



SAMMONTANA ITALIA



IMPACT REPORT 2024

SAMMONTANA S.P.A. BENEFIT CORPORATION

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LETTER TO STAKEHOLDERS

Dear stakeholders,

This second impact report (the “Impact Report”) documents a year of significant change for Sammontana S.p.A. Benefit (“Sammontana SB”). The year 2024 marked a turning point, one in which the company grew, reshaped itself, and broadened its vision. With the acquisition of Forno d’Asolo and the Bindi Group, we have created **Sammontana Italia**, an industrial and value-driven project that places us within a larger and more complex context, bringing with it even greater responsibility.

This transformation has been intense and challenging, yet it has never diverted us from what has always guided us: our commitment to the common good. Even during a phase of structural change, we have remained firmly focused on a sustainable and inclusive development model. In November 2024, this commitment received important recognition with the **B Corp certification** of Sammontana SB, which acknowledges the consistency and concreteness of the path we began with our transformation into a Benefit Corporation.

As Head of Sustainability & Impact, I have had the privilege of closely accompanying this transformation, a challenge that has required both effort and determination. And it is from this perspective, both strategic and deeply human, guided by a visionary overview and passion for our work, that I want to share what has united and supported us along the way: our **five common benefit goals**. These goals represent the direction and heart of our impact vision. They are the result of an effort of integration, regeneration, and re-foundation, experienced with pride and a sense of belonging, within a generational transition that has strengthened our interdependence.

1. **Create tasty and sustainable experiences**, offering high quality products and innovative recipes, respecting Italian heritage and promoting ethical and transparent communication.
2. **Contribute to community growth**, supporting new generations in expressing their potential, facilitating intergenerational exchange and creating opportunities for growth and development.
3. **Promote sustainable models** by adopting responsible practices across production, distribution, and commerce, by reducing waste and encouraging the use of lower-impact resources.
4. **Encourage interdependence and collaboration** by engaging our partners to improve the sustainability of the entire supply chain, aware that only together can we maximize positive impact.
5. **Decarbonize the business model**, transforming it towards a zero-emission economy, in line with European and national targets.

Becoming a B Corp has given us momentum, but it is only the beginning. Our next step is **to expand this vision across the entire Sammontana Italia Group**. It is an ambitious goal, and we are approaching it with determination: in 2025, we will work to integrate B Corp principles into the systems, processes, and culture of all Group companies, and, most importantly, among all the people who are part of them, with the aim of extending the certification across the Group by the summer 2026.

We believe that doing business today means taking care of much more than just the financial results. It means building trust, creating lasting value, and contributing, every day, to a better future for everyone.

This is why this Report is not merely a compliance exercise: it is a renewed commitment to transparency and responsibility.

Chiara Di Cesare

Head of Sustainability & Impact

METHODOLOGICAL NOTES

This methodological note outlines the approach adopted by Sammontana S.p.A. Benefit ("Sammontana SB") for reporting on activities and impacts related to the year ended December 31, 2024, the first full year in which the company formally operated as a Benefit Corporation, following the integration of common benefit objectives into the statute in May 2023.

This reporting phase marks an evolution of the journey that began with the first Impact Report, published in 2024, covering the period between May and December 2023. The 2024 Impact Report aimed to capture the baseline and identify key areas for improvement in relation to the common benefit objectives.

REPORTING GOALS

Through the 2024 reporting process, Sammontana aims to:

1. Provide a comprehensive and systematic representation of the progress in environmental, social, and governance performance during its first full year as a Benefit Corporation;
2. Assess the evolution of actions undertaken in relation to the commitments outlined in the previous report;
3. Consolidate the monitoring and continuous improvement process, strengthening the sustainability culture across all levels of the organization.

The impact assessment was carried out using the Benefit Impact Assessment (BIA) international standard (version 6), which enables a structured and comparable evaluation of ESG (environmental, social, and governance) performance. Chiara Di Cesare, Head of Sustainability & Impact, coordinated and supervised the drafting of the report by collecting feedback from various company areas with the support of NATIVA, a Regenerative Design Company, to ensure methodological consistency and compliance with the legal requirements for Benefit Corporations.

SCOPE AND INFORMATION SOURCES

The scope of the reporting includes:

- Sammontana S.p.A. Benefit; and
- Subsidiaries: Gelfrigo Srl, Transfrigo Srl, Sammontana Holding Hong Kong Ltd, Bagnoli Icecream Co. Ltd

The data and information presented in this document refer to the period January 1, 2024 – December 31, 2024. Sources include internal data collection systems, performance indicators,

surveys and interviews with corporate functions, as well as documentation of the project activities carried out during the year.

The reporting process considered the following areas:

- Environment: emission reduction, efficient resource use, waste management, sustainable packaging;
- People and communities: gender equality, workplace well-being, relationships with the local area and social initiatives;
- Governance: transparency, stakeholder engagement, sustainable and inclusive decision-making processes.

The update of the BIA score and the mapping of the actions undertaken provide a transparent assessment of the progress achieved, ongoing challenges, and priorities for the future.

This methodological note accompanies Sammontana's second Impact Report and reaffirms the company's commitment to structuring its sustainability journey in a solid and transparent way. It represents an additional step toward consolidating the identity of a regenerative enterprise, capable of creating shared value for all stakeholders, along a continuous evolutionary path.

SAMMONTANA AS A BENEFIT CORPORATION

For years, the Bagnoli family and Sammontana have shared a strong conviction that sustainability challenges must be tackled across the entire value chain. In line with the ecological transition promoted at the European level, Sammontana has strengthened its commitment by integrating these principles into corporate governance with particular attention to environmental, social, and economic issues.

Last year, we shared our major transformation, becoming a Benefit Corporation, a step that has profoundly shaped Sammontana's identity. Since then, this commitment has moved beyond words, translating into concrete actions and an increasing integration of common benefit objectives into our business model. We have continued to work toward generating a positive impact on all the players in our ecosystem: **consumers, community, supply chain, environment and future generations**. Today, more than ever, these goals are an integral part of our strategy and guide our daily decisions.

Our journey has also been strengthened by a new corporate structure.

In 2024, the company acquired the FDA Group and welcomed the **Investindustrial fund** (already certified **B Corp**) as a strategic partner alongside the Bagnoli family, which retains the majority shareholding. In the same year, **Sammontana S.p.A. Benefit** achieved the **B Corp certification**, confirming its commitment to a sustainable and responsible business model.

Sammontana's decision to open up to a strategic partner was not driven by the market, but by a deep value-based vision. **This choice reflects the** desire to preserve a business model that combines **Italian identity, family and regeneration**: not merely an expansion of the business perimeter, but a process of **re-foundation** inspired by an economy that integrates growth and responsibility. For this reason, Sammontana chose **Investindustrial**, a leading European investment and advisory group certified as a **B Corp**, to share a perspective focused on positive impact and collective well-being from the outset.

As established in the **shareholders' agreements** and further promoted by President **Leonardo Bagnoli**, the architect of Sammontana's transformation into a Benefit Corporation, all companies joining the Group will be required to pursue **the B Corp certification**. This principle is not only strategic, but cultural and based on the belief that sustainability must be integrated at the very core of governance.

To confirm this commitment, effective December 31, 2025, Sammontana Italia S.p.A., Forno d'Asolo S.p.A. and SIPA S.p.A. will be merged by way of incorporation in Sammontana SB, with Sammontana SB as the surviving entity. The surviving entity will adopt the new name "Sammontana Italia S.p.A. Benefit Corporation." Through this operation the entire Group will formally and substantially **become a Benefit Corporation**, while we aim to achieve the **B Corp certification** for the Parent Company and foreign subsidiaries by **August 2026**.

With this perspective, the goals for 2025 outlined in this report aim to foster alignment and convergence across the entire Group, rather than pursuing objectives limited to individual legal entity.

These goals form part of a broad, forward-looking project designed to shape an entrepreneurial culture grounded in respect, responsibility, and regenerative innovation, creating value for the community and future generations, which remain the pillars of our corporate vocation.

SUSTAINABILITY GOVERNANCE

The new corporate structure has led to an evolution of governance, particularly in the area of sustainability. The **Sustainability Department** has been strengthened with the introduction of the **Head of Sustainability & Impact** role and the establishment of a team focused on performance design and monitoring. The Steering Committee remains the highest governing body for sustainability matters, serving as a strategic reference point for Group decisions. Coordinated by the Head of Sustainability & Impact, the Committee includes the new CEO, selected investors – including the president of the holding company **Leonardo Bagnoli** and other members of the Bagnoli family – sustainability representatives from **Investindustrial** and Directors of the main Group departments.

The report on the pursuit of common benefit is prepared by the Head of Sustainability & Impact and published on Sammontana Italia's website, in the dedicated section for Sammontana S.p.A Benefit Corporation.

During 2024, a Group of Sustainability Ambassadors was formed, named "**Ambassador del Sorriso**", composed of individuals from all company areas. These Ambassadors are experts in the five goals of common benefit and the principles that inspire them, and are tasked with promoting and spreading the culture of sustainability both within the organization and in its external contexts.

GOAL 1: PRODUCT QUALITY AND CONSUMER CARE

Deliver high-quality food products through recipes designed to offer a pleasurable experience for everyone, interpreting new dietary styles and diverse consumer needs while honoring our Italian roots, adopting communication aligned with ethics and sustainability principles, and promoting awareness in purchasing decisions.

In 2024, the **foundation of Sammontana Italia** marked a significant milestone in the Group's history, unifying historic brands and strengthening the commitment to high-quality, healthy, and sustainable products. The integration process required intense organizational harmonization and operational consolidation work, temporarily limiting the ability to launch new products or communication campaigns with immediate impact.

In an increasingly restrictive regulatory context, particularly regarding **green claims**, we adopted a cautious approach to product communication, removing environmental references from packaging to ensure compliance and transparency. Nevertheless, Sammontana's commitment to consumers' evolving needs and maintaining responsible and transparent communication has never stopped.

The two impact stories that follow illustrate two fundamental aspects of this commitment: the journey towards integration and enhancement of quality and sustainability within the Sammontana Italia Group, and the ongoing focus on authentic dialogue with consumers, through the campaign "Gruvi. Authentic Obsession". Both initiatives reflect our desire to build trust, encouraging conscious choices and communicating with ethics, clarity, and responsibility.

2024 IMPACT STORIES

SAMMONTANA ITALIA: A NEW PATH OF INTEGRATION FOR QUALITY, SUSTAINABILITY, AND TRANSPARENCY

In 2024, Sammontana took an important step forward with the establishment of **Sammontana Italia** which has united historic brands such as Forno d'Asolo, Bindi, La Donatella and Gelpat with brands already under Sammontana Benefit, including Sammontana Italian Gelati, Tre Marie, Il Pasticcere and Bonchef.

This integration process has enabled us to **diversify the offering**, expanding the options for those seeking health-conscious or environmentally friendly products, such as the **vegan** lines and **desserts certified VeganOK**.

In a more restrictive regulatory environment, we have **removed environmental references from our packaging** and at the same time we have enhanced our communication through the **new Sammontana Italia corporate website**, through an active and transparent presence on social media, fostering open and unfiltered dialogue with consumers.

To strengthen this approach, **the ethical marketing policy**, previously adopted by Sammontana S.p.A. SB only, **has been extended to the entire Group**. This policy includes concrete commitments to responsible, clear, scientifically based, and respectful communication, with particular attention to the protection of minors.

For us, **communicating ethically and transparently** is an integral part of genuine sustainability.

“AUTENTICA OSSESSIONE”: DIALOGUE WITH CONSUMERS AT THE HEART OF SAMMONTANA'S COMMUNICATION

In 2024, Sammontana chose to listen carefully to a very clear voice: that of the most passionate customers of Gruvi, one of the most beloved ice creams of the Sammontana *Gelati all'Italiana* brand. In the months leading up to the campaign's release, large feedback was gathered on social media regarding the difficulty in finding certain flavors, distribution, and product sizes.

Rather than ignoring these criticisms, Sammontana decided to turn them into an opportunity for dialogue and connection, creating the integrated campaign “**Gruvi. Autentica Ossessione**”. The strategy involved multiple channels: geolocated billboards, radio, social media, and influencers, giving visibility to the consumers' own words as a symbol of the passion and loyalty that binds them to the product.

Through a dedicated phone line, consumers were able to leave direct messages to Sammontana, strengthening an open and authentic dialogue. Moreover, the most emblematic messages were used as radio spots, while national influencers amplified the narrative with entertaining and engaging videos.

This campaign represents a concrete example of Sammontana's commitment to build a transparent, respectful, and participative communication, where consumer care translates not only into product quality, but also into a relationship of trust and mutual listening.

In an increasingly complex regulatory context focused on information accuracy, 'Grugi. Autentica Ossessione' demonstrates how it is possible to communicate responsibly, valuing consumer passion without overinterpretations or misleading claims.

2024 RESULTS AND 2025 GOALS

PLANNED ACTIONS AND TARGETS			
Topics	Targets	2024	2025
Product quality	Analysis of trends concerning consumer perception of Sammontana product quality, transpired from “brand health check” surveys.	100%	A qualitative study on Sammontana products (brand, positioning, and how products fulfill the brand promise) will be carried out. A new study will be conducted in 2026 to expand it to the entire Group.
Products aimed at meeting new consumer needs	Rationalize the offering and communication of products designed for new nutritional needs and specific dietary styles, currently 28 items total	44 (32 AIC, 11 of which also VegetalOk, + 12 VeganOk)	Increase the number of products of the new branch of the company
	Increase the revenue percentage compared to 2023 (equal to 4%) of products designed for new needs and dietary styles.	5% (counting products with social certifications but also those without added sugars, rich in fiber and protein).	The count will be adjusted considering the range expansion, following the acquisition
Products with social certifications	An increase compared to 2023 (equal to 3%) of the percentage of revenue from products with the following certifications: <ul style="list-style-type: none"> • VEGAN OK • VEGETAL OK • AIC (Italian Celiac Association) on the total of products sold in the year.	5%	Increase the number of products of the new branch of the company

<p>Ethical marketing</p>	<p>Development of an action plan linked to Sammontana's Ethical Marketing Policy and identification of relevant KPIs and targets to formalize in order to implement the Organization's commitment towards responsible marketing practices.</p>	<p>a proper plan was not drafted as the acquisition required other organizational priorities</p>	<p>It is not possible to identify targets on these principles.</p>
<p>Consumer satisfaction & Transparency</p>	<p>Development of a system for analyzing consumer comments and feedback (currently transparent and public) with specific metrics aimed at trend analysis.</p>	<p>100%: comments are analyzed for Sammontana. There are no target</p>	<p>Positive and negative comments from the entire Group will be analyzed, starting from the social channels of the different brands</p>

GOAL 2: COMMUNITY ENHANCEMENT AND SUPPORT FOR FUTURE GENERATIONS

Contribute to the growth and enhancement of the community in which Sammontana operates and support new generations in expressing their full potential, actively creating opportunities that stimulate their realization and promoting intergenerational exchange.

For Sammontana, contributing to community growth means acting responsibly towards the territory, people, and new generations. This commitment translates into creating opportunities, promoting lasting bonds, and choosing to invest in paths capable of generating shared value.

In pursuing this Common Benefit Goal, we have chosen to support projects that foster the development of individual and collective potential, convinced that a company's strength is also measured by its ability to **connect generations**, create **spaces for authentic expression** and provide **concrete answers to the real and emerging needs** of communities.

The three stories that follow illustrate this commitment from different but complementary perspectives: support for youth entrepreneurship through the B Corp School experience; the deep connection with Dynamo Camp, which brings hope and lightness to children and families in need; attention to employees' psychological well-being as an essential lever for a more human and inclusive corporate culture.

Three different actions, one vision: growing together and generating positive impact where it can truly make a difference.

2024 IMPACT STORIES

B CORP SCHOOL IN VERONA TO PROMOTE ENTREPRENEURSHIP AMONG THE NEW GENERATION

In 2024, Sammontana had the opportunity to actively contribute to the training of a new generation of changemakers by engaging with two classes from the Copernico – Pasoli Institute in Verona within the B Corp School program, promoted by InVento Innovation Lab Social Enterprise in partnership with the Italian Ministry of Education.

The initiative challenged students to design innovative startups focused on two key sustainability areas: enhancing the dairy supply chain and reducing packaging pollution through creative and regenerative solutions.

The project concluded with the **Changemaker Competition**, a final event that saw among its protagonists the “0°Green” team from classroom 3CSS. Thanks to Sammontana’s challenge, the students developed a high-impact project dedicated to circular economy and environmental sustainability, securing a spot among the 14 finalists out of almost 100 participating classes across Italy.

Through this project, Sammontana confirmed its commitment as a Benefit Corporation in promoting sustainable entrepreneurship and education for responsible innovation, inspiring new generations to build a more equitable and regenerative future and generating a positive impact on Verona and beyond.

SAMMONTANA AND DYNAMO CAMP: A BOND THAT RENEWS OVER TIME

A smile is never just a smile. It is the tangible sign of a moment of freedom, the living trace of a moment when children rediscover their strength, beyond illness.

It is with this awareness that Sammontana, for years, has chosen to support **Dynamo Camp**, the first camp in Italy dedicated to **Recreational Therapy** for children and teenagers affected by serious or chronic conditions.

In December 2024, the commitment was renewed at the **New Year's Family Session** celebrating the new year in the heart of

Tuscany. The initiative involved 130 people:

- 31 children and teenagers with neurological conditions and rare syndromes
- 54 parents and caregivers
- 25 brothers and sisters
- 20 former guests, now Dynamo volunteers

Sammontana has actively contributed to making this experience possible, supporting Dynamo's mission: **restore spaces of joy, connection, and discovery** to those who faced the complexity of illness too early.

Climbing for the first time, engaging in a creative workshop, laughing without fear, feeling accepted for who you are: there are all part of the **Dynamo Recreational Therapy®**, a structured and scientifically validated approach.

For Sammontana, supporting Dynamo Camp means choosing to be an active part of a journey of **care, trust, and beauty**. A gesture that goes beyond philanthropy, becoming **a true expression of social responsibility** and attention towards the most vulnerable communities.

The connection between Sammontana and Dynamo Camp is not an isolated event, but a relationship that strengthens year after year. A commitment that demonstrates the value of **intergenerational exchange**, of genuine closeness, and of the strength born from play, sharing, and lightness.

PEOPLE'S WELL-BEING: COLLABORATION WITH UNOBRAVO

In 2024, Sammontana has strengthened its commitment to social sustainability and people's well-being through a partnership with **Unobravo, a Benefit Corporation specializing in online psychology services**. This collaboration stems from the awareness that taking care of employees' mental health is essential to building a healthy, inclusive, and sustainable work environment, in line with the ESG criteria that guide our corporate strategy.

Starting June 2024, we have offered all our employees access to a fully digital **psychological support program** which includes four free sessions per person and a 10% discount on subsequent sessions. In the first seven months of activation, approximately 3.5% of our team started a support program, benefitting from a total of 303 sessions.

Data collection highlights the value of this initiative: 63% of participants had never participated in mental health therapy or coaching before, highlighting how the project has identified a need that is often hidden and difficult to express. Moreover, the average of eight sessions per active employee underscores the effectiveness and continuity of the support provided.

To foster a corporate culture increasingly attentive to mental well-being, we organized four training and awareness events in 2024, including thematic webinars and internal campaigns, aimed at dispelling taboos and promoting a more open and conscious approach to psychological health.

Through project, Sammontana reaffirms its commitment to promote a **culture of well-being that places people at the center**, recognizing mental health as an essential aspect of social sustainability.

2024 RESULTS AND 2025 GOALS

PLANNED ACTIONS AND TARGETS			
Topics	Targets	2024	2025
Governance initiatives for the community	Creation of governance on donation-related topics (financial and pro-bono donations): The "Donations Committee" consists of an operational team and a steering group that meet quarterly composed of 9 people.	100%	To maintain while redesigning activities and interventions for the new Group perimeter.
Donations for the community	Definition of a donation budget divided as follows: <ul style="list-style-type: none"> - product donations at end of life to combat food waste - product donations - financial donations The goal is to donate an amount exceeding 700.000 euros , in line with previous years.	100%	To maintain while redesigning activities and interventions for the new Group perimeter.
	Development of collaborations/donation provision to the organizations Meyer, Legambiente, Ant, and Dynamo, selected by the Donations Committee, and to the organizations AISM and ASTRO, selected by employees through an engagement survey sent in 2023.	Total financial donations: 91.260 euros to specific organizations	To maintain while redesigning activities and interventions for the new Group perimeter.
Policy	Health and Safety Policy	Developed the Policy on the perimeter Sammontana SPA Benefit Corporation	Expansion of the perimeter to Sammontana Italia SPA Benefit Corporation

	D&I Policy	Developed the Policy on the perimeter Sammontana SPA Benefit Corporation	Expansion of the perimeter to Sammontana Italia SPA Benefit Corporation
Initiatives aimed at young people - Empoli community	Development of actions/follow up of activities in line with the results from the analysis of the initiative carried out in collaboration with Arco. (for more details on our activities in 2023, refer to the impact story related to this collaboration in the 2023 Impact Report)	Due to the acquisition of the FdA Group, some scheduled activities were not carried out and have been postponed to 2025	Involvement of Ashoka and InVento Innovation Lab partners and local partners
	Involvement of companies from the Empoli area in a joint project to support young people, through the coordination of Confindustria Empolese Valdelsa.	Due to the acquisition of the FdA Group, this activity was not carried out	The activity will be assessed based on the new company boundaries
Initiatives aimed at young people - Verona community	Sammontana's participation in the B Corp School project, promoted by InVento Innovation Lab, as the first sustainable entrepreneurship path aimed at students at high schools, for the purposes of educating and raising awareness among the community's youth on issues related to climate change. Specifically, the project included lessons on sustainability topics related to Sammontana's business (packaging, supply chain control, combating climate change, etc.) at 2 technical institutes in the municipality of Verona with the involvement of 42 students.	100% (<i>refer to the first impact story above</i>)	The activity will be assessed based on the new company boundaries
Multi-stakeholder initiatives	Membership in the <i>impact education coalition</i> promoted by InVentoLab together with other	100%	To maintain

<p>focused on purpose</p>	<p>32 Italian companies.</p>		
	<p>Collaboration and participation in the following initiatives promoted by the coalition:</p> <ul style="list-style-type: none"> • educational programs on regenerative models and paradigms for young people, workers, and stakeholders of the organizations associated with the coalition • initiatives of activism, training, and volunteering that encourage young people and corporate populations to become agents of positive, profound and lasting change • advocacy interventions aimed at advancing international standards in the field of regenerative education and activism • measurement, evaluation, and reporting of the generated impact, using solid assessment tools 	<p>100%</p>	<p>To maintain</p>
<p>Volunteering in Sammontana</p>	<p>At least 100 employees requesting paid hours for volunteering activities for a total of 2,000 hours offered by Sammontana for said activities in 2024.</p>	<p>Due to the acquisition of the FdA Group, some scheduled activities were not carried out and have been postponed to 2025</p>	<p>To redesign activities based on the new Group perimeter.</p>
<p>Public dialogues & membership in associations linked to territorial development and sustainability themes</p>	<p>Continued participation of Sammontana in tables of discussion regarding social and environmental issues. Participation in conferences with the following organizations:</p> <ul style="list-style-type: none"> • Assobenefit • RSF (Regenerative Society Foundation) • Unione Italiana Food • Confindustria Firenze, 	<p>100%</p>	<p>To maintain</p>

	<p>Confindustria Toscana & Confindustria Verona</p> <ul style="list-style-type: none"> • IICC (International Ice Cream Consortium) • Euroglaces (European Ice Cream Association) 		
	<p>Membership in the following associations, related to the themes of territorial development and sustainability:</p> <ul style="list-style-type: none"> • RSF (Regenerative Society Foundation) • Assobenefit • IICC (International Ice Cream Consortium) • Italia del Gusto • Euroglaces (European Ice Cream Association) • Confindustrie • Unione Italiana Food • Impact Education Coalition <p>All in continuity with 2023 except Impact Education Coalition, activated in 2024</p>	100%	To maintain
Stakeholder engagement	<p>Increase in stakeholder engagement in Sammontana's materiality analysis, by achieving the:</p> <ul style="list-style-type: none"> • 35% of employees engaged (100%) • 50% of suppliers engaged (80%) • 70% of clients engaged (40 main clients) • 50% of local authorities engaged (4 main entities) • 50% of institutions engaged (6 selected institutions) • 100% of universities/research centers engaged (3 selected) • 100% of other relevant external stakeholders engaged (5 selected entities) 	<p>Due to the complexity derived from the new scope and the intention to conduct a double materiality analysis, it was decided to maintain the analysis carried out in 2023</p>	<p>no double materiality analysis is expected to be conducted in 2025</p>

Training on Sammontana's values and initiatives	Development and activation of the intranet platform accessible to all Sammontana employees; a tool that allows access to training modules on topics related to vocation and values and that helps to stay connected with initiatives promoted by the Company. The goal is to reach at least 80% of active employees on the platform.	100%	To extend the platform to the new Group perimeter
	Delivery of 4 training modules in person, on topics related to vocation, values, and relevant sustainability issues for Sammontana. The goal is to achieve active participation equal to 80% of all collaborators.	100%	To extend training to the new Group perimeter
	Delivery of training courses aimed at increasing the culture of feedback and conflict resolution, involving 44 employees (managerial positions) for a total of 24 hours.	100%.	To extend training to the new Group perimeter
	Offering 5 days to each employee for their own training during 2024.	100%	To analyze the training days with respect to the new organizational perimeter and redefine objectives accordingly.
	Development of an annual survey on D&I topics	100%: the survey was distributed but there was room for further promotion to obtain responses, as only 44 questionnaires were completed	To promote the survey more and increase the number of responses.

<p>Employee satisfaction (climate analysis)</p>	<p>Development of an annual survey shared with all Sammontana employees for analysis of their satisfaction.</p>	<p>It was not possible to carry it out due to the lack of a shared IT system across the company perimeter</p>	<p>To extend towards the new Group's perimeter.</p>
<p>Vulnerable categories in Sammontana</p>	<p>Initiation of collaboration with two local organizations (Cooperativa Chicco di Grano & Mestieri Toscana) aimed at the inclusion of people belonging to vulnerable communities (e.g., victims of violence and/or people with disabilities).</p>	<p>Conducted three job interviews with people referred by the Chicco di Grano Cooperative and one interview with an applicant from Mestieri Toscana. Unfortunately, these collaborations did not lead to hires for the following reasons: insufficient knowledge of the Italian language (which can be a safety risk in production contexts); inability to reach the workplace and limitations incompatible with the role. Simultaneously, we have hired four people belonging to protected categories (who have applied through other channels), in line with the agreements we have with the employment centers of Empoli and Verona.</p>	<p>Collaboration with PizzAut for the creation of an ice cream (Stecco Amando Cocoa and Raspberry): for each pack purchased, €1.5 will be donated to PizzAut to support its activities in favor of social work inclusion for autistic people.</p>

GOAL 3: SUSTAINABLE BUSINESS MODELS

Adopt responsible production, distribution, trade, and commercial intermediation models that respect sustainability principles, promoting the use of raw materials with lower environmental impact, resource circularity, and waste minimization.

For Sammontana, adopting responsible production and distribution models means transforming every industrial choice into an opportunity to generate shared value, while reducing the environmental impact along the entire supply chain.

From the selection of raw materials to the recovery of surpluses, every action is part of a broader plan for transitioning into a circular economy, capable of combining efficiency, innovation, and environmental justice.

The two impact stories that follow illustrate this commitment from a complementary perspective: the collaboration with *Regusto* aimed at reducing food waste through digital and transparent management of surpluses and the *Almond Code*, a structured program to promote a traceable, fair, and resource-regenerating agricultural supply chain.

Two projects that move in the same direction: doing business while generating a positive and measurable impact on the environment, people, and territories.

2024 IMPACT STORIES

A SUPPLY CHAIN THAT NOURISHES TWICE: THE COLLABORATION BETWEEN SAMMONTANA AND REGUSTO AGAINST FOOD WASTE

In 2024, Sammontana took another concrete step towards circular sustainability by strengthening its collaboration with Regusto, a digital platform for transparent food donation management. In a context where fighting waste represents one of the most urgent environmental and social challenges, the company turned unsold goods into resources, generating a positive impact throughout the supply chain.

Thanks to Regusto's blockchain technology, each donation was tracked with transparency, allowing Sammontana to monitor and enhance its environmental and social contribution. Over the course of 2024, more than 53 tons of food products were donated, 85% of which were at risk of waste due to proximity to the Minimum Shelf Life (MSL). These Sammontana's products, distributed across the main frozen categories, reached 8 non-profit organizations, concretely supporting their activities in the territory.

The following numbers tell a tangible story of impact:

- **106.617 equivalent meals** distributed to people in need
- **22.387 kg of CO₂ avoided**, equivalent to about 160.000 km traveled by car
- **28.688 m³ of water saved**, equivalent to the annual consumption of over 400 people
- **23.244 m² of preserved land**, contributing to the protection of ecosystems

These results, facilitated by Regusto's certified tool according to ISO 14040-44 standards, demonstrate that circular surplus management can generate measurable benefits for people, the environment, and the social fabric.

The collaboration with Regusto is not just an efficient resource management model: it is a concrete example of how digital innovation can amplify the reach of solidarity. Together, Sammontana and Regusto show that reducing waste not only means avoiding costs but also creating value.

THE ALMOND CODE: A CONCRETE COMMITMENT TO A MORE SUSTAINABLE AGRICULTURAL SUPPLY CHAIN

The *Almond Code* is a program promoted by Sammontana to actively engage all actors in the almond supply chain in a shared journey towards sustainability. The goal is to define and share

operational principles that ensure positive impact throughout all stages of production, from cultivation to processing.

The journey is structured around **five fundamental rules** designed to ensure a positive impact throughout all stages of the supply chain.

- **Traceability and environmental certification.** All engaged producers must comply with the ISCC PLUS certification and monitor greenhouse gas (GHG) emissions. The segregated chain of custody ensures transparency and effectiveness at every stage, promoting rigorous sustainability standards.
- **Biodiversity protection. Biodiversity is monitored** on agricultural lands dedicated to almond orchards. Through careful environmental control, agricultural practices that safeguard natural resources are promoted, encouraging ecological habitats that preserve soil quality and contribute to the natural control of plant species, strengthening the resilience of local ecosystems.
- **Sustainable management of water resources.** Water consumption is calculated in detail for each kilogram of semi-finished product (pasta and grain) through a comprehensive “cradle to gate” analysis. Structured data collection enables resource use optimization, in line with the UN Sustainable Development Goals.
- **Material circularity.** The Material Circularity Indicator (MCI) developed by the Ellen MacArthur Foundation measures the circularity index of virgin materials used, non-recoverable waste generation, and recycling and reuse efficiency throughout the product life cycle
- **Economic equity in the supply chain.** All members must ensure fair economic recognition, specified in contracts, that values investments and efforts made in terms of sustainability, going beyond the market price of the raw material.

Through this code, Sammontana positions itself as food industry player at the forefront of combining innovation and responsibility, integrating environmental, social, and economic aspects into a systemic and regenerative vision of the supply chain.

2024 RESULTS AND 2025 GOALS

PLANNED ACTIONS AND TARGETS			
Topics	Targets	2024	2025
Environmental management system	Obtaining ISO 14001 certification for the Cognola, Colli, and Vinci plants, along with the Empoli plant already certified in 2023.	100%	Feasibility analysis to identify another plant to certify ISO 14001
	Extension to the new perimeter Sammontana Italia	-	Adjustment of EMS to Sammontana Italia Group
Water consumption efficiency	Water recovery equal to 100% (+40,000 m³) compared to 2023) thanks to ad hoc interventions at the Empoli and Vinci plants.	The installations at the plants were scheduled for the end of 2024. As such, there has not yet been an impact in 2024.	The goal is confirmed by 2025
	Reduction of m³ of water consumed per ton of finished product through efficiency initiatives at major plants (reverse osmosis plant in Empoli, resin replacement in Cognola, and closure of cooling circuits in Empoli)	16,614 m ³ /t	16,500 m ³ /t
Reduction of produced waste	Reduction of produced waste, in order to achieve 19,9% of waste tons produced out of the total finished product made in the year	26%. The reason for the increase is related to the counting of wooden pallets that have been counted as part of factory waste	The 2025 goals will need to be recalibrated based on the new perimeter
Products developed through eco-design	Achieve 30% of the volume of products developed through eco-	14%. The goal was not achieved because of	The 2025 targets will need to be recalibrated based on

	design processes out of the total products sold (in terms of revenue), by introducing new production lines in the ice cream sector	constraints due to the ongoing M&A process at the time	the new perimeter.
Product impact analysis	Expansion of the perimeter of products subjected to a LCA analysis	100% of self-production	To extend to all the Group's self-production
Product certification	Achievement of 52% of sold products with sustainability certifications , compared to the total of products sold (in terms of revenue), including, among the main ones, BIO, CTM, FAIRTRADE, ISCC PLUS, RAINFOREST ALLIANCE, RSPO.	Following the guidelines of the new regulation on green claims, all sustainability claims on products have been removed	The goal must be recalibrated based on the regulation on green claims
Responsible raw materials	Procurement of 36% of raw materials with sustainability certifications , in relation to the total of purchased raw materials (in terms of purchase cost). Among the main certifications: Organic raw materials, CTM, Fairtrade, Rainforest Alliance, RSPO, ISCC PLUS.	100%	The target will need to be recalibrated based on the new perimeter
Evolution of the supply chain - Almond Supply Chain	Continuation of the Almond Supply Chain project with the goal of certifying the entire ISCC PLUS supply chain according to the segregated chain of custody by the end of the year. Integration of	Almond Code implemented (see <i>second impact story above</i>)	To maintain Almond Code certification

	requirements related to topics such as water consumption, emissions produced, biodiversity management and circularity, at a fair price.		
Responsible packaging	Recyclable materials packaging , out of the total packaging volume, purchased during the year.	96%	To maintain
	Use of certified packaging with reduced environmental impact equal to 60% of the total packaging volume purchased.	100%	The target will need to be recalibrated based on the new perimeter
Responsible commercial initiatives	Analysis and evaluation of the results of the questionnaires sent to Sammontana's partners' sales points, located on the main Italian beaches, within the initiative "Lidi Green".	100%	The target will need to be recalibrated based on the new perimeter

GOAL 4: CO-EVOLUTION OF THE ECOSYSTEM

Promote interdependence within the ecosystem in which Sammontana operates, through collaboration and engagement with its partners, in order to stimulate its evolution and to improve the sustainability performance of the entire supply chain, aware that positive impact can only be maximized together.

In pursuing this Common Benefit Goal, we have chosen to invest in strong relationships, authentic collaborations, and shared growth paths.

The three stories that follow illustrate how this commitment has been translated into concrete actions: through strategic partnerships, active involvement of the supply chain, and valuing people, we have started transformation processes that go beyond the company, generating a positive and lasting impact on the entire system of which we are a part of.

2024 IMPACT STORIES

A MERGER, AN OPPORTUNITY FOR EVOLUTION: THE HUMAN VALUE OF CHANGE

The merger involving **Sammontana S.p.A. Benefit Corporation** has brought significant organizational and cultural challenges. It was not just about integrating processes or capital, but about bringing together different stories, identities, leadership styles, and working habits.

It is in this context that the collaboration with **Progrexus** proved crucial. Progrexus is a company that combines **business consulting and human resources consulting expertise**, with the goal of accompanying organizations through transformation processes in an integrated and systemic way.

Progrexus has established itself as a **strategic partner** capable of leading profound, sustainable, and shared change. Its approach has fostered an **interdependent evolution** among people, teams, and different organizational cultures, in full alignment with our vision of systemic sustainability.

Thanks to this partnership, we have improved internal relational performance and **strengthened collaboration along the entire supply chain**, laying the foundations for a lasting and participatory evolution.

The **Progrexus model** has proven to be essential for solidifying the transformation journey. The dual approach, based on the continuous exchange of feedback between the technical dimensions of the business and the relational “human” ones, has created a concrete and measurable impact in terms of **relational effectiveness, motivation, and shared vision**.

Throughout the journey, concrete and innovative approaches have been activated, including:

- **Business therapy/psycho-management sessions:** individual sessions that integrate psychological and managerial tools to help collaborators understand their leadership style, recognize ineffective patterns, and develop more functional and contextually coherent responses.
- **Dyads and triads mediated by feedback:** structured dialogue spaces for pairs or trios, mediated by a Progrexus consultant, to promote mutual listening, sharing of expectations and feedback, and trust building.
- **Change Leading Academy:** training meetings composed of theoretical e-learning capsules, practical workshops, and supervisions, aimed at enhancing the managerial and leadership skills of the involved resources.

At the foundation of these interventions, the Progrexus model integrates psychological and organizational tools to support the evolution of the leadership role. Through self-observation, coaching, and targeted follow-ups, those in positions of responsibility learn to recognize dysfunctional automatisms and to experiment with more intentional and effective behaviors, consistent with the context. This approach equips leaders with relational and decision-making tools to face present and future changes with clarity.

This has fostered not only integration between the people of the two groups but also the **emergence of a common language and a feedback culture**, now recognized as distinctive assets of the new organizational reality.

The impact of the intervention has been profound and lasting. The Progrexus approach, founded on continuous analysis of individual and systemic dynamics, ensured that changes were not only implemented but genuinely internalized.

This collaboration has allowed us to approach transformation not as a challenge to manage, but as **an opportunity for shared growth**, fully aligned with our founding values of **responsibility, people's well-being, and sustainable development**.

GROWING TOGETHER: SUSTAINABLE CO-EVOLUTION WITH THE SUPPLY CHAIN

For Sammontana, the sustainable evolution of the supply chain is an integral part of its impact model.

Since 2022, we have embarked on an ambitious journey of supply chain engagement, aware that authentic and lasting sustainability can only result from a **shared responsibility**. Starting with the co-creation of the **Code of Conduct** and the adoption of a **self-assessment questionnaire**, the company has promoted a continuous and transparent dialogue with its suppliers, laying the foundation for a supply chain that is increasingly aware, resilient, and oriented towards positive impact.

In 2024, this journey reached a crucial milestone with the planning of a **workshop for discussion and co-design**. A moment of listening and collective building, in which 30 strategic suppliers discussed three topics identified as particularly relevant from the questionnaire analysis:

- **Diversity & Inclusion,**
- **Circular Models,**
- **Emissions Reduction.**

Organized into **six working groups**, the participants shared experiences, challenges, and best practices, creating a concrete reflection on how each entity can contribute, in synergy with Sammontana, to achieve common goals. From this day of discussion, **six collaborative projects emerged**, one for each group, which will be developed over the next year as **shared sustainability initiatives**.

The initiative strengthened a new way of understanding the supplier-client relationship: no longer a linear dynamic, but a true **co-evolution** based on trust, transparency, and shared vision. Together with its supply chain partners, Sammontana is building an ecosystem capable of **multiplying the positive impact** along the entire value chain, exploring new paths to make sustainability a concrete lever of competitiveness and innovation.

This collaborative approach not only enhances the sustainability of the value chain, but strengthens the interdependence between Sammontana and its partners, in line with our vision of a collectively built positive impact.

CULTURE BUILDERS: THE ROLE OF “AMBASSADOR DEL SORRISO” IN SUSTAINABLE TRANSFORMATION

Sustainability is also built from within, through the activation of widespread energies.

May 10th, 2024 marks the official starting point of the “**Ambassador del Sorriso**” program, a group of **35 people** from all business areas, united by their sensitivity to sustainability issues and their desire to be agents of change.

Their role goes beyond mere testimony: they are **internal and external ambassadors**, tasked with spreading the culture of sustainability and **leading conscious choices in their respective fields of work with competence and vision**. This ambitious task makes them true protagonists of Sammontana's sustainable transformation.

To strengthen this journey, an experiential workshop was organized in 2024, allowing the Ambassadors to “step into the shoes” of **Impact Managers** for a day. Through a creative and participatory exercise, they worked in groups to imagine and narrate **stories of impact** inspired by the five **common benefit goals** contained in the benefit corporation's statute.

From this exercise, the “**Storie del Sorriso**” were born: tales of a possible future, reflecting values, ideas, and concrete solutions, born from the vision of those who live and build the company from the inside every day. This initiative generated awareness, empowerment, and, above all, **new connections** between people, roles, and different perspectives.

Today, the “Ambassadors del Sorriso” represent an **active and cross-functional community**, capable of driving sustainability strategies in an authentic and participatory way. Their daily commitment helps embed the culture of common benefit into the company's identity and practices, translating vision and values into operational choices and trust-based relationships. Through their example, Sammontana demonstrates that sustainability is not (just) a goal to achieve but a **way of being**, built together, with a smile. Day after day, we are building an organization capable of evolving with awareness, where the culture of sustainability translates into shared actions, day after day.

2024 RESULTS AND 2025 GOALS

PLANNED ACTIONS AND TARGETS			
Topics	Targets	2024	2025
Facilitate systematically the transformation of the Group: partnership with Progrexus	Number of mediated dyads/triads	66	80
	Hours of business therapy/psycho management	113	150
	Number of people involved in Change Leading Academy	23	40
	Number of people involved in the Project	88	110
Responsible supply chain management system	Development of a responsible supply chain management procedure	100%	To extend towards the new Group's perimeter.
	Sharing the Supplier Code of Conduct with all major suppliers of Sammontana (80% of the purchasing expenditure).	100%	To extend towards the new Group's perimeter.
	Development of an internal system of supplier evaluation (questionnaire) that integrates sustainability criteria	100%	To extend towards the new Group's perimeter.
	Sharing of the sustainability questionnaire with all main suppliers of	100%	To extend towards the new Group's perimeter.

	Sammontana (80% of purchasing expenditure).		
Supply chain evolution	Organization of workshop/work tables with an ad hoc selected Group of suppliers , based on the results of the sustainability questionnaire, with the aim of sharing best practices to improve the sustainability performance of Sammontana's supply chain .	100% (see <i>second impact story above</i>)	To repeat workshops extending to the new perimeter of the Group
	Activation of 2 additional partnerships (in addition to existing ones) with strategic business partners, in order to develop synergistic projects aimed at improving environmental and social aspects of the supply chain.	Two regenerative initiatives have been carried out: <i>The Almond Code</i> (see <i>impact story above</i>) and <i>Oasi Sammontana</i> , that was initially started by the company Persea.	To activate partnerships with Tuscan B Corps
Evolution of the supply chain - Wheat Supply Chain	Ensure that 99% of the volumes of wheat purchased consists of ISCC PLUS certified wheat raw material.	100%	To conduct a feasibility study to define multi-year objectives aimed at expanding the purchase share within the new business perimeter
	Increase the number of pastry references produced for us by co-packers with ISCC PLUS	The expansion of the company perimeter and the inclusion of newly purchased products	To carry out a feasibility study to define multi-year goals aimed at

	certification up to 95% of total sales.	made it difficult to pursue this goal which, therefore, was not achieved.	expanding the purchase share within the new business perimeter
Supply chain evolution - Milk Supply Chain	Analysis and mapping of the milk supply chain in order to develop at least 3 partnerships with the most virtuous business partners.	The mapping has been completed but it was not possible to go beyond tier 1 suppliers and, therefore, the planned partnerships have not been activated	To rationalize the supply chain for the Group's perimeter.
Initiatives in collaboration with the ecosystem	Collaboration with Legambiente for the project "Clean Beaches and Sea Floors" with the goal of carrying out at least 4 initiatives .	100%: 4 initiatives in Tuscany	8 initiatives (6 in Tuscany, 1 in Veneto and 1 in Lazio) already planned with the involvement of more than 300 people (including several students).
Sammontana employees' engagement	Donation quota made by employees to the selected associations, for an amount more than double compared to 2023 (value equal to 1,000 euros)	2,130 €	To extend the survey to the Group's perimeter
	Number of "Ambassador del Sorriso"	35 active Ambassadors (see <i>third impact story above</i>)	To extend to the Group's perimeter
	Management training on B-Corp topics	-	100% of the Group's management

GOAL 5: DECARBONIZATION OF THE BUSINESS MODEL

Implement a progressive evolution of the business and operational model towards a net-zero economy, in line with the European climate neutrality and national ecological transition goals.

2024 IMPACT STORIES

DECARBONIZE THROUGH LIFE CYCLE ASSESSMENT (LCA)

In 2024, Sammontana achieved an important milestone in its commitment to environmental sustainability: it was the **first Italian company** in its sector to obtain the **LCA Systematic Approach certification**, issued by **CSQA**, a leading body in agro-food certifications. This recognition attests to the adoption of a scientific, systematic, and verified system for conducting product life cycle studies – a concrete and innovative step towards the **decarbonization** of business activities.

At the heart of this success is a long-standing collaboration with **Spinlife**, spin-off of the University of Padua and Sammontana's scientific partner since 2017. Together, the two entities have conducted pioneering **Life Cycle Assessment (LCA) studies**, starting with the iconic "barattolino", analyzing every phase of the product life cycle: from raw materials to end-of-life.

Thanks to this collaboration, Sammontana has developed and certified an internal **LCA Management System**, enabling rapid, accurate, and continuous analysis of the environmental impacts of its products. This system not only improves existing products but also provides essential data during the design phase to reduce environmental impact from the very first choices.

Through the certified LCA approach, Sammontana can now:

- Identify main sources of emissions and environmental impacts.
- Establish specific improvement strategies aimed at reducing the carbon footprint.
- Measure the results transparently, thanks to annual verification by an independent third party.

This initiative represents a **paradigm shift**: moving from detailed analysis of individual products to a **structural and systemic approach to sustainability**, perfectly integrated into business processes. Sammontana thus confirms its role as a pioneer in the ecological transition of Italian agribusiness, demonstrating how scientific innovation can translate into measurable environmental impacts and responsible lifecycle product management.

This certification is not just an achievement, it is a starting point for future actions to reduce emissions, delivering tangible benefits for the climate, the territory, and the communities where the company operates.

2024 RESULTS AND 2025 GOALS

PLANNED ACTIONS AND TARGETS			
Topics	Targets	2024	2025
SBTi standards subscription	Establishment of the corporate commitment and definition of activities	-	100%
Monitoring and reduction of emissions produced	Reduction of 12.156 tons of Scope 1 and 2 emissions produced, compared to the 2016 baseline. Reduction of 33% of Scope 1 and 2 indexed emissions per ton of finished products during the year, compared to the 2016 baseline.	0,461	0,369
Machinery efficiency (Scope 2)	Saving an additional 2,5 million kWh thanks to various efficiency initiatives launched in 2023. (For more details on efficiency initiatives, refer to the <i>impact story</i> : “ <i>The path of decarbonization of our business</i> ”).	100%	To be evaluated based on the perimeter extension
Electricity from renewable sources (Scope 2)	Installation of new solar panels at the Colognola plant for a power of 115 kWh, for a production of 100.000 kWh/year .	100%	No other installations are planned in 2025
	Achievement of 65% of electricity consumption* from renewable sources , through self-production from photovoltaics and purchase of electricity with Guarantees of	The consumption share is about 68%	Aim for 80%. In 2025 the scalability of purchasing overtime will be

	Origin (GO). * based on the percentage weight of renewable energy purchased from the grid.		planned for the entire perimeter of the Group.
Reduction of vehicle fleet emissions (Scope 1 & 3)	Drafting the Mobility Policy for sustainable mobility, aimed at reducing the environmental impacts of business travel and commuting through the promotion of smart working, carpooling, and the modernization of the vehicle fleet in terms of types of vehicles and fuel used.	100%	To start the PSCL in metropolitan cities
	Monitoring of the routes of Sammontana's vehicle fleet , with the goal of developing a plan for migration to electric.	100%	To continue monitoring
	Distribution of an app designed to encourage commuting choices with lower environmental impact with reward systems to all employees.	100%	To extend to the Group's perimeter
	Installation of an additional 4 electric charging stations , equally distributed, at Vinci and Colognola locations to complement the 7 charging stations already present at the Empoli location.	100%	-
Compensation for emissions produced (Scope 1, 2, 3)	Maintenance of 100% compensation for Scope 1 and scope 2 emissions and offsetting 21% of total Scope 1, 2 and 3 emissions during the year.	Sammontana has decided to no longer offset emissions through purchasing credits but to focus on reducing its own emissions	Commitment letter to SBTi.
	Identification of initiatives with an impact on the local Sammontana community for the offsetting of	Started journey to organize framework for	Complete the Oasis project and converge towards

	Scope 3 emissions.	the Sammontana Oasis, restoring natural habitats and supporting pollinator populations by integrating sustainable practices into activities	biodiversity credits.
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MEASURING OUR IMPACT

The social and environmental impact of our Company has been assessed using the international standard for external evaluation of the **Benefit Impact Assessment (BIA)**, in accordance with Law 208/2015, paragraph 382, letter b) and related annexes. The BIA enabled us to measure, evaluate, and identify improvement directions regarding our sustainability and social responsibility performance.

BIA RESULTS

The table below presents the results of the latest assessment conducted through the BIA, including both the overall score and the details for each analysis area. These results were validated by B Lab and concluded in November 2024 with the acquisition of the B Corp Certification. The scope of analysis includes Sammontana SpA Società Benefit, Gelfrigo Srl, Transfrigo Srl, Sammontana Holding Hong Kong Ltd, and Bagnoli Icecream Co. Ltd.

94.1

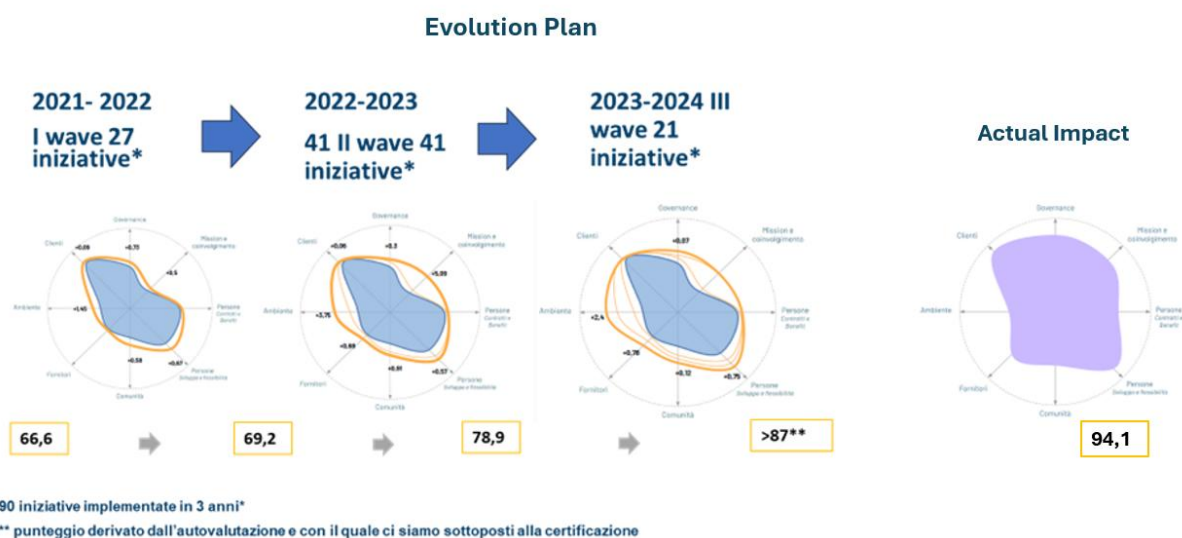
overall score

Area	Score
GOVERNANCE	14.5
WORKFORCE	27.5
COMMUNITY	20.3
ENVIRONMENT	26.9
CUSTOMERS	4.9

2021 marked the first time we assessed our performance using the BIA framework. The results presented here reflect an evolutionary journey we have been committed to since then.

Over the years, our score has increased across all areas, enabling us to reach and exceed the minimum eligibility threshold for B Corp certification (80 points) and leading us to obtain it.

At the time of submission, the self-assessment was 87 points. The sum of the scores relating to operations carried out across five impact areas was 85.8. An additional, 7.5 points were added for adopting the Benefit Corporation model, which safeguards the mission over time, and 0.8 points for another Impact Business Model, bringing the total to 94.1. Beyond the numbers, what gives these results real substance is the impact profile, a representation of the company's sustainability performance, which over time has evolved and allowed the company to generate positive impact in all impact areas measurable with the BIA:



Looking to the future, the company is committed to continuing its path of continuous improvement by initiating a new analysis at the Sammontana Italia Group level according to the New Standards of B Lab. This will confirm and strengthen its positive impact and its alignment with the principles of the certification.

CONCLUSIONS

With this second Impact Report we renew our commitment to transparency, enforcing visibility of our actions and projects through which we give substance to our common benefit goals on a daily basis. This journey draws strength from our corporate purpose and the sustainability strategy that guides us, with a careful focus on people, the environment, and the future we aim to help build.