748
Cardboard	Kg	1,759,520	1,824,260
Plastic	Kg	106,054	157,677
Glass	Kg	44,424	76,811

<sup>\*</sup>The data corresponding to paper and steel are not provided, as they do not contain quantifiable recyclable material.

#### REDUCTION OF PACKAGING WASTE



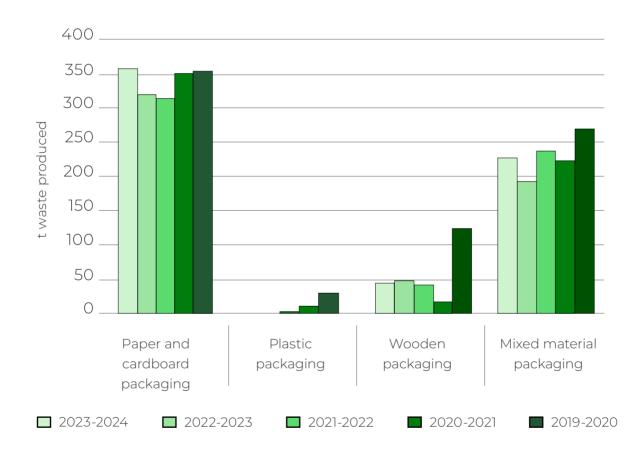
At Euro Company, we primarily handle four types of packaging, which, once their function is fulfilled, are disposed of under the following waste categories:

- paper and cardboard packaging
- ▶ plastic packaging
- ▶ wooden packaging
- mixed material packaging

Our goal is to continuously reduce these waste categories, with the aim of achieving environmental benefits and, consequently, economic advantages.



Compared to the previous year, there has been an overall increase in the production of packaging waste, with the exception of wooden and plastic packaging. However, this increase is directly linked to the opening and commissioning of new production lines – particularly the 100% nut-based spreadable creams – which have led to a significant rise in packaging materials, especially paper and cardboard.

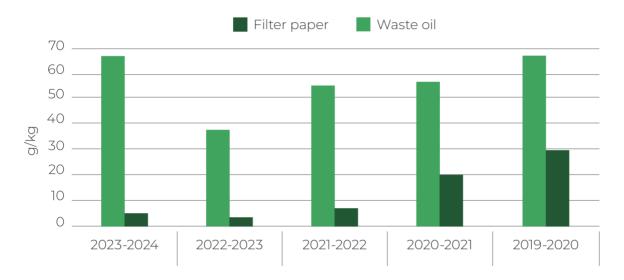


The following results show that the production of packaging waste per kg of finished product amounted to:

- ► EWC code 150101 paper and cardboard packaging: 131 g/kg;
- ► EWC code 150102 plastic packaging: 0 g/kg;
- ► EWC code 150103 wooden packaging: 16 g/kg;
- ► EWC code 150106 mixed material packaging: 83 g/kg.

#### **REDUCTION OF PRODUCTION WASTE**

Thanks to the implementation of our waste oil recycling plant, introduced in recent years, we have successfully separated the disposal process for frying oil from the oil present in filter paper. This advancement has enabled us to further reduce the amount of oil impregnated in the filter paper, significantly decreasing its weight. In the 2023-2024 fiscal year, 6.5 tonnes of waste from filter paper were generated. On the other hand, the production of waste frying oil amounted to 56.6 tonnes, a volume directly linked to increased production levels. This type of waste is disposed of to a certified facility licensed for the production of biofuels and electricity from biological sources.



Analysis of the above data highlights an increase in waste production for the 2023-2024 period, directly attributable to the rise in production volumes. However, a a deeper review focusing only on the frying stage reveals the following table, which correlates waste generation to fried product output:

G/KG	2023-2024	2022-2023	2021-2022
Waste oil	10.9	12.6	16.0
Filter paper	1.3	1.4	2.3

The above data show that the overall increase in waste is only apparent, as waste production per unit of product are on a downward trend since 2021, both in terms of waste oil and filter paper.

[GRI 306-3: WASTE	<b>GENERATED</b>
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WASTE GENERATED		2023-2024
Tot. weight of waste generated	Kg	1,021,373
Of which hazardous waste	Kg	1,700
Of which non-hazardous waste	Kg	1,019,673

### DISPOSAL OF BY-PRODUCT TO A BIOGAS PRODUCTION FACILITY

Over the past year, we have further optimised the separate collection and disposal system for by-products generated on our packaging lines. This system efficiently separates organic waste from packaging materials and other recyclable fractions. Indeed, the by-product from our production lines predominantly consists of organic material, such as nutshells and processing waste from nuts and dried fruit, as well as non-compliant products. This separate collection system allows us to reduce disposal costs while also repurposing waste material for anaerobic digestion plants, where it is converted into biogas.

[GRI 306-4: WASTE DIVERTED FROM DISPOSAL]	
NON-HAZADDOUS WASTE SENT	

NON-HAZARDOUS WASTE SENT FOR DISPOSAL		2022-2023	2023-2024	
Processing by-products for biogas production	Kg	151,900	198,800	

The sale of by-products increased during the past year, correlating with the rise in production volumes and reflecting greater attention to minimising waste of processed raw materials.

#### ANALYSIS OF GHG EMISSIONS (CO, EQ.)

We must act swiftly to minimise our emissions as much as possible. First essential step is to measure them accurately, enabling us to implement effective impact-reduction strategies. Consequently, our assessment firstly focuses on our emissions of GHG – i.e. greenhouse gas that trap heat in the atmosphere, contributing to the greenhouse effect and driving the ongoing climate crisis. Quantifying emissions is crucial for devising a long-term strategy and mitigating our environmental impact. This analysis is conducted in accordance with the GHG Protocol standard, with the goal of defining our Organisation's Carbon Footprint for the period July 2023 – June 2024. Emissions are classified into the following major categories:

- ► Scope 1 direct GHG emissions:
  - ► Thermal energy from natural gas;
  - ▶ Diesel for on-site activities (e.g., pressure washers);
  - ► Diesel-fuelled vehicles;
  - ► Petrol-fuelled vehicles;
  - ► Refrigerant gas (F-gas).
- ► Scope 2 **indirect GHG emissions** from energy consumption:
  - ► Electricity derived 100% from renewable sources.

#### [GRI 305-1: DIRECT (SCOPE 1) GHG EMISSIONS]

GREENHOUSE GAS EMISSIONS		2023-2024
Scope 1	t CO <sub>2</sub> eq.	707.12

#### [GRI 305-2: INDIRECT (SCOPE 2) GHG EMISSIONS]

GREENHOUSE GAS EMISSIONS		2023-2024
Scope 2 (location-based)	t CO <sub>2</sub> eq.	1,432.08
Scope 2 (market-based)	t. CO <sub>2</sub> eq.	0

The market-based value is zero, as all the energy we purchase comes from renewable sources.

#### [GRI 305-4: GHG EMISSION INTENSITY]

GHG EMISSION INTENSITY		2023-2024
Emission intensity rate (Scope 1 and 2)		5.4
Organisation-specific metric (No. of full-time employees)	N.	397
Types of GHG emissions included (Scope 1 and 2, location-based)	t CO <sub>2</sub> eq.	2,139

#### [GRI 303-3: WATER WITHDRAWAL]

TOT. WATER WITHDRAWAL FROM ALL AREAS (IN MEGALITRES)		2022-2023	2023-2024
Tot.	ML	8	10
Surface water	ML	-	-
Groundwater	ML	1.246	0.867
Seawater	ML	0	0
Produced water	ML	0	0
Third-party water	ML	6.968	9.448

The operational start-up of the facility dedicated to producing 100% nutbased spreads has led to an increase in water resource usage. This additional requirement is primarily linked to the necessity of maintaining high hygiene standards for the equipment and machinery involved.

#### **ENERGY SAVING: COMPRESSED AIR SYSTEM**



In the realm of energy savings, we successfully implemented system for detecting air leaks within the production area, thereby optimising its management and significantly reducing costs associated with compressed air usage. By employing an ultrasonic device, we were able to detect even the smallest leaks and pinpoint loose joints and connections, ensuring reliable and comprehensive

#### **NEW REFRIGERATION TECHNOLOGY FOR** STORAGE ROOMS

problem identification.



Environment.

introduced a new refrigeration system technology for our storage rooms, marking a significant step forward in process optimisation. This innovation has enhanced our operational efficiency, delivering greater energy savings that contribute to overall consumption reduction and minimising the environmental impact of our activities. Furthermore, the upgrade has resulted in tangible improvements in safety, ensuring more reliable and secure system operation in line with our high standards and commitment to fostering a safer workplace and a more sustainable

November 2024,

#### **ENERGY DATA COLLECTION** AND MEASUREMENT



We have implemented a monitoring and control system consumption energy

aimed at collecting, interpreting, and communicating energy use information, to assess our performance and identify areas for improvement. During the 2023-2024 period, we completed 100% of the energy audit process initiated in the previous year. This energy consumption assessment will enable us to identify optimisation solutions that will further reduce our energy footprint.

#### **RENTING CHEP PALLETS** TO REDUCE THE **ENVIRONMENTAL IMPACT**



Pallets are an essential tool for our business: every year we send out around 150,000

of them, which requires us to consider the most sustainable and lowest-impact solutions for the entire logistics chain. In 2023-2024, we continued our successful partnership with CHEP, a global provider of supply chain solutions for manufacturing and distribution, with a circular business model.

Last year, over 135,372 CHEP pallets were shipped, accounting for 85% of our total pallet usage. This collaboration, initiated in 2021, allows us to ensure more sustainable pallet management. To achieve a reduced environmental impact, even within the inbound material flow to our facilities, we have deemed it crucial to engage some of our suppliers, who have committed to shipping goods to us on CHEP pallets, thereby creating a virtuous cycle. This allows also us, in turn, to reuse the CHEP pallets already present in our facility, delivered by our suppliers, thereby reducing the number

of transports needed to replenish our CHEP pallet supply. As in previous years, we have received the Certificate of Sustainability from CHEP, which serves as a valuable tool for evaluating and monitoring the benefits achieved through its use, compared to the EPAL interchangeable management system. This certificate provides a clear and transparent record of the positive impact and results obtained thanks to our collaboration with CHEP. It includes a numerical and objective analysis quantifying the wood saved, the reduction in CO<sub>2</sub> emissions, and the decrease in waste generated, based on data from an LCA study conducted by the Belgian company RDC Environment.



#### PARTICIPATION IN THE CONAD TMS PROJECT FOR A MORE SUSTAINABLE SUPPLY CHAIN



From 2021 we are participating in the Conad TMS project, a plan to optimise deliveries to major retailers. This programme involves the delivery of our goods to Ce.Di. Conad on an ex-works basis. Conad Logistics S.r.l. is responsible for organising the transport from our warehouse to the final destination,

using transport companies selected by them. By working with as many suppliers as possible, the aim of the project is to consolidate the supply flows to Conad's warehouses, maximising the efficiency of journeys in order to make the entire supply chain more sustainable.

In addition to optimising transport, Conad Logistics promotes sustainability by exclusively using companies equipped with the latest vehicles, such as those with Euro 6, LNG and HVO certification, and by organising intermodal journeys for the longest routes. The data confirms a more than positive trend in the project and its growing importance: the number of suppliers adopting this delivery method has also increased over the past year, reaching 44 managed suppliers. This increase in the number of suppliers involved also led to an increase in the number of pallets handled by Conad Logistics, from 683,000 to over 750,000. As proof of our commitment to choosing the most environmentally friendly means of transport, while 7% of the volume of goods was still transported by Euro 5 vehicles, 83.3% of the pallet places were transported by Euro 6 vehicles, 4.3% by methane vehicles, about 3.6% by rail (a percentage that reaches 36% for transport to Apulia, and 20% for transport to Calabria) and 2.3% by HVO biofuel.

This continuous growth allows more and more goods to be transported each year without a proportional increase in  $CO_2$  equivalent and particulate matter (PMx) emissions.

Given the positive results achieved since 2020, the project will go on in the coming years, involving an increasing number of suppliers and contributing to making the entire supply chain more sustainable.

# PARTNERSHIPS WITH COURIERS WHO CARE ABOUT THE ENVIRONMENTAL IMPACT OF SHIPMENTS



As the outsourcing of shipping is essential to our e-commerce, we firmly believe in entrusting

this responsibility to suppliers who fully share our commitment to sustainability, demonstrating such involvement through concrete actions in line with our corporate values.

We are proud to announce our collaboration with GLS, a renowned leader in sustainability. This partnership is founded on a shared commitment to reduce emissions and manage resources responsibly. In alignment with GLS's environmental strategy, we have decided to contribute financially for every kilometre of goods shipped. This contribution aims to offset the CO<sub>2</sub> emissions generated by our shipments.

Our commitment is evidenced by this certificate from GLS, which confirms the offsetting of greenhouse gas emissions through additional climate protection projects, such as the Peruvian land project for the protection of 100,000 hectares of land and for its responsible and ethical management by the local population.



# IMPROVING THE SHIPPING PROCESS FOR OUR E-COMMERCE



The materials we use for shipping are a key component of our commitment to a more

sustainable economy. In e-commerce, the significant volume of orders makes the choice of materials not only a logistical issue, but also an act of environmental responsibility. In fiscal year 2021-2022, we took a first step by eliminating plastic bubble wrap and replacing it with a fully recyclable version, made from recycled

paper. This decision has allowed us to significantly reduce the amount of non-recyclable waste generated by our shipments, helping to conserve natural resources and limit the environmental impact of our shipments.

But our efforts did not stop there. We went further, looking for solutions that would not only be more environmentally friendly, but would also guarantee greater protection for our glass jars of 100% nut creams, with the ultimate aim of reducing the number of products that break during transport. We have therefore launched a study and test phases that will lead us to introduce, in the next financial year, 'cream covers', innovative rigid paper structures that wrap around the jars and guarantee greater product safety; thanks to this solution, we will halve breakages and improve packaging efficiency.

# **RETE CLIMA PROJECT**

We are pleased to participate, once again this year, in the Rete Clima project for a sustainable web, called CO, web®, both for our e-commerce dedicated to the Italian market Frutta e Bacche and for Nuturally, which is aimed at the foreign market.

Rete Clima® is an initiative that develops environmental actions in a transparent and traceable way: websites' emissions are therefore neutralised through carbon credits generated by certified international projects, with parallel support for national forestry projects. This year too, our e-commerce platforms have fully neutralised the carbon footprint generated by their websites.



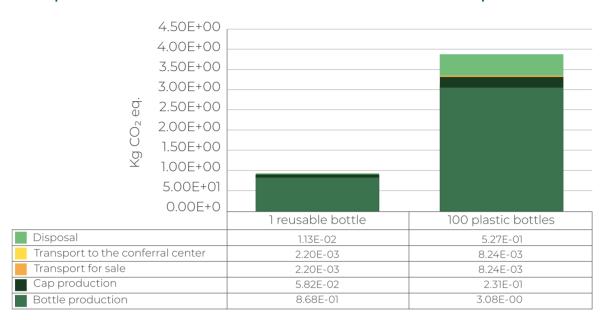


# FROM REUSABLE BOTTLES TO COFFEE: SOME ENVIRONMENTAL MEASURES

In line with the First Root of our Mission, which is focused on the well-being of the Company community, all our employees have free and unlimited access to ground coffee and water, which is provided through special dispensers in the workplace. We also provide each employee with a 0.5 litre stainless steel reusable bottle. This initiative is not only a small step towards a greener working environment, but also allows everyone to fill them up with free water, encouraging a more sustainable habit and reducing the use of disposable plastic bottles. In fact, thanks to the microfiltered water dispensers, we saved more than 175,000 plastic bottles last year, the equivalent of 2,600 kg of plastic, reducing the use of resources to produce this material and, consequently, its waste disposal.

Moreover, it helps to reduce greenhouse gas emissions because it has a much longer life cycle than a regular plastic bottle. Using the LCA approach (ISO 14040-14044), we were able to estimate the  $CO_2$  eq. emissions of a reusable bottle compared to a conventional plastic bottle. For both products, the following life cycle stages were considered: bottle production, cap production, transport and disposal. The analysis showed that using a 0.5 litre reusable bottle 100 times (a figure used as a reference) saves 100 plastic bottles of equivalent capacity. The below graph shows the  $CO_2$  eq. emissions for this comparison: one steel water bottle emits 0.942 kg  $CO_2$  eq. while 100 plastic bottles emit 3.85 kg  $CO_2$  eq., so the reusable bottle is able to reduce emissions by 76%, compared to its plastic counterpart. Using a steel bottle 100 times is also an underestimated number, as it can actually be reused almost infinitely, further reducing greenhouse gas emissions.

#### Comparison between 1 reusable bottle utilised 100 times and 100 plastic bottles



Thanks to the use of coffee machines that grind coffee beans, we have once again saved 235,980 capsules this year, equating to approximately 600 kg of plastic.

# FIGHTING FOOD WASTE THROUGH DONATIONS TO THE BANCO ALIMENTARE FOUNDATION

Since 2021, we are bound together in the objectives and ethos of the Banco Alimentare Emilia Romagna Foundation through Rifrutta: a project born from the idea of valuing our precious raw ingredients that, due to market dynamics, risk being wasted. Instead, these resources find a new purpose and new life through distribution to charitable organisations in the region via the Foundation.

In line with our social commitments, which see us actively engaged in supporting local communities connected to our production chain, we have renewed our support for those who provide daily assistance and aid to people in need. In this view, we have continued our collaboration with the Banco Alimentare Emilia Romagna Foundation by donating during the 2023-2024 financial year - over 40,000 packages of chocolate-coated prunes and 50,000 packages of chocolate-coated pears, with a total value of approximately € 170,000. The Banco Alimentare network coordinated then with charitable organisations – entities that offer direct assistance to those in need and serve as the vital and indispensable link ensuring the distributed products reach the tables of thousands of families.

# **RIFRUTTA PROJECT GOES ON:** FROM FRUIT PRESERVES TO 100% NUT CREAMS

Each year, approximately four million tonnes of food are wasted: thrown away or left to expire without being consumed. The repercussions of this waste extend to society and the Environment, as energy and resources are squandered on producing food never consumed. Since 2021, our *Rifrutta* project has enabled us to make a tangible contribution

to halting this waste of resources: from dried fruit preserves (*Rifrutta – the preserve that doesn't waste*) to nut creams (*Rifrutta – the cream that doesn't waste*).

Our commitment to reusing and valorising raw materials while reducing food waste led us to launch this project, starting with two preserves made from our dried fruits – caramelised oranges and syrup-soaked prunes – using over one tonne of high-quality raw ingredients that risked being wasted. The project evolved to incorporate our exceptional nuts, which, despite their extraordinary quality, did not meet market demands for size or appearance and were thus at risk of being discarded. This inspired the creation of a new 100% nut cream made by grinding the raw ingredient into a creamy consistency, without adding any other ingredients.

Following the launch of our first 100% nut spreadable cream in 2023 – a blend of cashews, almonds, hazelnuts, and pine nuts – distributed to all Euro Company employees and friends, we introduced a new variety in March 2024. This latest creation, also **100% nutbased, includes almonds, hazelnuts, peanuts, pistachios, and cashews** (over 680 kg of raw ingredients were used to produce approximately **5,000 jars** of 175 g). In addition to being distributed to all Euro Company employees, the jars of *Rifrutta – 100% nut cream* were donated exclusively to the Banco Alimentare Emilia Romagna Onlus Foundation. This reflects our enduring desire to support the local communities in which we operate by aiding those who provide daily care and nourishment to people in need. *Rifrutta* represents our anti-waste brand, manifesting in ever-changing shapes. It is our way of taking concrete action against the grievous problem of food waste.





**Protection of the Planet** 

# **GOALS FOR** THE UPCOMING TRIENNIUM



# **NEW SOLUTIONS FOR A MORE SUSTAINABLE** E-COMMERCE SHIPPING PROCESS

Following months of study and research, we have identified a sustainable and ameliorative solution for shipping the glass jars of nut creams sold through our e-commerce platform, Frutta e Bacche. Over the coming year, we will introduce rigid paper 'cream covers,' designed to wrap and safeguard the jars. This innovative solution will help reduce breakages during transport, minimise food waste, and enhance packaging efficiency, aligning with our commitment to more sustainable and ecofriendly logistics.



# **BRINGING FORWARD OUR FIGHT AGAINST FOOD WASTE**

Our unwavering fight against food waste remains a priority. Our commitment and determination to make a tangible difference in this critical area drive us to develop new products able to valorise our byproducts, which, often being non-compliant with market standards for their mere appearance or size, would otherwise be discarded.

To ensure continuity in the Rifrutta project, we will launch a new 100% nut and dried fruit cream blend and an innovative vegetable sauce a dressing made from nuts and spices, perfect for bruschetta, salads, and pasta. As always, these products will be exclusively distributed to the Banco Alimentare Emilia Romagna and our collaborators. Rifrutta embodies our ongoing efforts to identify opportunities within our Organisation to valorise our precious raw ingredients, reducing food waste while keeping the project's essence alive.



#### **GENERATING ENERGY FROM NUT BY-PRODUCTS**

As part of our enduring commitment to sustainability, we plan to complete the design and installation of biomass boilers powered by nut by-products within our Company next year, a significant step in our strategy to reduce  $CO_2$  emissions and enhance energy efficiency. This choice will result in substantial emission reductions, maximising the value of underutilised resources and thus promoting a circular economy. We are excited to embark on this journey because investing in sustainable energy solutions is our clear responsibility to the Environment and future generations. By December 2024, a biomass boiler will be installed for the new Quality Department area, with installation for all offices scheduled for the 2024-2025 fiscal year.

#### PHOTOVOLTAIC SYSTEM



In an ever-changing world, sustainability is not only a goal, but a true shared responsibility. We firmly believe that renewable energy is key to a greener, more sustainable future. In this spirit, we have planned to activate a new photovoltaic system, already installed on the roof of our new facility, within the next two years. This step underscores our commitment to a more sustainable business model and provides a tangible example of how Companies can actively contribute to environmental preservation.

# REDUCING PACKAGING WEIGHT, ENHANCING FSC-CERTIFIED CARDBOARDS AND TRAYS



Our goal for the next fiscal year is to achieve 100% use of FSC-certified cardboards, ensuring that all materials we use come from sustainably managed sources. Additionally, we aim to reduce the weight of flexible packaging by a further 10%, minimising environmental impact while optimising resource efficiency. This dual commitment reflects our dedication to enhancing the sustainability and environmental responsibility of our packaging, meeting the needs of both our customers and the Planet.



#### **NEW TRAYS**

As previously mentioned, during the 2023-2024 fiscal year, we developed new trays made of rPET, an eco-friendly packaging material that is both recycled and recyclable. These trays reduce plastic use by an average of over 52% compared to previous trays in our range. In 2024-2025, these trays will officially enter the market, demonstrating our ongoing commitment to reducing environmental impact while maintaining the exceptional quality of our raw materials.



# UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals set by the UN 2030 Agenda





Through our **commitment to the Environment**, we are helping to achieve **8** of the 17 Goals set out in the UN 2030 Agenda:





















# OUR MISSION ROOT #04:

We believe in fair and lasting relationships with our suppliers, aiming to protect their work, the only way to guarantee the best possible product for our consumers.

[GRI 3-3; GRI 2-6; GRI 308-1; GRI 414-1]

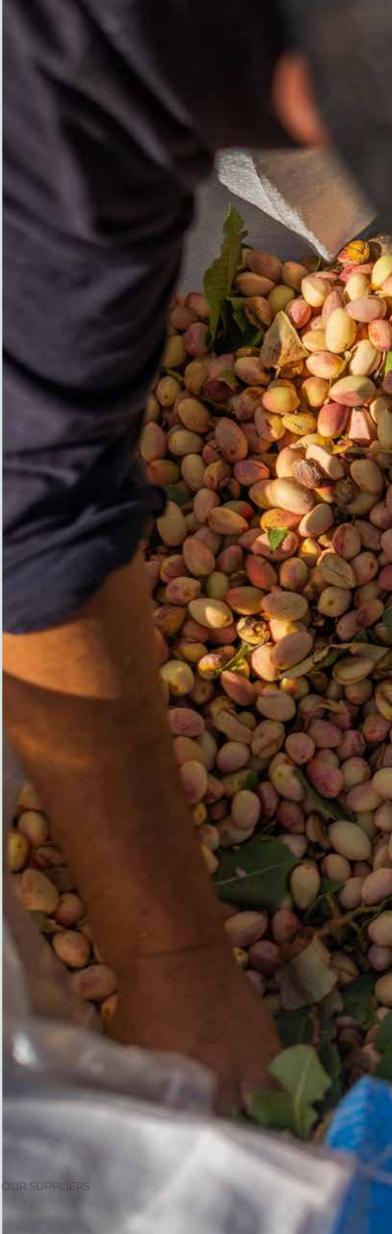
Providing the best possible product to our consumers: it stands as one of our declared goals and we pursue it through our internal Ethical Quality protocol, which guides us in our choices. It is the model that inspires us to build increasingly ethical supply chain relationships and to offer consumers the highest quality nuts and dried fruit. Over the years, we have progressively increased the number of supply chain relationships based on this protocol, and will proudly continue to do so in the coming years.

# [GRI 2-6: ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS]

The value chain of Euro Company S.p.A. SB unfolds across multiple stages, encompassing the entire production cycle, from raw material procurement to the distribution of finished products. Euro Company produces, packages, and distributes nuts, dried fruit, and seeds in various forms, operating predominantly within the large-scale retail, with 90% of its clientele comprising supermarkets and hypermarkets.

In terms of procurement, we collaborate with suppliers who prioritise environmental sustainability, selecting high-quality ingredients and adopting practices aimed at minimising environmental impact. Production takes place in our state-of-theart 60,000-square-metre facility, equipped with 40 advanced packaging lines, enabling us to manage a wide range of formats while ensuring large-scale production efficiency and maintaining rigorous quality control standards.

In the distribution phase, we strive to distinguish Euro Company through its commitment to sustainability and social responsibility. This involves integrating ecofriendly practices, such as using low-impact packaging and implementing initiatives to reduce our carbon footprint. We also carefully manage waste disposal processes to minimise environmental impact, aligning with our dedication to promoting a healthier, more sustainable lifestyle, able to respect the Planet.









'ETHICS' IS WHAT WE BELIEVE IN AND HOW WE CHOOSE TO ACT EVERY DAY.
HERE IS WHAT 'ETHICAL QUALITY' MEANS FOR US: FAIR RELATIONSHIPS WITH OUR SUPPLIERS, FAR FROM THE DEVIOUS LOGIC OF THE LOWEST PRICE, TRYING TO OFFER OUR CONSUMERS THE BEST AND MOST NATURAL POSSIBLE PRODUCT.

#### The Four Pillars:

- 1. Direct relationship with producers;
- 2. Fair remuneration;
- 3. Long-term supply relationships;
- 4. Support to the community of producers.

Ethical Quality is our compass, guiding our decisions: four cardinal points of our journey, the ideal model to inspire increasingly ethical supply chain relationships. We have formalised our internal protocol, born from the desire to enhance the soil and its biodiversity, the genuine fruits of the land, and the indispensable role of farmers – precious and irreplaceable custodians of techniques and knowledge. Protecting these aspects also means sharing expertise through research, studies, and tools that can improve productivity: our way of generating a global positive impact on society, enabling us to give back part of the value the soil so generously provides us with every day. The Four Pillars of Ethical Quality represent our guarantee of quality for both the Environment and people, offering an authentic assurance of the best possible product for consumers.

#### **DIRECT RELATIONSHIP**



Establishing the most direct possible relationship with our suppliers is fundamental to us. This approach allows us to engage and



support them in their activities. Moreover, it enables us to share and assess the core values of ethics and sustainability that are central to our Mission, reducing intermediaries and ensuring a supply chain that is transparent and fully traceable for the end consumer. Since 2020, we have incorporated into our team an agronomist specialised in integrated supply chain design, and we plan to complement this expertise with a new professional figure equipped with the knowledge and training necessary to further advance along this path.

# FAIR REMUNERATION FOR PRODUCERS



The race for the lowest price often jeopardises the quality of labour and, consequently,

that of raw materials. For this reason, we firmly believe that respecting quality also entails guaranteeing fair remuneration for farmers, regardless of market fluctuations. This approach provides stability and equity to those who dedicate themselves to preserving and enhancing the land and its resources. We are deeply

committed to adopting a clear stance on this issue to safeguard the integrity of all stakeholders in the supply chain, recognising the value of their work and ensuring fair compensation.

# LONG-TERM SUPPLY RELATIONSHIPS



Continuity and stability form the foundation of the agreements we establish with

our suppliers, which have a minimum duration of five years. We consider this timeframe ideal for enabling farmers to invest in product quality, supported by a relationship of mutual trust and equity that provides medium- to longterm benefits and adds value to the partnership. During the last fiscal year, we signed a supply chain agreement for Italian peanuts with La Cenerentola S.r.l., thereby investing in and strengthening the production and commercialisation of this raw ingredient. This ensures the delivery of a product of exceptional quality in terms of safety and sustainability to consumers. Through our traceability system, we can indeed monitor the

entire process: from information about the origin of the peanuts, their handling within the storage and initial processing facilities, to their distribution. This type of agreement represents for us a quarantee of secure and consistently high-quality supply over the long term, coupled with a tangible commitment to protecting the soil, the territory, and the Environment.

## SUPPORTING THE **PRODUCERS' COMMUNITY**



For us, supporting the producers' community means being present in their daily

lives, providing consistent and tangible assistance. In the spring of 2024, being the lead entity of the supply chain, we utilised our financial rating to facilitate our suppliers' access to credit, thereby improving supply chain efficiency. To this end, we implemented reverse factoring, a solution that allows suppliers to receive early payments. Leveraging our credit reliability, suppliers can secure financing more easily and at reduced interest rates. This initiative has been met with very positive feedback, as it provides advanced liquidity to those requiring financial support.

# SUPPLIERS' ASSESSMENT **BASED ON SOCIAL AND ENVIRONMENTAL CRITERIA**



☑ We consider it essential to build with entities that share the ethical principles we uphold.

The suppliers' assessment of social criteria entails sharing our Code of Ethics with all raw material suppliers and distributing the Social Responsibility Questionnaire (MOD 04.02.07, based on the SA8000 standard) to all non-Italian suppliers who do not possess ethical certifications and/ or registration on the Sedex portal (along with the completion of the SAQ - Self-Assessment Questionnaire).

Our Italian suppliers are deemed to already meet positive social standards. as they comply with the same binding ethical-social regulations we adhere to. Additionally, we require all our suppliers to fully subscribe to a Code of Conduct that addresses various topics, including the adoption of gender equality policies, zero tolerance for child labour, respect for the soil and the Environment, and ensuring fair wages for their workforce.

### TOPICS COVERED IN THE CODE OF **CONDUCT INCLUDE:**

- 1. Child and young labour;
- 2. Workforce:
- 3. Health and safety:
- 4. Discrimination;
- 5. Working hours;
- 6. Wages;
- 7. Disciplinary practices;
- 8. Freedom of association and collective bargaining rights;
- 9. Management systems;
- 10. Environment and soil health;
- 11. Fair competition, conflict of interest, and responsible sourcing.

In the 2023-2024 fiscal year, 50 suppliers signed the Code of Ethics, including 22 new suppliers and 28 subject to qualification renewal (conducted every three years).

# [GRI 414-1: NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA]

NEW SUPPLIERS DURING THE		2023-2024
REFERENCE FISCAL YEAR	No.	24
New suppliers not screened using social criteria	No.	2
New suppliers screened using social criteria	No.	22

The assessment based on social criteria involves the Social Responsibility Questionnaire (MOD 04.02.07, aligned with the SA8000 standard), which is sent to all non-Italian suppliers who lack ethical certifications and/or registration on the Sedex portal (including the completion of the SAQ – Self-Assessment Questionnaire). Additionally, the signing of the Code of Ethics is required for all Italian suppliers.

For the 2023–2024 fiscal year, the following data are highlighted:

- No. of Social Responsibility Questionnaires submitted to suppliers: 20, of which 9 were sent to new suppliers and 11 to suppliers undergoing qualification renewal (which occurs every three years).
- No. of suppliers who signed the Code of Ethics: 50, of which 22 were new suppliers and 28 underwent qualification renewal (which occurs every three years).
- No. of suppliers registered on the Sedex portal: 57, including 51 direct suppliers (recorded in our management system and thus included in the Supplier Database) and 6 supply chain members; 4 out of these 57 were new suppliers.

# [GRI 308-1: NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA]

NEW SUPPLIERS EVALUATED ON ENVIRONMENTAL		2023-2024
CRITERIA	%	88%
Tot. number of new suppliers during the reporting year	No.	24
No. of new suppliers screened using environmental criteria	No.	21

The environmental assessment is conducted through the submission of the Social Responsibility Questionnaire (aligned with the SA8000 standard and incorporating several questions on environmental monitoring). This questionnaire is not sent to suppliers registered on the Sedex portal, as it already includes questions on the following topics: labour, health and safety, Environment, and business ethics. The screening also considers whether the supplier holds environmental certifications.

Believing in fair and long-term relationships with our suppliers is not merely an ethical choice, but serves as the foundation for building trust-based relationships that directly influence the quality of our products. Each supplier is a valuable partner whose commitment and expertise ensure our consumers receive an authentic, sustainable, and high-quality product. By recognising and protecting their work, we uphold the values of fairness and transparency while laying the groundwork for a resilient and responsible future. In doing so, we can provide not only the best possible product but also a model of how industry can grow through respect and collaboration.



Fair relationship with suppliers

# **GOALS FOR** THE UPCOMING TRIENNIUM



# SHARING PATHWAYS AND **NEW SUPPLY CHAIN AGREEMENTS**

Aligned with our Vision of fostering fair and long-lasting relationships with suppliers, which enhance and protect their work, we will continue in the coming years to carefully evaluate partners with whom to establish potential new supply chain agreements. We believe that by sharing our journey, guided by the concept of Ethical Quality, we can ensure the highest quality products for our consumers. Our goal is to select partners who embrace our values of sustainability, transparency, and mutual respect, convinced that a collaborative and responsible approach is the key to growing together and creating a positive impact on the future.



# **NEW ROLE DEDICATED TO SUPPLY CHAIN RELATIONSHIPS**

Establishing direct relationships with producers means eliminating intermediaries and resource dispersion within the supply chain and its place of origin. It also entails directly fostering accountability for our values of ethics and sustainability. Since 2020, the integration of an agronomist specialising in integrated supply chain design into our team has solidified the connection between the Company and the agricultural sector, providing suppliers with a technically aligned contact point attuned to the specific dynamics of the industry. Building on this positive and fruitful trajectory, in the next fiscal year, we will introduce a **new role** with similar expertise, capable of further enhancing our supply chain relationships and management.



# SUPPORT AND PROMOTION OF LOCAL PROJECTS

We will continue to support our suppliers and their commitment to leaving a positive mark on the Planet. We consider it essential to activate mechanisms that enable them to actively promote local projects, investing in the social fabric and the future of the communities in which they operate. Our efforts will persist in actively supporting suppliers so that they can contribute positively to the preservation of the Planet and uphold the integrity of supply chain relationships.



# UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals set by the UN 2030 Agenda





Through our **commitment to Suppliers**, we are helping to achieve **4** of the 17 Goals set out in the UN 2030 Agenda:











# OUR MISSION **ROOT #05:**

We support the Italian market and our territory, favouring local suppliers whenever possible.

#### [GRI 3-3]

Our goal is to protect the territory and promote its development by **supporting local suppliers whenever possible,** operating with sustainability in mind and contributing to the well-being of the community. Committing to the construction of short supply chains means reducing intermediaries, costs, and time, thereby investing energy in safeguarding the crops and the farmers who care for them within the supply chain. In other words, it means **creating added value in the territory where we operate**.

At Euro Company, supporting the Italian market is an essential priority. It means preserving and protecting the richness and biodiversity of the territory, supporting the local economy, and investing in respect for traditions while adopting new operational strategies. Our supply chain agreements demonstrate commitment to enhancing the areas most suited to the cultivation of specific raw ingredients, ensuring quality and freshness, transparency, and traceability of products. Promoting a sourcing network as local as possible allows us to reduce the steps in the supply chain, minimizing the environmental impact of transportation and encouraging more sustainable agricultural practices. Moreover, this firm will help enhance the territory and its local economy, contributing to the preservation of traditions and regional specialties aspects that consumers, increasingly aware and attentive to the impact of their choices, appreciate and seek out.

Our supply chain agreements, with a minimum lasting of five years, are aimed at promoting innovation and investment opportunities. Fair agreed remuneration, based on stable collaboration, enables producers to invest with long-term confidence, focusing solely on the quality of their products. The stability of the contract and the short supply chain approach are, therefore, essential pillars for maintaining our sustainable Vision. Our agreement between producer and distributor is based on these principles. with clearly defined roles and a shared path designed to enhance the product and guarantee the sustainability of the entire supply chain.

#### **Producer's tasks:**

- Cultivation and harvesting;
- ► Cleaning, selection, drying, and other activities depending on the type of raw ingredient;
- ▶ Delivery of the raw material according to the identified characteristics.

#### Distributor's tasks:

- ► Organoleptic, chemical-physical, merchandise, and microbiological control of the raw ingredient;
- ► Analysis and study of the market potential of the product:
- ► Study and definition of the most suitable packaging materials;
- ▶ Definition of the most appropriate and eco-friendly packaging;
- ► Care and creation of a dedicated marketing strategy;
- ► Commercial logistics and distribution in the markets.

# CARE FOR THE PRODUCTION SUPPLY CHAIN



We take care of our supply chain because we believe that respecting our Four

Pillars of Ethical Quality is essential to offer our consumers the best possible nuts and dried fruit. Our values lead us to increasingly favour products from the local and Italian markets, in line with this Root of our Mission. That is why we are proud to have established mutually beneficial relationships with local suppliers, to enhance their valuable products and make the final consumer aware and involved. To date, 13% of our branded product range (108 products out of 843) comes from the Italian supply chain. In the last year, there has been a 3% increase compared to 2023, thanks in part to the introduction of several PDO (Protected Designation of Origin) and PGI (Protected Geographical Indication) products on our e-commerce site, fruttaebacche.it, such as: PDO Figs from Cosenza, PDO Green Pistachios from Bronte, and PGI Roasted Hazelnut Paste from Piemonte.

# ESTABLISHING NEW SUPPLY CHAIN AGREEMENTS

In the last fiscal year, we entered into a supply chain agreement with La Cenerentola S.r.l., to cultivate Italian peanuts, investing in and strengthening the production and commercialisation of this exceptional raw ingredient. This ensures that consumers receive a product of the highest quality in every respect. At the same time, we remain fully committed to our existing supply chain agreements, which typically span five years. Managing and reinforcing these partnerships remains a strategic priority for us, as we firmly believe that the stability and continuity of these relationships are essential for guaranteeing the quality and sustainability of our products.

# BRANDS AND PRODUCTS TO SUPPORT AND ENHANCE THE LOCAL SUPPLY CHAIN

For us at Euro Company, enhancing the Italian supply chain goes far beyond promoting high-quality products: it is a commitment to supporting a production system that respects people, the land, and the Environment, creating authentic and lasting value for every stakeholder involved. This approach demands that each product tells a story - one rooted in the territory and the values that inspire us. To pursue this Vision, we have developed various products in recent years that originate from our local territories, creating brands that reflect the principles guiding our work. Our focus has been on producing supply chain products that embody the passion and richness of the regions where our extraordinary raw ingredients are cultivated.



Each product thus becomes not only a gastronomic excellence, but also an ambassador of our values and traditions, a symbol of the unique heritage and flavours of our country. Following the outstanding success of our organic 100% nut creams, in 2022 we introduced our Italian nut creams in a 300 g format. Made from **peanuts, hazelnuts, and almonds** sourced exclusively from Italy's finest agricultural regions, these creamy delights embody the essence of our Four Pillars of Ethical Quality. With just one ingredient – nuts – our creams contain no additives, flavourings, oils, or emulsifiers, ensuring the purest taste of premium Italian nuts while preserving their exceptional nutritional value.







To actively support Italian agriculture, we have also developed our **100% Italian Fruit Cups**: a tribute to the authentic aromas and flavours of our country. These cups feature nuts and dried fruits cultivated with care and respect by farms that cherish the traditions of our territories. The packaging, crafted from recycled and fully recyclable rPET plastic, further highlights our dedication to sustainability and environmentally conscious solutions.



And our commitment to excellence goes even further. Our product range includes numerous brands that epitomise a profound connection with the Italian landscape and a deep respect for its unique qualities. Each product reflects our Mission to protect and celebrate local excellence, showcasing the authenticity and richness of Italy's cultural and culinary roots. Through these efforts, we offer consumers a rare opportunity: to maintain a meaningful and genuine bond with Italian heritage while enjoying products that embody tradition, quality, and the passion that define our land.







# **BIANCANOCE:** THE ITALIAN WALNUT WITH A WHITE KERNEL

Biancanoce is a premium Chandler walnut distinguished by its white kernel and exceptional organoleptic qualities - a true jewel of our land. With its thin shell, delicate flavour, and plump fruit, Biancanoce embodies excellence in every bite. In 2023, Biancanoce once again supported the Nuts for Alzheimer's solidarity campaign, organised by the Alzheimer Marathon Foundation in major squares across Romagna and online during the Christmas and Easter seasons.

The proceeds from the sale of this extraordinary walnut were donated to fund scientific research and support associations dedicated to prevention,

care, and assistance for individuals with Alzheimer's and their families.





# **DOLCINA:** THE ITALIAN ALMOND

Crunchy and sweet, almonds offer a taste experience that delights the senses. Yet sometimes, a single bitter almond can disrupt this harmony, with its sharp note arising from rushed selection or grafting onto wild trees.

To preserve the pure, sweet essence of this delicacy, we have partnered with experts who carefully select the Tuono variety, grown in new-generation orchards with self-fertile cultivars. Here, each almond develops its sweetness and achieves extraordinary quality – crunchy, flawless, and irresistibly delightful.

We named it *Dolcina*, the naturally sweet almond: a tribute to this remarkable fruit that carries with it the authentic flavour of its land.





# **ETRUSCA**: THE AUTHENTIC HAZEL NUT OF TUSCIA

In the heart of Tuscia, a land steeped in ancient history and traditions, territory offers its precious fruits. Here unfolds a unique story told by the hazelnut - a small treasure with an intense, fragrant flavour that evokes the essence of nature. Yet this jewel, as perfect as it is, held a challenge: its stubborn skin, almost as if guarding the secret of its goodness. Through a partnership with the right ally who shares our Vision, Etrusca was born, the embodiment of our promise of Ethical Quality, built on fair and lasting collaboration.

Thanks to a revolutionary, one-of-a-kind processing method, we have managed to peel the Tuscia hazelnut, revealing a perfectly crunchy texture that delights with every bite. Today, we are proud to share the fruit of this dream with those who choose us: the perfection of a land rich in history and passion, encapsulated in the authentic hazelnut of Tuscia.





# ORGANIC CHANDLER WALNUTS

A verdant and fertile expanse, freshwater and brackish valleys, and rivers that flow into the Adriatic: this is the heart of the Po Delta. Nestled between Emilia Romagna and Veneto, it is here that our organic Italian Chandler walnuts are cultivated. On these unique lands lie the fields of PO La Diamantina and the farms within its cooperative - a community that, for over twenty years, has pursued a dream: to cultivate with passion and innovation, cutting-edge employing precision agriculture 4.0 techniques to honour the rhythms of nature and achieve excellence with every harvest.

Three processing and drying centres form the backbone of this endeavour, equipped

with state-of-the-art technologies to ensure a product of the highest quality and superior organoleptic performance. The walnuts undergo rigorous checks using advanced laser technology, a sophisticated system designed to guarantee product safety at every stage. This is a fully traceable supply chain, from the field to the packaging, offering consumers a high-quality product with irresistible features: a fragrant walnut with a buttery texture and a flavour that gently caresses the palate.

# **ENHANCEMENT AND ENGAGEMENT OF OUR SUPPLIERS**

In the 2023–2024 fiscal year, we initiated a collaboration with our supplier Bionocciola in Viterbo, enabling us to offer our employees an eco-friendly and costeffective heating solution by repurposing crushed hazelnut shells to produce pellets for domestic heating. Biomass sources that generate renewable energy, such as hazelnut shells, are indeed precious resources, containing stored energy that can be harnessed through direct combustion. The hazelnut shell crushing process is entirely mechanical, involving no additives or chemical substances. resulting in a natural, eco-friendly fuel untouched by chemical treatments. This initiative has allowed us to engage our supplier in an activity we consider fundamental for contributing tangibly to the preservation of the Planet.

# **EDITORIAL PROJECTS** TO COMMUNICATE STRATEGIES AND **OPERATIONAL RESULTS**

We firmly believe that sharing information is crucial for fostering improvement across the entire production chain. For this reason, we have dedicated years of passion and expertise to the production and distribution of magazines, journals, newsletters, and publications tailored to the nuts and dried fruit market. Thanks to the expertise of multidisciplinary editorial teams, our publications (detailed in Root #07) are designed to provide industry professionals with clear and precise information, as well as columns and insights that address the ongoing challenges of the food sector. These publications are distributed to various market stakeholders, from producers to distributors, serving as practical support for managing their daily operations.

# JOINT PROJECTS ACROSS AGRICULTURE, INDUSTRY, AND DISTRIBUTION

This past year, with the goal of fostering valuable synergy among agriculture, industry, and large-scale distribution, we continued to promote joint projects aimed at developing short, ethical, and transparent supply chains. These initiatives contribute to creating an increasingly sustainable product offering that aligns with consumer expectations. We remain committed to extending and proposing similar projects to our largescale retailers, recognising that the shared values embodied in our Four Pillars of Ethical Quality are essential to advancing a significant revolution – not only in the nuts and dried fruit sector, but within the broader food industry as well.





Safeguarding excellence

# **GOALS FOR** THE UPCOMING TRIENNIUM



# SUBSCRIBING TO NEW SUPPLY CHAIN **AGREEMENTS**

We will continue to sign new and long-term supply chain agreements with the best Italian producers, aimed at enhancing and promoting local crops. Furthermore, as for raw materials already covered by existing agreements, they will remain the subject of our constant attention and care, ensuring ongoing monitoring. This process includes periodic meetings to assess production progress and identify potential growth opportunities. Maintaining a close relationship with our partners is increasingly a key factor for us, as well as a valuable opportunity.



# **DEVELOPING NEW JOINT PROJECTS BETWEEN** AGRICULTURE, INDUSTRY, AND DISTRIBUTION

We are committed to continuing our journey towards a more ethical, short, and transparent supply chain: for this reason, we will continue to develop tailor-made projects involving our large-scale retail partners. The goal is to maintain a strong connection with the distribution world, offering our virtuous supply chains and promoting the development of products aligned with our principles of local value enhancement and environmental and social sustainability.



# UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals set by the UN 2030 Agenda





Through our **commitment to Suppliers**, we are helping to achieve **4** of the 17 Goals set out in the UN 2030 Agenda:













## OUR MISSION ROOT #06:

We choose customers and suppliers who share our values.

[GRI 3-3; GRI 414-1; GRI 308-1]

Collaborating with suppliers and customers who share our core values – from quality to social and ethical responsibility, from transparency to mutual trust – is essential for us to create a virtuous process.

Maintaining a constant and attentive relationship with our suppliers enables us to ensure high-quality standards, walking alongside them on a path guided by ethics, respect, and integrity.

## AGAINST THE APPROACH OF THE LOWEST PRICE



Several years ago, we made a decision that fully reflects our identity and the values we

deeply believe in: we chose to discontinue our commercial relationships discount retailers. We are convinced that it is impossible to offer such low prices without risking harming those who care for the quality of the raw materials - the farmers. Instead of conforming to these market-driven approaches, we decided to embark on a completely opposite path, guided by our Four Pillars of Ethical Quality. We believe it is essential to ensure fair compensation for those who cultivate the land, to establish commercial relationships based on mutual respect, and to respond concretely to the needs of those involved in agriculture. This is the only way, in our view, to build a truly fair and sustainable economy, offering consumers a product of real quality, in every sense. Indeed, a culture focused solely on price is, from our perspective, not a healthy culture: in a world where it is possible to decide where to stand and what legacy to leave for future generations, we have chosen a more demanding approach, but one that is essential for us to remain consistent with our Vision and Mission.

#### **SEDEX PLATFORM**



Making informed and correct decisions to improve our performance in the areas of labour rights, health and safety,

the Environment, and business ethics is a fundamental goal for us at Euro Company. Therefore, for several years, we have been using the **Sedex (Supplier Ethical Data Exchange) platform**, a data exchange tool for businesses. This non-profit organisation develops responsible business practices

and continuous improvement processes in global supply chains, aiming to enhance the ethical trade of Companies. Sedex provides its members with the opportunity to gather data, standards, and certifications, make informed business decisions, and drive continuous improvements in their value chains. Through this platform, we are able to monitor our supply chain by focusing on four key areas:

- ► Business ethics
- ► Labour relationships
- ► Health and safety
- ▶ Environment

It is of paramount importance to us to provide transparent information on the origin and production processes of our products. That is why Sedex is a valuable tool that supports our commitment to responsible and sustainable management.

#### [GRI 308-1: NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA]

		2023-2024
New suppliers evaluated using environmental		
criteria	%	88%
Tot. new suppliers during		
the reporting year	No.	24
No. of new suppliers		
evaluated using		
environmental criteria	No.	21

This screening, based on environmental criteria, is carried out by sending the Social Responsibility Questionnaire (based on the SA8000 standard and including various environmental monitoring questions). It is not sent if the supplier is registered on the Sedex portal (which includes questions on labour, health and safety, the Environment, and business ethics). Additionally, the screening considers the possible holding of environmental certifications.

## [GRI 414-1: NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA]

		2023-2024
New suppliers during		
the reporting year	No.	24
New suppliers not		
evaluated using social		
criteria	No.	22
New suppliers evaluated		
using social criteria	No.	2

The screening using social criteria consists of the Social Responsibility Questionnaire (MOD 04.02.07, based on the SA8000 standard), sent to all non-Italian suppliers and those not already in possession of ethical certifications and/or registered on the Sedex platform (with the completion of the SAQ – Self-Assessment Questionnaire). Additionally, all Italian suppliers are required to sign the Code of Ethics. The fiscal period 2023-2024 highlights:

- No. of Social Responsibility Questionnaires submitted to suppliers: 20, of which 9 were sent to new suppliers and 11 to suppliers undergoing qualification renewal (which occurs every three years).
- No. of suppliers who signed the Code of Ethics: 50, of which 22 were new suppliers and 28 underwent qualification renewal (which occurs every three years).
- No. of suppliers registered on the Sedex portal: 57, including 51 direct suppliers (recorded in our management system and thus included in the Supplier Database) and 6 supply chain members; 4 out of these 57 were new suppliers.

## CONCRETE ACTIONS FOR A SHARED VISION



Not only do our values guide our day-to-day operations, but they also serve as an inspiration

for the suppliers we choose to collaborate with. Our commitment to sustainability, ethics, and social responsibility enables us to connect with partners who share and embrace our Vision, encouraging them to adopt practices that reflect the same principles, and thus contribute together to building a fairer and more sustainable future for all.

One of our long-standing suppliers of dried fruit, HPW Fresh & Dry, for example, boasts an integrated model that supports small farmers, creates local jobs, and promotes environmental sustainability in the eastern region of Ghana. With the support of FMO, the Dutch development bank specialised in providing financial support and developing projects in emerging markets, HPW has expanded its production over the past year, creating more than 450 new jobs, and increased its production capacity by 200 tonnes, all with a positive impact on local communities. Each action demonstrates a vision and a concrete commitment to the development of a sustainable future, for both the community and the Environment.

#### CONCRETE ACTIONS FOR EDI – ELECTRONIC DATA INTERCHANGE



The strengthening of our business relationships continues through the adoption of Electronic Data Interchange

(EDI) systems. During the 2023-2024 period, five additional EDI connections were established with strategic customers, bringing the total to a level that reflects the increasing automation in the exchange of information with our partners. The EDI system has significantly improved the efficiency in managing commercial transactions, reducing the risk of errors, and increasing the speed of information processing. This step represents another milestone in our commitment to fully digitising processes and adopting sustainable solutions in the management of external relationships.



Sharing our values

## GOALS FOR THE UPCOMING TRIENNIUM



## SUPPLIERS ALWAYS IN TUNE WITH OUR VALUES

Our concept of sustainability also extends to the careful selection of suppliers: choosing partners who share our corporate values is essential. We seek partners who embody the same principles of ethics, quality, and commitment to excellence that define us. Consistency in values is the foundation on which we build strong and lasting relationships. Therefore, we will continue to search for collaborators who not only offer top-quality products, but who are also committed to sustainability, both environmental and social. To maintain high standards of quality, we will continue to gather and carefully analyse data related to the ethical, social, environmental, and economic aspects of our suppliers. The close synergy between our Quality and Purchasing Departments enables us to monitor both the quality of products and the overall impact of our collaborations, ensuring compliance with all the core values that define Euro Company.



# UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals set by the UN 2030 Agenda





Through our **commitment to Customers and Consumers**, we are helping to achieve **4** of the 17 Goals set out in the UN 2030 Agenda:













## OUR MISSION **ROOT #07:**

We promote a healthy lifestyle through projects, itineraries and events aimed at the community.

[GRI 3-3; GRI 201-1]

Empowering the people within our community is a cornerstone of our guiding principles. Only in this way can we create shared value and gratefully give back to the community what it has generously bestowed on us over the years.

Following this Vision, we have embedded into our Mission the commitment to be actively involved in the community in which we operate. We carry out projects, events and itineraries dedicated to the people who live there, convinced that Companies hold both the responsibility and the capacity to contribute meaningfully to the development of the territory in which they operate.

Reciprocity lies at the heart of our relationships, as it is through mutual support that the community we belong to can truly thrive and prosper.

#### **EMPLOYER BRANDING**



We always strive to connect with individuals who align with our values, enabling

**us to invest in their future** – a future to be nurtured with care, awareness, and responsibility.

For this reason, we firmly believe in the importance of **employer branding** activities, which are crucial in establishing an initial dialogue with the most promising candidates, attracting the brightest talents on the market who share and cherish our same principles and values.

Such initiatives are also invaluable opportunities for us to **generate positive impacts on the educational and training system.** They serve as the perfect means to present our Organisation externally while strengthening our connection with the community through projects, internships, group work, and cultural and informational activities.

Here are some of the **employer branding projects** undertaken during the 2023–2024 period:

#### CAREER DAY – UNIVERSITY OF BOLOGNA

Once again, during the 2023–2024 period, we participated in the **Career Day organised by the University of Bologna**: the annual event designed to connect students, undergraduates, and graduates with the world of work.

On 21 February, we joined the event at Pavilion 33 of BolognaFiere with our stand. Our aim?

To introduce young talents to our Organisation, highlighting the values we hold most dear being a Benefit Corporation and B Corp, and showcasing the concrete opportunities available at Euro Company, providing them with a platform to start navigating the world of work, establish meaningful connections,

#### and foster professional networks.

The day proved to be immensely rewarding: in just eight hours, we conducted over 200 interviews and received more than 250 CVs. Many attendees shared their professional aspirations and dreams with us, demonstrating a keen interest in the themes we hold dear, such as sustainability and social impact.

It was particularly inspiring to witness the increasing awareness among younger generations of the importance of environmental and social sustainability. This growing sensibility reinforces our commitment to our path of change, confident that we are joined by a community of passionate and motivated young talents. Once again, the Career Day served not only as a moment of engagement and inspiration, but also as a reminder of the critical role that new generations, with their fresh perspectives and innovative ideas, will play in shaping our collective future. Investing in the younger generations indeed means investing in the future of our Organisation.



Over 250 CVs collected



Over 200
Short interviews
conducted in just 8
hours at the event

## PROJECTS WITH SCHOOLS AND UNIVERSITIES:

## 1. PARTICIPATION IN B CORP SCHOOL AS JURY MEMBERS

Promoting regenerative business models and empowering young people across Italy to challenge themselves with innovative and sustainable ideas, while nurturing their potential as 'changemakers' – true agents of change: this encapsulates the ethos of the B

Corp School, a programme for sustainable entrepreneurship organised by InVento Lab in partnership with the Ministry of Education and Merit. The initiative is designed to guide the next generation in the creation of B Startups inspired by Benefit Corporations and B Corp models. For the seventh consecutive year, Euro Company was honoured to accept the invitation to attend as a jury member for the Changemaker Competition, the culminating event of B Corp School, which serves as a celebratory occasion to recognise the most outstanding sustainable entrepreneurship initiatives developed by students.

This represents both a privilege and a significant responsibility for us: evaluating the projects submitted by the participating classes, assessing their feasibility, innovation, and social and environmental impact, while encouraging young minds to think outside the box and to propose concrete, innovative, and creative solutions to contemporary social and environmental challenges.

During the event, we had the privilege of witnessing a series of remarkable presentations. Each project, in line with one or more of the 2030 Agenda's Sustainable Development Goals, was the result of months of dedication and hard work from the students – a clear testimony of their commitment and passion for improving the Planet. Some projects focused on waste reduction and recycling, others on renewable energy, while some more explored sustainable mobility and food sustainability.

All the young changemakers showcased an exceptional understanding of the pressing environmental and social issues of our time, paired with an unwavering determination to make a tangible difference through the development of innovative yet practical products and services.

The winning team of the seventh edition of the Changemaker Competition at the B Corp School was the Year 11 class from the Francesco Viganò State Technical Institute

in Merate (LC), with their B Startup Second Chance. The project aimed to repurpose unused and expired masks distributed by the Ministry of Education during the COVID-19 pandemic. The Second Chance project demonstrated how these could be converted into non-woven thermal and water-repellent fabric through a process of fibre separation and shredding. When combined with recycled fibres from plastic bottles, it forms the stuffing for winter jackets.

Thanks to this brilliant idea, the class was awarded direct access to the final selection stage for the **B4i** - **Bocconi** for Innovation acceleration and preacceleration programmes for highly innovative startups. This accolade serves as a clear indicator that projects conceived within the school environment can indeed evolve into tangible business ventures.

Being part of the Changemaker Competition also in 2024 has been a deeply enriching experience, providing a valuable opportunity to discover emerging talents and uncover positive, virtuous examples that contribute to the betterment of society.

By giving voice to and empowering the new generations, educating them on sustainability and guiding them towards more responsible business practices, we are laying the foundations for a brighter future for all.

The 2024 edition involved:



Over 1,800 Students and 90 Startups competing from 52 Schools throughout Italy



100 Teachers and 60 Mentors attending



Over 40 Benefit Corporations and B Corps who, like us, served on the project's judging panel

#### 2. COMPANY VISIT – STUDENTS FROM THE DEGREE COURSE IN ENVIRONMENT AND WORKPLACE PREVENTION TECHNIQUES (UNIVERSITY OF BOLOGNA – IMOLA CAMPUS)

At Euro Company, we firmly believe that Businesses should play an active role in the professional development of **young people**, supporting and empowering them through tailored projects and initiatives.

In this spirit, in January 2024, we hosted students from the Degree Course in **Environment and Workplace Prevention Techniques** (University of Bologna – Imola Campus) for a corporate visit. This initiative provided them with the opportunity to deepen their understanding of production processes as well as the key areas of Health & Safety, Environment, and Hygiene, all central topics of their academic curriculum. After an overview of our history, Mission, and Vision by the Human Relations Office, representatives from the Operations Department shared insights with the students regarding the production processes and activities of various departments.

This was a truly enriching experience, not only for the students but for us as well.

Sharing knowledge and expertise is always a valuable act that we consider essential for the personal and professional growth of young talents.

## 3. INTERNSHIP DAY 2023-2024 – DEPARTMENT OF AGRO-FOOD SCIENCES AND TECHNOLOGIES (UNIVERSITY OF BOLOGNA)

On last 14th February, we participated in the Internship Day event hosted by the Department of Agro-Food Sciences and Technologies at the University of Bologna. This initiative was organised by the Department to bridge the gap between students and Businesses, facilitating the organisation and execution of curricular internships for students across various degree programmes. After a brief introduction by the faculty, Businesses were given the opportunity to present themselves to the students, highlighting key aspects of their organisations. Following the presentations, students had the chance to engage directly with the Companies they were interested in, initiating discussions explored potential internship opportunities.

This initiative contributed to the tangible growth of the new generations for the challenges of the future.

## ONGOING DIALOGUE WITH LOCAL SECONDARY SCHOOLS

Our commitment to education and training extends beyond university levels. In fact, our dialogue remains continuous and ongoing with local secondary schools as well.

## NULLO BALDINI TECHNICAL INSTITUTE IN RAVENNA – TECHNICAL GI DAY

On last 29th November, we participated in the **Technical GI Day** event, organised by Gi Group at the **Nullo Baldini Technical**  Institute in Ravenna. This event provided us with a valuable opportunity to meet with Year 12 students, future electronic and IT technicians, and introduce them to our Company, discussing the potential career opportunities available at Euro Company while addressing their questions and curiosities.

The day provided a precious **opportunity for dialogue and reciprocal growth**, underscoring the importance of supporting younger generations as they transition into employment – a crucial step towards building a **more prosperous future**, one step at a time.



No. 3 Year 12 classes (Electronic and IT specialisation) to whom we told our Organisation and the professional opportunities within Euro Company

#### COMPANY VISIT - ISIA FAENZA

In May 2024, we had the pleasure of hosting a group of approximately 20 students from the Higher Institute for Artistic Industries in Faenza for a corporate visit. During the event, we introduced them to our Company, placing particular emphasis on the innovative solutions adopted in the packaging of our products. Following the initial presentation, students had the opportunity to tour our production facility, guided by some of our department managers. The visit aimed to demonstrate how the skills acquired during their studies can be tangibly applied in a professional setting, enriched by the experience and expertise of our team.



**Over 20** ISIA Faenza students welcomed at Euro Company

### WELCOMING DISADVANTAGED CATEGORIES

Each year, Euro Company is committed to promoting the employment or reemployment of unemployed, inactive or disadvantaged individuals. We firmly believe that work serves as a powerful tool for inclusion, offering a tangible and meaningful opportunity to create empowering and supportive conditions for those involved.

#### SCHOOL-TO-WORK ALTERNATION

We enthusiastically welcome secondary school students each year as part of their school-to-work alternation programmes. Such initiatives are pivotal in bridging the academic and professional worlds, providing students with the chance to engage in a workplace environment, explore and refine their aptitudes, and develop valuable skills essential for their future careers.



**No. 6** Students hosted in school-to-work programmes during the year 2023-2024

## INTERNSHIPS FOR DISSERTATIONS AND CURRICULAR TRAINING

We host university students annually for internships designed for dissertation projects or curricular training.

This initiative reflects our desire to foster a strong and enduring connection between academia and the corporate world, creating pathways for a seamless transition from education to employment for the next generations.

Through these internships, participants gain invaluable experience in a professional setting, deepening their understanding of the dynamics within a large and innovative business environment.



No. 6 Interns hosted during the year 2023-2024 50% Interns hosted and then confirmed

#### SUPPORT FOR BACHELOR'S AND MASTER'S DISSERTATIONS ON SUSTAINABILITY, BENEFIT **CORPORATIONS, AND B CORPS**

As a B Corp, we are passionately committed to driving the transition towards regenerative and sustainable business models, firmly believing that such transformation can only be achieved by involving younger generations too. Today's talents, indeed, will become tomorrow's entrepreneurs. For this reason, as a B Corp and Benefit Corporation, we actively collaborate with university students in the development of dissertations focused on sustainability and the positive impact of B Corps on society and the Environment. This commitment represents a crucial step in spreading awareness of the B Corp movement, engaging younger generations with a more mindful, responsible, and ethically grounded approach to business.

#### **VOLUNTEERING LEAVE**

For the 2023-2024 year, we once again decided to offer every employee eight hours of paid leave annually to dedicate to volunteering activities towards an association of their choice. This initiative represents an invaluable opportunity to enhance individual commitment to the community, allowing all our team members to devote part of their time to helping others in need. It is a powerful and altruistic act that benefits those who receive it, while deeply impacting the lives of those who participate. After all, the world can be improved through small, daily acts of kindness and solidarity.



#### 480 Working hours offered by the Company for the community

(including volunteering, paternity leave, civil protection activities, and blood and plasma donations)



No. 4 BA/MA dissertations supported during the year 2023-2024



Participation in No. 1 University research project on wellness and well-being

#### **SOLIDARITY LEAVE**



Health is a precious asset, that Euro Company strives safeguard to much as possible. Yet, there are times when some of us must face unforeseen challenges. In such moments, solidarity leave becomes a vital tool, offering invaluable support to those in need. Being a community means working together to achieve the best for all, celebrating successes and good news, and providing help in difficult times. Through solidarity leave, we can truly make a difference, embodying the spirit of mutual aid and collective care.

At Euro Company, social sustainability represents one of the core pillars of sustainable development. It is the path to building a fairer, more cohesive community every day. For this reason, in January 2022, we introduced **solidarity leave** in the Company – a **valuable tool for collective solidarity**, governed by the supplementary agreement signed with social partners.

Thanks to this initiative, all employees can donate a portion of their paid leave or holiday entitlement to colleagues facing challenges who lack sufficient time off. This provides them with much-needed time to address personal difficulties. such as health-related issues or caring for a non-self-sufficient family member requiring constant assistance. Each employee can donate up to ten days of annual leave, including holidays and other paid leave, while each recipient can receive up to thirty days per year. Through mutual assistance - an essential value among colleagues who share their professional experience and actively contribute to the workplace community - we can provide tangible support to those in need, helping them balance their personal and professional lives more effectively. Together.

Below are the figures recorded in the year 2023-2024:



Hours of donated leave/paid time off

No. 2 Employees donating

No. 0 Employees requesting

#### **OSSIGENO FOUNDATION**

Believing that acting for the common good is an absolute priority, we established the Ossigeno Foundation in recent years. As a non-profit organisation in the third sector, the Foundation is by its very nature prohibited from distributing profits. The Foundation, led by a Board of Directors comprising three members, primarily engages in activities aligned with Euro Company's Mission, such as promoting civic, charitable, and socially beneficial initiatives with a significant positive impact on the community. This is done with the awareness that making our Mission as tangible as possible is essential to leaving a positive mark on the territory.

During the last fiscal year, the Foundation contributed to the Emilia Romagna region, which was severely affected by the devastating floods of May 2023. A donation was allocated among eight preschools in the hardest-hit municipalities (Faenza, Ravenna, Forlì, Lugo, Sant'Agata sul Santerno, Solarolo) to enable them to resume educational activities as quickly as possible, ensuring a safe and serene environment for both children and teachers. At Euro Company, we firmly believe that education and support for younger generations are the foundations of a fairer and more equitable society for all.

#### SUPPORT FOR RESEARCH AND THIRD SECTOR ORGANISATIONS



At Euro Company, we consider it vital to support scientific research and volunteer initiatives,

recognising the profound impact these fields have on collective well-being and the safeguarding of the right to health. We believe that scientific research and the commitment of non-profit organisations

can really play a transformative role in people's lives, offering hope and solutions to those facing significant challenges while fostering a more equitable and welcoming society. As a Benefit Corporation, since 2018, we have allocated 10% of our annual profits to social initiatives, with the goal of actively contributing to improving the quality of life in our community. We take pride in embracing this commitment by supporting research projects and volunteer activities that reflect our values and our Vision for a future where everyone has access to the care and support they need. During the 2023-2024 fiscal year, our efforts were directed primarily toward the following beneficiaries:



San Vitale Social Coop

Libellula Foundation

**Romagnolo Oncology Institute** 

**AVIS Faenza** 

Alpha & Beta Social Coop

**LAV Onlus** 

Amici di Casa Insieme Volunteer
Organisation

Additionally, we supported several projects focused in research, solidarity, and the valorisation of raw materials and products, including:



Rifrutta project – in collaboration with Banco Alimentare Emilia Romagna Foundation

Dress again – Farsi Prossimo Volunteer Organisation

Walnuts for Alzheimer's project – in collaboration with the Amici di Casa Insieme Volunteer Organisation and the Alzheimer's Marathon Foundation

## [GRI 201-1: DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED]

Over € 560,000

donated in total

Over € 360,000

donated through Ossigeno Foundation

Over € 200,000

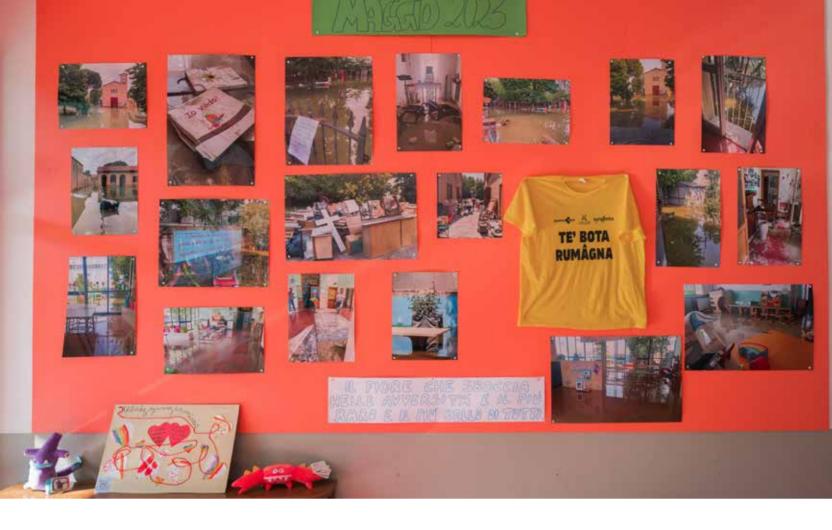
donated through Euro Company

#### SUPPORT FOR SCHOOLS AND PRESCHOOLS AFTER THE FLOODS: ENSURING THE RIGHT TO EDUCATION AND CONTINUITY OF LEARNING

In May 2023, as aforementioned, the Emilia Romagna region was devastated by an unprecedented flood, causing extensive damage. It was a painful and challenging time that we overcame through mutual support and solidarity. Through the Ossigeno Foundation, we deemed it essential to contribute to the reconstruction of eight educational facilities in the municipalities of Faenza, Ravenna, Forlì, Lugo, Sant'Agata sul Santerno, and Solarolo, with a total donation of € 250,000.

During this difficult time, we also received financial support from some of our closest commercial partners and competitors, including OdueO, Kaars Koffie, and Madi Ventura. Acting as intermediaries, we coordinated their generous contributions – amounting to an additional € 45,000 – to assist the communities affected by this tragic event.

In the 2023–2024 fiscal year, we thus witnessed firsthand the dedication and progress made by the entire community in swiftly and safely restoring educational



activities, reconstructing spaces of comfort and security for children, their families, and school staff.

We were honoured and delighted to visit several construction sites of the schools affected by the recent floods, witnessing firsthand the progress made and continuing to provide tangible support for the reconstruction of these communities. Among these, we had the opportunity to observe the advancements at Il Piccolo Principe Children and Family Center, located in one of the hardest-hit districts in Faenza, and to attend the inauguration of Madonna della Fiducia Nursery School in Ravenna, and Azzaroli Preschool in Sant'Agata sul Santerno, a town that remained completely submerged for weeks. With great joy, we will continue to support the reopening of these educational facilities, as it is immensely rewarding to contribute concretely to such a significant cause: the future of our children.

## SOLIDARITY CHRISTMAS PARCEL

Even during the festive season, we strive to make a difference for a better world. As part of our tradition, the Christmas parcel prepared for our employees is designed to support associations that, like us, believe in ethics and sustainability. This package includes products carefully selected from local and non-local producers reflecting our core values: commitment to the Environment, support for producer communities, and a focus on creating a positive impact on the Planet. For the fourth consecutive year, the parcel was lovingly and meticulously assembled by the talented individuals at San Vitale Social Coop in Ravenna. For over thirty years, this association has been fostering autonomy, growth, and social inclusion, helping people in need by providing them with the tools and encouragement for personal fulfilment. This initiative represents a moment of shared conviviality and commitment, and we are proud to continue this precious collaboration.

#### SUPPORT FOR SPORT

At Euro Company, we deeply value supporting sports and athletic activities, as we believe promoting an active and healthy lifestyle is essential for both individual and collective well-being. Through our support for sports initiatives, we aim to inspire interest in physical activity, encouraging people to take care of their health while fostering stronger, more united communities.

Investing in sports goes beyond promoting enjoyment and passion – it also helps instil fundamental values such as discipline, respect, and teamwork, which are crucial for a balanced and fulfilling life.

In the past year, we have proudly supported the following sporting events:



Lamone Marathon

Run Rome the Marathon
- Rome Marathon

Trail del Marrone/Trail del Raviolo
– Scardovi & Giordani

Alzheimer's Marathon

Ravenna Marathon

Podisti per caso – Cornaredo Marathon

Trail del Cinghiale – Leopodistica Faenza Association

Krash Trail

– Leopodistica Faenza Association

Cotignola Football Club

**Diabetes Marathon** 

100 km del Passatore Ultramarathon

Granarolo Running – Luciano Zani Memorial

Zerotriuno Triathlon

Straforlì

Corno alle Scale Trail



For this reason, in June, Captain Bananas and the Fruitheroes – our champions of healthy eating – participated, together with the Faenza Rugby team, in the Mini Rugby Tournament of the City of Treviso, established in 1976 and now in its 44th edition. This is the most significant mini rugby event in Italy, featuring 260 teams, 5,000 young athletes, and a total attendance of 12,000 people.

Capitan Bananas is an editorial project that allows us to teach children the importance of a healthy diet, which includes nuts and dried fruit. It is a colourful and playful initiative that educates and entertains both children and adults.

At the Treviso tournament, the young athletes had the chance to fill their personalised *Frutteroi* boxes with their favourite nuts and dried fruit, learning that a healthy and delicious snack is the best choice for a quick bite!

#### **LIBELLULA FOUNDATION**

In May 2019, we became a

proud member of the Libellula Foundation (formerly as Libellula Project), the first network of Companies united against violence on women and gender discrimination. The Foundation aims to connect Businesses committed to driving cultural change starting from the workplace, focusing on values such as respect, care, and attention. Over the past months, aware of the need to sostain our commitment to building a fair and inclusive society, we offered all employees the opportunity to participate free of charge in a **series of three** webinars organised by the Foundation to mark the International Day for the Elimination of Violence against Women (25 November). This occasion goes beyond mere commemoration, serving as a call to reflect on an urgent and pervasive issue that continues to undermine the dignity and rights of women worldwide.

The project, entitled *In crescendo*, had a clear goal: to explore, alongside industry professionals, how each individual can help prevent gender-based violence throughout all stages of life (childhood, adolescence, and adulthood), fostering cultural change by educating the younger generations.

Furthermore, to equip ourselves with the tools needed to drive cultural change effectively and enhance collective wellbeing, our Human Relations Office participated in informative and training sessions within the network throughout the 2023-2024 period.

At Euro Company, we firmly believe that only through information and commitment can we create a future rooted in a culture of gender equality. This remains an **ongoing** challenge requiring long-term dedication to ensure that awareness and positive action become integral to our culture and society.

Education on respect, gender equality, and understanding of abusive dynamics is essential to building a society able to reject violence and promote equity.

#### **RENEWAL OF OUR B CORP CERTIFICATION**

Last December was a month made of significant milestones for everyone at Euro Company, including the celebration of our first three-year renewal of the B Corp certification – a source of immense pride and joy for us all.

This recognition stands as tangible proof of the progress we have made and the collective efforts of every department. It also marks a new starting point for the continuous evolution of our practices and processes.

Our Company first earned B Corp certification in 2019, joining a global network of Companies committed to redefining the traditional approach to business. This movement aims not merely to generate profit, but to use business as a force for good, creating value for people and the Planet we all share.

At Euro Company, we are truly excited to be part of this virtuous, ever-expanding movement, ready to tackle global challenges through collective action that generates positive impacts.

This first renewal represents a further stepping stone in our journey towards achieving our Vision: a regenerative economic paradigm that places people, communities, and the Planet at its core. We will not stop until every business leverages its potential as a force for good. With the shared determination and commitment of all those within this movement, we are confident that we can truly make a difference.

Because only together can we build a more sustainable present and a better future, leaving a lasting, positive legacy for everyone.

#### ITALIAN B CORP NETWORK: B CORP MONTH AND PARTICIPATION IN TIME TO B

Interdependence is a fundamental value shared by all B Corps, certified Companies like ours that aim to create positive societal change and revolutionise traditional business practices.

Guided by this principle, in October 2023, we participated in *Time to B*, the **Italian B Corp summit**, to exchange ideas and collaborate with over 200 attendees, including institutions and both Companies already belonging to the movement or interested in learning more about the initiative.

The energy we experienced was truly remarkable: the two-day event served as a valuable opportunity to engage in discussions on topics close to the heart of the movement, such as sustainability, interdependence, responsibility, and regeneration.

Time to B is an annual event organised by B Lab Italy to collectively chart the course towards more sustainable business practices, fostering a strong and vibrant sense of collaboration and belonging within one large, united community.

This initiative provided a crucial moment to collectively set the direction for more sustainable business practices, celebrating the progress achieved while recognising the work still needed to build a better future for everyone.

Moreover, in March 2024 we enthusiastically participated once again in **B Corp Month** alongside over 8,000 Companies globally (including more than 270 in Italy) that are part of this worldwide movement. Together, we are committed to reshaping economic and cultural paradigms, driving the change we wish to see in the world. At Euro Company, we take pride in being part of this virtuous

and ever-growing movement since 2019, working to address global challenges through actions that collectively amplify the value generated, promoting change even more vigorously. Precisely for these reasons, throughout March, we utilised our social media channels to promote the movement's campaign, raise awareness of the network, and celebrate the Companies involved, reaffirming our belief that changing the world is indeed possible.

Every B Corp is dedicated to progress, inspiring ongoing transformation and improvement. The 2024 campaign celebrated the B Corp community as a constantly evolving project, inviting its members to share how they plan to continue making a difference in the future. This highlighted the **importance** of conducting business in a more ethical, responsible, and sustainable manner.

#### SHARING AND PROMOTING A CULTURE OF SUSTAINABILITY AMONG OUR STAKEHOLDERS

Creating a virtuous circle of knowledge and best practices: this is the purpose that drove us, over the past year, to support some of our stakeholders on sustainability-related matters by contributing to the development of two materiality matrices and actively participating in specific projects.

This is because raising awareness about the Sustainable Development Goals of the United Nations' 2030 Agenda, and the role each individual can play in driving positive and transformative change through concrete actions, is of paramount importance to us.

#### MANAGEMENT OF OVERTIME HOURS: INDIVIDUAL CHOICE OPTIONS

To enhance the corporate well-being and harmonise the balance between professional and private time, the improved corporate collective agreement signed in 2021 has continued, also for the 2023-2024 period, to allow all employees the option to decide individually how to manage any overtime worked hours.

Each year, by January, employees may revise their initial choice, deciding whether to convert authorised overtime hours into flexibility (to be recovered by the end of the accrual year and/or the end of the employment contract) or to have them paid in their relevant payslip, including applicable overtime bonuses.



#### SUPPORTING HIGH-QUALITY EDITORIAL PROJECTS







#### Ossigeno

is the manifesto of our Company's values, a journey in search of beauty. The aim

of this bilingual, semi-annual cultural publication is to contribute to the dissemination of information and offer insights for a contemporary and wellreasoned reflection on the relationship between people and the Environment. This precious and meticulously crafted publication is dedicated to sharing through the contributions of renowned authors - the best, the good, and the new in our society. Each issue provides an in-depth monographic exploration of a specific theme, brought to life through texts, images, illustrations, and interviews. In the past year, Ossigeno has delved into themes such as Soil and Respect, aiming to inspire informed and updated dialogue on the human connection with the living Environment. The publication is available to browse online at: www.ossigeno.it



#### Capitan Bananas e il pianeta Cibosano

(transl.: Captain Bananas and the Healthyfood planet) is a

periodic comic strip for children, narrating the incredible adventures of the courageous Frutteroi, superheroes battling junk food every day! With a fun and engaging approach, the comic teaches young readers the importance of healthy eating, showcasing the benefits of wholesome foods while warning about the risks of junk food. The Capitan Bananas comic book has been downloaded over 25,519 times, while the Recipe Book - a collection of 44 simple recipes, complete with nutritional values and illustrations - has surpassed 22,000 total downloads. Additionally, the dedicated Facebook page has achieved an impressive reach of over 750,000 users in the past year, generating around 3 million impressions and amassing 18,000 followers! The adventures of Capitan Bananas can be downloaded from the website: www.capitanbananas.it







#### Il Giornale della Nocicoltura

(transl.: The Walnut Cultivation Journal) is an editorial project launched in 2019 and dedicated

to promoting quality in walnut cultivation. The journal provides updates on technical innovations and fosters high standards in supply chain relations. Published and distributed free of charge, it aims to highlight solutions within a horticultural sector focused on product quality and the wellbeing of those working in the supply chain. Sent to key stakeholders in the sector – such as consortia, institutions, and suppliers – it is available for download at: www. nutsforlife. it/ilgiornaledellanocicoltura



#### Il Giornale della Mandorlicoltura

(transl.: The Almond Cultivation Journal) is

quarterly publication aimed professionals in the almond cultivation sector, offering updates on technical innovations. advanced agronomic practices, and market trends. With the goal of promoting quality and ethics in the supply chain, each issue delves into crucial topics to support the sector's growth, from sustainability to enhancing commercial relationships. Published seasonally, II Giornale della Mandorlicoltura is a kev reference for those seeking information and insights to advance excellence in horticulture. Distributed to industry professionals, it is available for download at: www.nutsforlife. it/

il-giornale-della-mandorlicoltura



#### Il Giornale della Coricoltura

(transl.: The Hazelnut Cultivation Journal) is a quarterly publication

dedicated to the hazelnut cultivation sector, designed to inform readers about technical innovations, cutting-edge agronomic practices, and market dynamics. With a focus on quality and sustainability, each issue explores the challenges and opportunities of the supply chain, supporting responsible and profitable growth in the sector. Published seasonally, it is an invaluable resource for those seeking updates and insights to enhance excellence in hazelnut cultivation, available for download at: www.nutsforlife. it/il-giornale-della-coricoltura



#### **NutsPaper**

first launched in 2022, this periodical reached its third issue in 2023-2024. It offers high-quality content and information for the food industry and professionals in the fruit and vegetable sector. Designed with a refined aesthetic reminiscent of a newspaper, each issue provides in-depth technical insights into a specific raw ingredient, examined through the lenses of marketing, sustainability, supply chains, and raw material quality. With over 1,000 copies distributed per issue, it reaches buyers in large-scale retail, the Ho.Re.Ca. sector, and specialised channels, positioning itself as a key reference point for the fruit and vegetable industry, particularly in the sector of nuts and dried fruit.



At the start of 2024, we proudly published the *Dried Fruit Book* in both Italian and English – an encyclopaedic work compiling over a decade of research, expertise, and insights dedicated to the world of dried fruit. This precious volume focuses on the agronomic and botanical presentation of dried fruit, as well as the natural and artificial dehydration processes. Alongside the *Nuts Book* (published in 2019), it completes the updated edition of *Nuts and Dried Fruit*, originally created by Euro Company in 1999. The scientific updates to the content reflect the Company's remarkable growth over the past 25 years. The editorial team, coordinated by the Quality Department, brought together agronomists, technicians, and journalists to craft a comprehensive work. From seeds to drying methodologies, the detailed illustrations and content of the *Dried Fruit Book* aim to foster renewed and evergrowing interest in the consumption of dried fruit, highlighting a natural and ancestral method of preservation.



#### Over € 200,000

Invested, jointly by Euro Company and the Ossigeno Foundation, to bring our editorial projects to life





Well-being of the individual and welfare of the community

## GOALS FOR THE UPCOMING TRIENNIUM



## EMPLOYER BRANDING ACTIVITIES WITH SCHOOLS, TRAINING INSTITUTIONS, AND UNIVERSITIES

Over the next three years, we aim to strengthen and expand our **employer** branding initiatives and projects in collaboration with schools and universities to attract and engage the best talents available on the market. At the same time, we aspire to create positive impacts on the educational and training system.

Specifically, in the upcoming year, we will participate in orientation days at local technical institutes, organise Company visits for university students from various degree programmes, and establish collaborations with regional training institutions. These initiatives will provide students with insights into our work processes and production environments, contributing tangibly to their educational journey.

Furthermore, we will take part in UniBo Career Day, the key event connecting students, undergraduates, recent graduates and Companies in the Bologna area.

In all these instances, we will present our Company and gather applications from promising young talents, encouraging them to share their professional aspirations. Identifying brilliant candidates who align with our values remains at the core of our strategy.



#### SUPPORTING VOLUNTEERING ASSOCIATIONS

Supporting volunteering associations represents an opportunity to **give** back to the community and create a tangible, positive societal impact.

Third-sector organisations play a vital role in improving people's quality of life, tackling social, environmental, and economic challenges that require ongoing resources and support. As a Company, we firmly believe that supporting these organisations is a long-term investment in creating lasting, positive change. For this reason, also in the coming year, we will continue to prioritise the support of volunteering associations and third-sector bodies, strengthening our connection with the local area and contributing to building a more inclusive future for all.

## ONGOING SUPPORT FOR FLOOD-AFFECTED SCHOOLS



At Euro Company, being part of a community means working together and providing support, especially during times of need and difficulty. Throughout 2023-2024, we attended the official reopening of schools in the Romagna region that had been severely affected by floods. These events celebrated the completion of significant restoration work aimed at ensuring the safe and full operation of these facilities in the shortest time possible. In the upcoming year, we will continue to support these schools and their progress, convinced that investing in education and the younger generations is key to building a brighter future.

## DIVERSITY MANAGEMENT POLICY DISSEMINATION



In recent years, we have developed, refined, and finalised a **corporate policy on diversity management**. This policy aims to enhance diversity within our workplace – encompassing gender, sexual orientation, ethnic origins, culture, physical abilities, and more – bridging gaps and building an increasingly inclusive and welcoming organisation. To gradually introduce this policy, we have spent the past three years fostering inclusive language and best communication practices across the Company. To further strengthen this initiative, we will now disseminate the policy throughout the Organisation, firmly believing that a culture of respect for rights, diversity, and welcoming should not only guide the daily actions of every Company, but also serve as an example to its broader community.



## LIBELLULA FOUNDATION: BRAND NEW INITIATIVES TO PROMOTE DIVERSITY AWARENESS

At Euro Company, **combating inequalities in all forms is a constant commitment**. We recognise that a truly 'healthy' Organisation is one where everybody can feel free to live their public and private lives to the full, enjoying equal rights and opportunities in a climate of mutual respect and understanding – regardless of ethnicity, religion, age, gender, or sexual orientation.

To better understand how cognitive and relational mechanisms are often shaped by biases and stereotypes, we will renew our collaboration with the Libellula Foundation over the coming years. Together, we will organise new webinars aimed at raising awareness about **recognising** and overcoming biases, stereotypes, and gender-based prejudices in the workplace. These sessions will explore how learned behaviours and cultural expectations around gender influence can sneakily affect everyone's life every day, and how to dismantle these barriers to allow individuals to express their full potential, finally free from gender-based constraints.

Additionally, through *Peanuts*, our internal newsletter, we will continue fostering cultural awareness among employees. We will share inspiring stories of men who have taken bold stands against gender discrimination, demonstrating the significant impact of male participation in combating gender inequality. This united approach underscores the potential for extraordinary outcomes when people join forces to achieve shared well-being.



## RENEWAL OF THE CORPORATE SUPPLEMENTARY AGREEMENT

Over the years, our Company has consistently adopted a supplementary agreement to establish clear guidelines and implement shared actions that align ever more closely with the needs and expectations of our precious employees. In the next triennium, we plan to continue along this path, leveraging collective bargaining and fostering constructive dialogue with union representatives. To this end, next year we will renew the corporate supplementary agreement to ensure that, alongside other initiatives we implement daily, it increasingly reflects the well-being of our employees, fosters workplace progress, and creates a positive impact on the community to which we all belong.

#### **HIGH-QUALITY EDITORIAL PROJECTS**



In the coming fiscal year, we will also be continuing to produce **high-quality editorial materials** designed to share our knowledge and expertise in the nuts and dried fruit sector, while offering clear, useful, and timely insights for our stakeholders – from farmers to retail partners. These publications, distributed free of charge, embody our Vision of a more conscious and sustainable future, strengthening dialogue among all actors in the value chain.



# UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals set by the UN 2030 Agenda





Through our **commitment to the Community**, we are helping to achieve **4** of the 17 Goals set out in the UN 2030 Agenda:









#### ETHICS AND LEGALITY

[GRI 3-3; GRI 205-1; GRI 205-2; GRI 205-3; GRI 2-23; GRI 2-24; GRI 2-26; GRI 2-9; GRI 2-14]

## ADOPTION OF OMC 231 AND APPOINTMENT OF THE SUPERVISORY BOARD

For us, ethics and legality are fundamental and indispensable values. Legislative Decree No. 231/2001 introduced the criminal liability of Companies for specific crimes, including negligent ones, into Italian law. On 14 November 2018, the Board of Directors of Euro Company resolved to adopt an Organisation, Management, and Control Model in compliance with and pursuant to Legislative Decree No. 231/2001.

The development of this model involved mapping risk areas, identifying crimes that could be committed to the Company's benefit, and implementing organisational behaviours to mitigate such risks. Additionally, a governance structure aimed at crime prevention was established. In particular, a Supervisory Board was appointed, consisting of two independent external professionals – specifically, two criminal lawyers – entrusted with monitoring compliance with the model by all recipients, reporting any conduct or actions contrary to the model to the Chairperson and the Board of Directors.

## [GRI 205-1: OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION]

In 2022–2023, the Supervisory Board conducted a review of business processes at risk of corruption, focusing on agent management, relations with large-scale retail chains, donations, and incentive systems.

For the 2023–2024 fiscal year, the focus of the Supervisory Board shifted to procurement processes, analysing supplier selection and management to identify corruption-related risks. Neither of the audits identified operations at actual risk of corruption. Within the OMC 231, sensitive activities potentially prone to corrupt practices have been identified. Since the Company does not engage in business with public entities, the primary risks pertain to private-sector corruption, particularly in areas such as commercial relationships, marketing and commercial communication activities, and agent management.

Additionally, potential risks may arise from relationships with certification bodies, such as those for organic products. The Supervisory Board monitors these relationships through periodic reviews with the Quality Department, which oversees such interactions.

Although less significant, passive corruption risks exist concerning the procurement of goods and services and, in theory, in personnel selection and management.

# [GRI 205-2: COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES]

All members of the governing body have received training on Legislative Decree No. 231/2001, covering corruption in both public and private sectors.

Similarly, managers, supervisors, and employees have attended courses on this regulation, with a specific focus on corruption.

Functions most exposed to corruption risks, such as commercial (active side) and procurement (passive side), are periodically involved in Supervisory Board audits, which also examine anti-corruption matters.

As a future improvement, the Company plans to implement an anti-corruption code inspired by the ISO 37001 standard, applicable to all Company staff exposed to such risks.

# [GRI 205-3: CONFIRMED INCIDENTS OF CORRUPTIONS AND ACTIONS TAKEN]

During the reporting period, no corruption incidents were identified, nor were any investigations, legal actions, or proceedings initiated against the Company for active or passive corruption, whether public or private.

Additionally, no instances of corruption were reported to the Supervisory Board under Legislative Decree No. 231/2001, nor were any cases uncovered during its audits.

## FINANCIAL CONTROL MECHANISMS

Euro Company employs the following financial control mechanisms:

- ▶ IT systems have multiple password protection mechanisms, including periodic password changes and differentiated access levels depending on the employee's role. In line with the NIS2 Directive a European Union regulation aiming to ensure high levels of cybersecurity and resilience of critical infrastructures an audit will be conducted by the end of 2024 to assess the Company's policies, practices, and cybersecurity measures, ensuring compliance with the new directive and the Organisation's preparedness to prevent, detect, and respond to security incidents.
- ► We have an external Supervisory Board that conducts quarterly audits to assess fraud risk and identify any deficiencies in internal controls.
- ► The Company has an Internal Board of Statutory Auditors, a governance body established to oversee corporate management and ensure compliance with applicable laws and accounting principles.
- ► The financial reporting lines, responsibilities, and limits for the authorisation, approval, and verification of disbursements are fully documented in writing. Financial control activities are recorded and include, at a minimum, oversight of cash disbursements, receivables or payables, and inventory management. Additionally, the Company employs a financial management software system for payment processes, which since its implementation has significantly reduced the risk of fraud and completely eliminated unauthorised cash

disbursements by directly linking transactions to their respective accounting entries.

The Company strictly prohibits the following practices outlined in Article 12, paragraph 3, of the United Nations Convention Against Corruption:

- ► The creation of off-the-book accounts;
- ► The execution of off-the-book transactions;
- ► The recording of non-existent expenses;
- ► The entry of liabilities with incorrect identification of their purposes;
- ► The use of false documentation:
- ► The intentional destruction of accounting records earlier than legally required.

## **CODE OF ETHICS**



Euro Company has established a Code of Ethics that governs our actions and relationships with all stakeholders. The Code of Ethics reflects our map of core values and principles and is published on our website, in accordance with the principle of utmost transparency towards all stakeholders.

## [GRI 2-23: POLICY COMMITMENTS]

As a Company, we are committed to upholding responsible business conduct, which is reflected in our policies. We firmly believe that ethics, transparency, and social responsibility are the pillars upon which all our operations should be built.

Our corporate culture is focused on ensuring employee well-being, respect for human rights, and environmental protection – elements we consider essential for our success and the flourishing development of our business.

To this end – as detailed in the preceding pages of this ESG Impact & Sustainability Report – we have implemented policies that promote safe and fair working conditions, as well as pay equity. Among these policies is our smart working framework, developed in collaboration with employees who have signed an individual agile work agreement.

In addition to the aforementioned, the Company also has a Diversity and Inclusion (D&I) policy, a fundamental pillar of our Organisation, designed to ensure equal opportunities for all, regardless of gender, ethnicity, or sexual orientation. This policy will be shared with employees in the upcoming period through its official publication on the internal WorkFlow web portal.

Furthermore, we have implemented a robust whistleblowing policy, which is published and available in its entirety on our website. In addition, the Company has a policy for suppliers related to the value chain and raw materials. Other policies are internal and shared only with the relevant personnel involved.

Responsible resource management is another crucial aspect for us.

Therefore, in addition to the policies mentioned above, the Company has policies for energy usage, waste management, and water consumption optimisation, all aimed at using natural resources efficiently and sustainably.

## [GRI 2-24: EMBEDDING POLICY COMMITMENTS]

The drafting and approval of policies follows a defined process, which includes the phases of development, approval, and dissemination to the corporate population. However, the dissemination phase does not apply to all Company policies, but only to those that pertain to the entire employee population.

## WHISTLEBLOWING POLICY



At Euro Company, we are committed to operating day by day with honesty and integrity, in full compliance with the law and the principles set out in our Code of Ethics. In this regard, we promote the importance of preventing and verifying any illegal conduct or behaviour that contradicts the Code of Ethics and the OMC 231.

From this perspective, we are strong advocates of a speak-up culture, which encourages individuals to freely engage with colleagues and/or hierarchical superiors, in the spirit of constructive dialogue, should they feel it necessary to raise doubts or concerns, address issues, propose ideas, or, more generally, express opinions aimed at improving the work environment within the Organisation.

Additionally, we have implemented measures to ensure that every employee has the opportunity to report, even confidentially, a potential crime, illegal activity, or any irregular conduct committed by other individuals within the Company (i.e. whistleblowing). Those who report a suspected irregularity will not face any negative consequences, unless it involves false reports made with malice or gross negligence. Any form of retaliation against employees is indeed strictly prohibited.

In response to the new regulatory provisions introduced in July 2023, which amended the whistleblowing framework (Legislative Decree no. 24/2023 the so-called 'Whistleblowing Decree', implementing EU Directive 2019/1937 of the European Parliament and Council, dated 23 October 2019, concerning the protection of individuals who report breaches of Union law and containing provisions for the protection of individuals who report violations of national regulations), we updated this procedure in the same month. We also organised training sessions to ensure that all individuals in positions of responsibility within the Company are well-informed about the regulation of this framework and the reporting procedures adopted by Euro Company in compliance with the new legislation.

# [GRI 2-26: MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERNS]

In addition to the whistleblowing policy, the Organisation has implemented several procedures to enable employees and stakeholders to raise concerns or seek clarification regarding the Company's activities. A key resource in this regard is the Customer Service department, which handles complaints related to the quality of our products. Furthermore, we have established a dedicated Complaints Office, complete with a dedicated email address, to ensure that each report is addressed with the utmost care and promptness.

## **GOVERNANCE**

- ▶ **JSC:** Euro Company is a *Società per Azioni (S.p.A.)*, i.e. a Joint-Stock Company. This legal form has been designed to ensure a corporate structure that aligns with our Mission, and to provide a shareholding structure that offers a participatory tool for employees, making them increasingly aware of the project and an integral part of the Company's Vision. The transformation into a Joint-Stock Company, which occurred in recent years, has led to a change in the Supervisory Board, transitioning from a Sole Auditor to a Board of Statutory Auditors. The latter, composed of three members, is chaired by the previous Sole Auditor to ensure continuity with the work carried out in previous years. Currently, 66% of the Board of Statutory Auditors consists of women.
- ▶ Change of Chairman and Board: in the first part of 2024, we experienced a particularly meaningful moment for our Company: the change in both the Chairmanship and the Board of Directors. The Chairman, Italo Zani who has led our Company with passion and dedication since its founding decided in May 2024 to pass the baton of the chairmanship to Mario Zani, who, with his unique experience and Vision, assumed the role of Chairman and the title of Employer. Italo, in his new role as Honorary Chairman, continues to be an essential part of our Company, thanks to the valuable contributions he has made over the years.

In addition to this change, the Board of Directors also underwent some important adjustments, such as the appointment of Maurizio Castagnoli as General Manager, along with Francesca Buccella (Director of the Quality Department) and Etles Albonetti (Director of the Finance Department) as members of the Board.

This transition represents a tangible and concrete symbol of our commitment to business continuity and to our core values of Mission and Vision.

Thanks to this changes, it has been possible to shift more towards a managerial approach to business management, detached from the shareholders' meeting (75% of the managers present on the Board of Directors are not linked to the shareholders).

## [GRI 2-9: GOVERNANCE STRUCTURE AND COMPOSITION]

Our governance structure consists of a Board of Directors made up of five members: four executive members, including the owner of the Company, and one non-executive Honorary Chairman. The owner directly reports to the shareholders' meeting, which retains the power of revocation.

The term of office of the Board of Directors is three years, and currently, no member holds any external positions. The composition of the Board includes three men and one woman, in addition to the Honorary Chairman.

The Board of Directors has played a central role in defining the concept of double materiality, contributing to the identification of impacts, risks, and opportunities in the ESG (Environment, Social, Governance) field.

At Euro Company, we have also established an Interdepartmental Committee for Ethical Sustainability, which includes one member of the Board of Directors, with the aim of defining the Key Performance Indicators (KPIs) and identifying the material topics relevant to the Organisation. In 2021, the Committee began its activities through a cross-functional working group to coordinate initiatives that have an impact on our Mission. The Committee is responsible for the periodic sharing of social, environmental, and organisational responsibility projects, constantly monitoring their impacts through objective assessments.

Our governance structure also includes management committees with advisory and consultative functions, consisting of two BoD members appointed directly by the highest governance body. These committees meet monthly to oversee key projects or specific policies within their respective areas of responsibility.

# [GRI 2-14: ROLE OF THE HIGHEST GOVERNANCE BODY IN SUSTAINABILITY REPORTING]

The process for the drafting of the ESG Impact & Sustainability Report involves the Interdepartmental Committee for Ethical Sustainability defining its contents, which are then submitted to the Board of Directors for final approval. This approval takes place during a dedicated meeting, held simultaneously with the approval of the financial statement, and is formalised by a minute. The involvement of other governance bodies in this process is not foreseen.

- ▶ In July 2023, the Board of Directors advanced the project for the **majority** acquisition of a Tuscan Company operating in the same sector as Euro Company: Dream Fruits. This majority acquisition both currently and in the future will allow us to assist it in creating an increasingly efficient and sustainable structure.
- ► Organisational chart: throughout the year, powers of attorney were confirmed and updated in accordance with the Company's organisational chart, with precise and defined spending limits allocated to each area

to ensure increasingly efficient resource management, alongside continuous monitoring of consumption. Our organisational chart is based on a clear axiom, which decentralises responsibilities to several individuals in order to prevent fraud or errors in critical activities. In the area of risk control, the Segregation of Duties is increasingly playing a pivotal role within Euro Company. As a result, the implementation of tools to better understand the processes at risk, to identify areas where controls should be introduced to mitigate risks, and to define ownership and responsibilities at each stage of processes is in an advanced phase. This approach still leaves room for operational flexibility without imposing restrictions on it. At the same time, with the aim of better segregating the management of purchase orders, a dedicated structure for managing indirect purchases has been created for the 2023-2024 period.

▶ Stock options: in order to create even broader shareholder participation, in the 2023-2024 year we introduced a stock option plan, initially involving key figures within the Organisation who are entitled to participate. This plan, which will continue in the upcoming period involving other business functions, aims to further align the interests of employees and management, fostering a shared long-term growth.



# UN 2030 Agenda

Euro Company and the pursuit of the Sustainable Development Goals set by the UN 2030 Agenda





**Through our action**, we are helping to jointly achieve **15** of the 17 Goals set out in the UN 2030 Agenda:





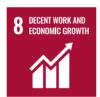


























## **METHODOLOGICAL NOTE**

## [GRI 2-2 and GRI 2-3]

In accordance with Law No. 208/2015 and being a Benefit Corporation, Euro Company is required to draft an annual Impact Report to measure and assess the social and environmental impacts generated by the Company's economic activities during the reference year.

Euro Company's Impact Report – this year, following the adoption of the GRI Standards, also serving as ESG Impact & Sustainability Report – provides a comprehensive overview of non-financial performance, both qualitative and quantitative, highlighting the annual results of business management as well as the Company's values and Mission. This ESG Impact & Sustainability Report, published in December 2024, outlines the initiatives undertaken and the main results achieved in terms of performance and positive impact generated by Euro Company during the reporting period. The interval covered aligns with the fiscal year of the financial statements, from 1 July 2023 to 30 June 2024.

The reporting scope of Euro Company's 2023-2024 ESG Impact & Sustainability Report does not fully match the reporting scope of the consolidated financial statements for the same reporting period, as the acquired majority-owned Company now reports on a calendar year basis, although being in the process of aligning its reporting period with Euro Company's, primarily from a financial standpoint. Full alignment of the reporting scope is expected starting from next year's financial statements.

In order to anticipate the requirements of the Corporate Sustainability Reporting Directive (CSRD), which will come into effect for Euro Company from 1 January 2025, the Company decided to adopt the double materiality approach starting from last year's reporting. This approach lays the foundation for increasingly mature sustainability reporting, in line with the evolution of the regulatory context. In this regard, based on the double materiality assessment carried out in 2022, Euro Company identified impacts, risks, and opportunities, which were then contextualised into relevant sustainability topics for the Company, in line with the initial adaptation exercise to the methodology proposed by EFRAG in the EFRAG IG 1: Materiality Assessment Implementation Guidance.

Euro Company's 2023-2024 ESG Impact & Sustainability Report has been drafted in accordance with the GRI Standards defined in 2016 by the Global Reporting Initiative, following the 'with reference to' option. The selection of the GRI indicators to be reported on was made taking into account both the coverage of the topics deemed relevant to the Company through the double materiality assessment process and the future alignment with the CSRD and the ESRS (European Sustainability Reporting Standards), whose first adoption



is planned for next year. By selecting the most relevant quantitative indicators, Euro Company has structured this Impact Report by integrating GRI indicators with other KPIs that describe the specific features of the Company and its goals as a Benefit Corporation.

For more information on the reporting process or the information contained in this report, please contact **eurocompany@eurocompany.it** 



## **GRI CONTENT INDEX**

Statement of Use	Euro Company has reported the information cited in this GRI Content Index in accordance with the GRI Standards for the period 1 July 2023 – 30 June 2024
Use of GRI 1	GRI 1: Foundation 2021

GRI STANDARDS	DISCLOSURE	CHAPTER/DIRECT REFERENCE			
	GENERAL DISCLOSURES				
	ORGANISATIONAL PROFIL	.E			
	2-1 Organisational details	Euro Company S.p.A. SB is based in Via Faentina, locality of Godo, 280/286 48026 Russi (RA) – Italy  Euro Company primarily operates within the Italian market, where the majority of clients are concentrated. Additionally, we maintain a commercial venue in the Netherlands (Euro Company BV), which focuses on developing fermented products for the Northern European market. In Italy, we manage the e-commerce platform Frutta e Bacche, while in Germany we are present with the brand Nuturally. Furthermore, in the second half of 2023, we concluded the process of acquiring a majority stake in Dream Fruits S.r.I., a Tuscany-			
GRI 2: General Disclosures 2021	2-2 Entities included in the Organisation's sustainability reporting	based Company operating in the same sector as Euro Company. Lastly, we hold minority stakes in other affiliated Companies worldwide.  Methodological note			
	2-3 Reporting period, frequency and contact point	Methodological note			
	2-4 Restatements of information	This document does not include revisions of information reported in previous reporting periods.			
	2-5 External assurance	This document is not subject to review by an external entity.			
	2-6 Activities, value chain and other business relationships	Root #04: for a fair and lasting relationship with our suppliers			
	2-7 Employees	Root #01: for an ethical and inspiring environment			
	2-9 Governance structure and composition	Ethics and legality			

	2-14 Role of the highest governance body in sustainability reporting	Ethics and legality
	2-17 Collective knowledge of the highest governance body	Root #01: for an ethical and inspiring environment
	2-22 Statement on sustainable development strategy	A letter to our stakeholders
	2-23 Policy commitments	Ethics and legality
	2-24 Embedding policy commitments	Ethics and legality
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and legality
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	The Organisation is actively committed to engaging its stakeholders, for the pursuit of various goals through different approaches:  • supply chain meetings aimed at developing business and strengthening commercial relationships  • specific projects with suppliers, such as the one aimed at revaluing hazelnut shells by transforming them into pellets  • co-designing plastic packaging  • collaboration with universities and students  • internal surveys to gather opinions and suggestions on Welfare and benefits area, in order to promote internal engagement and co-design initiative that enhance employee well-being and harmonise private and professional spheres.
	2-30 Collective bargaining agreements	Root #01: for an ethical and inspiring environment
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Dialogue and collaboration: fertile ground for shared sustainability
	3-2 List of material topics	Dialogue and collaboration: fertile ground for shared sustainability

## **ROOT #01: FOR AN ETHICAL AND INSPIRING ENVIRONMENT**

GRI 3: Material Topics 2021	3-3 Management of material topics	Root #01: for an ethical and inspiring environment
	401-1: New employee hires and employee turnover	Root #01: for an ethical and inspiring environment
GRI 401: Employment 2016	401-2: Benefits provided to full- time employees that are not provided to temporary or part- time employees	Root #01: for an ethical and inspiring environment
	403-1: Occupational health and safety management system	Root #01: for an ethical and inspiring environment
	403-3: Occupational health services	Root #01: for an ethical and inspiring environment
	403-5: Worker training on occupational health and safety	Root #01: for an ethical and inspiring environment
	403-6: Promotion of worker health	Root #01: for an ethical and inspiring environment
GRI 403: Occupational Health and Safety 2018	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Root #01: for an ethical and inspiring environment
	403-8: Workers covered by an occupational health and safety management system	Root #01: for an ethical and inspiring environment
	403-9: Work-related injuries	Root #01: for an ethical and inspiring environment
	403-10: Work-related ill health	Root #01: for an ethical and inspiring environment
	404-1: Average hours of training per year per employee	Root #01: for an ethical and inspiring environment
GRI 404: Training and Education 2016	404-2: Programs for upgrading employee skills and transition assistance programs	Root #01: for an ethical and inspiring environment
	404-3: Percentage of employees receiving regular performance and career development reviews	Root #01: for an ethical and inspiring environment
GRI 405: Diversity and Equal Opportunity	405-1: Diversity of governance bodies and employees	Root #01: for an ethical and inspiring environment
2016	405-2: Ratio of basic salary and remuneration of women to men	Root #01: for an ethical and inspiring environment
GRI 406: Non-discrimination 2016	406-1: Incidents of discrimination and corrective actions taken	During the reporting period, the Organisation did not record any incidents of discrimination, either through the whistleblowing procedure or via other formal or informal reports. The checks carried out by the Supervisory Board, in accordance with Legislative Decree No. 231/2001, confirmed the absence of cases of discrimination, and no action was deemed necessary.

## ROOT #02: FOR THE OFFER OF THE BEST POSSIBLE PRODUCT

GRI 3: Material Topics 2021	3-3 Management of material topics	Root #02: for the offer of the best possible product	
GRI 416: Customer Health and Safety 2016	416-2: Incidents of non- compliance concerning the health and safety impacts of products and services	Root #02: for the offer of the best possible product	
GRI 417: Marketing and	417-2: Incidents of non- compliance concerning product and service information and labelling	Root #02: for the offer of the best possible product	
Labelling 2016	417-3: Incidents of non- compliance concerning marketing communications	Root #02: for the offer of the best possible product	

## ROOT #03: FOR THE PROTECTION OF THE PLANET

GRI 3: Material Topics 2021	3-3 Management of material topics	Root #03: for the protection of the Planet	
	301-1: Materials used by weight or volume	Root #03: for the protection of the Planet	
GRI 301: Materials 2016	301-2: Recycled input materials used	Root #03: for the protection of the Planet	
GRI 302: Energy 2016	302-1: Energy consumption within the Organisation	Root #03: for the protection of the Planet	
GRI 303: Water and Effluents 2018	303-3: Water withdrawal Root #03: for the protection of the Planet		
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions	Root #03: for the protection of the Planet	
	305-2: Energy indirect (Scope 2) GHG emissions	Root #03: for the protection of the Planet	
	305-3: Other indirect (Scope 3) GHG emissions	Root #03: for the protection of the Planet	
	305-4: GHG emissions intensity	Root #03: for the protection of the Planet	
GRI 306: Waste 2020	306-3: Waste generated	Root #03: for the protection of the Planet	
	306-4: Waste diverted from disposal	Root #03: for the protection of the Planet	

## ROOT #04: FOR A FAIR AND LASTING RELATIONSHIP WITH OUR SUPPLIERS

GRI 3: Material Topics 2021	3-3 Management of material topics	Root #04: for a fair and lasting relationship with our suppliers
GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screened using environmental criteria	Root #04: for a fair and lasting relationship with our suppliers
GRI 414: Supplier Social Assessment 2016	414-1: New suppliers that were screened using social criteria	Root #04: for a fair and lasting relationship with our suppliers

## ROOT #06: FOR THE SHARING OF OUR ETHICAL VALUES

GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screened using environmental criteria	Root #06: for the sharing of our ethical values	
GRI 414: Supplier Social Assessment 2016	414-1: New suppliers that were screened using social criteria	Root #06: for the sharing of our ethical values	

## ROOT #07: FOR THE WELL-BEING OF BODY AND MIND, AND THE WELFARE OF THE COMMUNITY

GRI 3: Material Topics 2021	3-3 Management of material topics	Root #07: for the well-being of body and mind, and the welfare of the community
GRI 201: Economic Performance 2016	GRI 201-1: Direct economic value generated and distributed	Root #07: for the well-being of body and mind, and the welfare of the community

## **ETHICS AND LEGALITY**

GRI 3: Material Topics 2021	3-3 Management of material topics	Ethics and legality
GRI 205: Anti-corruption 2016	205-1: Operations assessed for risks related to corruption	Ethics and legality
	205-2: Communication and training about anti-corruption policies and procedures	Ethics and legality
	205-3: Confirmed incidents of corruption and actions taken	Ethics and legality