

SUSTAINABILITY STATEMENT 2025

EXECUTIVE SUMMARY

SAMMONTANA HOLDING S.P.A. BENEFIT CORPORATION



SAMMONTANA
ITALIA

The Smile that Nourishes the Future of New Generations

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Main sustainability achievements

Our Governance achievements

Benefit Corporation

By Sammontana Italia S.p.A.
Società Benefit

5 common benefit goals

B Corp certification

Obtained in 2024 by
Sammontana Italia S.p.A.
Società Benefit

Sustainability Governance

a dedicated Sustainability Department
(with a Head of Sustainability & Impact)
and a Sustainability Steering
Committee

Code of Ethics

Adopted by Sammontana Italia S.p.A. Società Benefit.
Applied to employees, collaborators and third parties

Organization, Management and Control Model (MOG) 231

Adopted by Sammontana Italia S.p.A. Società Benefit

Supplier Code of Conduct

96% of raw material suppliers in Italy received a sustainability questionnaire

Our Environmental achievements

12.2%

reduction in energy
intensity (MWh/€)

639,957 tCO₂eq

Group's Carbon
Footprint*

34.3%

reduction in Scope 2
emissions*

6.7%

reduction in Scope 3
emissions

Sammontana committed to the
Science Based Targets initiative (SBTi)

Sammontana joined the
Science Based Targets Network (SBTN) Corporate Engagement Programme

LCA Systematic Approach certification

To all products manufactured in Italy

Our Social achievements

27%

Employees participating in
performance and career reviews

-12%

Change in work related accident
rate** in 2025 compared to 2024

**29,438 kg of products
(58,877 equivalent meals)**

donated to local communities

Sammontana launched a
Structured Human Rights Risk Assessment (HRRRA) along the value chain

*The Group's carbon footprint is the sum scope 1, scope 2 and scope 3 emissions. For the scope 2 quota, the market-based approach was considered. The reduction in Scope 2 emissions refers to the market-based approach.

**The work-related accident rate is calculated based on 1,000,000 hours worked.

Group structure and main activities

Sammontana Holding (hereinafter also the “Group” or “Sammontana”) is an **international food company specializing in ice cream, frozen bakery and patisserie products**, with a strong heritage in Italian food manufacturing and a growing global footprint. Its current positioning reflects a significant industrial integration completed in December 2025, which combined Sammontana Italia S.p.A. Società Benefit with the companies of the Forno d’Asolo (“FDA”) Group¹, strengthening the Group’s scale, product portfolio and market reach. This evolution has consolidated Sammontana’s role as a leading player in “Made-in-Italy” frozen desserts and bakery products at an international level.

The Group operates across Europe, North America and selected international markets, serving both the Ho.Re.Ca. channel and large-scale retail. Its offering includes Italian-style gelato, frozen pastries, sweet baked goods and patisserie, complemented by selected frozen food products, marketed through a portfolio of well-established brands and private label solutions.

Value creation along the value chain

Sammontana’s **own operations** include product development and design, preparation of doughs and mixtures, processing, freezing, packaging, quality control and storage of finished products. These activities are supported by commercial activities such as order collection, production planning, marketing and promotion, logistics and transport, as well as by corporate departments including HR, Finance, IT and Marketing, ensuring coordination and operational continuity across the value chain.

The business model relies on a combination of **inputs**, that are mainly agricultural products and raw materials (such as milk, sugar, cocoa and cereals) and packaging materials, energy, water and human capital. **Outputs** consist of food products intended for final consumption, while outcomes include both environmental impacts, such as natural resource use, emissions and waste generation, and social impacts, including employment, food safety and relationships with consumers and local communities.

The **upstream value chain** is structured across multiple tiers of suppliers, ranging from primary producers to direct suppliers of ingredients, packaging, machinery and services, and represents a critical area in terms of natural resource use, working conditions and respect for human rights. The **downstream value chain** value chain encompasses distribution and logistics through large-scale retail and Ho.Re.Ca. channels, final consumption and end-of-life management, including the disposal of food residues and the management of packaging through collection, recycling or energy recovery. These phases are particularly relevant in relation to impacts on consumers,

¹ During 2025, the Group completed a significant post-acquisition corporate reorganization: Sammontana Italia absorbed Forno d’Asolo and its subsidiary SIPA, and was subsequently merged through a reverse absorption into Sammontana S.p.A. Società Benefit, which then adopted its name. The transaction became legally effective retroactively as of January 1, 2025, and effective for tax and accounting purposes as of December 31, 2025. The 2025 reporting scope includes Sammontana Italia S.p.A. Società Benefit in its new corporate structure, together with its foreign subsidiaries already within the scope (Forno e Più, Bononia, Bindi Deutschland, Bindi North America, Dessert de France, Dakana Services, Gelpat Tradition and Les Experts Pâtisseries) and its Italian subsidiaries Transfrigo and the newly incorporated Sammontana Italia Retail, for the entire financial year. La Rocca Creative Cakes Inc. is also included from April 1, 2025, the date of its acquisition. The Group applies the reporting exemption for Lizzi Srl, which was divested on February 28, 2025.

such as food safety, transparency and responsible marketing, as well as environmental aspects linked to packaging.

Products and geographical presence

Our **product portfolio** include ice cream as well as frozen bakery and patisserie products, such as sweet pastry, patisserie and viennoiserie, together with frozen food products manufactured by co-packers or marketed under third-party labels.

The **Group's commercial distribution** covers Italy and several European countries, including France, Germany, Austria, Switzerland and the United Kingdom, as well as non-European markets such as the United States, Canada, Australia, China, Israel and Morocco. Sammontana primarily serves the Ho.Re.Ca. channel, including bars, restaurants, hotels and gelato shops, and the large-scale retail channel, which represent the most significant segments in terms of volumes and market presence.

Sustainability integration in strategy and governance

Sustainability strategy

Our sustainability strategy is grounded in its corporate purpose, ***“Il Sorriso che Nutre il Futuro delle Nuove Generazioni”*** (*“The Smile that Nourishes the Future of New Generations”*), which guides the way the Group creates long-term value and informs its strategic and operational choices. On this basis, the strategy is structured around three pillars which provide a consistent set of principles for integrating sustainability considerations into business activities and across the value chain.

These pillars are translated into **five common benefit goals**, which reflect **a broad and integrated approach to sustainability**, covering product quality and consumer care, support to communities and future generations, the development of sustainable and circular business models, collaboration across the ecosystem and the progressive decarbonization of the business. Together, they define the main areas in which the Group pursues its environmental and social objectives and enable monitoring of progress over time.

The five common benefit goals are embedded within the **Benefit Corporation status²** adopted by Sammontana Italia Società Benefit S.p.A., which formalizes the integration of sustainability commitments into governance and business conduct and is expected to be extended to the parent company, Sammontana Holding S.p.A., from the next financial year. The Group monitors its sustainability performance through the Benefit Impact Assessment (BIA) standard (version 1.6), which provides a structured and comparable methodology for assessing overall impact and supports a continuous improvement approach. This approach is further strengthened by the **B Corp certification obtained by the company**: in 2024, Sammontana Italia Società Benefit S.p.A. achieved an overall BIA score of 94.1, while the FDA Group reached a score of 56.2, reflecting different levels of maturity across the Group and providing a baseline for progressive alignment and integration.

² The Benefit Corporation status currently refers to Sammontana Italia Società Benefit SpA., which, as the Group's operating subsidiary, concentrates the main industrial and commercial activities. Sammontana Holding SpA, the parent company, has initiated the process of amending its bylaws and plans to adopt the Benefit Corporation status starting from the 2026 financial year.

Our three strategic directions are:

- **Health and Well-being pillar**, which focuses on ensuring product quality and safety while promoting responsible practices and the well-being of both consumers and employees.
This strategic pillar is translated into two common benefit goals: creating high-quality food products and contributing to the growth and development of local communities.
- **Sustainable Supply Chains pillar**, which emphasizes the development of responsible, transparent and resilient value chain relationships, adopting a life cycle *perspective*.
This pillar is supported by two common benefit goals: adopting responsible production, distribution and commercial models and promoting collaboration and interdependence across the ecosystem in which the Group operates.
- **Environment pillar**, which addresses the management of environmental impacts and the transition towards more sustainable and efficient production models.
This pillar is reflected in the common benefit goal of progressively evolving the business model towards a low-carbon economy.

Sammontana's operations and value chain generate a range of **environmental and social impacts**, linked to the intensive use of energy, water, natural resources and packaging materials in production processes, as well as to waste generation along both upstream (raw material sourcing) and downstream (post-consumer packaging and unsold products) stages of the value chain. **Upstream activities**, especially those related to agricultural raw materials, are associated with environmental pressures (as biodiversity loss, soil and water pollution) and social risks related to working conditions and respect for community rights in countries of origin. From a social perspective, the Group is also exposed to impacts connected to the management of its workforce, while additional aspects relate to the potential effects of product characteristics and marketing practices on consumer health and well-being.

These impacts, risks and opportunities are identified and assessed through a **double materiality approach**, in line with ESRS requirements. This assessment considers both the **impacts** generated by the Group on the environment and society (impact materiality) and the potential financial effects of sustainability-related **risks and opportunities** on the Group's performance and resilience (financial materiality), across the entire value chain. The outcome of this assessment is reflected in the table below, which summarizes the **material sustainability topics and sub-topics identified, together with their positioning** along the upstream, own operations and downstream phases of the value chain.

Table 1. Relevant topics and subtopics

Topic	Sub-Topic	Value Chain Position
E1 – Climate change	Climate change mitigation	Upstream – Own operations – Downstream
	Climate change adaptation	Upstream – Own Operations – Downstream
	Energy	Own Operations
E2 - Pollution	Pollution of air	Upstream
	Pollution of water	Upstream
	Pollution of soil	Upstream
	Substances of concern, including substances of extremely high concern	Own operations

	Microplastics	Downstream
E3 – Water	Water use	Upstream – Own operations
E4 – Biodiversity and ecosystems	Direct drivers of biodiversity loss (e.g. land-use change, climate change, pollution, invasive species)	Upstream
	Impacts on species	Upstream
E5 – Circular economy and resource use	Resource inflows	Upstream – Own operations
	Resource outflows	Own operations
	Waste management and circularity	Upstream – own operations – Downstream
S1 – Own workforce	Working conditions (employment, wages, working time, H&S, social dialogue)	Own operations
	Equal treatment & opportunities (diversity, gender equality, training)	Own operations
	Other work-related rights (child labour, forced labour, privacy)	Own operations
S2 – Workers in the value chain	Working conditions (employment, wages, working time, H&S, social dialogue)	Upstream – Downstream
	Social dialogue, freedom of association, works councils, workers’ rights to participation and collective bargaining	Upstream – Downstream
	Health and safety	Upstream – Downstream
	Equal treatment & opportunities (diversity, gender equality, training)	Upstream – Downstream
	Other work-related rights (child labour, forced labour, privacy)	Upstream
S3 – Affected communities	Economic, social and cultural rights	Upstream – Own operations
S4 – Consumers and end users	Access to information	Own operations
	Data protection & privacy	Own operations
	Responsible marketing	Own operations
G1 – Business conduct	Anti-corruption and anti-bribery	Upstream – Own operations
	Supplier relationships (including payment practices)	Own operations

To manage the material impacts, risks and opportunities identified through the double materiality assessment, the Group relies on a **structured set of ESG policies** that together form its sustainability management system. These policies provide an integrated approach to guide how sustainability is addressed across both operations and the value chain, defining common principles, operational commitments and areas of responsibility that support consistent and responsible business conduct. **Some of these policies have a cross-cutting nature** and apply across **all sustainability dimensions**, embedding overarching principles related to governance, ethics, stakeholder engagement and responsible value creation. The Group has also adopted more **specific policies** addressing individual environmental, social or governance topics, allowing for a more targeted management of the most relevant impacts, risks and opportunities identified.

The table below provides an overview of the main policies in place, illustrating how the Group structures its approach to sustainability through a combination of transversal and topic-specific

instruments, which together support the management of sustainability matters in a coordinated and progressive manner.

Table 2. Sammontana Group's policies ESG

ESG Policies (cross-cutting)		
<i>Sustainability Policy</i>		
<i>Supplier Code of Conduct</i>		
<i>Sustainable Procurement Policy</i>		
<i>Code of Ethics</i>		
<i>Code of Conduct</i>		
Environment	Social	Governance
<i>Environmental Policy</i>	<i>Quality and Food Safety Policy</i>	<i>Anti-Corruption Code</i>
<i>No Deforestation Policy</i>	<i>Human Rights Policy</i>	
	<i>Diversity, Equity and Inclusion Policy</i>	
	<i>Health and Safety Policy</i>	
	<i>Stakeholder Engagement Policy</i>	
	<i>Ethical Marketing Policy</i>	
	<i>External Social Media Policy</i>	

Sustainability Governance and business conduct

The **Board of Directors of Sammontana Holding** plays a central role in setting the Group's strategic direction and in overseeing the economic, environmental and social matters that are most relevant to the business. The Board specifically monitors the **progress of sustainability initiatives** and is responsible for the **approval of the main sustainability reporting documents**, including the Impact Report and the Sustainability Statement. Its activities are supported by the Sustainability Department, led by the Head of Sustainability & Impact, which provides technical analyses and consolidated information to enable informed decision-making.

At operational level, the implementation of strategies is ensured by management through coordination across the various corporate functions, while a structured internal control system supports transparency, reliability of information and compliance with regulatory and internal requirements. The management and coordination of sustainability topics are entrusted to the **Head of Sustainability & Impact** and the **Sustainability Department**, which operate in close interaction with the business functions while remaining external to the Board. This structure is responsible for designing initiatives, monitoring performance and ensuring the continuous flow of information towards governance bodies. The approval of sustainability reporting by the Board represents the formal moment in which sustainability objectives, actions and results are reviewed and validated at the highest level.

Strategic oversight is further strengthened by the **Sustainability Steering Committee**, coordinated by the Head of Sustainability & Impact and composed of the CEO, investors and the

Group's top management. The Committee serves as the main governance body for sustainability matters and provides a dedicated forum to discuss material impacts, risks and opportunities, define related targets and monitor their integration into strategic decisions, including major investments, transactions and risk management processes.

Within this governance structure, **business conduct** represents **a key enabling element**, as it translates the principles defined at governance level into concrete rules and behaviors applied across the organization and along the value chain. **Transparency** and **responsible business conduct** therefore guide both decision-making processes and the way activities are carried out in practice. This approach is grounded in a set of core principles such as legality, integrity, fairness and transparency, which are formally defined in the **Code of Ethics** and applied to employees, collaborators and relevant third parties.

These principles are supported by a structured governance and control framework, including the **Organization, Management and Control Model pursuant to Legislative Decree 231/2001**, which aims to prevent unlawful conduct and ensure that business activities are carried out in line with applicable regulations and internal standards. Alongside this, the Group has adopted specific policies and procedures covering areas such as anti-corruption, whistleblowing mechanisms and responsible business practices, contributing to the progressive strengthening of a culture of accountability and ethical conduct.

The same principles are extended along the value chain through dedicated instruments such as the **Supplier Code of Conduct**, which defines minimum requirements and improvement expectations relating to human rights, working conditions, health and safety, environmental protection and responsible sourcing. This reflects an approach based on shared responsibility, whereby suppliers and business partners are progressively aligned with the Group's standards and commitments.

Within this context, the Benefit Corporation status adopted by Sammontana Italia S.p.A. Società Benefit contributes to reinforcing transparency and accountability, by formally integrating common-benefit objectives into the company's purpose and governance. In parallel, the Group continues to foster the progressive alignment and harmonization of sustainability safeguards and practices across all entities, consolidating a shared and consistent approach to business conduct.

Environment

Our activities are closely linked to the use of natural resources and energy, making environmental topics a central element of our sustainability approach. In this context, Sammontana addresses environmental impacts, risks and opportunities through a structured approach that spans both its own operations and the broader value chain. Given the characteristics of its production processes and sourcing activities, the Group focuses on key areas such as **energy and emissions, pollution, water, biodiversity** and **circular economy**, with the aim of improving efficiency, promoting responsible resource use and strengthening control over the most relevant environmental aspects.

The data presented in the following sections reflect this approach and cover both impacts generated within own operations and those occurring along the value chain, providing a more comprehensive view of the Group's environmental profile and areas of attention. Environmental considerations are progressively integrated into strategic and operational decision-making processes, in line with ongoing efforts to improve performance over time.

The Group's environmental management approach

Energy use and direct emissions

The Group's double materiality assessment highlights that the main climate impacts in own operations are linked to **Scope 1 and Scope 2 greenhouse gas (GHG) emissions**, driven primarily **by energy consumption, the company fleet, the use of refrigerant gases** and the energy intensity of production processes. In 2025, overall energy consumption increased mainly because of the expansion of the Group's corporate and reporting scope. At the same time, energy intensity improved, pointing to greater efficiency despite the broader operational perimeter. The energy mix also continued to evolve, with a growing share of renewable sources and lower reliance on purchased electricity from fossil sources, supporting the containment of operational emissions even as fossil fuels remain a significant part of the Group's energy profile.

Table 3. Energy consumption and mix

Energy consumption	UoM	2024	2025	Variation ³
Total energy consumption	MWh	182,923	231,100	+26.3%
Total energy consumption from fossil sources	MWh	149,266	172,500	+15.6%
Total energy consumption from renewable sources	MWh	33,658	64,584	+91.9%
Energy intensity	MWh/€ M	274.1	240.8	-12.1%

Table 4. Greenhouse Gas Emissions (GHG) Scope 1 and 2

GHG emissions	UoM	2024	2025	Variation
Scope 1 GHG emissions	tCO ₂ eq	46,567.86	44,057.08	-5.4%

³ This table shows the variation in terms of percentage (%), while in the full sustainability report the variation is shown as an increase or decrease of MWh or MWh/€.

Scope 2 GHG emissions, location-based method	tCO ₂ eq	18,438.2	19,082.02	+3.5%
Scope 2 GHG emissions, market-based method	tCO ₂ eq	15,763.09	10,355.77	-34.3%
Biogenic Scope 1 GHG emissions	tCO ₂ eq	4,650.83	4,228.00	-9.1%

To address these impacts, Sammontana has implemented a set of specific climate actions focused on energy efficiency, lower-emission inputs and the gradual modernization of production assets. In 2025, the Group:

- increased the share of electricity sourced with **Guarantee of Origin certificates**, contributing significantly to the reduction of indirect emissions associated with energy consumption;
- completed the modernization of the ammonia refrigeration plant at the **Vinci** site, introducing a two-stage high-efficiency technology that improved energy performance and reduced indirect greenhouse gas emission;
- at the **Colognola ai Colli** site, replaced fossil-origin CO₂ with **liquid CO₂ of biogenic origin** used in bakery production, contributing to lower Scope 1 emissions;
- replaced refrigerant gases with **low-GWP alternatives** to reduce the impact of accidental leaks, as well as the launch of a modernization plan for the **Empoli** plant.

Alongside these operational measures, Sammontana strengthened its longer-term climate framework during 2025. The Group developed a mitigation plan that identifies emissions hotspots across the value chain and confirmed that it falls within the scope of **Science Based Targets initiative (SBTi) FLAG Guidance**, as emissions from agricultural raw materials represent a material share of the total inventory. This means the decarbonization pathway will need to address both industrial emission and agricultural emissions upstream. In December 2025, Sammontana formally committed to the **Science Based Targets initiative (SBTi)**, launching a structured process to define emission reduction targets aligned with a **1.5°C pathway**. The plan already points to the main decarbonization levers, including greater electrification of industrial processes, increased use of renewable electricity, lower-impact cold-chain logistics, low-GWP refrigerants, interventions in agricultural supply chains and packaging eco-design. While the formal transition plan is still being finalized, these steps mark a more structured move from individual interventions to a broader climate transition pathway integrated with the Group's industrial strategy.

Pollution management

Within its own operations, Sammontana's pollutant emissions remain limited and are generally **below the thresholds established by the E-PRTR Regulation⁴**, including those related to ammonia. While the Group acknowledges the environmental risks associated with the use of ammonia in refrigeration systems, particularly in the context of substances of concern and SVHCs, these are effectively managed within sites operating under **Integrated Environmental Authorizations (AIA)**, ensuring continuous monitoring and regulatory compliance. The only exceedances identified during the reporting year relate to waste volumes at two production sites.

⁴ The exceedances relate exclusively to waste volume thresholds and do not concern emissions of pollutants into air, water or soil, nor the use of chemical substances. These aspects related to waste are managed and monitored separately under the applicable regulatory framework.

More broadly, pollution management is embedded in the **Group's Environmental and Sustainability Policies** and supported by an **Environmental Management System** designed to monitor emissions, discharges and waste, while fostering compliance and continuous improvement across operations. In 2025, this approach was further strengthened through the introduction of a dedicated manual for the prevention and management of ammonia leaks at sites where ammonia is used in refrigeration systems, supported by annual staff training, operating procedures and automatic detection systems. The Environmental Management System, aligned with ISO 14001 and already implemented at Italian production sites, continues to provide the backbone for these activities.

Water management

Water remains one of the most relevant environmental topics for Sammontana, reflecting the **inherently water-intensive nature of the food sector and ice cream production**. Within its own operations, the most material impacts are linked to water withdrawal (1,186,907 m³) and water consumption at production sites (523,938 m³), including two facilities located in areas with greater water stress (269,794 m³).

Table 5. Water metrics

Water data⁵	UoM	2024	2025	Variation⁶
Total water consumption	m ³	269,794	523,938	+94.2%
Total water consumption in areas with water stress	m ³	152,041	124,611	-18.0%
Total water withdrawal	m ³	N/A	1,186,907	N/A
Total water discharge	m ³	N/A	662,968	N/A
Water intensity	m ³ /€M	404.3	545.8	+35.0%

Sammontana addresses water management through a structured approach that combines operational controls, targeted investments and measures to strengthen resilience in areas exposed to water stress. In practice, the Group is expanding the **use of flow meters across production sites** to enable more granular monitoring, identify the most water-intensive processes and support targeted efficiency measures. At the same time, it is investing in solutions such as **osmosis systems** and upgraded treatment infrastructure. In 2025, an osmosis plant was installed at Empoli for water used in refrigeration systems, while at Vinci an osmosis plant was introduced together with the strengthening of the existing treatment system to increase the share of water recovered and reused in cooling processes.

Resource use and circularity in operations

Circular economy is a relevant area for Sammontana because it brings together the way materials enter the business, how they are used in production and packaging, and how waste and by-products are managed at the end of the process.

On the **input side**, the inflows include **both food ingredients, agricultural raw materials and packaging materials**. The **main food and agricultural materials** used during the year included sugar, margarine, wheat flour, glucose syrup, coconut oil, skimmed milk powder, butter and pastry cream, while the **main packaging inputs** included paper boxes, cartons, die-cuts, paper

⁵ A portion of the water used within the production plants is recycled; However, to date, it is not possible to calculate the amount of water recycled or reused. It is also specified that water is never stored inside the systems.

⁶ This table shows the variation in terms of percentage (%), while in the full sustainability report the variation is shown as an increase or decrease of m³ or m³/€.

containers and plastic films used in food-contact packaging. Overall, these figures highlight the scale of material dependency across the business and the importance of gradually improving the quality and circularity of sourced inputs.

Table 6. Resource inflows

Resource inflows	UoM	2024	2025	Variation ⁷
Total weight of material inflows	tons	114,293	142,142	+24.4%
of which total weight of secondary materials ⁸	tons	12,511	12,566	+0.4%
Percentage of total weight of secondary materials	%	11 %	8.84 %	-2.2 %
Total weight of key materials	tons	N/A	96,945	N/A
of which total weight of secondary materials	tons	N/A	12,252	N/A
Percentage of total weight of secondary materials	%	N/A	12.64	N/A

On the **output side**, circularity efforts focus on the end-of-life of packaging released on the market and on the management of waste and by-products from production sites, since product durability and repairability are not applicable to food products. **100% of the packaging used by the Group is recyclable and can be conveyed to separate municipal collection streams, supporting its effective recovery at end-of-life.** At the same time, the overall increase in waste generation recorded during the year due to the expansion of the Group confirms that waste management remains a material area, from both an operational and environmental perspective. In addition, where food waste cannot be reworked internally, by-products are channeled through specialized operators and primarily directed to biogas production, enabling their recovery as a source of thermal and electrical energy rather than being treated solely as a disposal matter.

Table 7. Total amount of waste generated

Waste	UoM	2024	2025	Variation ⁹
Quantity of waste generated	tons	12,123	14,825	+22.3%
Quantity of waste diverted from disposal	tons	11,625	12,682	+9.1%
Quantity of hazardous waste diverted from disposal	tons	501	1,103	+120%
Quantity of non-hazardous waste diverted from disposal	tons	11,124	5,211	-53.2%
Quantity of waste directed to disposal	tons	498	2,143	+330.5%
Quantity of hazardous waste directed to disposal	tons	85	78	-8.2%
Quantity of non-hazardous waste directed to disposal	tons	413	437	+5.8%

⁷ This table shows the variation in terms of percentage (%), while in the full sustainability report the variation is shown as an increase or decrease of tons.

⁸ Secondary sources refer to materials previously used (non-virgin: those that are recovered from waste streams or other sources as well as materials found in used products or components) and reintroduced into production cycles, reducing reliance on primary resources and minimizing environmental impacts.

⁹ This table shows the variation in terms of percentage (%), while in the full sustainability report the variation is shown as an increase or decrease of tons.

Sammontana is addressing these challenges through a mix of packaging innovation, waste prevention, process efficiency and stronger monitoring. In 2025, the Group continued to reduce its reliance on virgin plastic by increasing the use of recycled or certified materials such as **FSC®** and **ISCC PLUS**, introducing non-plastic alternatives where technically feasible, and redesigning packaging to improve recyclability. This included converting the profiterole tray from polypropylene to PET with **80% recycled content** across around **614,000 units**, redesigning paper packaging structures for around **23 million units**, and implementing lightweighting actions that saved an estimated **11 tons of plastic**.

At the same time, Sammontana continued to improve efficiency within its operations. The **SLIM Lean Manufacturing Project** supported waste reduction along the production chain, while the monitoring of reuse and rework of process waste remained in place at the **Empoli, Vinci, Colognola ai Colli and Maser** sites, especially in the Ice Cream and Sweet Pastry divisions. In 2025, the Group also extended **Life-Cycle Analysis (LCA) Systematic Approach certification** to all products manufactured in Italy, strengthening its ability to identify improvement areas and integrate circularity and eco-design principles more systematically. This was complemented by the introduction of the **Almond Code**, which improves traceability and supports more responsible management of strategic raw material through a dedicated circularity index.

Beyond own operations: environmentally responsible value chain

Indirect emissions

Indirect emissions remain one of the most material climate impacts for Sammontana, reflecting the breadth of the Group's value chain and the weight of upstream sourcing, logistics and downstream activities. **Scope 3 emissions are primarily linked to the purchase of raw materials, transport and distribution, and downstream stages**, including emissions associated with the use of sold products and end-of-life treatment. The analysis of emissions hotspots also confirmed the strategic relevance of agricultural raw materials, which represent a particularly significant share of the Group's climate footprint. In this context, Sammontana monitors emissions across the value chain through an integrated approach designed to identify priority areas for action and better understand where its indirect impacts are concentrated.

Table 8. Greenhouse Gas Emissions (GHG) Scope 3

Scope 3 GHG emissions by category	UoM	2024	2025	Variation
Total gross indirect Scope 3 GHG emissions	tCO ₂ eq	627,489.78	585,543.76	- 6.7%

To address these impacts, the Group combines supply chain policies, traceability tools and responsible sourcing practices. A key element is the **No Deforestation Policy**, which ensures that raw materials covered by Regulation (EU) 2023/1115 are sourced without causing deforestation or forest degradation, supported by a structured due diligence system covering supplier traceability, data verification and transaction-level controls. More broadly, Sammontana's Sustainability and Environmental Policies promote responsible sourcing, more sustainable packaging, food waste reduction and the gradual integration of climate criteria into

supplier selection and monitoring processes, strengthening the Group's ability to manage indirect emissions both upstream and downstream.

This work is part of a broader effort to make climate management along the value chain more structured and actionable. In 2025, Sammontana further strengthened its focus **on emissions hotspots** and **priority levers for intervention**, particularly in agricultural supply chains, logistics and packaging, while also moving toward a more engaged approach with suppliers. In this context, the Group launched the **Decarbon Club**, a multi-stakeholder initiative designed to support suppliers in reducing emissions along the supply chain. The project includes the development of a dedicated tool for measuring Scope 3 emissions, including the development of a dedicated Scope 3 measurement tool, with the first operational step planned for November 2026.

Pollution along the value chain

Pollution-related impacts along Sammontana's value chain are mainly concentrated upstream, in connection with agricultural and processing activities (including soil, air and water pollution linked to farming, transport and wastewater management), and downstream, in relation to the potential release of microplastics at the end-of-life of plastic packaging.

Regarding the upstream segment, the Group integrates sustainability considerations into supplier selection and periodic evaluation processes through a combination of documentary requirements, traceability checks, audits and risk analyses, progressively strengthening oversight of environmental risks across the supply chain. On the other side, the potential downstream impact linked to microplastics is partially mitigated upstream as well, through packaging choices such as the increasing use of paper-based solutions and broader improvements in packaging design.

Water usage along the value chain

In the upstream phase, Sammontana identified a potential impact linked to water withdrawal by agricultural, livestock and food-processing suppliers, sectors that are inherently water-intensive and may place pressure on local water resources and aquatic ecosystems. In response, the Group is progressively extending its water stewardship approach beyond its own operations. This includes initiatives such as the **Almond Code**, which introduces criteria to monitor water consumption across the Sicilian almond supply chain used for the Amando line, with the aim of encouraging more efficient cultivation practices and improving transparency upstream. In parallel, in 2025 Sammontana launched water-related data collection through supplier assessment questionnaires, creating a first basis to map water use across the supply chain and support the future integration of water sustainability criteria into supplier selection and raw material sourcing decisions.

Biodiversity and ecosystems

The Group identified biodiversity-related impacts, dependencies and risks mainly in the **upstream value chain**, where agricultural and livestock activities, together with land-use change, can generate soil and water pollution, land degradation and biodiversity loss. The report also highlights additional pressure from intensive farming practices, including the use of fertilizers and pesticides, unsustainable water management, and, in some non-EU contexts, deforestation, habitat conversion and monocultures. These dynamics are particularly relevant because they create critical dependencies on ecosystem integrity and natural capital, with potential operational and reputational consequences for the Group.

During 2025, Sammontana launched its first more structured initiatives in this area, laying the groundwork for a more systemic approach to biodiversity management. These included joining the **Science Based Targets Network (SBTN) Corporate Engagement Programme** and starting the **Assess** phase to map impacts, pressures and dependencies along the value chain, as well as using the **Almond Code** to introduce monitoring elements relevant to biodiversity and responsible agricultural practices in the almond supply chain. The Group also launched the **Oasis Sammontana** project in Sardinia, a local ecological regeneration initiative developed with partners including 3Bee and Persea, which foresees the planting of **1,500 trees belonging to 11 native nectariferous species** to support pollinators and restore ecosystem services in a heavily anthropized agricultural area.

Resource use and circularity along the value chain

Sammontana's impacts on resource use and circular economy extend across the value chain: upstream, they relate to waste generated by suppliers' agricultural and processing activities and to the Group's dependency on virgin raw materials, downstream, they concern post-consumer waste linked to the end-of-life management of packaging. As a first action in this area, in 2025 the Group began implementing the Almond Code, which strengthens traceability and responsible management in the almond supply chain and introduces a dedicated circularity index mapping virgin raw material use and product end-of-life destinations, providing a structured basis for the definition of progressive improvement targets.

Sustainability criteria in supplier selection and management

Sammontana is progressively structuring the **integration of environmental criteria into supplier selection and management** through a system primarily driven by operational controls and performance monitoring. This system is built on a set of interconnected tools, including the Sustainable Procurement Policy, the Supplier Code of Conduct, the sustainability self-assessment questionnaire and the Supplier Selection and Periodic Evaluation Procedure, which collectively define how environmental requirements are embedded across sourcing processes.

Within this framework, **environmental due diligence** is mainly focused on measurable aspects such as emissions, resource consumption, waste generation and traceability along the supply chain. These elements are assessed through a combination of vendor rating mechanisms, technical documentation, audits and risk analysis, ensuring alignment with product quality, food safety and regulatory compliance requirements. In 2025, the **sustainability questionnaire was extended to 96% of raw material suppliers in Italy**, strengthening the availability of structured data to support environmental performance tracking and risk identification. In parallel to this system, Sammontana is also promoting more targeted initiatives aimed at accelerating decarbonization along the value chain. In particular, the **Decarbon Club** represents a dedicated engagement platform through which selected suppliers are involved in structured discussions on emissions reduction pathways, data availability and climate-related targets. This initiative complements the monitoring framework by fostering a more proactive alignment of suppliers with the Group's climate transition objectives, moving from data collection towards the identification of shared decarbonization levers.

People & Communities

We recognize that its long-term success is closely connected to the quality of our relationships with people, both within and beyond the organization. From its own employees to workers across the value chain, from local communities to final consumers, the Group interacts daily with a wide network of stakeholders whose expectations and well-being are an integral part of its business. In this context, particular attention is given to the Group's own workforce, as the foundation of its operations and a key driver of value creation. Sammontana is committed to fostering stable and respectful working environments, supporting professional growth and ensuring that fundamental rights are upheld across all activities. At the same time, the Group is aware that managing a diverse and geographically distributed workforce requires continuous attention to working conditions, safety, inclusion and equal opportunities.

Through a structured and evolving approach, Sammontana seeks to balance operational needs with social responsibility, addressing potential criticalities where they arise while reinforcing a culture based on fairness, accountability and respect for people. This perspective guides the Group's actions across all social topics, shaping its approach to employees, business partners, communities and consumers alike.

The Group's social management approach

Own workforce

Within its own workforce, Sammontana considers **all categories of workers involved in its operations**, recognizing that material impacts may arise in relation to working conditions, equal opportunities and broader employee rights. This translates into a continued commitment to providing secure employment, ensuring respect and protection of working hours, and fostering an environment in which freedom of association is supported. Professional development and technical training are integral parts of this approach, contributing to employees' skills, engagement and long-term employability. The Group is aware of the challenges that can arise in an industrial and international context. Production processes inherently involve health and safety considerations, and the Group works continuously to prevent workplace accidents and to maintain safe working conditions across all sites. Attention is also paid to topics such as fair wage progression, equal treatment, and the consistent application of working conditions across different geographies and categories of workers, including foreign employees who may not always fall within the scope of collective agreements. To address these topics and promote positive outcomes, the Group relies on a **structured framework of corporate policies** that define clear principles and commitments related to workforce management, including respect for human rights, equal opportunities, safe working conditions and employee well-being, supported by dedicated policies such as the **Human Rights Policy, the Diversity, Equity and Inclusion Policy and the Health and Safety Policy**.

Sammontana's own workforce¹⁰ and its well-being

In 2025, the Group's workforce reached an average headcount of **2,922 employees¹¹**, **predominantly based in Italy**, with a growing international presence across Europe and North America, particularly through new sites that became operative in Switzerland, Germany and Canada.

Table 9. Employees by country

Employees by country	UoM	2025 ¹²
Italy	HEAD ¹³	2,337
France	HEAD	96
USA	HEAD	161
Switzerland	HEAD	16
Germany	HEAD	18
Canada	HEAD	294
Total	HEAD	2,922

For what concern the type of contract of these employees, a **predominance of permanent contracts** is observed, accompanied by overall headcount growth. In 2025, total employees increased, with a higher share of temporary and part-time roles. Overall, the data reflects a growing organization with a solid employment structure that is also becoming more flexible to meet evolving operational needs. During the year, the Sammontana Group engaged around **915 non-employees¹⁴**, including **temporary agency workers, trainees, interns and self-employed professionals** operating in a manner comparable to the internal workforce. This scope excludes workers from suppliers or external contractors involved in the value chain, such as those performing occasional services or maintenance activities on equipment and capital goods.

Table 10. Employees by contract type

Employees by contract type ¹⁵	UoM	2025	
		Men	Women
Permanent contract	HEAD	1,679	807
Temporary contract	HEAD	190	246
Total	HEAD	1,869	1,053

Table 11. Employees by contract type¹⁶

¹⁰ When citing "Own workforce", it refers to employees who are in an employment relationship with the undertaking and non-employees who are either individual contractors supplying labour to the undertaking or people provided by undertakings primarily engaged in 'employment activities'.

¹¹ Employees who are directly employed by the Group under an employment relationship, whether on a permanent or fixed-term basis, including seasonal workers, regardless of their working time arrangement, excluding employees on zero-hour contracts. The use of the average headcount compared to last year's full-time equivalent makes it possible to represent more accurately the composition of the workforce during the year, including the component of seasonal workers, which is particularly important for the Group. The methodological change leads to limited comparability with the 2024 data, (expressed in FTEs); therefore, a year-on-year change is not presented.

¹² The table shows data only for 2025, as in 2024 the Unit of Measurement used was Full-time equivalent, which makes the data not relevant for this executive summary. Tables with both sets of data are available in the complete Sustainability Report.

¹³ HEAD: average headcount.

¹⁴ The total number of non-employee workers, excluding trainees and interns, amounts to 904.

¹⁵ Employees on zero-hour contracts are excluded from the metric.

¹⁶ Part-time and full-time employees of Bindi North America Inc. are not included in the calculation.

Permanent and Temporary employees ¹⁷	2025 ¹⁸		
	UoM	Male	Female
Part-time employees	HEAD	18	109
Full-time employees	HEAD	1,851	944

During 2025, against a total workforce of 2,922 employees, 213 exits were recorded during the period¹⁹, of which 78 were voluntary. The **overall turnover rate** was therefore **7.29%**, calculated as the ratio between the total number of employees who left the undertaking during the period and the total number of employees.

Table 12. Employees hires and terminations

Number of hires and terminations	UoM	2025	
		Men	Women
Hires	HEAD	133	63
Terminations	HEAD	147	66

The Group operates across multiple countries and regulatory contexts, adopting a consistent and responsible approach to managing industrial relations and safeguarding the rights of its workforce. In the European Economic Area, the Group fully applies relevant collective bargaining agreements, ensuring broad employee coverage and working conditions aligned with applicable regulations and sector practices.

In 2025, following the extension of the reporting scope to the entire Group, **2,761 employees** out of a total of 2,922 **were covered by collective bargaining agreements**, corresponding to a **coverage rate of 94.5%, compared to 91.5% in 2024**.

In the European countries where the Group operates, Sammontana applies the **main sector-level collective bargaining agreements**, ensuring a consistent framework for employment conditions.

Outside the European Economic Area, the regulatory landscape is more diverse. In the United States, there is no structured collective bargaining system in place, whereas in Canada employment conditions are governed by company-level collective agreements, reflecting a more decentralized approach. Overall, collective bargaining coverage remains high and, where structurally established (Europe and Canada), reaches 100%. The change recorded in 2025 compared to 2024 reflects differences in regulatory contexts, particularly in the United States, rather than changes in the Group's approach to industrial relations or worker protection.

Moreover, in 2025 the Sammontana Group monitored the presence of workers' representatives across its sites as a key element of its industrial relations system, reaching a coverage of **91.3%**, compared to 91.5% in 2024.

As part of this approach, **Sammontana promotes continuous workforce engagement through structured dialogue mechanisms** involving workers' representatives, including regular meetings with RSU in Italy and equivalent bodies in other countries. **Dialogue takes place both directly with employees and through Trade Union Representatives** and is structured across the different stages of the professional journey, ensuring a two-way flow of information and the sharing of key topics related to working conditions, organizational aspects and employee well-

¹⁷ Part-time and full-time employees of Bindi North America Inc. are not included in the calculation.

¹⁸ The table shows data only for 2025, as in 2024 the Unit of Measurement used was Full-time equivalent, which makes the data not relevant for this executive summary. Tables with both sets of data are available in the complete Sustainability Report.

¹⁹ Total number of terminations of employees with permanent contracts

being. These processes are supported by training and periodic engagement initiatives, including onboarding sessions focused on rights and corporate values, as well as regular surveys to monitor the organizational climate and collect feedback, contributing to continuous improvement.

In particular, in 2025 employees operating in the United States, Switzerland, Germany and France for Bononia SAS, Les Experts Pâtisseries SAS and Dakana Services SAS are not represented, while employees of Gelpat Tradition SAS are represented. The observed distribution reflects the regulatory, contractual and size-specific characteristics of the different national contexts in which the Group operates, as some sites (in France, Switzerland and Germany) do not exceed 50 employees and/or are not production sites, while others (United States) are outside the EEA and do not commonly present workers' representatives.

Table 13 - Percentage of employees represented by workers' representatives by country

Coverage percentage	Countries
0-19%	United States, Switzerland, Germany
20-39%	France
80-100%	Italy, Canada

In line with its industrial relations approach, in 2025 Sammontana continued to **foster a culture of open dialogue by strengthening structured listening tools**, particularly within the Italian perimeter. These activities focused on understanding employees' perceptions of equity and inclusion, highlighting an overall positive sentiment while also identifying areas where diversity strategies and reporting practices can be further enhanced. A key element of this approach is a structured reporting system, including a whistleblowing platform managed by an independent third party, which enables confidential, including anonymous, reporting and ensures protection against retaliation in line with applicable regulations. This is complemented by additional channels such as the corporate intranet and periodic organizational climate and Diversity, Equity & Inclusion surveys, all contributing to a continuous feedback loop and supporting the progressive evolution of initiatives, also in connection with the Group's engagement in the Great Place to Work certification process.

Within this broader framework of listening and engagement, Sammontana also ensures that **all employees have access to family leave**, in line with the applicable regulatory and contractual frameworks in each country of operation. Access conditions, duration and compensation are defined at national level, supporting employees in balancing professional and personal responsibilities.

At the same time, the Group continues to strengthen its approach to **employees' economic conditions and overall well-being through a structured welfare system**, particularly developed in Italy. This includes a wide range of benefits, such as **pension and healthcare schemes, income support measures and initiatives supporting parenthood**, as well as access to company products and services. Attention is also given to sustainable mobility, with an initial assessment launched in 2025 to extend the Home-Work Travel Plan to the San Giuliano Milanese and Jesolo sites, building on the experience already implemented in Empoli, Vinci and Colognola. In this context, in 2025, Sammontana ensured **full access to social protection for all its employees**, covering key employment-related events such as illness, unemployment, workplace accidents, disability and maternity. Overall, 100% of employees were covered

through public, contractual or company schemes, depending on local regulatory contexts, with systems primarily provided by public welfare and collective agreements in the EU and Canada, and by a combination of public programs and mandatory insurance schemes in the United States.

These initiatives are part of a broader commitment to improving the work-life balance and organizational flexibility, supported by the progressive introduction of **remote working practices**, common guidelines and ongoing monitoring. In parallel, Sammontana continues to invest in **employees' mental health and well-being** through dedicated support services, including access to online psychological counselling, alongside training and awareness programmes. Together, these actions contribute to strengthening engagement, inclusion and the overall quality of the working environment, supporting the Group's ability to attract and retain talent over time.

Diversity and Inclusion

The workforce comprises **both male and female employees** with a structure characterized by a high level of employment stability, supporting structured and long-term employment relationships.

Table 14. Employees by gender

Employees by gender	UoM	2025 ²⁰
Male	HEAD	1,869
Female	HEAD	1,053
Total	HEAD	2,922

Within the **top management scope**²¹, the Sammontana Group monitors specific gender diversity metrics in order to ensure adequate balance in representation at the highest decision-making levels. In 2025, the Group's top management included 93 members, with men accounting for 70% and women for 30% of the total.

Table 15. Composition of top management

Composition of top management	UoM	2025
Male	HEAD	65
	%	70%
Female	HEAD	28
	%	30%
Total	HEAD	93

This focus on representation is complemented by initiatives aimed at fostering an inclusive and respectful corporate culture. In this context, during 2025 the Group continued to promote the **B DAY programme**, an **awareness-raising and training initiative designed to prevent discriminatory behaviours and strengthen alignment with human rights principles and corporate values**. The programme involved around 100 managers across key Italian sites and will continue in 2026, confirming the Group's ongoing commitment to these topics.

²⁰ The table shows data only for 2025, as in 2024 the Unit of Measurement used was Full-time equivalent, which makes the data not relevant for this executive summary. Tables with both sets of data are available in the complete Sustainability Report.

²¹ For the purposes of this disclosure, "top management" or "senior management" means the two organizational levels immediately below the administrative and supervisory bodies. In particular, the top management scope includes members of the management team (Board of Management or equivalent) and executives reporting directly to these figures.

These efforts contribute to maintaining a positive working environment, as reflected in the **absence**, during the reporting period, of **reported cases of discrimination or human rights violations involving the workforce**, and consequently no sanctions, fines or compensation related to such matters.

Alongside its focus on culture and behavior, Sammontana also places strong emphasis on ensuring fairness and transparency in remuneration practices. The Group monitors pay dynamics across its workforce, with particular attention to the gender pay gap and the overall distribution of remuneration, in line with the principles of equal opportunities and non-discrimination.

At the same time, remuneration levels are aligned with the regulatory and contractual frameworks applicable in each country of operation, including national collective bargaining agreements and, where relevant, statutory minimum wages in EU countries in line with Directive (EU) 2022/2041, as well as local legal or collectively agreed benchmarks in non-EU contexts. On this basis, the Group verifies that all employees receive remuneration at least equal to, and often above, the applicable minimum thresholds, ensuring consistency with local standards across all geographies.

Table 16. Group gender pay gap and by country with more than 250 employees²²

Gender pay gap	UoM	2024	2025
Group percentage gap ²³	%	20%	20%
Percentage gap in Italy	%	22%	20%
Percentage gap in Canada	%	11%	7%

Building on this approach, in preparation for the transposition in Italy and France of Directive (EU) 2023/970, the Group is reviewing its job evaluation processes and its approach to managing the gender pay gap. Pay gap metrics will be monitored during the first half of 2026, with the objective of defining targeted actions to address any gaps identified. The Group is also assessing the early adoption of internal pay transparency measures, extending beyond European requirements to a broader international scope.

Training and skills development management

During 2025, the Group continued to invest in training and skills development, recognizing it as a key driver for strengthening human capital. A total of **12,964 training hours** were delivered, corresponding to an average of **4.4 hours per employee**, with initiatives focused on **enhancing technical, professional and transversal skills** within a continuous development pathway aligned with organizational needs.

In parallel, 792 employees, equal to **27% of the corporate population**, were involved in **formalized performance and career development reviews** during the year, confirming the Group's commitment to supporting people's growth and development.

Table 17. Training skills and development metrics

Training and development in FY2025	UoM	Male	Female	Total
Percentage of employees participating in formalised	%	26	30	27

²² The disclosure of the percentage gap calculated at country level is a requirement under B Corp certification.

²³ The percentage gap is calculated as follows: [(average gross hourly remuneration of men – average gross hourly remuneration of women) / average gross hourly remuneration of men] × 100

performance and career development reviews				
Average number of training hours per employee	Hours	4.76	3.87	4.4

In this context, in 2025 Sammontana Italia further strengthened its commitment to training and organizational culture across the Empoli, Cognola and Vinci sites, ensuring an average of seven training days per year. **Training activities covered key areas such as occupational health and safety, human rights, quality and HACCP, as well as environmental protection**, supporting the continuous development of employees' skills and awareness. In particular, health and safety training represents a core pillar of this approach, with mandatory programs for new hires and periodic refresher courses for existing personnel, in line with regulatory requirements and BRCGS standards and based on risk assessment outcomes.

These initiatives are designed to reduce operational risks, promote safe behaviors and ensure high standards of food and industrial safety, with effectiveness monitored through structured training records, post-training checks and HSE audits, as well as the analysis of accident and near-miss trends.

Health and safety management

Protecting workers' health and safety is a top priority for the Group, which promotes safe working environments and a strong culture of prevention across all activities. In 2025, **76% of the workforce was covered by health and safety management systems**, with coverage currently limited to employees.

No work-related fatalities were recorded during the year, either among the Group's workforce or among non-employee workers operating at the Group's sites and activities.

While the number of accidents increased from 82 to 100, the accident rate improved from 25 to 22 per million hours worked, reflecting the effectiveness of prevention measures in this context of business growth and increased hours worked. In addition, 2 cases of work-related ill health and 403 related lost days were reported.

Table 18. Number and rate of recordable work-related accidents

Accidents involving own workforce ²⁴	UoM	2024	2025	Variation ²⁵
Number of cases	N.	82	100	+22.0%
Total number of hours worked by own workers	N. of hours	3,345,948	4,646,712	+38.9%
Work-related accident rate based on 1,000,000 hours worked	N.	25	22	-12.0%
Number of days lost due to work-related accidents and fatalities from accidents	N. of days	2,036	2,843	+39.6%

²⁴ Non-employee workers operating at company sites are therefore excluded

²⁵ This table shows the variation in terms of percentage (%), while in the full sustainability report the variation is shown as an increase or decrease of numbers.

Building on these results, **in 2025 the Group implemented targeted technological and plant engineering interventions to enhance health and safety**, focusing on accident prevention and risk reduction. In Italy, a structured programme across production sites addressed key risk areas through updated risk assessments, production line improvements and specific actions on mechanical, fire and internal traffic risks, with projects launched at Maser and extended to Jesolo, and further developments planned for San Giuliano Milanese. Continuous improvement activities also continued at Empoli, Vinci and Verona.

At international level, interventions at the Gelpat site supported process innovation and plant modernization, contributing to safer and more efficient operations. Overall, these actions strengthen safety performance and alignment with Group standards, with ongoing monitoring through safety indicators, audits and accident and near-miss analysis.

Beyond own operations: socially responsible value chain

Workers in the value chain

Along its upstream and downstream value chain, the Group recognizes **a range of potential negative impacts linked to working conditions and respect for human rights**, predominantly in **upstream activities** and, to a lesser extent, downstream. These mainly relate to employment instability, insufficient wage levels, non-compliance with working time requirements, limitations to freedom of association, health and safety risks in production processes, and potential discrimination. In specific geographic and sectoral contexts, particularly within **certain agricultural and manufacturing segments of the non-EU supply chain**, the Group also faces greater exposure to human rights risks, including possible instances of child labor and forced labor. These risks are largely connected to weaknesses in suppliers' management and control systems, which may reduce the Group's ability to effectively prevent or mitigate non-compliant labor practices along the supply chain.

From an operational and financial perspective, such issues may lead to legal and reputational exposure linked to suppliers' non-compliance, as well as potential disruptions to business continuity, for example in cases of service interruptions or strikes at third-party companies.

To address these impacts and risks, the Group has progressively defined a **structured framework of corporate policies** that sets **clear expectations on human rights and working conditions across the value chain**. Within this framework, the **Human Rights Policy** represents the overarching reference for the prevention, mitigation and, where necessary, remediation of adverse impacts on workers, covering key areas such as non-discrimination, freedom of association, health and safety and the prohibition of forced and child labor. The **Supplier Code of Conduct** complements this approach by extending minimum social and ethical requirements to suppliers and business partners, ensuring that these principles are embedded in business relationships and promoting responsible conduct and shared accountability along the supply chain.

A set of actions has been implemented to address the most relevant risks identified and to prevent potential negative impacts on workers in the value chain, particularly in upstream activities, combining engagement, monitoring and risk assessment tools:

- **Suppliers' engagement initiatives:** the Group engages with suppliers through structured dialogue activities, thematic data collection and dedicated interaction

moments aimed at improving transparency on working conditions and identifying potential criticalities across sourcing contexts. In 2025, this approach also included the distribution of sustainability questionnaires, enabling the Group to gather consistent evidence on organizational practices, operational constraints and social risks that may affect labor conditions, while supporting the integration of these aspects into procurement and risk management processes.

- **Channels to raise concerns and report violations:** specific mechanisms are available to external parties, including workers in the value chain, to raise concerns or report potential violations related to human rights and working conditions, also on an anonymous basis. These channels are managed through formalized procedures that ensure confidentiality and protection from retaliation and are integrated into remediation processes, enabling the Group to assess non-compliance, implement corrective actions and, where necessary, review business relationships.
- **Structured Human Rights Risk Assessment (HRRA):** the Group has launched a structured process aimed at systematically identifying and prioritizing risks across the value chain. The process, currently under development and gradual implementation, is based on a risk-based methodology that combines sector and country analysis with supplier engagement and severity/likelihood assessments. The results are intended to support a more targeted identification of critical areas and to guide the progressive integration of human rights considerations into supply chain management and decision-making processes.

Affected Communities

The Group operates in close connection with the **local communities in which its sites and value chain activities are rooted**, recognizing them as a key component of its long-term sustainability. Through its direct presence in the territory where it operates, Sammontana contributes to local socio-economic development, by creating employment opportunities, supporting local supply chains and fostering continuous dialogue with stakeholders at community level. This relationship is further nurtured through educational, cultural and social initiatives that strengthen engagement and the creation of shared value, including programs aimed at reducing food waste and supporting vulnerable groups.

At the same time, the Group is aware that **certain activities along the value chain**, particularly upstream, **may generate potential pressures on communities**, especially in relation to the use of natural resources and environmental impacts associated with production processes.

While the Group does not have a standalone policy specifically dedicated to affected communities, these aspects are addressed through a broader set of corporate policies and tools that collectively guide the management of community-related topics. In particular, the **Stakeholder Engagement Policy** provides a clear framework for building and maintaining open and continuous dialogue with stakeholders, explicitly including local communities, based on principles such as transparency, inclusiveness and ongoing interaction. Insights gathered through these activities are not treated as standalone inputs, but are progressively integrated into decision-making processes, impact assessments and updates of the double materiality analysis. In parallel, the **Human Rights Policy** reinforces this approach by supporting the prevention and mitigation of potential adverse impacts that may also affect communities, especially in connection with supply chain activities.

Building on this framework, the Group has implemented a set of actions aimed at managing both positive contributions and potential negative impacts on affected communities, combining engagement initiatives, monitoring tools and targeted social interventions.

- The first pillar focuses on **stakeholder engagement and territorial initiatives**. Sammontana maintains continuous and structured dialogue with local stakeholders, including public authorities, third-sector organizations, schools, universities, and scientific partners. Key initiatives include **educational projects** such as the B Corp School, youth empowerment programs like S.T.E.P.S., **awareness campaigns** such as Ambassador del Sorriso, and **environmental and cultural collaborations** with organizations like Legambiente and the Scuola Superiore Sant'Anna of Pisa. Feedback from these initiatives is systematically analyzed to guide decision-making and future planning, including actions managed by the Donations Committee.
- The second pillar concerns **support to local communities and promotion of social cohesion** through financial and in-kind initiatives coordinated at the Group level. In 2025, Sammontana provided **€170,000 in financial support** to third-sector organizations such as Dynamo Camp, Fondazione Meyer, AISM, and Fondazione ANT. Additionally, **29,438 kg of products** were donated, **equivalent to 58,877 meals**, involving **11 non-profit organizations**. These efforts yielded environmental benefits including **57,833 kg of CO₂eq emissions avoided**, **48,069 m³ of water saved**, and **103,983 m² of land preserved**. **Scholarships and educational projects** (such as the collaboration with the **University of Gastronomic Sciences of Pollenzo**) are also supported and monitored through quantitative and qualitative indicators.
- Finally, the third pillar ensures **external stakeholders**, including affected communities, **have access to formal channels to raise concerns or report potential negative impacts**, including anonymous whistleblowing systems with confidentiality and protection guarantees. Sammontana monitors the effectiveness of these channels and commits to appropriate corrective measures when issues arise, such as mitigation actions, operational adjustments, or direct engagement with stakeholders to support resolution and remediation.

Consumers and End-users

Consumers and end-users are at the center of Sammontana's business, and earning their trust every day is essential to building long-term value. The Group's approach in this area is built around three priorities that guide daily operations: ensuring **product safety and quality**, protecting **personal data**, and maintaining **fair and transparent commercial communication**. Aspects such as the protection of consumer data, compliance with agri-food regulations, the effectiveness of quality controls and the responsible design of marketing activities — particularly when addressing more vulnerable groups, such as children — are managed with care, also in light of the regulatory, reputational and operational implications they may entail. To address these topics, the Group relies on a structured framework of policies and tools focused on product safety and quality, personal data protection and responsible communication. In particular, the **Ethical Marketing Policy** defines principles for transparent, fair and non-misleading communication, with specific attention to the protection of vulnerable groups, while the **External Social Media Policy** governs digital interactions, helping prevent risks related to inappropriate content and online communication. In parallel, a **robust privacy management**

system ensures compliance with GDPR requirements, safeguarding the proper processing of consumer data and the protection of data subjects' rights. These are complemented by the **Quality and Food Safety Policy**, which establishes clear commitments on food safety, regulatory compliance and continuous improvement, ensuring effective risk control throughout the production process and the protection of consumer health.

This framework is further reinforced by the **Anti-Corruption Code**, which promotes integrity, fairness and transparency in commercial relationships, indirectly supporting consumer protection.

At the same time, **the Group promotes continuous engagement with consumers through multi-channel interaction systems and structured complaint management processes**, enabling the collection of feedback, the monitoring of critical issues and the timely implementation of corrective actions. Overall, this approach supports the prevention and mitigation of potential negative impacts, while contributing to the continuous improvement of product quality and consumer experience.

On this basis, the Group develops and implements a range of operational initiatives focused on product safety, transparency of information and responsible marketing practices:

- the Group promotes clear and accessible information through product packaging and digital channels, ensuring **transparency and sustainability communication towards consumers** and assuring their right to information and helping prevent risks of misinformation and greenwashing.
- a structured system that enables the **timely handling of complaints and product-related issues** through continuous monitoring, periodic reviews and corrective and preventive actions, supporting product quality and safety.
- **development of inclusive products**, in order to expand its offering, particularly through the Amando range of plant-based, milk- and gluten-free products, improving accessibility for consumers with specific dietary needs. Performance is monitored through market KPIs, sales data and consumer feedback.
- **marketing activities** that are guided by **ethical principles and multi-level review processes**, ensuring compliance with applicable regulations and preventing misleading claims, stereotypes and greenwashing, while strengthening consumer trust.

Sustainability criteria in supplier selection and management

Sammontana frames supplier management as a tool to **oversee and mitigate risks linked to working conditions and respect for human rights across the value chain**. This dimension is guided not only by procurement-related instruments, such as the Sustainable Procurement Policy, the Supplier Code of Conduct and the Supplier Selection and Periodic Evaluation Procedure, but also by **dedicated safeguards**, including the **Human Rights Policy**, which defines the Group's commitments and expectations in relation to fundamental rights, labor conditions and ethical conduct.

In this context, **social due diligence is primarily based on the identification and assessment of potential human rights risks** within the supply chain. This includes the analysis of exposure to critical issues such as forced labor, child labor, discrimination, limitations to freedom of association and inadequate health and safety conditions, taking into account both geographical and sector-specific risk profiles. The evaluation process combines self-assessment tools, audits

and risk analysis, with the aim of highlighting areas of vulnerability rather than solely measuring compliance. The sustainability questionnaire, covering both environmental and social aspects, reached 96% of raw material suppliers in Italy in 2025, contributing to a more structured mapping of social risks across the supply base. Building on this foundation, Sammontana is progressively strengthening its approach through **more in-depth human rights analysis and supplier engagement activities**, aimed at improving transparency on working conditions and supporting the progressive alignment with the principles set out in the Group's Human Rights Policy.

Looking ahead

Looking ahead, we reaffirm our commitment to a structured and forward-looking sustainability approach, aimed at generating long-term value and addressing the environmental and social challenges that shape our business landscape. In order to support this commitment, we define our sustainability targets in accordance with the analysis of material impacts, risks and opportunities, supported by continuous dialogue with corporate functions and governance bodies. This ensures integration into planning and policies, with progress reviewed through periodic reporting and governance discussions to support informed decisions and continuous improvement.

- **From an *environmental perspective***, in line with this approach, the Group is advancing initiatives to strengthen its performance and progressively reduce impacts across own operations and the value chain, currently focusing in particular on **climate change and the responsible use of water**.

In the area of **climate change**, Sammontana is strengthening its commitment to a structured decarbonization pathway aligned with recognized international frameworks, following its **commitment to the Science Based Targets initiative (SBTi)**. The Group is progressively shaping its climate strategy by identifying key emission hotspots and prioritising the most relevant areas for action, supporting a transition towards more energy-efficient, lower-impact operations through process optimization, improved technologies and collaboration with suppliers on agricultural emissions.

In parallel, Sammontana is strengthening its **commitment to water management by setting site-specific targets for 2026**, with a focus on selected Italian facilities. Progress is monitored through a relative **efficiency indicator measured in cubic meters per ton of finished product**, with 2025 targets achieved at key sites and new objectives defined for 2026, while others maintain current performance levels. The Group is also **extending its efforts beyond direct operations by enhancing water-related data collection from suppliers** and advancing the **Almond Code initiative** across the Sicilian almond supply chain.

- **From a *social perspective***, Sammontana is further consolidating its approach to **responsible human capital management** through a structured set of targets covering key areas such as **dialogue and feedback, inclusion and gender equality (DE&I), health and safety, and overall organizational well-being**. Employees are supported through **onboarding programmes and regular training activities** that explain not only safety requirements and company policies, but also key topics such as workers' rights, welfare benefits, parental leave and freedom of association. These sessions are complemented by dedicated discussions with human resources departments and are regularly assessed through feedback and comprehension tests, enabling the Group to refine its approach over time. Alongside these initiatives, Sammontana continues to foster an inclusive working environment and to support mental health and psychological well-being across its workforce. At the same time, Sammontana continues to **improve workplace safety** through enhanced risk assessment processes, targeted training programs and the adoption of technological and ergonomic solutions, while promoting more flexible working models to support work-life balance. In parallel, the Group is expanding welfare initiatives to strengthen employees' socio-economic well-being and

quality of life, while continuing to invest in training and in the development of a shared organizational culture. These efforts are supported by a continued focus on internal communication and transparent dialogue, aimed at reinforcing engagement, cohesion and alignment across the organization.

In addition, the Group is extending its sustainability **commitments to a responsible value chain** by strengthening its approach to **human rights and social risk management**. Sammontana is focusing on increasing sourcing from certified supply chains, completing the integration of the Human Rights Risk Assessment into supplier processes, and reinforcing monitoring in higher-risk contexts.

Furthermore, Sammontana is strengthening its **commitment to local communities**, aiming to generate positive socio-economic impacts and support territorial development. The Group **focuses on maintaining and gradually increasing resources allocated to community initiatives**, including financial contributions, product donations and surplus food redistribution, while enhancing the effectiveness of its actions through structured monitoring and continuous improvement.

Finally, the Group is also strengthening its **focus on consumers and end-users** by **enhancing product quality, safety and compliance throughout the production cycle**. Building on a structured quality management system, Sammontana aims to maintain high compliance levels, improve processes and reduce complaints, while developing the Ethical Marketing operational plan to ensure more responsible communication and greater protection of vulnerable consumers.

It should be noted that, in order to obtain quantitative information regarding targets, reference should be made to the *Sustainability Statement Sammontana Holding 2025* for more detailed information.