

SUSTAINABILITY REPORT 2024

A DAILY COMMITMENT TO FEEDING THE FUTURE

AURICCHIO GROUP





*“Our Provolone refines the taste
with its pleasing flavor,
nourishes the body, and awakens
love.”*

*Cav. Gennaro Auricchio
S. Giuseppe Vesuviano*

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LETTER TO STAKEHOLDERS

Dear Shareholders,

The year 2024 was profoundly influenced by the continuing conflicts in Ukraine and the Middle East, which kept the level of global instability high, exposing international supply chains to constant threats of disruption. Added to this scenario was which has generated further uncertainty in international markets at the international level, in particular following the announcement – repeatedly reformulated – of generalized trade tariffs on numerous countries.

Central banks in major advanced economies have adopted more accommodative monetary policies, albeit to a lesser extent than expected, due to persistent inflation fueled by the unstable geopolitical environment. After a temporary descent towards the set targets, inflation showed signs of recovery, preventing the introduction of real expansionary measures. This has led to a progressive deterioration in consumer purchasing power, a phenomenon that is particularly evident in countries such as Italy.

In this complex context, trade tensions – particularly between the United States and China – have negatively affected global economic growth, slowing down GDP and consumption trends, with a further contraction recorded at the end of the year. These dynamics have worsened in the first months of 2025, fueled by fluctuating statements by the US Presidency.

In Italy, GDP grew by 0.7% in 2024 at constant prices, accompanied by low inflation of 1.1%.

Despite the uncertain international context, the Auricchio Group achieved a consolidated turnover of approximately 409 million euros, increasing its presence in new geographical areas with high development potential.

At the beginning of 2025, the Group also launched a major strategic planning project, in collaboration with the consulting firm Bain & Company, which will be implemented from the second half of 2025. The initiative aims to optimize the organizational structure, integrate the different business divisions, improve governance and strengthen the competitive positioning in view of the company's 150th anniversary milestone, scheduled for 2027.

The achievement of such significant goals increases our awareness that growth must also be sustainable. Despite the so-called Omnibus Decree – proposed in September 2024 and approved in March 2025 – which postponed the regulatory obligations on ESG reporting by one year, raising the applicability thresholds and simplifying the requirements, the Auricchio Group has chosen to decisively continue its path of continuous improvement in the field of sustainability.

We want our activities to generate a positive and lasting impact on the territories in which we operate, contributing to the equitable development of society. With this in mind, we have drawn up the Group's first Sustainability Report, which will be followed by a Sustainability Plan based on the priorities identified through the double materiality matrix, in line with the ESRS principles currently under review.



A structured system for the collection and management of ESG-relevant data has also been implemented. Where necessary, internal policies have been formalized to ensure effective oversight of the most critical issues. We have released the Supplier Code of Conduct, which defines the principles underlying responsible sourcing, and introduced a digital platform for the collection and monitoring of supplier data, also with a view to sustainability.

In addition, by the end of 2025, the Parent Company Gennaro Auricchio S.p.A. will have a Code of Ethics and an Organisational Model pursuant to Legislative Decree 231/2001.

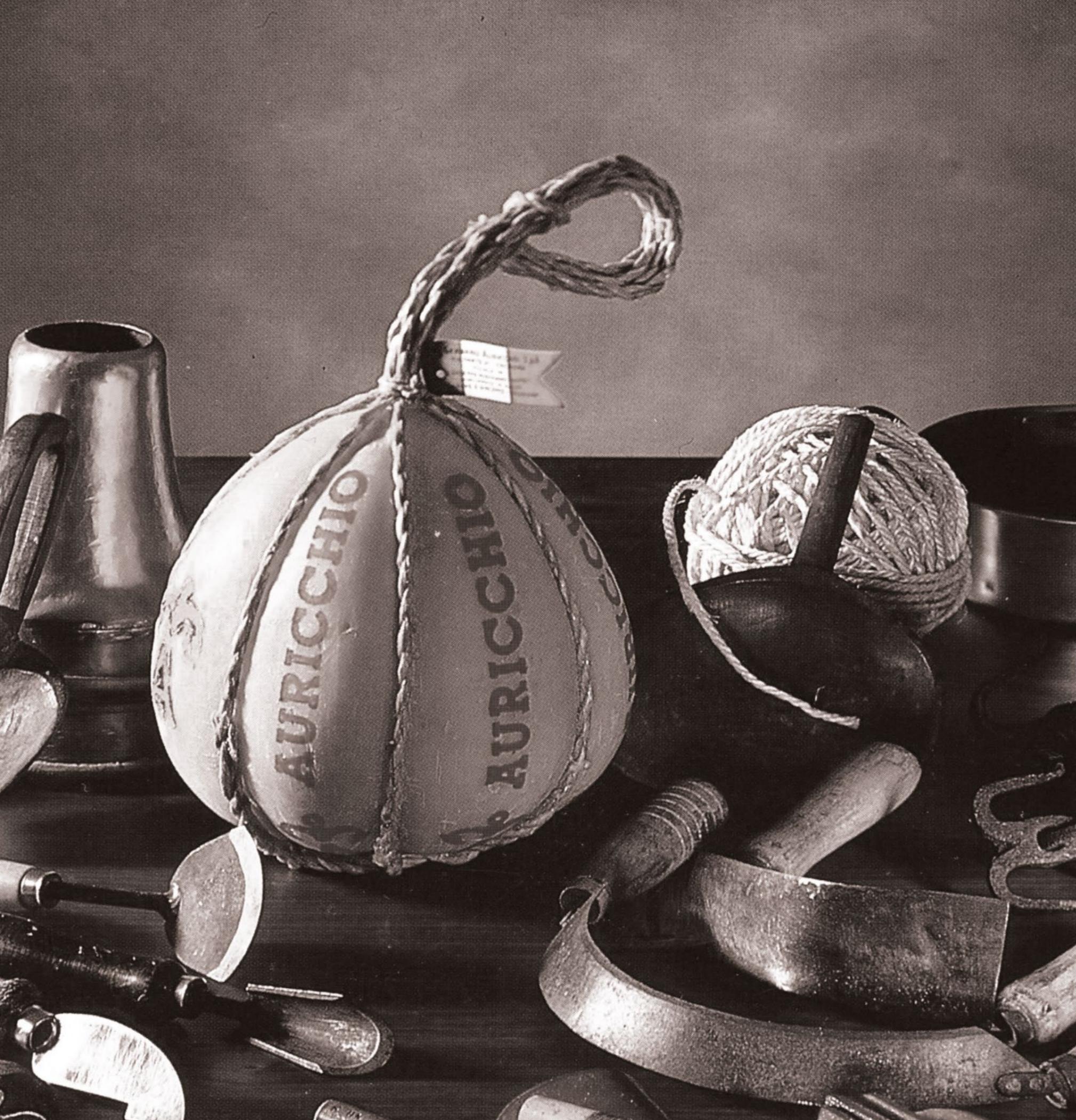
The commitment to protecting milk quality and animal welfare also continued: 100% of contract milk suppliers were certified according to the ClassyFarm standard, by a qualified third party, ensuring full compliance with the relevant regulations along the entire supply chain. Finally, we have launched a corporate training program on sustainability issues, aimed at the entire workforce and destined to continue in the coming years, with the aim of spreading a responsible corporate culture and enhancing the skills necessary for our sustainable transition.

In a year marked by significant macroeconomic and geopolitical challenges, we are proud of the results achieved. However, none of these achievements would have been possible without the contribution of all our employees. I would like to express my heartfelt thanks to all the employees of Gennaro Auricchio S.p.A., and in particular to the managers involved in the sustainability project, for their commitment to translating these values into concrete and daily actions.

The pillars that have always inspired the culture of our Group – Passion, Quality, Research and Tradition – are now flanked by a strong sense of Responsibility, aimed at promoting sustainable development, ensuring business continuity and generating widespread well-being for all stakeholders. With this spirit, we will continue to bring the unmistakable Unique Taste of our products to the world.

Kind regards

Antonio Auricchio
Presidente – Gruppo Auricchio



NICE TO MEET YOU, AURICCHIO

From the slopes of Vesuvius to the rest of the world, Auricchio has come a long way: all this has been possible thanks to a family management based on **ancient dairy traditions**, promoting **modernity and innovation** at the same time, all accompanied by attention to quality, customer trust and respect for consumers.



ABOUT US

THE GROUP IN NUMBERS



OUR HISTORY

1877

FOUNDATION

The story of the world's finest Provolone begins with a secret – the “**Secret of Don Gennaro**”, who founded his company in 1877 in San Giuseppe Vesuviano, near Naples.



1900

THE UNITED STATES

The fame of Auricchio provolone grows and with the first emigrants it **crosses the ocean** and **arrives in the United States**: all the “*Italian Stores*” of Little Italy want Auricchio Provolone for its goodness and because it represents a link with the native land.



1949

CREMONA OFFICE

Production is concentrated in over one hundred small dairies distributed along the Po Valley. In these years **Auricchio became a joint-stock company** and **moved its headquarters to Cremona**.



1976

PIEVE SAN GIACOMO

The Group's main plant is **opened in Pieve San Giacomo**, on the outskirts of Cremona. It is capable of processing over four hundred tons of milk a day.

1997

LOCATELLI ACQUISITION

The acquisition of the Locatelli plants makes it possible to internalize the sheep's milk processing cycle. With the **acquisitions of the Ceccardi, Locatelli (USA only) and Gloria brands and the launch of the superior quality seal "Auricchio Exclusive Reserve"**, Auricchio becomes a company able to offer a *wide range of cheeses*.



2012-2016

INTERNATIONAL GROWTH

Through the acquisition of the **Giovanni Colombo and Caseificio Villa Srl** brands, specialized in PDO productions of the highest quality, and the **commercial companies Hispano Italiana Sl, The Ambriola Company Inc. and La Pecorella Distribuzione Srl**, Auricchio becomes an international Group.



1992

BACK TO THE ORIGINS

Due to adverse economic conditions, 50% of the company was offered for sale to an important foreign multinational. In 1992, **President Gennaro**, with his sons Antonio, Giandomenico and Alberto, **took over all the shares put up for sale, thus recomposing the property into a single-family unit.**

2011

AURICCHIO. HANDCRAFTED. ALWAYS.

A new communication strategy to convey **Auricchio's strong bond with the artisanal dairy practices of the past**, but able to adapt as a versatile and tasty ingredient in the kitchen.



2018-2020

THE GROWTH PATH DOES NOT STOP

In 2017 **Auricchio purchased Cascine Emiliane SpA**, thus adding a very high-quality Parmigiano Reggiano to the range of products offered. **In the same year, Caseificio Villa Srl, a company belonging to the Group, purchased Caseificio San Carlo and two years later finalized the acquisition of Giordano Srl.**



2022

A FAMILY BUSINESS, AN INTERNATIONAL GROUP

During 2022, the **purchase of 3B Latte Srl**, a historic company in the Lombard dairy sector, was finalized, and with it a range of fresh cheeses of the highest quality based on goat's, buffalo and cow's milk, among which buffalo and goat's camembert stand out. Although today the Group has grown a lot, *"The union of tradition and innovation through the offer of high-quality cheeses will always remain the real "Secret" to be handed down for the next generations."*



2024

ALL-ITALIAN EXCELLENCE

In 2024, the **Auricchio Group consolidated its presence** in the Italian dairy sector by formally **integrating F.O.I. S.r.l. into its corporate structure, active in the Macomer (Sardinia) plant** and specialized in the production of high-quality sheep's cheeses, including Locatelli brand Pecorino Romano PDO and Gloria products. The operation strengthens the production chain and the management of historic brands, **enhancing Italian excellence thanks to the union between tradition and innovation.**

THE GROUP

The Auricchio Group is today one of the reference companies in the Italian dairy sector, with a widespread presence on the national territory and a solid international projection. It has nine production plants in Italy, a management and administrative headquarters in Cremona, a commercial center in Rome and two foreign offices – one in the United States and one in Spain – which support its global distribution. Thanks to a consolidated network, Auricchio products reach over 60 countries around the world, with Provolone continuing to represent the distinctive symbol of the company and consolidating its world leadership.

The important strategy of growth and acquisitions, launched in the early 90s, has allowed the Group to significantly expand its offer, integrating brands of excellence and dairy specialties typical of the Italian tradition: **Mozzarella, Taleggio, Gorgonzola, fresh and aged Pecorino, Parmigiano Reggiano, Pecorino Romano Locatelli**, just to name a few.

THE GROUP'S GLOBAL PRESENCE

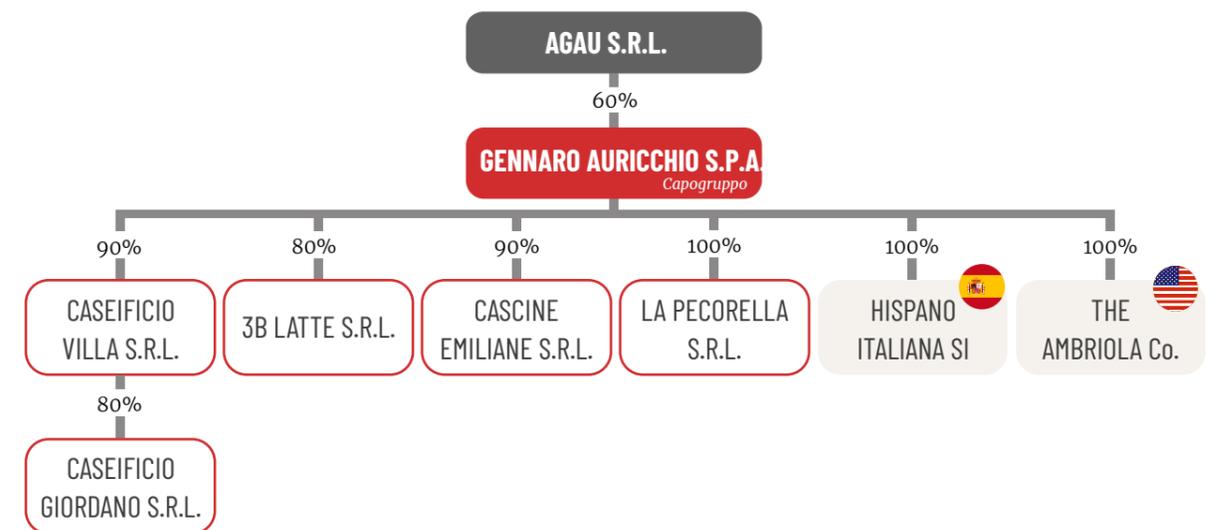


The Auricchio Group is headed by **Gennaro Auricchio S.p.A.**, a 60% subsidiary of the family holding company **AGAU S.r.l.** and the remaining 40% owned by the three Auricchio brothers, who also play active roles in the administration and operational and decision-making management of the Group.

The Group's corporate perimeter includes the following entities:

- • **Caseificio Villa S.r.l.**
- • **Giordano S.r.l.;**
- • **3B Latte S.r.l.;**
- • **Cascine Emiliane S.p.A.;**
- • **La Pecorella Distribuzione S.r.l.;**
- • **Hispano Italiana de Charcuteria S.I.**
- • **The Ambriola Company Inc.**

It should also be noted that, during 2024, the **Macomer plant** (Sardinia) became part of the perimeter of **Gennaro Auricchio S.p.A.** following the merger by incorporation of **FOI S.r.l.**



The Group has **nine production plants**, distributed throughout the country: Gazzo Pieve San Giacomo (CR), the largest in terms of size, Somma Vesuviana (NA), Cava Manara (PV), Scandiano (RE) and Macomer (NU) for Gennaro Auricchio S.p.A.; Brignano Gera d'Adda (BG) for **3B Latte S.r.l.**; Castelnovo di Sotto (RE) for **Cascine Emiliane S.p.A.**; Oleggio (NO) for **Giordano S.r.l.**; and Erbusco (BS) for **Caseificio Villa S.r.l.** To these the American company **The Ambriola Company Inc.**, based in New Jersey, which in addition to distribution also carries out processing activities of the finished product, and the commercial companies **La Pecorella Distribuzione S.r.l.** and **Hispano Italiana de Charcuteria SI** are added. The Group's registered office is in Cremona (CR), where the administrative offices of the Parent Company are also located.

ECONOMIC PERFORMANCE

THE GROUP

In 2024, the **Auricchio Group** recorded consolidated net sales of **over 400 million¹ euros**, **7.5% up** compared to the previous year. This result testifies to the solidity of the business model and the Group's ability to respond effectively to market dynamics, despite a still uncertain international economic context.

The increase in turnover was mainly driven by **domestic demand**, which accounts for **51% of total turnover**, and by strategic foreign markets such as the **United States (21%)**, **Germany (7%)** and **Sweden (4%)**. **Geographical diversification** has allowed the Group to consolidate its position in a highly competitive sector, confirming the added value of its historic brands and the effectiveness of the internationalization operations carried out over the years.



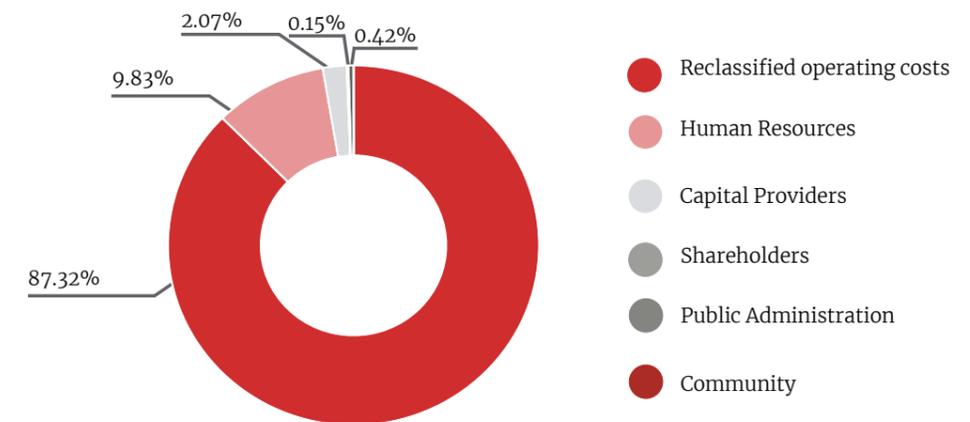
During 2024, the **economic value generated** by the Group amounted to **412,281 thousand Euros**. Of this amount, **96.15% was redistributed to internal and external stakeholders** – suppliers, employees, financial institutions, the State and the community – testifying to the Group's desire to generate positive economic impacts along the entire value chain. The remaining **3.85% was retained** within the organization to support future investments, innovation and sustainable development. In particular, of the value distributed:

- **87.32%** represents **Operating costs**, including payments to suppliers for raw materials, packaging materials, logistics services, external processing and other specialist services. This item highlights the importance of the economic spin-offs generated by the Group in the territory;
- **9.83%** were allocated to **Wages and employee benefits**, in the form of wages, social security contributions, insurance and additional benefits, to support the well-being and economic stability of workers;

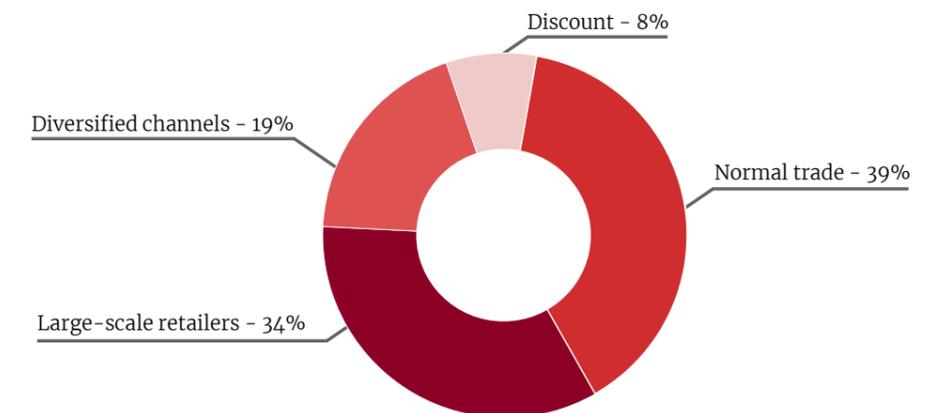
¹ Source: Agau S.r.l. 2024 Consolidated Financial Statements.

- **2.07%** was paid to **shareholders**;
- Marginal shares were donated to **initiatives to support the territory**, sponsorships and collaborations with local companies, to shareholders and paid in the form of direct and indirect taxes, local taxes and other taxes to the Public Administration.

ECONOMIC VALUE DISTRIBUTED BY THE GROUP IN 2024



In terms of **distribution channels**, the Group continues to benefit from a multi-channel strategy, serving both **traditional customers** and **large-scale retailers**, as well as **diversified channels and discounts**.



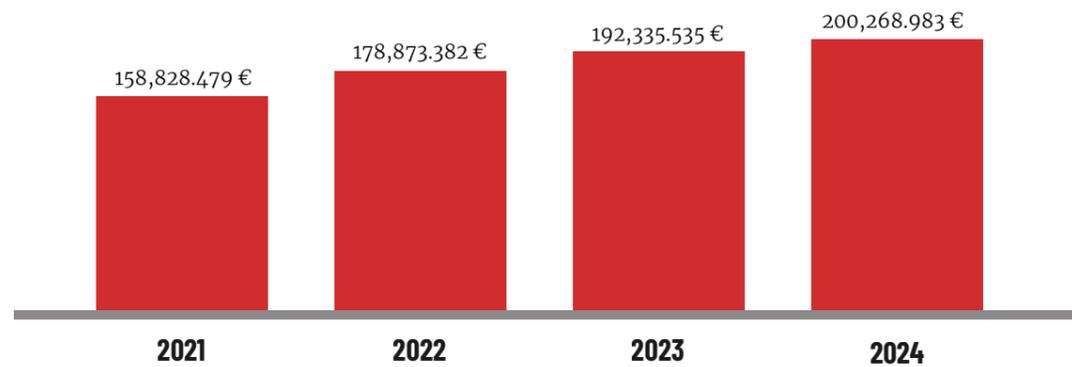
These economic results are part of a growth path that is increasingly interconnected with the Group's **environmental** and **social objectives**. The positive performance went hand in hand with a **reduction in emission intensity**, thanks to **investments in energy efficiency**, **the expansion of photovoltaic capacity** and **the purchase of electricity from renewable sources with a Guarantee of Origin**.

2024 therefore represents a **turning point** for the Auricchio Group’s integrated reporting: the consolidation of economic results and the launch of a systemic process for assessing **ESG performance confirm** the organization’s commitment to **solid, responsible and sustainable growth in the long term**.

GENNARO AURICCHIO S.P.A.

Gennaro Auricchio S.p.A., the historic dairy company at the helm of the Group, continued its organic growth path in 2024, consolidating its leadership position on the Italian and international markets. **Net sales exceeded €200 million**, marking an increase of 4.1% compared to 2023 and an overall increase of more than 26% compared to 2021.

NET TURNOVER - GENNARO AURICCHIO SPA



This positive trend reflects the **solidity of the product portfolio** – focused on **Provolone** and other PDO cheeses – and the effectiveness of strategic choices aimed at brand enhancement, commercial penetration and production continuity. The evolution of turnover in the last four years shows constant and progressive growth, despite the context of strong macroeconomic uncertainty, thanks to careful operational management, the optimization of resources and a strong orientation towards innovation.



Auricchio’s vans and trucks
San Giuseppe Vesuviano (Na)

MADE IN ITALY: OUR STRENGTH

The Group's success is based on the popularity of its **twelve proprietary brands**, all linked by the same goal: the union of tradition and innovation through the offer of high-quality cheeses.



The **most important brand in terms of turnover is Auricchio** itself, through which the company's flagship product, **Provolone**, is sold exclusively. The latter is available in all its different types, such as the classic Provolone Piccante, Dolce, Giovane, Stravecchio, and Gustoso, and formats from whole wheels for the deli counter to pre-packaged products for self-service.



Riserva Esclusiva Auricchio is the brand for the exclusive selections of cheeses other than Provolone. Second in importance, this brand marks Caciotte, fresh and aged Pecorino cheeses, Ricotta, Pecorino Romano PDO, Parmigiano Reggiano PDO, and Grana Padano PDO.



The **Locatelli brand** is now present **exclusively in the U.S. market** and it is marketed by the distribution subsidiary named The Ambriola Company. Pecorino Romano Locatelli is the best-known product in the U.S. market, and in addition to it the range is completed with Caciotte and sheep's milk Ricotta.



Giovanni Colombo is a historic brand of Italian tradition. The high selection of ingredients, combined with the continuous search for quality and innovation, have always characterized this brand, synonymous today with the creamy gorgonzola par excellence.



The **Ceccardi** brand is known for its fresh, high-quality Ricotta and Caciotte, the result of a century-old experience of Emilian cheesemakers. The ability to offer cheeses with traditional flavors has allowed Ceccardi to build a considerable reputation in Emilia-Romagna and the lower Veneto region over the years.



Gloria is a historic **Sicilian brand**, known in Italy and abroad for its stretched curd cheeses and its special, fresh and aged Pecorino cheeses. Gloria has helped to establish the Group as one of the leading pecorino producers.

Specialized in the production of goat, buffalo and cow cheeses, **3B Latte** adopts a dairy processing procedure based on traditional techniques combined with the latest technology and the use of state-of-the-art machinery to ensure healthy, tasty and quality products.



Caseificio Villa is a plant equipped for the production of Taleggio PDO, Quartirolo Lombardo PDO, Salva Cremasco PDO, Robiola, Caciotta, Italico, Mozzarella, and Ricotta. In addition, organic cheeses are produced to meet the growing market demand.



Caseificio Giordano is a solid Piedmontese dairy company that, alongside its ancient Campanian origins, has been able to combine an entrepreneurial spirit, that is always young and innovative, in the conquest of new market segments.



Born as a small workshop for cutting and grating Parmigiano Reggiano, thanks to targeted investments and effective commercial development, **Cascine Emiliane** is today one of the most important companies in the cheese sector in the entire Italian landscape.

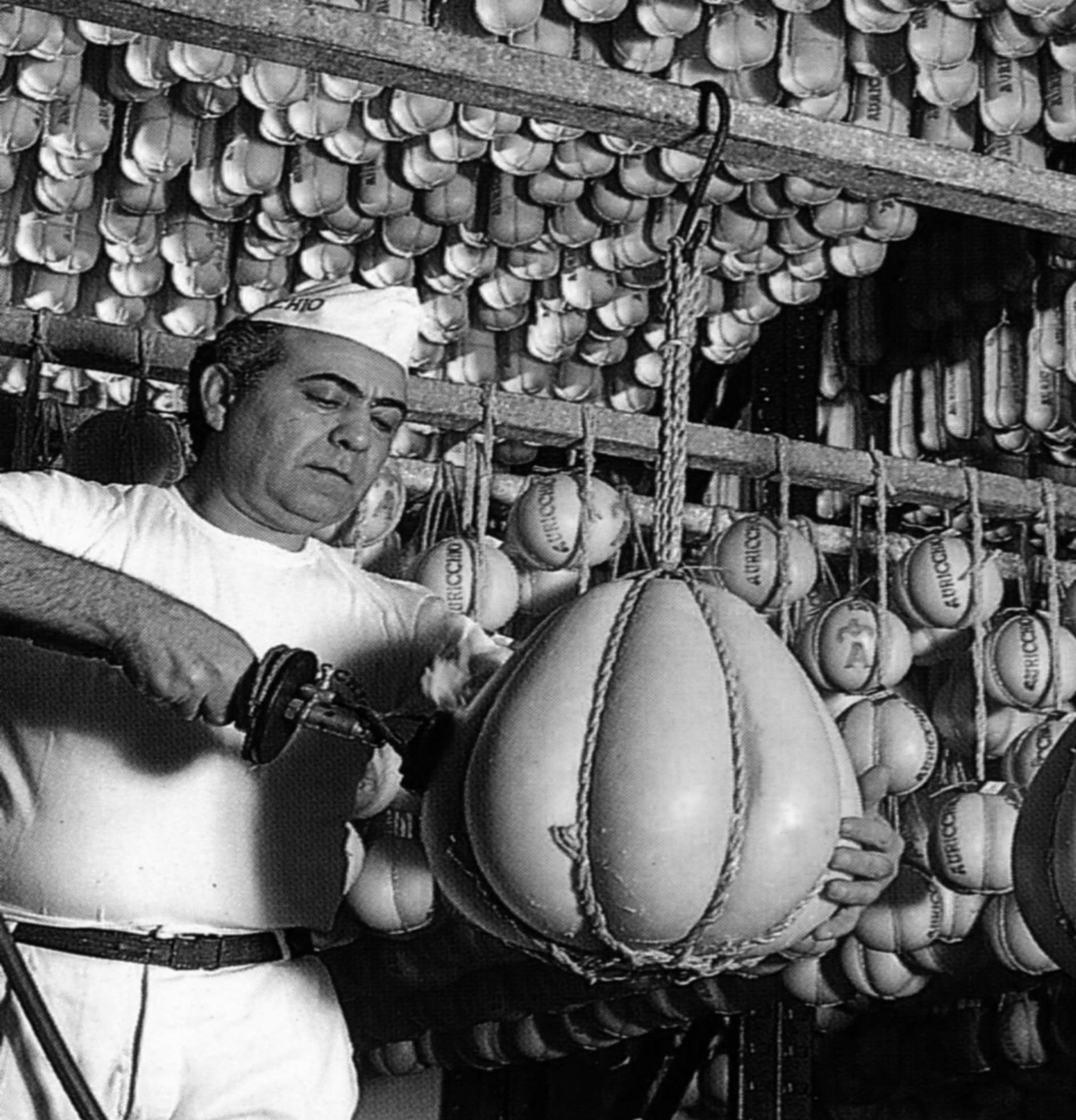


La Pecorella was founded in Rome in 1965 as a company producing and distributing its own branded cheeses. For over fifty years, it has offered the market quality cheeses, produced exclusively with 100% Italian milk.



Ambriola is the sole importer of two of the most recognized brands of Italian cheese specialties, both produced by Auricchio: Auricchio Provolone and Locatelli Pecorino.





ETHICS AND INTEGRITY IN BUSINESS

Governance is an **essential pillar** for the Auricchio Group to **ensure solid, responsible and long-term growth**.

To confirm this, the family leadership, which has guided the Company for generations, embodies and spreads values of ethics and integrity that are reflected in every subsidiary and in all the Group's activities. This approach translates into clear policies, **rigorous control tools and concrete initiatives**: among these, the obtaining of the **Legality Rating**, the adoption of an Anti-Corruption Policy and the implementation of a **whistleblowing** system which protects transparency and correctness of conduct at all levels.



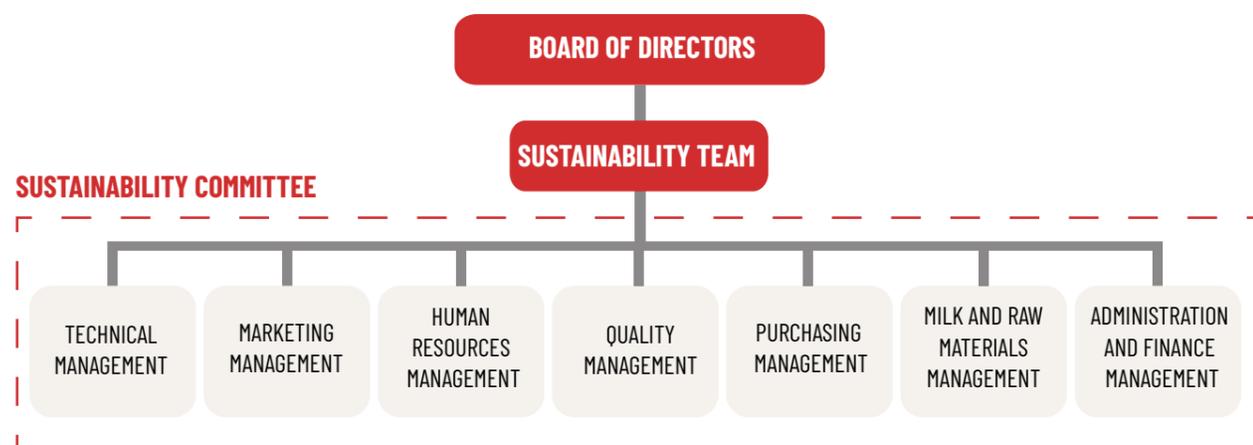
SUSTAINABILITY GOVERNANCE

The Board of Directors is composed of eight members, including the **three founding partners of Gennaro Auricchio S.p.A.**: Antonio Auricchio, as Chairman, Giandomenico Auricchio and Alberto Auricchio, both with the role of Chief Executive. There are five other board members, including two independent external members. Their appointment should take place in accordance with the provisions of the articles of association, without the use of external selection processes. In this context, a formalized process for the evaluation of the **performance of the Board of Directors** is not currently adopted, but the shareholders, who are directly involved in the company's management, carry out periodic assessments of the effectiveness of the decisions taken, also in relation to the environmental and social impacts of the activities. This arrangement allows us to guarantee of excellence, continuity and integrity.

In the absence of a formalized policy on the subject, the management of any conflicts of interest is **based on a direct and transparent comparison** among the members of the Board of Directors during management and shareholders' meetings. About remuneration, the Group does not adopt formal policies: the **remuneration** of the highest governance body members is determined on an **annual meeting venue**, it is fixed in nature and may include certain non-monetary benefits depending on the responsibilities held and the general performance of the Group.

Regulatory developments and the growing international attention to environmental, social and governance issues have prompted the Auricchio Group to strengthen the **integration of sustainability** into its **corporate strategies**, decision-making **processes and governance models**. This system is overseen by the **Board of Directors** which plays a central role in developing, approving and updating the organization's purpose, values and mission, as well as strategies, policies and goals related to sustainable development.

The Board of Directors is also responsible for controlling the due diligence processes and other tools implemented to identify, prevent and manage the organization's impacts on economy, environment and people.



In this regard, a structured and comprehensive sustainability governance framework has been established, with the aim of transforming these issues into a cross-cutting lever of the business. The system is divided into two main levels:

- **The Sustainability Team**, coordinated by Guglielmo (as Head of Sustainability) and Vittorio Auricchio, has the task of supervising ESG activities at Group level, with direct reporting to the Board.
- **The Sustainability Committee**, composed of the top management of the main divisions of the Parent Company, ensures the operational oversight of initiatives and the transversal sharing of approaches and priorities.

A distinctive element of this structure is the **direct involvement of the managers** of the subsidiaries, with the aim of making them increasingly aware and capable of collecting, verifying and validating the relevant ESG information flows. In this sense, alignment and discussion sessions were organized during the year, aimed both at spreading a common culture of sustainability and at sharing the methodological approach adopted and the results achieved.

This structure has made it possible to consolidate an integrated sustainability management model, promoting **widespread awareness**, data consistency and the adoption of homogeneous practices in all Group companies.

ETHICS AND COMPLIANCE

Auricchio has always believed that business success is not only measured in terms of turnover but also based on the **economic value generated for workers, communities** and the **protection of the environment** in which it operates. This awareness has been translated into a concrete commitment aimed at the continuous improvement of working conditions, the protection of people’s dignity and freedom, as well as safeguarding the environment.

In recent years, this commitment has been strengthened through the **formalization of a series of corporate policies** that translate the Group’s ethical principles into operational tools. Initially applied at the Parent Company, these policies will be **progressively extended to all Group** companies with the purpose of ensuring homogeneous and structured coverage in all operating offices. The main tools adopted include:

POLICIES		MAIN OBJECTIVE
	ESG Responsibility Policy	To integrate environmental, social and governance principles into business management.
	Information Security Policy	To protect the integrity, confidentiality and availability of corporate data.
	Sustainable Procurement Policy	To promote an ethical, transparent and responsible supply chain.
	Quality Policy	The continuous improvement of processes and products.
	Supplier Code of Conduct	To set ethical standards along the value chain.
	Anti-Corruption Policy	To prevent illegal behavior and promote transparency.
	Whistleblowing Policy	To facilitate the reporting of irregularities, ensuring anonymity and protection.

To complete the various policies adopted by the Group, specific **operating procedures** have been implemented. These procedures are intended to **concretely translate the principles expressed in the policies**, ensuring their effective **application and contributing to the correct management of company activities**.

PROCEDURE	MAIN OBJECTIVE
 Supplier monitoring	To establish how the Parent Company assesses suppliers according to environmental and social criteria, so to identify the most critical ones and define corrective actions.
 Remedy for child labor	To promote a system aimed at preventing and combating child labor, ensuring compliance with the minimum age for recruitment, the protection of young workers and the dignity of people employed.
 Management of non-conformities	To define an organized system for the management of non-conformities, through identification, registration and processing methods, in order to prevent the recurrence of critical issues, in a view of continuous improvement.
 Labeling management	To regulate the criteria and procedures for the control and approval of labels and wrappers, ensuring regulatory, technical and commercial compliance, also in relation to the PDO specifications and the specific requirements of the countries of destination, providing clear information to the consumer.
 Sustainability management system	Define roles, responsibilities and operating methods to implement, maintain and improve the Group’s sustainability practices, ensuring regulatory compliance, transparency towards stakeholders and compliance with <i>Equiplanet Sustainable Agri-food Organization</i> standard through independent audits.

Integrity is also promoted through a rigorous approach to the **prevention of unlawful conduct**. The Anti-Corruption Policy establishes clear and binding standards for all employees, promoting the adoption of transparent and compliant behavior, including relations with public bodies and stakeholders. The **whistleblowing system**, regulated by a specific policy, guarantees the possibility of reporting, even anonymously, any non-compliant conduct, ensuring confidentiality, impartiality and protection from retaliation. Confirming the effectiveness of the measures adopted in the field of integrity and combating wrongdoing, it should be noted that, during the two-year period covered by reporting, no cases of corruption, anti-competitive conduct, violations of antitrust regulations and/or monopolistic practices were detected.

Respect for people is a cross-cutting principle of all policies. Auricchio considers its staff as its greatest asset, **promoting a safe, inclusive and respectful work environment**, prohibiting any form of harassment, discrimination or inappropriate behavior that compromises the well-being of workers or equal opportunities, even if not explicitly provided for by law. The Management firmly believes that its commitment to **Social Responsibility** can influence its contractual relationships. Auricchio is committed to **protecting human** rights throughout the value chain, prohibiting all forms of forced or child labor, guaranteeing freedom of association and the right to collective bargaining, and ensuring that employment relationships are carried out in compliance with regulations and applicable collective agreements.

To confirm this, the Group **actively supports dialogue with Trade Unions** in full respect of the rights and wishes of its staff and formally undertakes to comply with **National and other laws**, including international provisions and recommendations issued by human rights bodies (ILO – UN).

Particular attention is paid to the **correctness and transparency** of the information addressed to consumers, with specific reference to that shown on the **product labels**. Internal procedures require precise checks on the origin of raw materials, their composition, how to use them safely and their correct disposal. This commitment to clear and responsible communication also extends to information management inside and outside the organization. In this perspective, the protection of company data and sensitive information is addressed in a systemic way, according to the principles established by the Information Security Policy. The Group adopts technical and **organizational measures** to ensure the confidentiality, **integrity and availability of data**, promoting business continuity, threat prevention and staff accountability.

Since 2021, **Gennaro Auricchio S.p.A. has obtained the Legality Rating from the Italian Competition Authority (AGCM)**, a particularly important recognition that attests to the company's concrete commitment to promoting business conduct based on **transparency, fairness and compliance with current regulations**.



Legality Rating is a tool introduced by the AGCM to enhance companies that adopt virtuous behaviors in terms of legality and social responsibility, with positive repercussions also in terms of reputation, reliability and access to public and bank financing. Obtaining this recognition, which is renewed every two years, represents a **tangible sign of the integration of ethical principles into corporate processes**, in the management of relations with stakeholders and in the overall approach to governance.

For Auricchio, obtaining the Rating is part of the broader **process of strengthening ethical-compliance** measures already initiated in recent years, which includes formalized policies on anti-corruption, whistleblowing, ESG responsibility and information security. It is also an expression of the high level of attention to reputational risk and the desire to consolidate the culture of legality at every organizational level. These principles also guide the company's strategic choices in the economic and financial sphere, as demonstrated by the launch of sustainable finance initiatives that link access to subsidized banking instruments to the achievement of specific ESG objectives.

COLLABORATION WITH INDUSTRY ASSOCIATIONS



Promoting integrity in business also means actively supporting the network of relationships that **enhances the Italian dairy sector**. The Auricchio Group is an active member of some of the **most important Italian associations** in the dairy sector, participating in dialogue between companies, consortia, and institutions. Through these entities, it contributes to:

- preserve **protected designations of origin (PDO)**.
- promote the **quality and traceability of production**.
- **enhance Italian dairy traditions** in a modern and sustainable way.

This network of collaborations strengthens the Group's role as a key player on the national and international scene, with a view to shared growth and the protection of Italian agri-food products.

OUR SUSTAINABILITY JOURNEY

During 2024, Auricchio took an important step forward on its journey towards sustainability, strengthening its commitment by **extending the reporting scope to all Group companies and plants**. After a first year focused solely on Gennaro Auricchio S.p.A., the new approach now allows to offer a more complete, transparent and integrated view of the Group's overall performance, ensuring consistency of actions and measurability of impacts along the value chain.

This extension represented a **natural evolution of a path** that began a year ago based on the desire to combine tradition, innovation and responsibility. In line with these principles, the Group has launched a process of internal awareness among its subsidiaries and strengthening the information system, defining shared tools and homogeneous criteria for the collection, management and validation of data related to sustainability aspects. This infrastructure now enables increasingly **centralized and structured governance of ESG information**, while at the same time allowing the Group's overall performance to be read in a consistent and comparable way.

The approach adopted reflects the **belief that sustainability is not an accessory element**, but an integral part of the corporate strategy. For this reason, the Group has chosen to orient its reporting not only based on regulatory obligations, but also by listening to people, customers, suppliers and the community with which it interacts daily.

MATERIALITY ANALYSIS AND STAKEHOLDER ENGAGEMENT



During the year, the Group updated its **materiality analysis**, with the aim of identifying the most relevant issues on which to focus its commitment. The process began with a structured recognition of the impacts generated by **the Group's activities along the entire value chain**. This was a key step in ensuring that the structure of this document faithfully reflects the reality of the Group and is consistent with the company's strategic priorities and stakeholder expectations.

The assessment was then conducted in line with the **principles of the GRI standards** and involved a combination of data analysis and impact assessment.

PROCESS OF IDENTIFYING MATERIAL THEMES

1 PHASE 1: CONTEXT ANALYSIS

Through a benchmark analysis of leading food and dairy companies in the **food and dairy sector** were analyzed, and the main international reference standards evaluated (ex. SASB, S&P yearbook, ...).

2 PHASE 2: IDENTIFICATION OF IMPACTS

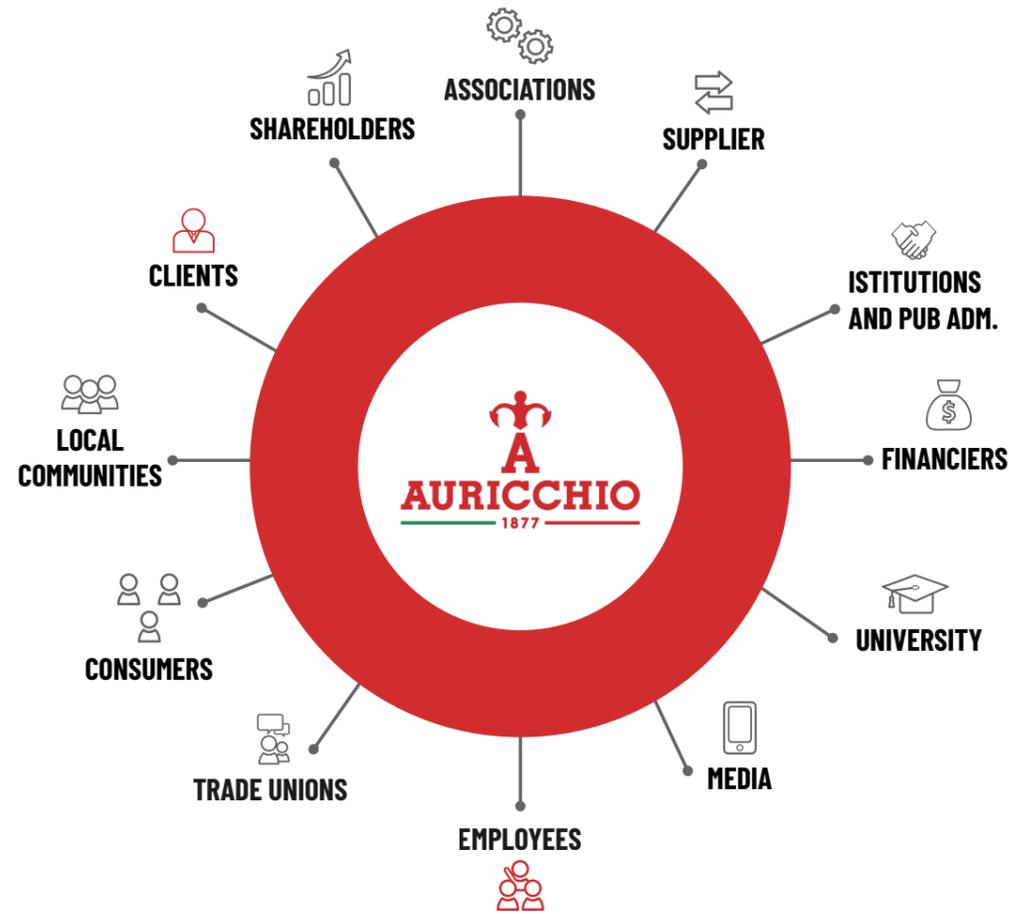
The positive and negative impacts, both current and potential **-generated by the company's activities on economy, environment and people** - were identified.

3 PHASE 3: EVALUATION OF IMPACTS

Each impact was evaluated through working sessions with the **Sustainability Team**, following the criteria identified by the **GRI Standard: Scale, Scope** and, for potential impacts, the **Probability** of occurrence.

4 PHASE 4: PRIORITIZATION OF IMPACTS

The impacts were then **prioritized** and **aggregated into material themes**, excluding impacts that were found to be below the minimum relevant threshold.



To complete this phase, Auricchio has activated a **process of engagement** with certain categories of stakeholders.. Two strategic groups were involved in this reporting exercise: **employees**, thanks to their key role in the Group’s operational and decision-making processes; **and customers**, whose feedback represents an essential reference for innovation and product quality.

Both were called upon to express their perception and priorities with respect to the impacts identified, thus contributing to the assessment of their significance. Their contribution has made it possible to **confirm the relevance of the initial assessments**, thus strengthening the robustness of the reporting process.

The result of the process led to the definition of a **materiality threshold** and the aggregation of impacts into material themes, consistent with the company’s strategic objectives and with the main international guidelines. The **List of Material Topics** presented below today represents a fundamental reference for the orientation of the Auricchio Group’s ESG strategies and for the future evolution of reporting. The corresponding **United Nations Sustainable Development Goals (SDGs)** were also associated with each material topic, to ensure alignment with global priorities and strengthen the Group’s contribution to international commitments for sustainable development.

LIST OF MATERIAL TOPICS

<p>Business ethics and responsible governance</p>	<p>Responsible supply chain management</p>	<p>Energy consumption and Climate Change</p>
<p>Responsible materials and waste management</p>	<p>Responsible use of water resources</p>	<p>Biodiversity conservation</p>
<p>Own workforce</p>	<p>Protection of human rights throughout the supply chain</p>	<p>Product quality and safety</p>

Governance
 Natural environment
 Social

IMPACT	IMPACT DESCRIPTION	TYOLOGY	PERIMETER	SGDs
BUSINESS ETHICS AND RESPONSIBLE GOVERNANCE				
Business ethics and responsible governance	Promoting a culture of ethics, equity, and inclusion within the company, with respect for human rights by management, employees, and business partners.	Positive / Potential	Own operations	 
Generating economic value	Generation of shared economic value, enhancing human capital, stimulating innovation and contributing to the competitiveness of companies, with positive effects on employment and the well-being of the territory.	Positive / Current	Own operations	
RESPONSIBLE SUPPLY CHAIN MANAGEMENT				
Local products and suppliers	Promotion of local products and support for supplier development, through responsible management of relationships, promoting the sustainable growth of companies, strengthening the local economic fabric and consolidating relationships of trust and collaboration throughout the supply chain.	Positive / Current	Upstream	 
ENERGY CONSUMPTION AND CLIMATE CHANGE				
Generation of direct and indirect GHG energy emissions (Scope 1 and 2)	Contribution to climate change through the generation of direct and indirect energy CO2 emissions, linked to the production activities carried out in the company's own offices and sites (e.g. consumption of natural gas or electricity from non-renewable sources).	Negative / Current	Own operations	 
Generation of other indirect GHG emissions (Scope 3)	Generation of indirect emissions produced in the value chain, associated with the life cycle of dairy products resulting from livestock farming activities (including slurry management processes and product disposal), up to the consumption of the final product.	Negative / Current	Upstream and Downstream	 

IMPACT	IMPACT DESCRIPTION	TYOLOGY	PERIMETER	SGDs
Energy consumption from non-renewable energy sources	Energy consumption from non-renewable sources at company sites, as well as for the handling of goods, with a consequent reduction in fossil fuel stocks.	Negative / Current	Own operations	 
RESPONSIBLE MATERIAL AND WASTE MANAGEMENT				
Whey recovery and reuse	Recovery and reuse of concentrated whey, as an ingredient for the pharmaceutical sector or for other food production.	Positive / Current	Own operations	 
Waste generation	Environmental impacts related to the generation of hazardous and non-hazardous waste and their treatment/disposal, including animal by-products and waste generated during production.	Negative / Current	Own operations	 
Non-food products with limited or no recyclability	Use of non-food products (detergents, disinfectants, lubricants) for cleaning and maintenance with limited recyclability.	Negative / Current	Own operations	
RESPONSIBLE USE OF WATER RESOURCES				
Water consumption	Reduction of water consumption thanks to the reuse of the aqueous part of the whey recovered during the curd separation phase.	Positive / Current	Own operations	
Reduction of the water capacity of the reservoirs	Reduction in the water availability of the basins from which the Organization draws its supply due to a discharge to a different destination.	Negative / Current	Own operations	 

IMPACT	IMPACT DESCRIPTION	TPOLOGY	PERIMETER	SGDs
BIODIVERSITY CONSERVATION				
Impact on biodiversity	Productive and non-productive activities in areas that can alter natural ecosystems, contributing to biodiversity loss, habitat fragmentation and deterioration of fauna and flora environments.	Negative / Current	Own operations	 
Breeding and transport conditions	Procurement of animal products from supply chains that do not protect the health and quality of life of animals (in breeding, transport, etc.).	Negative / Current	Upstream	
OWN WORKFORCE				
Workplace accidents	Accidents in the workplace and the onset of occupational diseases with negative consequences for the health of workers.	Negative / Current	Own operations	
Low employee satisfaction	Low worker satisfaction related to job insecurity, unconventional working hours, seasonal/fixed-term jobs and lack of re-employment opportunities.	Negative / Current	Own operations	
Inadequate remuneration	Failure to meet workers' expectations regarding classification and remuneration.	Negative / Potential	Own operations	
Training and professional development activities	Improving workers' skills through training and professional development activities.	Positive / Potential	Own operations	 

IMPACT	IMPACT DESCRIPTION	TPOLOGY	PERIMETER	SGDs
Gender discrimination	Gender discrimination with reference to remuneration and career advancement.	Negative / Potential	Own operations	
Poor inclusion and job inequality	Poor inclusion and representation of diversity (e.g. cultural, social, generational, etc.) and occasional or repeated episodes of inequality that can generate negative impacts on workers' well-being.	Negative / Potential	Own operations	
Work-life balance	Failure to respect work-life balance with consequent impact on workers' ability to live in a state of physical or mental well-being.	Negative / Potential	Own operations	
Improvement of interpersonal relationships	Improvement of interpersonal relationships through the promotion of a climate of respect and the implementation of internal channels for reporting any discriminatory act, mobbing/harassment.	Positive / Potential	Own operations	
PROTECTION OF HUMAN RIGHTS THROUGHOUT THE SUPPLY CHAIN				
Violation of human rights	Lack of access to education and violation of the fundamental rights of workers in the supply chain (e.g. forced or compulsory labour, child labour).	Negative / Potential	Upstream and Downstream	
PRODUCT QUALITY AND SAFETY				
Risks to consumer health and safety	Potential harm to consumer health and safety due to ineffective controls that ensure product quality and compliance.	Negative / Potential	Upstream and Downstream	  

IMPACT	IMPACT DESCRIPTION	TYOLOGY	PERIMETER	SGDs
Non-transparent communication	Adoption of marketing campaigns that are not aligned with the principles of responsibility, with inadequate information on the economic, social and environmental impacts of products, leading to risks of non-compliance with laws and regulations.	Negative/Potential	Downstream	

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The Sustainable Development Goals (SDGs) are a set of 17 global goals adopted in 2015 by the United Nations as part of the 2030 Agenda, aimed at promoting equitable, inclusive and environmentally friendly development.

They address crucial issues such as climate change, decent work, the protection of natural resources and food security.

In line with these principles, the Auricchio Group recognizes its role in actively contributing to the achievement of the SDGs: operating in a sector closely linked to the protection of the territory, the enhancement of local supply chains and the health of consumers, the Group integrates the values of environmental, social and economic sustainability throughout its value chain. In this perspective, the Group has identified a series of **priority objectives**, on which it orients its **strategies and initiatives**, as highlighted in the table that reports on the impacts generated along the value chain:



THE GROUP'S STRATEGIC PRIORITIES

The Auricchio Group intends to face future challenges with an integrated approach to sustainability, guided by the desire to create shared value for all stakeholders and contribute to the construction of a more resilient, ethical and resource-conscious agri-food system.

ESG AREA	PRIORITY	OBJECTIVE
ENVIRONMENT, EMISSIONS AND NATURAL RESOURCES	Continuous monitoring and progressive reduction of Scope 1 and 2 emissions, extension of the analysis to Scope 3 emissions and optimization of the use of natural resources.	To consolidate an integrated environmental management system, based on the constant reduction of direct and indirect emissions, on the expansion of measurement to Scope 3 impacts and on effective monitoring of water and natural resources consumption, promoting efficiency and recovery.
GOVERNANCE	Adoption of the 231 Organizational Model and the Code of Ethics.	Strengthening the internal control system and prevent liability through transparent and structured governance.
CIRCULAR ECONOMY	De-grammage and reduction of the environmental impact of packaging.	Introduce recyclable single-component materials and reduce the weight of packaging.
PEOPLE	Initiatives in favor of people's well-being and growth.	Strengthening welfare, safety and enhancement of skills in the workplace.



QUALITY AND CRAFTSMANSHIP

Auricchio's success is intertwined with the **history of a unique and inimitable cheese, Provolone**, so much that today the two terms are used synonymously. However, over the years, thanks to the entrepreneurial spirit and foresight of the Auricchio family, **the offer of cheeses has expanded strongly**, including all the great cheeses of the Italian tradition. The common thread remains one and only one, "*Passion, Research, Quality and Experience*" with which Auricchio has been producing its cheeses since 1877.



HOW AURICCHIO CHEESES ARE MADE

The Auricchio Group’s dairy production is based on an **articulated network of specialized plants**, located in areas traditionally suited to the processing of milk and the enhancement of Italian dairy excellence. This structure allows the Group **to oversee heterogeneous production chains**, linked to different territories and knowledge, and to offer a complete range of cheeses varying in type, milk origin and processing techniques.

The **proximity between farms and production sites** – with milk delivered almost exclusively by suppliers located within a radius of 100 km from the plants – guarantees traceability, freshness of raw materials and logistics sustainability. The milk, coming from different animal species (cow, sheep, goat and buffalo), is delivered daily and subjected to rigorous internal analytical controls, before being sent to the various production processes.

Each of the Group’s production site is **specialized in one or more dairy categories**, reflecting the history and expertise of the territories in which it operates: from **traditional stretched curd to fresh and soft cheeses**, from **aged Pecorino cheeses to Gorgonzola**, up to **organic cheeses and special lines for the foreign market**. This productive diversity allows Auricchio not only to maintain its authoritative presence in its traditional market segments, but also to respond with flexibility and innovation to new consumer trends, always maintaining high standards of quality and safety.

DID YOU KNOW...

 **88%** of our suppliers are Italian

 **100%** of our cow’s milk comes from Italy

 We are proud of our important **quality certifications** including:

- ISO 9001
- BRC
- IFS
- HACCP



HOW IS PROVOLONE AURICCHIO PRODUCED?

CHEESEMAKING

First, milk is poured into special stainless-steel tanks, technically called “polyvalent”, and heated to a temperature of 37°C. Then, **the exclusive Auricchio rennet is added**.

SPINNING

The curds are minced and spun at a **temperature of about 70°C** and are then crafted into shape by hand. The different shapes (“salame”, “mandarino”, “gigantino” etc.) are moulded one by one.

BINDING AND SEASONING

The next steps are binding and maturing. The product is hung in monitored storage rooms equipped with advanced technologies that keep temperature, **humidity and air circulation under control**.

MATURATION

Expert dairymen “**break the curd**” and **cook** it at a temperature not exceeding 45°C. The curds, once whey has been taken away, lie for some hours on sloping stainless steel tables in order to allow complete drainage.

FORMING AND FIRMING

After **passing through ice-cold water** to fix the shape, the product is dipped in **brine tanks**, where it stays for a few hours (small sizes), up to twenty days (large sizes of 50 or 100 kg).

COATING

Once they reach the right level of maturity, the cheeses are wrapped with a thin **film of transparent paper** bearing an impression of the Auricchio brand and the name of the specific provolone variety. **Small sizes are marked with ink instead**.

Along this process, the **by-products are enhanced** through the **transformation** of the whey into Ricotta or as a whey powder destined for other supply chains (feed, food and medical) and through activities to **enhance waste materials**.

GROUP'S PRODUCTS

PROVOLONE

Unique and inimitable, Provolone Auricchio is one of the most popular and famous cheeses of the Italian tradition and it is recognizable thanks to the texture applied to the product that allows you to distinguish its originality even if sliced.



PECORINI

This line of exclusive products based on sheep's milk comes from the passion for tradition and for artisanal production methods. These are some of the most famous Italian cheeses such as mixed Caciotta, fresh and salted Ricotta, Pecorino Romano PDO and other savory pecorino cheeses.



PARMIGIANO REGGIANO P.D.O.

Its quality is unmistakable and in its aging process you can recognize all the Auricchio experience yet from the first taste. Our Parmigiano Reggiano is a food recommended in all diets for its nutrients and easy and tasty use in the kitchen.



MOZZARELLA

Fresh stretched curd cheese, soft and delicate. It is distinguished by its porcelain white color, fibrous texture and the typical aroma of fresh milk. The flavor is harmonious, balanced and not very pronounced, ideal for enhancing the simplicity and genuineness of the raw material.



FRESH CHEESES

Delicate and tasty cheeses such as Camembert, Ricotta, Robiola, Crescenza and Caprino represent the perfect synthesis of tradition and craftsmanship, fully embodying the quality of the Auricchio experience.



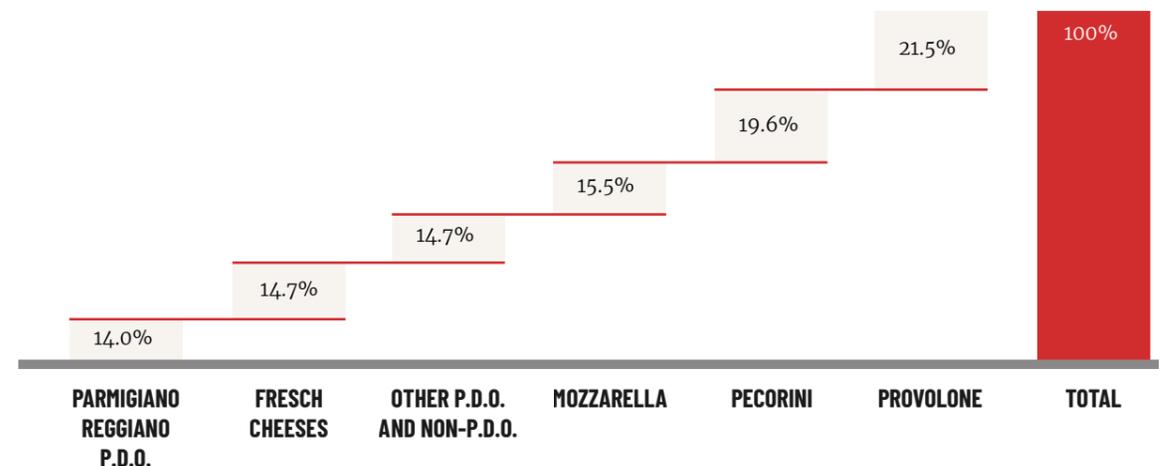
OTHER P.D.O. AND NON-P.D.O.

Our Taleggio PDO together with Quartirolo, Asiago PDO, Gorgonzola PDO, Scamorza and Salva Cremasco make up a further range of cheeses typical of the Italian tradition.



The breakdown of the Auricchio Group's revenues by product category reflects an identity strongly rooted in the Italian dairy heritage and in the enhancement of the excellence of Made in Italy. Provolone, as the symbolic product of the company's tradition, represents 21.5% of consolidated revenues, confirming itself as a central and distinctive element of the Group's offer.

BREAKDOWN REVENUES BY PRODUCT CATEGORY (%)



Pecorino cheeses follow, with a share of **19.6%**, confirming the growing enhancement of Made in Italy in national and international markets. With **15.5%**, another symbolic product of Italian cheesemaking stands out: **Mozzarella**. The **other PDO and NON-PDO**, including specialties such as **Gorgonzola, Taleggio** and **Salva Cremasco**, contribute a further **14.7%**, the same incidence is recorded by the **Fresh Cheese** category, which includes references such as **Camembert, Ricotta** and **Goat's Cheeses**. **Parmigiano Reggiano PDO** closes the breakdown, with a share of **14.0%**, an expression of excellence of the Italian tradition and a leading product on international markets.

This composition highlights the Auricchio Group's ability to combine **quality, craftsmanship and innovation**, thanks to a production know-how consolidated over time and an **extensive and specialized supply chain**. The **subsidiaries** play a strategic role in overseeing and developing the various product categories, ensuring continuity, competence and performance. The strength of the Group lies in **its ability to maintain the excellence of Made in Italy**, enhancing the richness of the territories, the specialization of the factories and the distinctiveness of its cheeses.

The quality of the finished product has always been an essential aspect for the Auricchio Group, which is committed in all its plants to ensuring **high quality and safety standards at every stage of the production process**. This commitment translates into the adoption and maintenance of certified management systems in numerous plants and companies of the Group, **according to internationally** recognized standards, which concern areas such as quality (e.g. **UNI EN ISO 9001:2015**), food safety (e.g. **BRC, IFS**), the environment (e.g. **UNI EN ISO 14001:2015**), health and safety at work (e.g. **UNI ISO 45001:2018**), the traceability of the supply chain and organic production.

In line with the principles of continuous improvement and **responsibility towards consumers**, the Group systematically assesses the health and safety impacts of all its product categories, with the aim of **preventing risks and constantly improving quality**.

	ISO 9001	ISO 14001	ISO 22000	ISO 22005	ISO 45001	BRC	IFS	BIO	HACCP	HALAL
GENNARO AURICCHIO S.P.A.	✓	✓			✓	✓	✓	✓	✓	
3B LATTE							✓			
CASCINE EMILIANE						✓	✓			
CASEIFICIO GIORDANO			✓	✓		✓	✓			
LA PECORELLA	✓									
CASEIFICIO VILLA	✓				✓	✓	✓			✓

Within the Group, the various production plants apply **structured management systems**, adapted to the specific production characteristics and reference markets. The adoption of standards such as those provided for by voluntary certifications makes it possible to ensure compliance with the stringent requirements, which are often also demanded by the market and by clients operating in markets with high levels of accountability, such as organic and certified supply chains.

The Group's subsidiaries and affiliates also share this systemic and quality-oriented approach, and some Group companies have obtained recognition on aspects related to sustainability from third parties.

In particular, the Gazzo plant - the main production plant of the Parent Company - and the subsidiary Caseificio 3B Latte have obtained the Bronze recognition from **Ecovadis**, an international platform that assesses the ESG performance of companies along the supply chain.

In detail, **3B Latte achieved a score of 67/100**, which placed it in the **83rd percentile**, while the **Gazzo plant located in the 81st percentile (64/100)**.



This means that 3B Latte and the Gazzo plant are respectively within the **17 % and 19%** of companies with **excellent sustainability performance**, considering companies of the same category and size. These results demonstrate the Group's effort to pursuing responsible management oriented towards continuous improvement in the environmental, social and governance fields. This recognition takes on a strategic value for the Auricchio Group, as it testifies to the concrete commitment to sustainability and it is increasingly considered a distinctive criterion also in the dairy sector, especially in relation to the requests of large-scale distribution and international partners, further confirming the consistency and **transversal propensity of the entire Auricchio Group towards responsible management**.

To ensure the effectiveness of these systems, all certified Group plants are subject to periodic checks, including unannounced inspections and audits by accredited third parties. These activities represent a fundamental tool to ensure process compliance, increase stakeholder confidence and promote operational excellence on a Group scale.

Auricchio considers controls a fundamental tool to promote continuous improvement, which has always been a distinctive element of the Company.

The **Management of non-conformities** is an integral part of the systems adopted: each report is managed by the competent Quality function that analyzes the causes of the problem and activates the necessary corrective and preventive actions, contributing to the evolution and effectiveness of the system over time.

OUR CERTIFICATIONS



BIOAgriCERT: certifies the **compliance of products with the requirements of organic farming according to European legislation**, guaranteeing the absence of GMOs, synthetic chemical pesticides and fertilizers not allowed in production processes.



BIO: certifies that the **products come from organic farming and comply with European regulations**, excluding the use of GMOs, synthetic chemical pesticides and prohibited fertilizers.



BRC Global Standard: guarantees compliance with strict **international standards in terms of food safety**, quality and legality, ensuring control of the entire production chain and compliance with the requirements of large-scale distribution.



HACCP: a preventive system that allows significant food **safety hazards to be identified, assessed and controlled throughout the production chain**.



HALAL: certification related to the **production of food in accordance with the dictates of the Muslim religion**.



IFS FOOD: food standard that ensures the **safety and quality of products and processes along the entire supply chain**.



ISO 9001: certifies the **adoption of a quality management system oriented towards continuous improvement**, customer satisfaction and the efficiency of business processes.



ISO 14001: certifies the **adoption of an environmental management system aimed at monitoring and improving performance**, promoting regulatory and sustainable compliance.



ISO 22000: defines the **requirements for a food safety management system**, integrating HACCP principles with a process approach aimed at ensuring safe food throughout the supply chain.



ISO 22005: defines the **requirements for traceability in the agri-food chain**, ensuring transparency and traceability of ingredients, processes and suppliers throughout the production chain.



ISO 45001: defines the **requirements for an occupational health and safety management system**, with the aim of preventing accidents, reducing risks and promoting the well-being of workers.

THE CAREFUL SELECTION OF SUPPLIERS

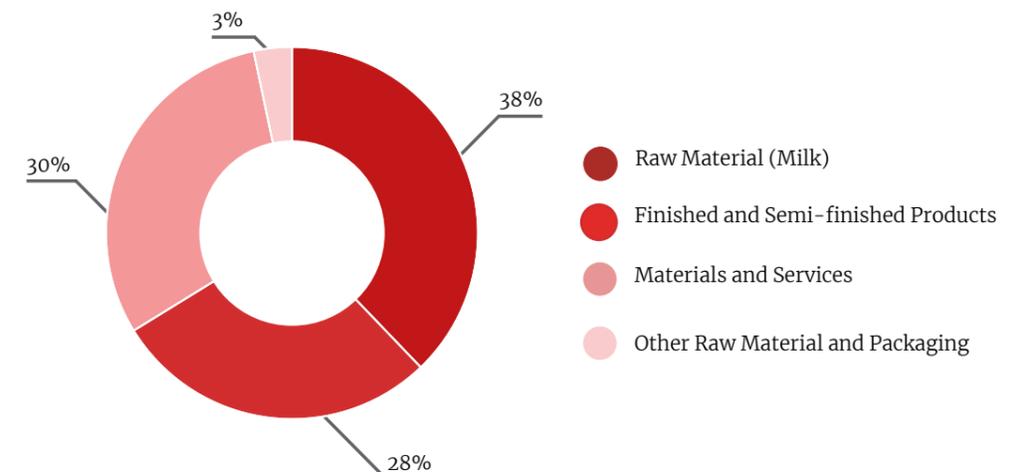
The Auricchio Group is committed to ensuring that suppliers share the Company's core values of sustainability, ethics and social responsibility as outlined in its Sustainable Procurement Policy. The main categories of supply can be summarized as follows:

- **Raw material:** all the farmers who bring fresh milk to the Auricchio production plants every day.
- **Finished and semi-finished products:** these are those suppliers from whom the Group purchases that small share of externally processed cheeses.
- **Other raw materials and packaging:** suppliers of secondary ingredients necessary for the processing of the raw material such as rennet, enzymes, CO₂, nitrogen and salt and suppliers of trays and other packaging for the packaging and transport of cheeses.
- **Different materials and services:** cooperatives that provide cleaning, sterilization and waste management services within the various Auricchio plants and suppliers of machinery, plants and maintenance services.

To guarantee the high-quality standards that distinguish Auricchio products, a phase of particular importance is that of the **selection and evaluation of suppliers**. Maximum attention is paid to product quality and safety thanks to a constant dialogue between the purchasing department and the quality function throughout the evaluation process.

Farms are selected based on their geographical location, since the quality characteristics of Auricchio cheeses depend heavily on the territory in which they are produced, as is the case with all PDO products. All the Group's plants process **cow's milk of exclusively national origin**, while for the other cheeses based on sheep's and goat's milk they also come to a lesser extent from France and Spain.

The milk is analyzed at each delivery and control activities are also carried out **at the suppliers' premises with monthly visits to the farms**.



Auricchio prefers, where possible, long-lasting relationships with the same suppliers, applying a policy of continuity that allows it to guarantee not only the **highest quality of the product**, but also the **economic sustainability of the supply chain**. In this view, the Group prefers Italian suppliers, who have always been synonymous with reliability, traceability and Made in Italy value. It is therefore not surprising that, at Group level, **88% of suppliers are based in Italy** – a percentage that, although lower than the 95% recorded last year on the Parent Company alone, is also significantly high considering the expansion of the reporting scope and the consequent inclusion of purchases made by foreign subsidiaries.

PERCENTAGE OF SPENDING ON LOCAL SUPPLIERS - 2024

REGION	% SPENDING	% SUPPLIERS
ITALY	81.9%	88.0%
FOREIGN	18.1%	12.0%

Even on other types of product supply, the **Auricchio Group carries out verification audits** at suppliers' plants **and requires the possession of BRC or IFS certifications**, used to verify compliance with strict quality and safety requirements. Regarding the purchase of finished products, the winning factor lies in the skills developed over the years by the Auricchio family, which takes personal responsibility in the evaluation and tasting of the cheeses purchased.

Finally, there is a different process for the provision of services: when turning to these types of companies there are additional checks that the Group carries out, for example **it is verified that the salary paid by the cooperatives to their employees is higher than the minimum wage scale** and a guarantee is also included **for the payment of the salary** for at least six months. This allows Auricchio to protect the dignity of workers in the supply chain and to ensure the continuity of the service offered.

ESG MONITORING SUPPLIERS

THE CRIBIS SYNESGY PLATFORM

The Group, where possible, chooses to **purchase and use products and services with a reduced environmental impact**. To promote an increasingly responsible supply chain, Gennaro Auricchio S.p.A. has embarked on a path of continuous improvement, which is reflected in the adoption of advanced tools for evaluating and monitoring its suppliers, in line with the objectives of its **Sustainable Purchasing Policy**.

Starting from September 2024, **Synesgy**, the CRIBIS platform dedicated to **measuring ESG risk and performance, was introduced**, which makes it possible to obtain structured and comparable information on the level of suppliers' sustainability. This tool strengthens the **supervision of the supply chain** and supports the selection of business partners who are more attentive to environmental and social issues.

In the qualification process of all new suppliers considered strategic, the Parent Company integrates quality and environmental certification processes. These assessments aim to identify any **ESG risk along the supply chain** and, if necessary, to define corrective actions or exclusion measures, ensuring consistency with the Group's commitments to responsibility and transparency.



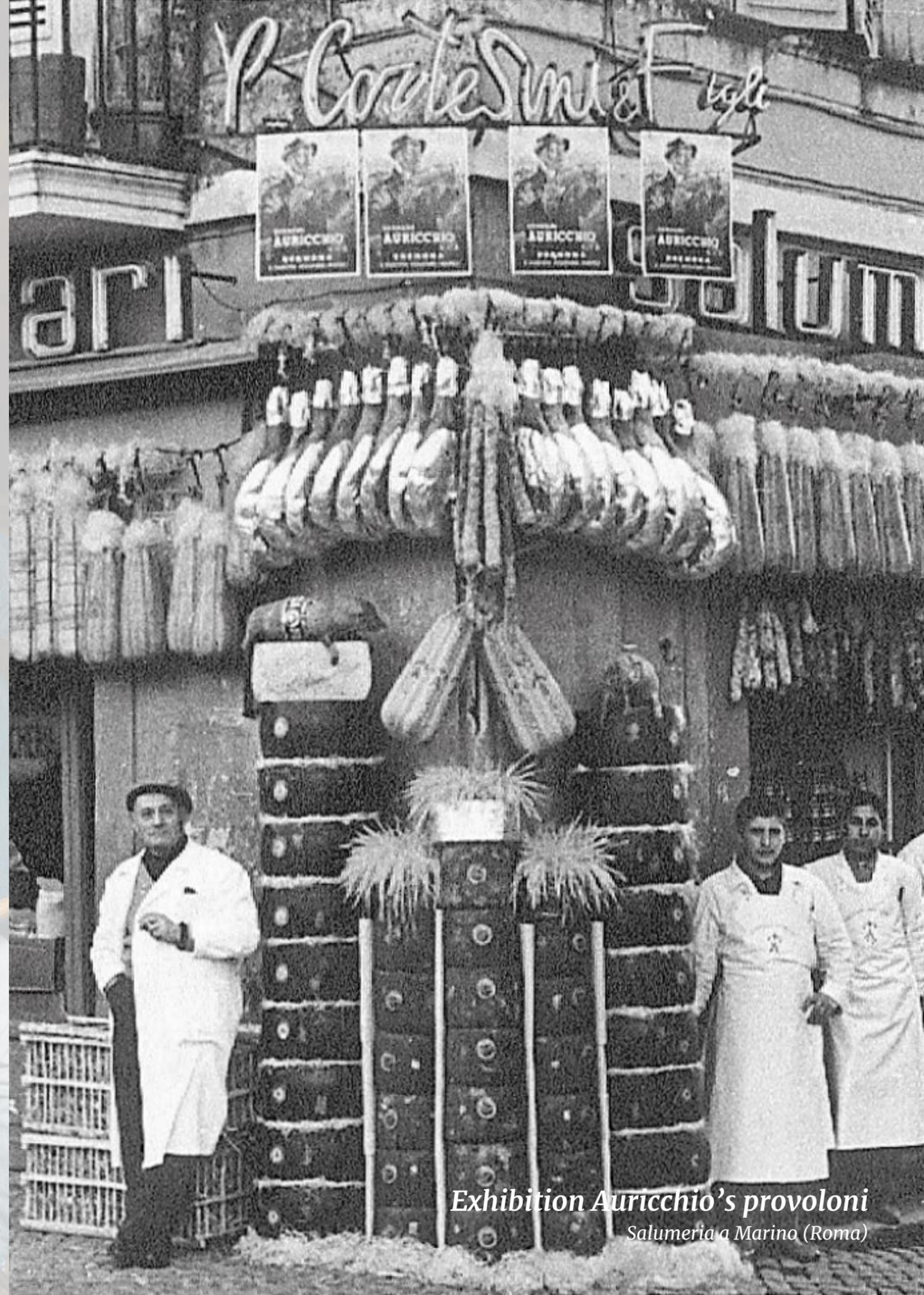
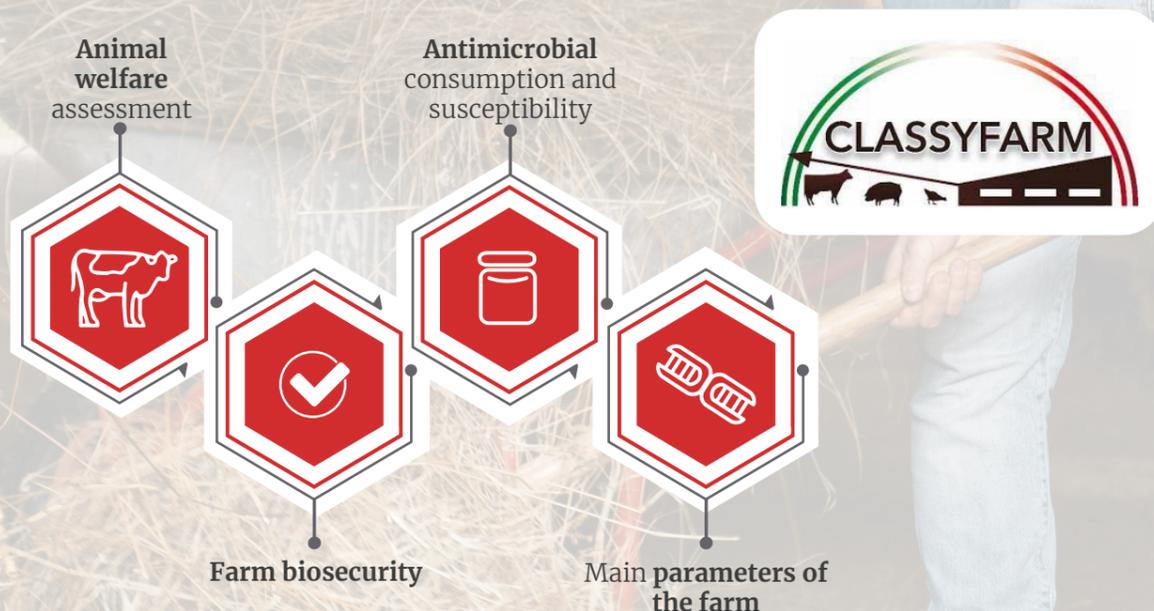
THE PROTECTION OF ANIMAL WELFARE: CLASSYFARM

The Auricchio Group adopts advanced tools on a voluntary basis **to guarantee the quality of the raw material and animal welfare along the livestock supply chain. Among these, a central role is played by ClassyFarm**, a system promoted by the Ministry of Health and integrated into the national veterinary portal (www.vetinfo.it). It is an IT platform that, through business intelligence tools, processes a large amount of data from different sources – collected directly in the field or acquired from other information systems – with the aim of monitoring and improving the conditions of farms. ClassyFarm allows you to evaluate fundamental aspects for the responsible management of the livestock supply chain, including:

- **Animal welfare;**
- **Farm biosecurity;**
- **Antimicrobial** consumption and susceptibility;
- **Main parameters of the farm** (health status, production data and feeding).

Classyfarm is used in all plants attributable to **Gennaro Auricchio S.p.A.**, as an integral part of the supplier selection and monitoring process. The subsidiaries also adopt similar tools: **Caseificio Villa** uses Classyfarm to monitor farmers, while **3B Latte** uses it for the suppliers of goat's and buffalo milk; for cow's milk, **FSSC 22000 certifications are collected.**

In the case of structured breeders, the questionnaire is completed by the company veterinarian; for smaller companies, the Group directly hires a qualified veterinarian. In addition to providing a technical assessment, Classyfarm represents a **tool for awareness and continuous improvement**, which has allowed the Group to identify and enhance the most responsible suppliers. Since its adoption, **there have been no significant non-conformities in the suppliers involved.**



*Exhibition Auricchio's provoloni
Salumeria a Marino (Roma)*



ENVIRONMENTAL RESPONSIBILITY

In the 90s, the then President Gennaro Auricchio, together with his sons Antonio, Giandomenico and Alberto, **embarked on a journey through Europe in search of the best practices for optimizing the production process and rationalizing the use of resources**, giving life to a significant process of modernization, initially to the company and gradually extended to what are now the plants and subsidiaries of the Group. Through this experience, Auricchio has launched an **increasingly determined commitment to environmental protection**, integrating sustainable practices into every aspect of its operations.

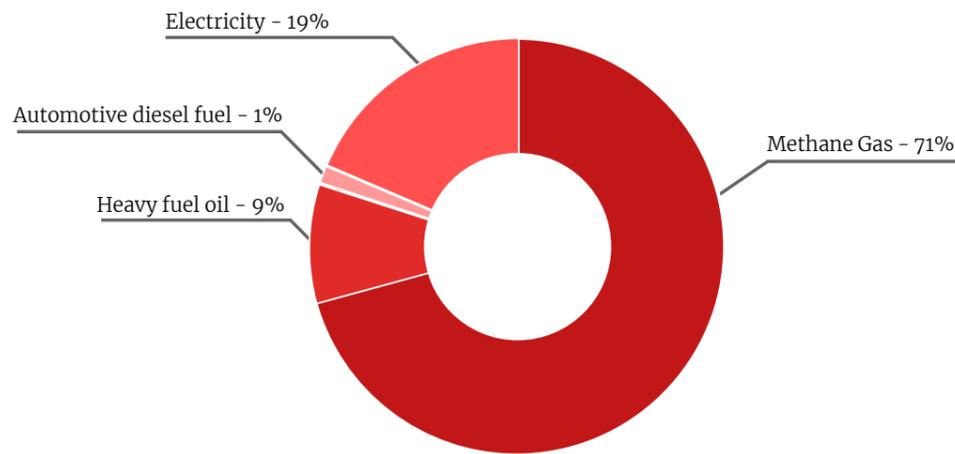


ENERGY AND EMISSIONS

The responsible management of energy resources is a key lever in the Auricchio Group’s path towards an **increasingly sustainable industrial model**. The goal is to progressively reduce the environmental impact of production processes, through constant monitoring of consumption, energy efficiency and the use of renewable sources throughout the Group.

ENERGY MIX

In 2024, the Group’s overall energy consumption was **413,891 GJ**, increased by 3% compared to 2023. The composition of the energy mix reflects the prevalent use of **methane gas (71%)**, followed by **electricity (19%)** and **heavy fuel oil (BTZ, 9%)**, used exclusively at **Somma Vesuviana, Scandiano** and **Macomer**. In view of the latter’s high environmental impact, the Group has launched a plan to gradually replace it with less impactful sources, such as LPG.



Methane gas, amounting to **292,617 GJ**, is mainly used to **produce steam**, which is essential in the milk processing phases, and to power the **cogeneration plants in the Gazzo, Caseificio Villa and Giordano dairies**. Cogeneration enables the simultaneous production of **electricity and heat from a single fuel source**, significantly improving overall energy efficiency compared to separate generation. This system allows us to **reduce energy losses** related to traditional processes and to limit **climate-changing emissions**, contributing in a concrete way to the Group’s environmental objectives. **Diesel and gasoline consumption** (5,963 GJ) is instead linked to the use of company cars with logistics entrusted to third-party carriers.

As far as **electricity** is concerned, in 2024 the Group purchased **71,723 GJ**, of which **36% came from renewable sources** certified through **Guarantee of Origin (GO)**. This tool certifies the green origin of the energy fed into the grid, ensuring traceability and transparency in the supply chain. At the same time, the Group has installed **five photovoltaic parks**: three at the plants of Gennaro Auricchio S.p.A. (Somma Vesuviana, Gazzo and Macomer), and two at the subsidiaries 3B Latte and Caseificio Villa. These plants produced **more than 1,558 MWh** of renewable electricity during the year. Further investments are also being considered to expand installed capacity.

DID YOU KNOW THAT...



We have **5 photovoltaic parks**



We produce approximately **1,558 MWh** of renewable electricity thanks to our parks.

36% of the **electricity purchased** during the year comes from **renewable sources certified** through a Guarantee of Origin (GO)



During 2024, an **energy efficiency project was also launched at Gazzo**, which integrates an **artificial intelligence system (“Symbiosis”)** to rationalize the use of electricity and natural gas. Moreover, the replacement of a refrigeration plant is planned, with an estimated saving of **15% on electricity consumption**, and the installation of **heat exchangers** to recover thermal energy and reduce methane consumption.

Auricchio has equipped itself with over **100 measuring instruments** to accurately monitor energy consumption in all plants. Although the regulatory obligation to carry out energy audits pursuant to Legislative Decree 102/2014 falls exclusively on the Parent Company (as a “Large Company”), the Group has chosen to **extend this approach to its subsidiaries**, entrusting **specific operational responsibilities to the contact persons at each site and promoting periodic discussions to share results and best practices**. In addition, **plants of Somma Vesuviana and Macomer are ISO 14001 certified**, further confirming the commitment to continuous improvement.

To support performance monitoring, in 2024 the **Group-wide energy intensity indicator** (base year 2023) has been introduced. It is calculated as the ratio of total energy consumption to turnover, and equal to **1.0124 GJ/k€**, down 0.1% compared to 2023; last year, indeed, it was equal to 1.0131 GJ/k€. This indicator makes it possible to assess efficiency in energy use in relation to economic growth, offering a **normalized metric** to compare performance over time and between different production units. It is therefore a **strategic tool** for identifying areas with greater energy intensity, directing investment priorities in efficiency improvements and continuously monitoring the effectiveness of the actions taken.

CLIMATE-CHANGING EMISSIONS

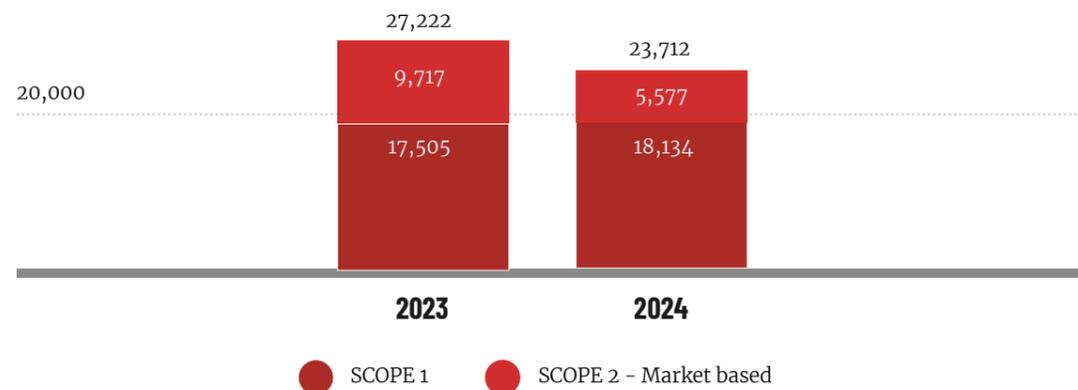
In addition to the efficient management of energy consumption, another central area of the Auricchio Group’s environmental strategy is the **measurement and reduction of greenhouse gas (GHG) emissions**. In line with growing regulatory and market expectations, the Group has adopted a structured approach to climate-changing emissions reporting, based on the principles of the Greenhouse Gas Protocol, which distinguishes between:

- **Scope 1:** direct emissions generated by sources owned or controlled by the Group (e.g. combustion of fossil fuels in production plants or company vehicles).
- **Scope 2:** indirect emissions deriving from the production of electricity purchased and consumed, reported with both location-based (based on the national energy mix) and market-based (based on the specific origin of the energy purchased, e.g. with Guarantee of Origin).
- **Scope 3:** indirect emissions along the value chain, including those related to the production and transport of purchased goods, business travel, use and products end-of-life waste management, contracted activities, etc.

During 2024, according to the location-based approach greenhouse gas emissions deriving from direct (Scope 1) and indirect (Scope 2) consumption amounted to **23,905 tCO₂eq**, recording a reduction of 8% compared to 2023. Considering the market-based approach, emissions amounted to **23,712 tCO₂eq**, down 13% compared to the previous year.

This result mainly reflects the **significant improvement** in Scope 2 performance, reduced by 31% (location-based) and 43% (market-based) respectively compared to 2023, thanks to the increase in the purchase of electricity from renewable sources certified through **Guarantees of Origin (GO)**, which in 2024 covered 36% of the total electricity purchased by the Group.

TOTAL EMISSIONS (SCOPE 1 + SCOPE 2 - MARKET BASED) tCO₂e

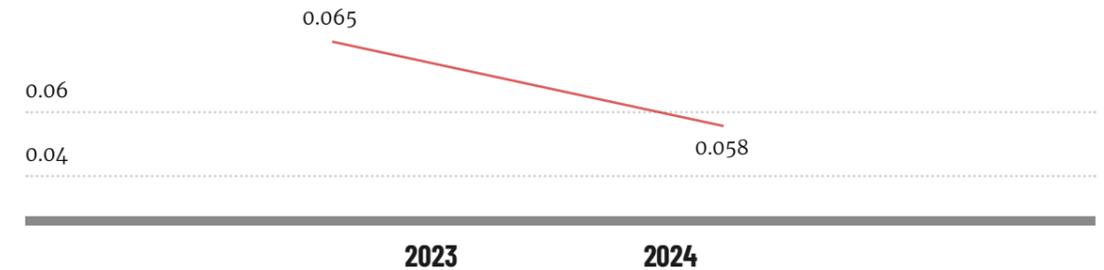


Although not yet reported in this Report, **Scope 3 emissions** represent a strategic dimension for climate risk management and for the identification of actions along the entire value

chain. The Group recognizes the need to launch a progressive mapping of these emissions so to broaden their monitoring and strengthen the effectiveness of decarbonization strategies.

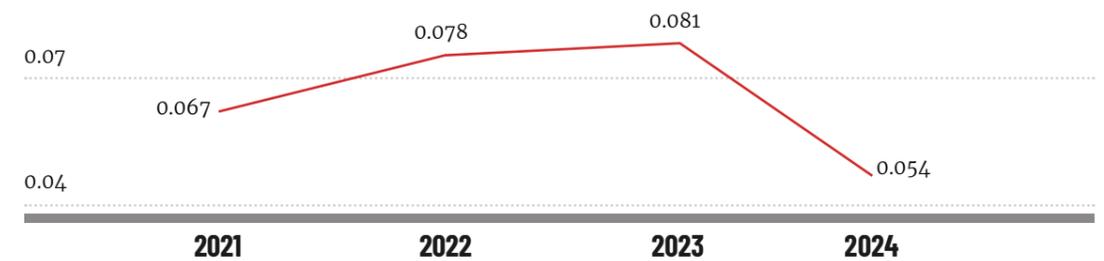
To more effectively assess the impact of emissions on economic activity, the emission intensity indicator was introduced in 2024, for the first time on a Group scale, equal to **0.058 tCO₂eq/k€** which, compared to 2023 where it stood at **0.065 tCO₂eq/k€**, fell by 10.6%. This parameter – which represents the ratio between Scope 1 + Scope 2 emissions and revenues generated – makes it possible to monitor the climate efficiency of the industrial model and to identify trends and opportunities for improvement over time. 2023 represents the base year for monitoring this indicator at the consolidated level.

EMISSION INTENSITY INDICATOR - AURICCHIO GROUP (TCO₂/K€)



At the same time, the monitoring of the emission intensity of the Parent Company **Gennaro Auricchio S.p.A. continues**, for which the reference baseline is 2021. By 2024, this indicator recorded a **reduction of 18.6%**, confirming the effectiveness of the interventions implemented, in particular the investments in energy efficiency in the Gazzo and Somma Vesuviana plants, as well as the increase in the share of electricity from renewable sources. It should be noted that, in order to ensure the comparability of the data of Auricchio S.p.A., relating to the financial years 2023 and 2022, the intensity indices have been recalculated on an equal-perimeter basis, also including the Macomer plant, which entered the corporate scope only during FY 2024 following the merger by incorporation of the subsidiary F.O.I. S.r.l.

EMISSION INTENSITY INDICATOR - GENNARO AURICCHIO S.P.A. (TCO₂/K€)



WATER RESOURCE

Water is a strategic resource and an essential element in the production processes of the Auricchio Group. For this reason, the Group is committed to managing water resources responsibly, adopting an approach based on efficiency, monitoring and recovery.

In 2024, the Group withdrew a total of **1,010 megaliters (ML)** of water, a slight increase compared to 2023. Of these:

- **93%** from **owned wells** at the plants;
- **4%** from **public aqueduct**;
- **3%** from **water reused and produced** by whey concentration plants.



About **75% of the water withdrawn** comes from areas classified as subject to **water stress**², i.e. territories where water demand exceeds the regeneration capacity of the ecosystem. However, **the supply from autonomous sources** (company wells) allows the Group to limit the impact on **water access for local communities**. For this reason, constant monitoring of the efficiency, quality and capacity of the wells is maintained, to ensure compatibility with the **hydrogeological characteristics of the territory and long-term sustainability**.

In addition to reducing withdrawals from external sources, the Group has adopted **various water recovery strategies** in its plants, with the aim of optimizing production cycles and minimizing waste:

- Water from the purifier's settling tank is collected and reused, mainly **for irrigation of green areas** (including the Auricchio Wood).
- In some plants, water **is recovered from brine** tanks, through treatment and filtration systems that allow it to be reused safely.
- Good operating practices have been introduced, such as pre-dry cleaning of plants or reuse of process water where possible; at Gazzo and Cascine Emiliane production plants, water separated from the whey during the concentration process is also recovered, transforming waste into a reusable resource, helping to reduce both consumption and overall water discharge.

In 2024, of the total **water discharged**, amounting to **964 ML**, **71% was returned to the environment** after appropriate treatments, thanks to the presence of biological purification and flotation plants at most plants.

² The Aqueduct Tool was used to identify the level of water stress and all those with a medium-high or higher classification were considered water stress areas. For more information, see. <https://www.wri.org/applications/aqueduct/water-risk-atlas/>

The sludge generated is managed by authorized operators in compliance with the Integrated Environmental Authorization (IEA) and, where possible, valorized to produce biogas.

All discharges are subject to **control by the competent ARPA** and to frequent **wastewater analysis**, in order to ensure compliance with environmental regulatory parameters.

The introduction of net water consumption monitoring represents a step forward in the Group's path of **transparency and environmental accountability**. The goal in the coming years is to strengthen this measurement and activate initiatives aimed at:

- reducing consumption;
- improving the efficiency of internal cycles;
- extending virtuous practices to all Group companies.

DID YOU KNOW THAT...



We have **7 purification plants** that separate water from sludge, improving the quality of the water returned to the environment and producing natural fertilizer for crops



93% of our withdrawals are via our own well



WHEY CONCENTRATION PLANT

Over twenty years ago, thanks to the entrepreneurial vision of the Auricchio family, a project was launched aimed at installing a **whey concentration system at the Gazzo plant**.

This aims to **increase the efficiency of the production process** through the recovery of the aqueous fraction of the whey, generated during the curd separation phase. The process takes place **by creating depression conditions** inside special towers, where the water contained in the whey evaporates, separating from the solid protein component. The water thus recovered is **conveyed into tanks and reused in the first phase of rinsing the tanks and pipes of the plant**. In 2024, this system allowed a reduction in water needs of 32 ML of water.

The solid part of the whey not used for rinsing the tanks is concentrated and subsequently **destined for sale** to third parties, for processing into **food, pharmaceutical products or for use as biomass**. This practice, initially launched at the Parent Company, is gradually being consolidated in all the Group's plants and companies, confirming the shared commitment to harmonize operating practices, optimize the recovery of production waste and promote a circular and responsible approach along the entire supply chain.

I
The whey obtained as a by-product after the transformation of the milk into **curd is concentrated** through a high-efficiency cogenerator.

II
The **residual water**, which represents over **85%** of the concentrated whey, is then used for initial rinsing of the plant, **thus obtaining a considerable water saving effect**.

III
The **concentrated whey is further processed** and used as a base ingredient in the production of **pharmaceutical and food products**.

IV
The **co-generator** allows us to gain **3 advantages**: an electrical supply provided to the plant, the **steam produced by the activity of the co-generator** itself.

V
The **steam is then conveyed** through a heat exchanger to the **milk tanks to bring the milk to the temperature** required to process the cheese.

VI
The **same steam** then becomes hot water used in the air conditioning system to **obtain the correct ratio between temperature and humidification** of the maturing rooms.

BIODIVERSITY

Biodiversity, understood as the variety of living organisms present in a specific environment, represents **a fundamental pillar for the balance of natural ecosystems and human well-being**. It ensures soil fertility, climate regulation, water purification and the availability of essential food resources.

In the context of its agri-food activities, **the Auricchio Group recognizes the strategic value of biodiversity** and the impact that its operations, direct and indirect, can generate on natural habitats and protected species. For this reason, it is committed to promoting, along the entire dairy supply chain, responsible management practices that are attentive to the conservation of ecosystems, aimed at reducing environmental pressures, even in the most delicate contexts from an ecological point of view.

Auricchio has launched a **precise mapping of its production plants** to assess the **proximity to protected areas**, at risk or with high value for biodiversity. This analysis determined that none of the Group's **production plants is located within protected areas** or areas recognized as areas of high biodiversity value, as defined by the Natura 2000 Network or by other environmental protection systems at national or regional level. The verification was conducted by geospatial analysis based on the coordinates of the company sites and the official boundaries of the protected areas. Among the most significant situations:

- **Somma Vesuviana (Campania) plant**: located 600 meters from the Natura 2000 site "Monte Somma" and 1.5 km from the site "Vesuvius and Mount Somma", an area of over 60 km² recognized for its high biodiversity and geological value. Within a radius of 15 km there are further protected areas such as the Lauro Mountains and the Partenio Mountain.
- **Production site of Oleggio – Giordano Srl (Piedmont)**: located 500 meters from the "Valle del Ticino", one of the main protected areas of the Po Valley, and near other Natura 2000 sites such as the Ticino woods and local moors.
- **Castelnovo di Sotto plant (Emilia-Romagna)**: about 3 km from a system of streams recognized by the Natura 2000 Network and surrounded by wetlands and rivers of ecological importance.
- **Macomer plant (Sardinia)**: about 2 km from the Abbasanta plateau, an area of significant wildlife and environmental interest.

The supply of raw materials can lead to indirect pressures on ecosystems, linked to phenomena such as land consumption, intensive water use, and/or intensive livestock farming. To reduce these impacts, the Group is constantly committed to **monitoring and strengthening its actions to protect biodiversity**, expanding the scope of reporting and **promoting a corporate culture that is attentive to the protection of ecosystems**.

THE AURICCHIO FOREST

An environmental feasibility assessment was recently conducted at the **Gazzo plant**. This is a **preliminary study aimed at verifying the potential environmental impact** of the plant or some of its parts, assessing its compatibility with the territory and with the existing environmental constraints. These studies, often used as a basis for any **authorization procedures or for the planning of improvement measures**, represent an important tool for environmental prevention and awareness, consistent with the Group's proactive approach to environmental management.

Among the most recent initiatives, a **local reforestation project was launched during 2022** which led to the planting of about **400 poplars in the area adjacent to the Pieve San Giacomo plant**. This action aims to contribute to the absorption of atmospheric CO₂: the small company forest can **absorb about 25 tons of carbon dioxide per year**. The initiative is part of a broader vision that aims to make the supply chain increasingly eco-sustainable, protecting the environment and the surrounding rural landscape.



CIRCULAR ECONOMY AND PACKAGING

Dairy production has always embraced the concept of the circular economy; cheese itself is in fact the first invention of man to be able to preserve milk longer and reuse it in a different form so that it does not go to waste.

DID YOU KNOW THAT...



99% of our waste is non-hazardous

We have a **compactor for the volumetric reduction of waste**, to facilitate its disposal



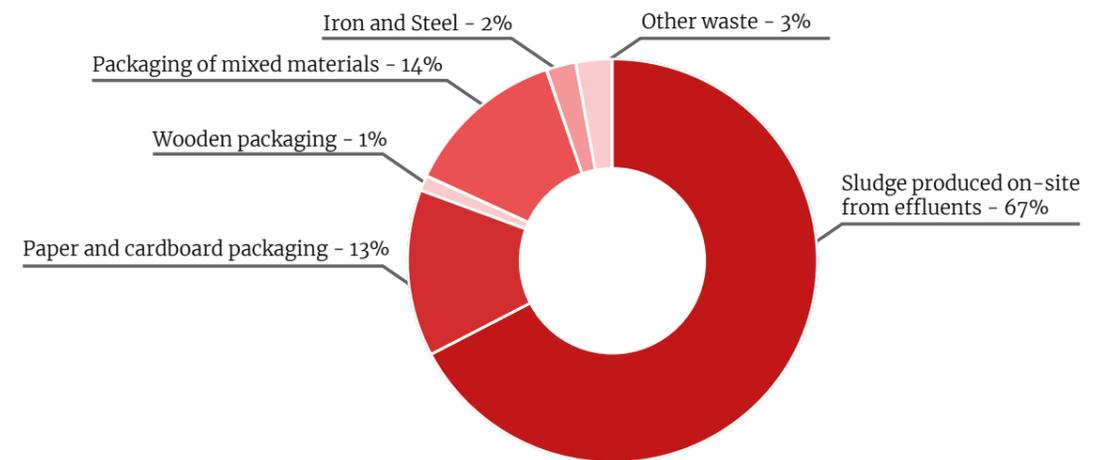
93% of our waste is recovered for new use or recycled



In each plant, the **Production Manager** is responsible for the application of current regulations on waste management, ensuring the correct storage, traceability and disposal of the generated flows. Among the most significant initiatives there is the launch of an awareness and training course for operators at the Gazzo plant, aimed at promoting the correct separation of waste and improving the quality of internal collections.

In 2024, a total of **4,277 tons of waste** was generated, up 4% compared to 2023. Almost all of this (**99.6%**) is classified as **non-hazardous waste**.

MAIN TYPES OF WASTE IN THE GROUP



RECOVERY OF PROCESSING SLUDGE

The Auricchio Group adopts good industry practices for the management of processing sludge, entrusting it to authorized operators who, in accordance with the reference guidelines and the provisions of the Integrated Environmental Authorization (IEA), guarantee its correct recovery or disposal.

In particular, the sludge can be sent for treatments for reuse in agriculture as fertilizer, or destined for composting or anaerobic digestion plants for energy production (e.g. biogas). This practice makes it possible to recover materials and energy, reducing the environmental impact and promoting circular economy practices.

1 The Biogas and Biomethane Cycle: From Digestion to Energy Reuse. The sludge undergoes an **anaerobic digestion process**, a crucial step that allows the production of **biogas**, thus adding value to a by-product that would otherwise be destined for disposal.

Biogas is partly transformed into biomethane, a renewable fuel comparable to natural gas, then fed into the grid and used for transport, contributing to the decarbonization of transport. Another part of the biogas feeds engines to produce electricity, which is sold to the national grid and enhanced through specific environmental incentives.

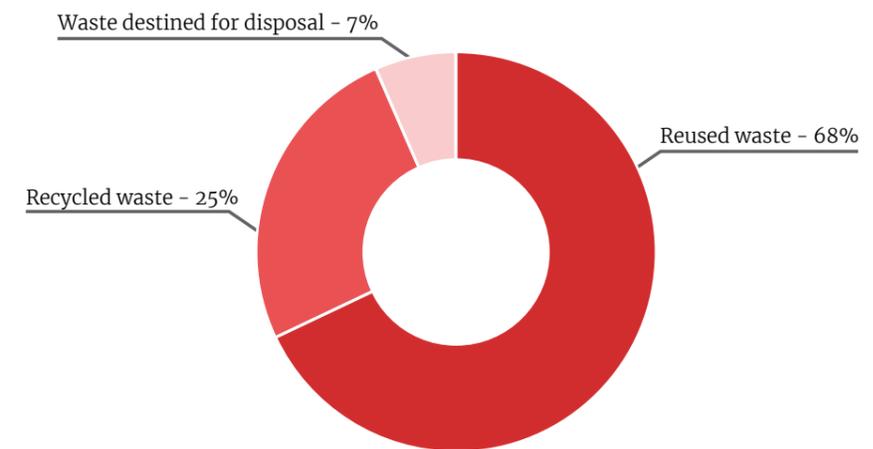
2 Carbon Dioxide Recovery and Integrated Waste Management. The supply chain is not limited to energy production: the biogas purification process allows the recovery of **carbon dioxide (CO2)**. This CO2, instead of being released into the atmosphere, is purified and destined for the **food market**, a striking example of the valorization of a by-product that would otherwise be considered waste.

3 By-product Treatment and Reuse of Water and Materials
After digestion, the liquid supernatant undergoes rigorous **oxidative treatment** and purification. Part of the treated water is discharged into the public sewer, in compliance with regulations, while another portion is reused entirely as technical water, contributing to the reduction of freshwater consumption. Even the solid portion, the digestate, is enhanced: it can be sent for composting to produce organic soil improver or used in agriculture as a natural fertilizer.

4 Synergies and Complex Enhancement of Flows
The practice of co-digestion of the sludge from Auricchio combined with other wastewater and internal stillage, is a clear example of **operational synergy**. This integrated approach guarantees an efficient treatment of different streams, producing a **single digestate** that represents the synthesis of the recovery of all the organic matrices conferred. This methodology underlines the ability to transform a multiplicity of waste into a single and precious resource, closing the circle of a fully circular production process.

The main category is represented by sludge from on-site effluent treatment, which amounts to 2,876 tons and accounts for approximately 67% of the total. This is followed by paper and cardboard packaging (572 tons), mixed material packaging (550 tons), and plastic packaging (205 tons). Performance in waste management is also highlighted by the **share disposed of in landfills**, which in 2024 is confirmed to be **only 7% of the total waste produced**. The remaining part was allocated to **forms of recovery**, demonstrating the effectiveness of the separate collection system implemented at all plants. In 2024, the Group continued its commitment to sustainable waste management, sending a total of **3,996.55 tons for recovery operations**, an **increase of 4%** compared to the previous year. Almost all is made up of non-hazardous materials, 72% of which is intended for preparation for reuse and 27% for recycling. In total, **93% of the waste generated** was diverted from landfills, confirming the effectiveness of the environmental strategies adopted by the Group.

INTENDED USE OF THE GROUP'S WASTE



In terms of packaging, the main category is primary **PET packaging** used for the marketing of sliced cheese. This material makes it possible to comply with the high quality and safety standards required for fresh products such as cheeses and guarantees a shelf-life of at least 30 days. For all those products intended for export and requiring a shelf-life of at least 6 months, there is a vacuum packaging line with multilayer packaging. The latter, while **on the one hand reduces the thickness of the envelope and consequently the amount of waste produced as much as possible, on the other hand makes recycling more complex, limiting its circularity**.

Driven by the desire to reduce the environmental impact of its packaging and compatibly with the maintenance of technical performance, **Auricchio completed the tests necessary for the transition to mono-PET materials in 2024. The Group already uses materials containing at least 50% recycled plastic within the Provolizie Line, a percentage that in some cases reaches as much as 80%.** Also in 2024, the parent company completed the adaptation to the total use of **FSC certified cardboard**, starting the change of materials at the end of stock.

At the same time, **the project to reduce the thickness of the packaging of sliced Provolone** in round slices of 150 g and 200 g, and of thermoformed trays for thin slices of Provolone dolce, piccante and smoked in 100 g packages, **continued, reinforcing the Group's commitment to increasingly sustainable solutions.** As for the other production sites, **Caseificio Villa has progressively reduced the thickness of the mozzarella bags**, pursuing a dual objective of environmental sustainability and cost containment. Also for mozzarella, the dairy has started some tests on **packaging made with recycled materials.**

DID YOU KNOW THAT...



Since 2010, the group has been **carrying out research to adopt packaging** that ensures **high standards** of quality and safety, **while reducing the environmental impact**, also through the introduction of thinner packaging.



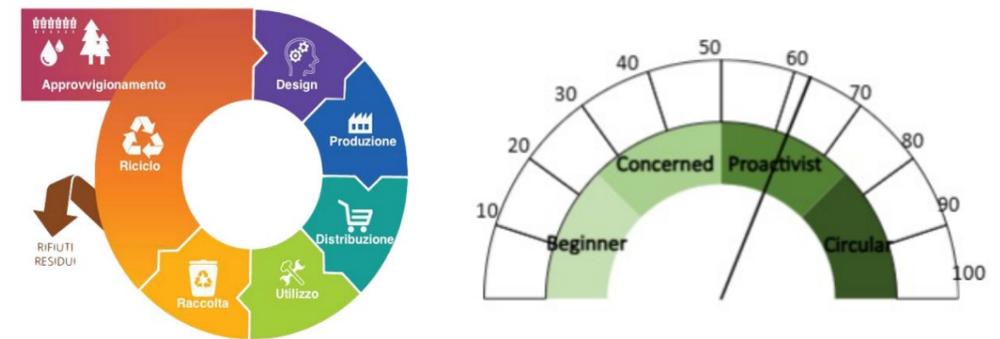
CIRCOL - UP
GAZZO AND SOMMA VESUVIANA PLANT

In 2024, Gennaro Auricchio S.p.A. actively participated in the Circol-UP program, promoted by GS1 Italy, analyzing its level of **corporate circularity** across the entire supply chain of its flagship product, Provolone, through an in-depth study of processes, products and operational strategies.

The Gazzo and Somma Vesuviana plants took part in the initiative, which were subjected to a self-assessment process, aimed at identifying the strengths and areas for improvement with respect to the fundamental **pillars of the circular economy**: waste reduction, efficiency in the use of resources, extension of the life cycle of products and enhancement of waste.

Auricchio has reached the position of **“Proactivist”**, placing himself **in the 62nd percentile**, i.e. **among the 38% of the best-performing companies in Italy** among those analyzed. This is a significant result that testifies to how the organization has embarked on a **structured path towards the circular economy**, integrating its principles in a conscious and strategic way, also through the involvement of stakeholders.

The actions taken are guided by a clear vision, with short, medium or long-term objectives.





SOCIAL RESPONSIBILITY

The Group's significant growth in size has been possible thanks to the solid bond that the Auricchio family has been able to build over the years with its employees, its subsidiaries and with the territory in which it operates. For this reason, it is constantly committed to protecting the well-being of employees and returning value to the community.



ATTENTION TO PEOPLE AURICCHIO

More than 780 people (9% up compared to the previous year) contribute every day to **creating the Group's cheeses with passion and professionalism**. Progress over the years and the maintenance of the leadership position in the sector have been the result of the ability of Auricchio's collaborators to provide their customers with cheeses of the highest quality.

Over the years, the Group has managed to consolidate these skills thanks to the attention it has always paid to its employees, as demonstrated by the **low turnover levels recorded in recent years**.

DID YOU KNOW THAT...



Every day we rely on over **781 workers**, of whom **684 are employees**, with **99% of these hired on a permanent basis**.



Women represent over **25% of our workforce** and if we consider only white-collar staff the percentage rises **to over 45%**.



Auricchio aims to attract, train and retain young talent to ensure long-term managerial and economic continuity. **Over the last three years, the Group has intensified its use of apprenticeships**, thus offering young people the opportunity to learn, while receiving a salary to be able to support themselves financially. In fact, this contract makes it possible **to combine theoretical training with practical experience**, through the tutoring of experts, to acquire concrete and immediately applicable skills. Auricchio has seen **the number of apprentices grow from 6 in 2016 to over 40 today**.

DID YOU KNOW THAT...



In line with what has already been done in recent years, also in 2024 the Group **has strengthened its commitment to sustainability** with **ad hoc training and awareness programs dedicated to all employees**, to promote sustainable practices both in the workplace and at home.



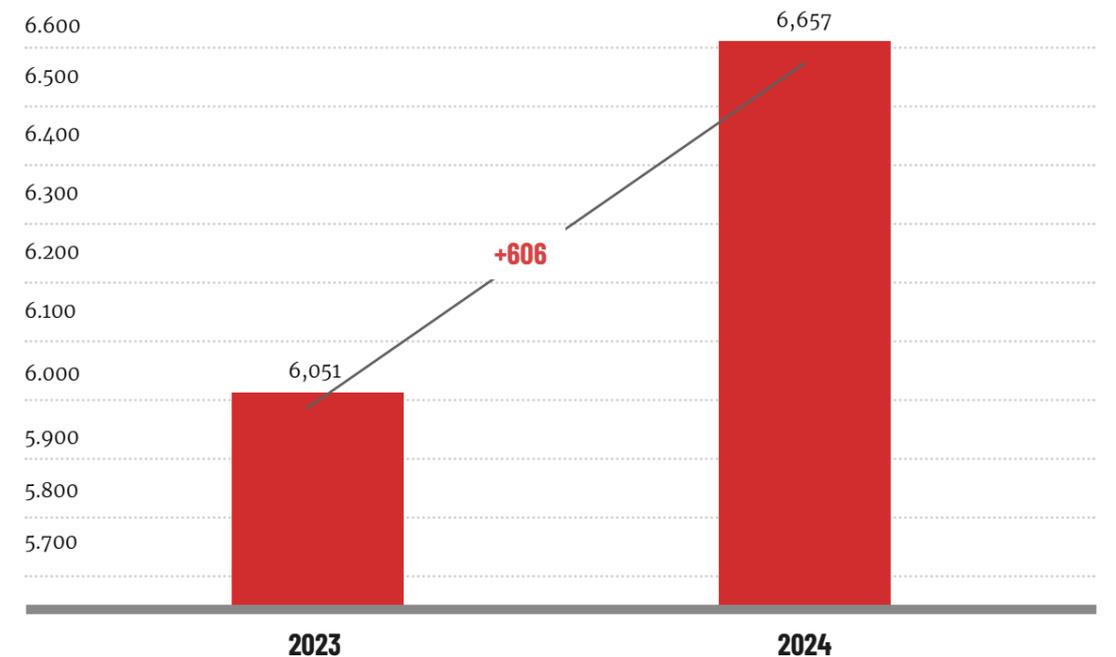
After this initial training, it is the Plant Manager who proposes career advancement, bringing to the attention of the Management possible promotions based on merit. **Auricchio also offers tailor-made training courses for each function**, to keep staff up to date on the latest market developments.

In 2023, a training plan was launched **in the Gennaro Auricchio S.p.A. plants in collaboration with Fondimpresa**, focused on issues such as marketing, administration, quality and language skills. The plan was continued and significantly **expanded during 2024**, including vertical courses on new topics, such as **sustainability, quality, and purchasing practices** with a design extended to all company levels. Among the most significant innovations, an **entry-level training course on sustainability** was introduced in 2024, aimed at the entire company population and the Board of Directors. Some companies, including Caseificio Villa, have proved to be particularly involved, requesting **additional courses on sustainability**. The courses were delivered mainly **digitally** to ensure **accessibility and flexibility**.

At the same time, the Company has recognized the need to protect and transfer its distinctive know-how, especially in a context of progressive aging of the workforce.

For this reason, it is under study the development of a **mini academy on cheesemaking**, already experimentally launched in the Cava Manara plant, in particular on the production of Gorgonzola.

TOTAL HOURS OF TRAINING



The picture is completed by some internal training activities aimed at standardizing the methods of behavior and promoting a shared corporate culture. Thanks to this **transversal commitment**, the Group has managed to **increase the hours of training provided by 10% compared to 2023**, bringing the total value from 6,051 to 6,657 hours, ensuring complete coverage at all company levels.

In terms of health and safety, **Auricchio is committed to ensuring a safe and healthy working environment**. The Group has implemented all appropriate actions to limit potential risk situations as described in the risk assessment documents (DVR). The Health and Safety representative supervises the application of these procedures during the performance of all work activities.

Somma Vesuviana plant, Macomer and Caseificio Villa S.r.l. are also ISO 45001 certified, an international standard designed to help organizations to improve employee safety, reduce risks in the workplace and create better and safer working conditions. Thanks to the experience gained in obtaining this certification, Auricchio has extended the best prevention and internal reporting practices prescribed by ISO to all its plants and Group companies.

A **practical example of this is the process of spinning provolone**, the most expensive from a physical point of view, which the Group **has decided to set up with a high rotation of personnel employed** in the process itself, so to **prevent strain injuries**. This attention to the health of its employees has **allowed Auricchio to maintain a low accident rate over the years and to have zero serious injuries in the last two years**.

Regarding welfare, during 2024 the second-level trade union agreement was renegotiated, which led to the **definition of a performance bonus related to the achievement of productivity objectives** related to water savings within the plants and the quality selection of incoming materials. Each worker can request that the bonus be paid in the form of goods, services or intended for supplementary pensions. Finally, in most of the Group's plants, **meal vouchers are provided for all employees present**.

This system represents a variable component of compensation that is part of a broader compensation strategy.

Specifically, in 2024, the ratio of the total annual compensation of the highest-earning individual to the median value of the total annual compensation of all employees is 6.02, compared to 5.65 in 2023.³

In addition, the pay of the highest paid individual decreased by 1.33%, as did the median pay by 7.45%, with a ratio of 0.18.

Regarding gender equality, the Group constantly monitors remuneration **policies to ensure fairness and enhance the contribution of each employee**.

³ The calculation includes all employees, except for the highest-paying individual. The wages of part-time workers have been converted to a full-time equivalent basis (FTE). Basic salary, bonuses, and other monetary compensation were considered. The highest-paid individual holds a top management position.

DID YOU KNOW THAT...



In this context, **100% of the Group's employees are covered by collective bargaining agreements**, guaranteeing **fair and protected working conditions**. In addition, the ratio between the remuneration of a new employee and the minimum level provided locally is **equal to 1**, with respect to Italian and Spanish companies, confirming compliance with the provisions in force.



For the 2024 financial year, the analysis of the gender pay gap was carried out exclusively for Gennaro Auricchio S.p.A., allowing the other Group companies to refine the methodology for collecting and consolidating remuneration data, with a view to more extensive and uniform reporting in the coming years. Within the Parent Company, the ratio between female and male basic salary is confirmed to be fully balanced, thanks to the direct and uniform application of the reference CCNL.

As regards the overall average remuneration, which also includes the variable component, there are signs of improvement in the category of Executives, while for the other categories there is room for progress to achieve full gender equality.

Finally, Auricchio is constantly committed to welcoming the needs of its employees, trying to ensure a work-life balance, offering both the possibility of working part-time and concrete support tools such as paid leave for parental support (8 hours per year at the employee's request).

DID YOU KNOW THAT...



The Group has always been a supporter of this issue, **dedicating training moments to all employees**. As proof of the success of this initiative, today almost **40% of Auricchio S.p.A. employees have joined forms of supplementary pensions** thus guaranteeing a higher level of future well-being.



IMPACT ON THE COMMUNITY

Over the years, **the Auricchio Group** has consolidated numerous collaborations with higher technical institutes, universities and local realities, confirming its commitment to the enhancement of human capital and the promotion of culture. Among the most significant initiatives, it is worth mentioning the participation in ITS programs, which allow young students to train as Higher Technicians specialized in the dairy supply chain, alternating theoretical lessons with practical training experiences in the company.

The **Auricchio Group** also awards, on an annual basis, scholarships to the most deserving students at high schools, with the aim of encouraging scholastic excellence and actively supporting the future of the new generations

The Group's commitment also extends to the social and cultural level. The **parent company**, for example, has long supported some important local realities such as the **Ponchielli Theater in Cremona** – of which it is also a “Founding Member” – as well as sports realities such as **US Cremonese and Vanoli Basket Cremona**, thus contributing to the cultural and sporting vitality of the area.

Collaboration with **important Italian universities also continues**: active agreements include those with the “Luigi Bocconi” Commercial University, the Catholic University of the Sacred Heart, the University of Bergamo and the University of Verona. Through these collaborations, training internships are activated aimed at the acquisition of managerial and transversal skills, with the objective of bringing young people closer to the world of work and strengthening the dialogue between business and university.

DID YOU KNOW THAT...



Every year, the company supports the training of young people through the provision of scholarships for deserving high school students and the activation of internships complementary to academic courses.

Among the most significant initiatives is the support for the **Pandino dairy school**, an institute that aims to bring the new generations closer to the craft of cheesemaking, reinterpreting the traditional techniques of the sector in a modern way. Equipped with state-of-the-art facilities and specialized laboratories, the school attracts students from all over Italy and offers concrete job placement opportunities at the end of the training course.



At plant level, **Macomer** welcomes students every year in **work-study programs**, strengthening the link with the local education system and helping to transfer technical skills and know-how to the new generations.

Still at the local level, **Caseificio Villa** actively participates in **Social** and **Environmental** initiatives promoted by the Proloco of Erbusco, making its products available at events such as “Erbusco on the table”, the proceeds of which are destined for charitable purposes, including support for the Civil Hospital of Brescia. The Dairy also supports the municipal theater, contributing to the realization of cultural initiatives aimed at citizens.

Giordano stands out for the annual sponsorship of youth amateur sports clubs operating in the area, such as the Oleggio Junior Basket.

Also **Cascine Emiliane** has been promoting local sporting events for years, such as football and tennis tournaments, and in 2024 contributed to the purchase of vehicles for people with disabilities, confirming the Group's desire to be an active and responsible player within its community.

Finally, the plant of **Somma Vesuviana** regularly opens its doors to external visits, showing the entire production cycle and offering concrete support to the academic training of the territory, thus strengthening the link between industry and the local community.

COLLABORATION WITH THE ANTARES COOPERATIVE

In 2015 the **“Persona & Lavoro”** project was launched in collaboration with **ANTARES Società Cooperativa Sociale ONLUS**, with the aim of proposing a **job placement project aimed at people with disabilities and/or social disadvantage**.

Auricchio approached the project with the utmost openness, focusing not only on the need to comply with the reserve quotas provided for by Law 68/99, but with the desire to go further, to generate a positive impact on the local community.

In the first phase of the process, six people were involved: five for the management of the terrine packaging line and one for the management of the documentation of the laboratory and quality offices.

At the end of the first year of experimentation, **three important results were observed:**

- The acquisition of a **collaborative working method** and the **birth of a cohesive working group**.
- The awareness of workers that **have acquired new professional skills**, applied correctly and punctually.
- The achievement of a **production threshold that complies with the company’s requirements**, both in terms of quality and quantity, thus increasing the self-esteem of each worker.

Currently, eight people are included in the project compared to the initial six. In addition, **during 2024, two workers, after the path with the “Persona & Lavoro” project, were hired by the Group.**

The project was constantly monitored by the Antares Social Cooperative through periodic meetings with the workers involved and with company representatives, creating a network of relationships aimed at sharing problems and solutions. The **“Persona & Lavoro”** project represents the success of a structured collaboration path, capable of creating quality employment and allowing people with disabilities and/or social disadvantages to acquire professional skills applicable in a business context, thus assuming the social role of workers, which is fundamental for a dignified life project. Precisely for this reason, and in the wake of the successes that this project has given in recent years, the Group is considering promoting a similar activity in Sardinia as well.



300 Kg Provolone

Photo published on *“Il Progresso italo-americano”* in 1959

APPENDIX

The Appendix contains the reporting content aligned with the **Global Reporting Initiative (GRI)** standards, with the aim of ensuring transparency, clarity, and accessibility of the data and information presented in this report.

This section serves as a key tool to guarantee the traceability of the **indicators and the consistency of the performance described across the various chapters, offering an objective and structured overview of the Group's commitment in the economic, environmental, and social fields.**



METHODOLOGICAL NOTE

This Report represents the first Sustainability Report of the Auricchio Group (in the document also “Group”, or “Auricchio”) and aims to transparently communicate the Group’s environmental, social and economic performance for the financial year from 1 January 2024 to 31 December 2024. To allow comparability of the data over time and the assessment of the performance of the Group’s activities, the comparison with the data for the 2023 financial year (from 1 January 2023 to 31 December 2023) is reported. It should be noted that the reporting scope refers to the Auricchio Group, in particular to the following companies: Gennaro Auricchio S.p.A. (parent company), Caseificio Villa S.r.l., Giordano S.r.l., 3bLatte S.r.l., Cascine Emiliane S.p.A., La Pecorella Distribuzione S.r.l., Hispano Italiana de Charcuteria SI and The Ambriola Company Inc. It should be noted that in 2024 the Auricchio Group formally integrated F.O.I. S.r.l., active in the Macomer plant, into its corporate structure following a merger transaction.

Any limitations on the scope are expressly stated in the text. To ensure the reliability of the data, the use of estimates has been limited as much as possible, which, where present, are appropriately reported in the document.

In 2024, there were no significant changes in the Group’s business segment, commercial relations and value chain.

This document is prepared annually and was submitted for approval by the Board of Directors of Gennaro Auricchio S.p.A. on 30-07-2025.

The document is not subject to external Assurance.

For further information on the Sustainability Report, please write to info@auricchio.it.

GRI TABLE OF CONTENTS

STATEMENT OF USE	The Auricchio Group has prepared a report in accordance with the GRI Standards for the period from 1 January 2024 to 31 December 2024.
GRI 1	GRI 1: Fundamental principles 2021.

GRI STANDARD	INFORMATIVE	NOTES
GENERAL DISCLOSURES		
	2-1 Organizational Details	pag. 14-15
	2-2 Entities included in the organization’s sustainability reporting	pag. 81
	2-3 Reporting period, frequency and point of contact	pag. 81
	2-4 Reviewing Information	In order to ensure the comparability of the data of the company Auricchio S.p.A., relating to the financial years 2023 and 2022, the KPIs on a like-for-like basis have been recalculated, also including the Macomer and Ambriola plants, which entered the corporate perimeter during FY 2024 following the merger by incorporation of the subsidiary F.O.I. S.r.l.
	2-5 External Assurance	pag. 81
	2-6 Activities, Value Chain and Other Business Relationships	pag. 16-17; 41-42
	2-7 Employees	pag. 91
	2-8 Workers who are not employees	pag. 91
	2-9 Structure and composition of Governance	pag. 23-24
	2-10 Appointment and selection of the highest governing body	The organization’s Board of Directors consists of eight internal members, including the shareholders, and two external members. The appointment of the members takes place in accordance with the provisions of the company bylaws. There is currently no trial.
GRI 2: General Disclosure (2021)		

2-11 Chairman of the highest governing body	pag. 23-24
2-12 Role of the highest governance body in controlling impact management	pag. 23-24
2-13 Delegation of responsibility for the management of impacts	pag. 23-24
2-14 Role of the highest governance body in sustainability reporting	pag. 23-24
2-15 Conflicts of interest	The organization does not currently have a formalized policy for managing conflicts of interest within the Board of Directors. However, in the absence of a written procedure, the identification and management of potential conflicts take place directly and transparently during management and assembly meetings, through open discussion between members. The Board is composed of a combination of shareholders and external members; In this context, any conflict situations is assessed on a case-by-case basis, favoring dialogue and individual responsibility.
2-16 Communication of critical issues	pag. 27
2-17 Maximum collective competencies	pag. 23-24
2-18 Evaluation of the performance of the highest governing body	The organization does not have a formalized process for evaluating the performance of the Board. However, the members, including both shareholders and the external members, carry out a continuous reflection on the effectiveness of the decisions taken, both in the economic field and with respect to the environmental and social impacts of the activity. This evaluation occurs in an informal way, during moments of management and assembly discussions.

2-19 Remuneration policies	The remuneration of the members of the highest governance body is determined at the shareholders' meeting. There are no variable remuneration systems or performance-related bonuses. Compensation is fixed and may include non-monetary benefits.
2-20 Process of determining the pay	The remuneration of the members of the Board of Directors is determined on an annual basis at the Shareholders' Meeting, which is the competent body. The decision is taken collectively, with the direct involvement of the shareholders, based on the responsibilities held and the general performance of the company.
2-21 Total Compensation Report	pag. 73
2-22 Sustainable Development Strategy Statement	pag. 6-7
2-23 Policy Commitment	pag. 25-28
2-24 Integration of policy commitments	pag. 25-28
2-25 Processes to remediate negative impacts	pag. 23-24; 46
2-26 Mechanisms for Requesting Clarification and Raising Concerns	pag. 27
2-27 Conformità a leggi e regolamenti	No significant cases of non-compliance with laws and regulations were found during the reporting period.
2-27 Compliance with Laws and Regulations	pag. 28
2-29 Approach to the involvement of stakeholder	pag. 31
2-30 Collective agreements	pag. 92

Material theme: Business ethics and responsible governance		
GRI 3: Material Topics (2021)	3-3 Management of material topics	pag. 25-28; 32-38
GRI 201: Economic Performance (2016)	201-1 Economic value directly generated and deployed	pag. 16-18
GRI 205: Anti-corruption (2016)	205-3 Confirmed incidents of corruption ascertained and measures taken	There were no cases of corruption during the reporting period.
GRI 206: Anti-competitive Behaviour (2016)	206-1 Lawsuits Relating to Anti-Competitive Conduct, Trust Activities and Practices monopolistic	There were no cases of anti-competitive behaviour, antitrust and monopolistic practices during the reporting period.
Material topic: Responsible supply chain management		
GRI 3: Material Topics (2021)	3-3 3 Management of material topics	pag. 32-38; 47-51
GRI 204: Procurement Practices (2016)	204-1 Proportion of expenditure made to local suppliers	pag. 49
GRI 308: Freedom of Association and Collective bargaining (2016)	407-1 Activities and suppliers where the right to freedom of association and collective bargaining may be at risk	pag. 90
Material topic: Safeguarding human rights throughout the supply chain		
GRI 3: Material Topics (2021)	3-3 3 Management of material topics	pag. 32-38; 48-51
GRI 408 Child Labor (2016)	408-1 Assets and suppliers at risk of child labor incidents	pag. 48-50
GRI 409: Forced or Compulsory Labor (2016)	409-1 Assets and suppliers at risk significant incidents of forced or compulsory labor	pag. 48-50
Material theme: Energy consumption and climate change		
GRI 3: Material Topics (2021)	3-3 Management of material topics	pag. 32-38; 55-58
GRI 302: Energy (2016)	302-1: Energy Consumption Within the Organization	pag. 99-101
	302-3: Energy intensity	pag. 99-101
GRI 305: Emissions (2016)	305-1 Direct Greenhouse Gas (GHG) Emissions (Scope 1)	pag. 101-102

	305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	pag. 101-102
	305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3)	Information not available/incomplete. The Group undertakes to collect data on this indicator over the next few years.
	305-4 Emission intensity	pag. 103
Material theme: Responsible handling of materials and waste		
GRI 3: Material Topics (2021)	3-3 Management of material topics	pag. 32-38; 64-68
GRI 301: Materials (2016)	301-1 Materials Used by Weight or Volume	pag. 90
GRI 306: Waste (2020)	306-1 Waste Generation and Significant Waste-Related Impacts	pag. 64-68
	306-3 Waste generated	pag. 105
	306-4 Waste not intended for disposal	pag. 106
	306-5 Waste for disposal	pag. 107-108
Material theme: Responsible use of water resources		
GRI 3: Material Topics (2021)	3-3 Management of material topics	pag. 32-38; 59-61
GRI 303: Water and Effluents (2018)	303-1: Interactions with Water as a Shared Resource	pag. 59-61
	303-3: Water withdrawal	pag. 101
	303-4: Water Discharge	pag. 102
	303-5: Idric consumption	pag. 102
Material theme: Biodiversity protection		
GRI 3: Material Topics (2021)	3-3 Management of material topics	pag. 32-38; 62-63
GRI 304: Biodiversity (2016)	304-1 Operational sites owned, leased and managed in (or adjacent to) protected areas and high biodiversity value areas outside protected areas	pag. 103-104
Material theme: Own workforce		
GRI 3: Material Topics (2021)	3-3 Management of material topics	pag. 32-38; 71-74
GRI 202-1: Market Presence (2016)	202-1 Ratio of a New Recruit's Standard Wage by Gender to the Local Minimum Wage	pag. 92

GRI 401: Employment (2016)	401-1 New Employee Hiring and Employee Turnover	pag. 93
GRI 403: Occupational Health and Safety (2018)	403-1 Occupational Health and Safety Management System	pag. 73
	403-2 Hazard Identification, Risk Assessment, and Accident Investigation	pag. 73
	403-6 Promotion of workers' health	pag. 73
	403-9 Accidents at work	pag. 93-94
GRI 404: Training and Education (2016)	404-1: Average number of training hours per year per employee	pag. 94
GRI 405: Diversity and Equal Opportunities (2016)	405-1 Diversity in governance bodies and among employees	pag. 95-96
	405-2 Basic Salary Ratio and women's pay compared to men	pag. 97-98
Material theme: Product quality and safety		
GRI 3: Material Topics (2021)	3-3 Management of material topics	pag. 32-38; 41-47
GRI 416: Customer Health and Safety (2016)	416-1 Assessment of health and safety impacts by product and service categories	pag. 46
	416-2 Incidents of non-compliance concerning impacts on the health and safety of products and services	In FY 24, there was an incident of non-compliance with the health and safety of the product, which resulted in the voluntary recall of some stocks. The event did not involve sanctions or measures by the competent authorities.
GRI 417: Marketing and Labeling (2016)	417-2 Incidents of non-compliance with information and labelling of products and services	In FY 24, legal proceedings were initiated by the competent authority regarding a possible case of non-compliance related to product labelling. The outcome of the survey was not yet available at the date of writing.

ANNEXES – PERFORMANCE INDICATORS

ECONOMIC DATA

DISCLOSURE GRI 204-1: Proportion of spending on local suppliers

Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation⁴

REGION	2023				2024			
	SPEND IN €	NUMBER OF SUPPLIERS	€%	N%	SPEND IN €	NUMBER OF SUPPLIERS	€%	N%
ITALY	N/A	N/A	N/A	N/A	281 312 869	3043	81.9%	88%
FOREIGN	N/A	N/A	N/A	N/A	62 174 131	425	18.1%	12%
TOTAL	N/A	N/A			343 487 000	3 468		

Suppliers by type of purchase

TYPE OF SUPPLIER	2023				2024			
	SPEND IN €	NUMBER OF SUPPLIERS	€%	N%	SPEND IN €	NUMBER OF SUPPLIERS	€%	N%
Raw material (milk)	N/A	N/A	N/A	N/A	142 838 000	792	42%	23%
Finished and semi-finished products	N/A	N/A	N/A	N/A	125 396 000	144	37%	4%
Raw materials (non-milk) and ancillary and packaging materials	N/A	N/A	N/A	N/A	14 119 000	152	4%	4%
Plant Machinery and Maintenance	N/A	N/A	N/A	N/A	5 958 000	266	2%	8%
Different materials and services	N/A	N/A	N/A	N/A	55 176 000	2114	16%	61%
TOTAL					343 487 000	3 468		

⁴ Following the reorganization of the Group's corporate structure during the 2024 financial year, it was not possible to guarantee full comparability of the data with the previous year, as no reconstructed information is available on a like-for-like basis for the year 2023.

DISCLOSURE GRI 301-1: Materials used by weight or volume

MATERIAL TYPE	UNITS OF MEASUREMENT	2023	2024
Raw materials	ton	266,686	244,570
Process-Related Materials	ton	3,597	4,545
Semi-finished products or components	ton	18	16
Packaging Materials	ton	5,304	5,748
TOTAL		275,606	254,880

DISCLOSURE GRI 308-1: New suppliers that were screened using environmental criteria⁵

MATERIAL TYPE	2023	2024
Total new suppliers	31.00	19.00
New suppliers assessed according to environmental criteria	31.00	19.00
PERCENTAGE OF NEW SUPPLIERS WHO HAVE BEEN ASSESSED BY ENVIRONMENTAL CRITERIA	100%	100%

DISCLOSURE GRI 414-1 New suppliers that were screened using social criteria⁵

MATERIAL TYPE	2023	2024
Total new suppliers	31.00	19.00
New suppliers assessed according to environmental criteria	31.00	19.00
PERCENTAGE OF NEW SUPPLIERS WHO HAVE BEEN ASSESSED BY ENVIRONMENTAL CRITERIA	100%	100%

⁵ Reporting referring solely to the parent company, Gennaro Auricchio S.p.A.

HR DATA

Workforce data is expressed in headcount.

DISCLOSURE GRI 2-7: Employees

Employees by type of contract

TYPE OF CONTRACT	2023			2024		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Permanent	459	168	627	500	179	679
Temporary	4	1	5	1	4	5
TOTAL	463	169	632	501	183	684

Employees by type of employment

TYPE OF CONTRACT	2023			2024		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Full time	446	131	577	476	146	622
Part-time	17	38	55	25	37	62
A chiamata	0	0	0	0	0	0
PART-TIME (%)	4%	22%	9%	5%	20%	9%
TOTAL	463	169	632	501	183	684

DISCLOSURE GRI 2-8: Workers who are not employees

JOB CATEGORY	2023			2024		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Payee	49	20	69	54	24	78
Interns/Trainees	1	2	3	3	0	3
Contractor	5	8	13	8	8	16
TOTAL	55	30	85	65	32	97

DISCLOSURE GRI 2-30: Collective bargaining agreements

Percentage of total number of employees covered by collective bargaining agreements

NUMBER OF EMPLOYEES	2023	2024
TOTAL EMPLOYEES	632	684
Number of employees covered by collective bargaining agreements ⁶	604	656
TOTAL PERCENTAGE	96%	96%

DISCLOSURE GRI 202-1: Ratios of standard entry level wage by gender compared to local minimum wage

Standard entry wage in relation to the minimum wage, by gender

RATIO OF NEW HIRES' WAGES TO THE LOCAL MINIMUM WAGE, BY GENDER	2023		2024	
	UOMINI	DONNE	UOMINI	DONNE
Italy ⁸	1	1	1	1
Spain ⁹	1	1	1	1

6 For the companies Gennaro Auricchio S.p.A., 3B Latte S.r.l., Giordano S.r.l. and Caseificio Villa S.r.l., employees are classified according to the National Collective Labour Agreement (CCNL) of the Food Industry. In particular, Gennaro Auricchio S.p.A. also has a second-level supplementary contract, stipulated with the company trade union representatives, which allows national bargaining to be integrated and adapted to the specific organisational and production needs of the plants, covering aspects such as work organisation, reward systems, safety and welfare. For the companies Cascine Emiliane S.p.A. and La Pecorella Distribuzione S.r.l., the staff is classified according to the CCNL of Commerce. The workers of the Spanish subsidiary Hispano Italiana de Charcuteria S.I. are covered by a Spanish national collective agreement, while those of the US company Ambriola Company Inc. are not subject to collective bargaining, as it is not provided for by current legislation in the United States.

7 The scope of analysis has been limited to Italian and Spanish companies only, in order to consolidate a solid and consistent calculation methodology, to be progressively extended to the other companies of the Group as part of a continuous alignment process.

8 In Italy there is no generalized legal minimum wage; the Group adopts as a reference the minimum wage provided for by the CCNL applied, which guarantees equal economic treatment between genders at the same level and qualification. Therefore, the ratio between the salary of a new employee and the minimum wage is equal to 1 for both genders. In this case, the place of significant activity refers to the Italian State, as a territorial area in which homogeneous contractual conditions and regulations apply.

9 In Spain, the statutory minimum wage (Salario Mínimo Interprofesional) is accompanied by legally binding sectoral collective agreements (convenios colectivos). All employees hired in the country are classified according to the applicable collective agreements, which guarantee wages that are always equal to or higher than the minimum wage. As a result, the ratio between a new employee's salary and the minimum wage is equal to 1 for both genders. In this case, the place of significant activity refers to the Spanish State, as a homogeneous territorial area from a regulatory and contractual point of view.

DISCLOSURE GRI 401-1: New employee hires and employee turnover

Number and rate of new employee hires

	2023					2024				
	<30	30-50	>50	TOTAL	RATE	<30	30-50	>50	TOTAL	RATE
Male	13	14	6	33	7%	6	18	56	80	16%
Female	6	6	3	15	9%	6	14	7	27	15%
TOTAL	19	20	9	48	8%	12	32	63	107	16%
RATE	19%	7%	4%	8%		13%	11%	21%	16%	

Number and rate of new employee hires

	2023					2024				
	<30	30-50	>50	TOTAL	RATE	<30	30-50	>50	TOTAL	RATE
Male	5	18	14	37	8%	5	14	23	42	8%
Female	0	3	3	6	4%	3	5	5	13	7%
TOTAL	5	21	17	43	7%	8	19	28	55	8%
RATE	5%	8%	7%	7%		9%	6%	9%	8%	

DISCLOSURE GRI 403-9: Work-related injuries¹⁰

Employee injuries

NUMBER OF INJURIES	2023	2024
Total number of deaths due to accidents at work	0	0
Total number of serious occupational accidents (excluding fatalities)	0	0
Total number of recordable occupational accidents	17	7
Hours worked	922,645	1,034,791
RATES	2023	2024
Rate of deaths due to accidents at work	0	0
Rate of serious accidents at work (excluding fatalities)	0	0
Rate of recordable occupational accidents ¹¹	3.43	1.35

10 No accidents were recorded for external workers in the two-year period 2023 and 2024.

11 The accident rate is calculated as the ratio of the number of accidents to hours worked in the year, multiplied by 200,000.

TYPES	2023	2024
Bruising, wound, crushing	9	1
Other minor injuries	8	6

DISCLOSURE GRI 404-1: Average hours of training per year per employee

At 31.12.2023

JOB CATEGORY	MALE			FEMALE			TOTAL		
	ALL HOURS	N° EMPLOYEES	HOURS PER CAPITA	ALL HOURS	N° EMPLOYEES	HOURS PER CAPITA	ALL HOURS	N° EMPLOYEES	HOURS PER CAPITA
Executives	37	13	2.8	0	1	0	37	14	52.65
Middle managers	7	12	0.6	66	4	16.5	73	16	4.6
White-collar workers	751	76	9.9	868	74	11.7	1,619	150	10.8
Blue-collar workers	3,697	362	10.2	625	90	6.9	4,322	452	9.6
TOTAL	4,492	463	9.7	1,559	169	9.2	6,051	632	9.6

At 31.12.2024

JOB CATEGORY	MALE			FEMALE			TOTAL		
	ALL HOURS	N° EMPLOYEES	HOURS PER CAPITA	ALL HOURS	N° EMPLOYEES	HOURS PER CAPITA	ALL HOURS	N° EMPLOYEES	HOURS PER CAPITA
Executives	72	12	6,0	0	1	0	72	13	5.5
Middle managers	74	15	4.9	82	3	27.3	156	18	8.7
White-collar workers	676	74	9.1	486	81	6.0	1,162	155	7.5
Blue-collar workers	4,817	400	12.0	450	98	4.6	5,267	498	10.6
TOTAL	5,639	501	11.3	1,018	183	5.6	6,657	684	9.7

12 The decrease in per capita hours of training compared to the previous year is attributable to the expansion of the reporting perimeter, which included new companies where training activities are not yet fully structured.

DISCLOSURE GRI 405-1: Diversity of governance bodies and employees

Total number of employees by classification and gender

JOB CATEGORY	2023			2024		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Executives	13	1	14	12	1	13
Middle managers	12	4	16	15	3	18
White-collar workers	76	74	150	74	81	155
Blue-collar workers	362	90	452	400	98	498
TOTAL	463	169	632	501	183	684

Total number of employees by classification and age group

JOB CATEGORY	2023				2024			
	<30	30-50	>50	TOTAL	<30	30-50	>50	TOTAL
Executives	0	1	13	14	1	1	11	13
Middle managers	0	4	12	16	0	6	12	18
White-collar workers	24	66	60	150	16	74	65	155
Blue-collar workers	74	207	171	452	76	213	209	498
TOTAL	98	278	256	632	93	294	297	684

Percentage of employees by employee category by gender

JOB CATEGORY	2023			2024		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Executives	93%	7%	2%	92%	8%	2%
Middle managers	75%	25%	3%	83%	17%	3%
White-collar workers	51%	49%	24%	48%	52%	23%
Blue-collar workers	80%	20%	72%	80%	20%	73%
TOTAL	73%	27%	100%	73%	27%	100%

Percentage of employees by employee category by age group

JOB CATEGORY	2023				2024			
	<30	30-50	>50	TOTAL	<30	30-50	>50	TOTAL
Executives	0%	7%	93%	2%	8%	8%	85%	2%
Middle managers	0%	25%	75%	3%	0%	33%	67%	3%
White-collar workers	16%	44%	40%	24%	10%	48%	42%	23%
Blue-collar workers	16%	46%	38%	72%	15%	43%	42%	73%
TOTAL	16%	44%	41%	100%	14%	43%	43%	100%

Percentage of employees belonging to protected categories by category¹³

JOB CATEGORY	2023			2024		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Executives	15%	0%	14%	17%	0%	15%
Middle managers	0%	0%	0%	0%	0%	0%
White-collar workers	8%	12%	10%	8%	12%	0%
Blue-collar workers	4%	8%	5%	5%	10%	6%
TOTAL	5%	9%	6%	5%	11%	7%

Board of Directors by Gender

JOB CATEGORY	2023			2024		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
Composition of the Board of Directors	100%	0%	100%	100%	0%	100%

Board of Directors by age group

JOB CATEGORY	2023				2024			
	<30	30-50	>50	TOTAL	<30	30-50	>50	TOTAL
Composition of the Board of Directors	0%	0%	100%	100%	0%	37%	63%	100%

¹³ The percentage of employees belonging to protected categories is calculated as a proportion of the total workforce within each professional category.

DISCLOSURE GRI 405-2: Ratio of basic salary and remuneration of women to men

Ratio of female to male base salary

Basic salary	2023		2024	
	WOMEN TO MEN RATIO		WOMEN TO MEN RATIO	
Dirigenti	N/A		N/A	
Quadri	1		1	
Impiegati	1		1	
Operai	1		1	

Rapporto tra retribuzione media complessiva femminile e maschile¹⁴

Basic salary	2023		2024	
	WOMEN TO MEN RATIO		WOMEN TO MEN RATIO	
Dirigenti	N/A		N/A	
Quadri	0.71		0.87	
Impiegati	0.97		0.75	
Operai	0.98		0.94	

¹⁴ The calculation is based on the total personnel cost, divided by the number of employees and calculated on an annual basis (13 monthly salaries). Currently, the data is fully available only for the Parent Company. In line with the goal of progressively improving reporting practices, the calculation methodology is expected to be refined in future editions, with the aim of extending the application of GRI Disclosure 405-2 to the Group's entire consolidated perimeter.

ENVIRONMENTAL DATA

DISCLOSURE GRI 302-1: Energy consumption within the organization

Energy consumption – Auricchio Group¹⁵

TYPE OF CONSUMPTION		2023		2024	
NON-RENEWABLE FUELS	UNITS OF MEASUREMENT	TOTAL	TOTAL GJ	TOTAL	TOTAL GJ
Natural gas	Smc	7,065,467	283,284	7,271,902	292,617
of which for cogeneration plant	Smc	3,418,853	137,076	3,388,115	136,336
of which for other uses	Smc	3,646,614	146,208	3,883,787	156,281
LPG – excluding use for automotive use	Smc	18	484	13	342
Heavy Fuel Oil (BTZ)	Kg	827,300	36,006	878,712	38,095
AUTOMOTIVE CONSUMPTION			6,028		5,963
Petrol for automotive	Litri	16,699	423	17,423	460
Diesel for transport	Litri	162,039	5,604	160,331	5,503
ELECTRICAL ENERGY		21,091,013	75,928	21,354,133	76,875
Electricity purchased	kWh	19,437,582	69,975	19,923,040	71,723
of which from non-renewable sources	kWh	19,437,582	69,975	12,660,164	45,577
of which from renewable sources	kWh	0	0	7,262,876	26,146
Total self-produced electricity (consumed + sold to the grid)	kWh	1,714,341	6,172	1,558,198	5,610
of which from renewable sources – produced by photovoltaic systems	kWh		6,172	1,558,198	5,610
Self-produced electricity that is sold to the grid	kWh	60,911	219	127,105	458
of which from renewable sources – produced by photovoltaic systems	kWh	20,879	75	90,831	327
from non-renewable sources – produced by methane plants	kWh	40,032	144	36,274	131
TOTAL ENERGY CONSUMPTION		401,729		413,891	
Renewable energy	GJ	6,096		31,429	
Non-renewable energy	GJ	395,633		382,462	
% Renewable energy on total	%	1.52%		7.59%	

15 All conversion factors used to calculate energy consumption refer to the coefficients published by the Department for Environment, Food and Rural Affairs (DEFRA) relating to the reporting year of reference.

Energy consumption – Gennaro Auricchio S.p.A.¹⁶

TIPOLOGIA DI CONSUMO		2023		2024	
NON-RENEWABLE FUELS	UNITS OF MEASUREMENT	TOTAL	TOTAL GJ	TOTAL	TOTAL GJ
Natural gas	Smc	3,941,301	158,023	3,840,768	154,550
of which for cogeneration plant	Smc	2,603,553	104,387	2,525,508	101,625
of which for other uses	Smc	1,337,748	53,636	1,315,260	52,925
LPG – excluding use for automotive use	Smc	0	0	0	0
Heavy Fuel Oil (BTZ)	Kg	827,300	36,006	878,712	38,095
AUTOMOTIVE CONSUMPTION			2,549		2,389
Petrol for automotive	Litri	16,699	423	17,423	460
Diesel for transport	Litri	69,394	2,126	65,208	1,930
ELECTRICAL ENERGY		11,795,652	42,464	11,860,588	42,698
Electricity purchased	kWh	10,706,176	38,542	10,826,892	38,977
of which from non-renewable sources	kWh	10,706,176	38,542	7,113,190	25,607
of which from renewable sources	kWh	0	0	3,713,702	13,369
Total self-produced electricity (consumed + sold to the grid)	kWh	1,132,387	4,077	1,071,664	3,858
of which from renewable sources – produced by photovoltaic systems	kWh	1,132,387	4,077	1,071,664	3,858
Self-produced electricity that is sold to the grid	kWh	42,911	154	37,968	137
of which from renewable sources – produced by photovoltaic systems	kWh	2,879	10	2,031	7
from non-renewable sources – produced by methane plants	kWh	40,032	144	35,937	130
TOTAL ENERGY CONSUMPTION		239,042		237,732	
Renewable energy	GJ	4,066		17,220	
Non-renewable energy	GJ	234,976		220,512	
% Renewable energy on total	%	1.70%		7.24%	

16 It should be noted that, to ensure the comparability of the data relating to the energy consumption of the company Auricchio S.p.A., the Macomer plant, which officially entered the scope in 2024, was included in the 2023 reporting scope. Furthermore, this perimeter includes only the company's production plants. The changes in the data collected are attributable to the update of the emission factors that took place in 2024.

DISCLOSURE GRI 302-3: Energy intensity

Energy intensity index – Auricchio Group

	UNITS OF MEASUREMENT	2023	2024
Turnover	thousand €	396,520	408,805
Total energy consumption	GJ	401,729	413,891
ENERGY INTENSITY INDEX	GJ/k €	1.0131	1.0124

Energy intensity index – Gennaro Auricchio S.p.A.

	UNITS OF MEASUREMENT	2021 ¹⁷	2022	2023	2024
Turnover	thousand €	158,828	178,873	192,336	200,269
Total energy consumption	GJ	174,918	219,194	239,042	237,732
ENERGY INTENSITY INDEX	GJ/k €	1.075	0.909	0.939	1.187

DISCLOSURE GRI 305-1 & 305-2: Direct (Scope 1) and Energy indirect (Scope 2) greenhouse gas (GHG) emissions¹⁸Scope 1 and Scope 2 emissions – Auricchio Group¹⁹

EMISSION SOURCES	U OF MEASUREMENT	TOTAL - 31.01.2023 - 31.12.2023	TOTAL - 31.01.2024 - 31.12.2024
SCOPE 1	tCO₂e	17,505	18,134
Methane gas (Natural Gas)	tCO ₂ e	14,402	14,874
LPG for heating	tCO ₂ e	29	20
Heavy Fuel Oil (BTZ)	tCO ₂ e	2,671	2,837

¹⁷ The figure for the year 2021 is not fully comparable with those of subsequent years due to a non-homogeneous reporting perimeter. In particular, information on energy consumption and turnover of the Macomer plant is missing.

¹⁸ The reporting standard used (GRI Sustainability Reporting Standards 2021) provides for two different approaches to calculating Scope 2 emissions: “Location-based” and “Market-based”. The “Location-based” approach involves the use of average emission factors relating to the specific national energy mixes of electricity production (source: Terna international comparisons 2019). The “Market-based” approach involves the use of emission factors defined on a contractual basis with the electricity supplier (source: AIB - European Residual Mixes 2022 and Terna international comparisons 2019). In the absence of specific contractual agreements between the Organization and the electricity supplier (e.g. purchase of Guarantees of Origin).

¹⁹ The emission factors used to calculate greenhouse gas emissions (Scope 1 and Scope 2) were sourced from recognised and updated sources for the years 2023 and 2024. For the electricity of the Italian and Spanish offices, the data relating to the European mixes provided by the Association of Issuing Bodies (AIB) have been adopted, which distinguish between Location Based and Market Based approaches. For the consumption of fossil fuels (natural gas, LPG, petrol, fuel oil, diesel) the emission factors published by DEFRA (Department for Environment, Food & Rural Affairs) in the 2023 and 2024 versions were used. For electricity emissions in the United States, reference was made to data from the Market Group for Electricity (Medium Voltage) from 2015 to 2024, available through the Ecoinvent database.

Petrol for automotive	tCO ₂ e	26	28
Diesel for transport	tCO ₂ e	376	374
F-Gas	tCO ₂ e	0	487
SCOPE 2	tCO₂e		
Electricity purchased – Location based	tCO ₂ e	8,418	5,771
Electricity purchased – Market based	tCO ₂ e	9,717	5,577
TOTAL EMISSIONS (SCOPE 1 + SCOPE 2 - Location based)	tCO₂e	25,923	23,905
TOTAL EMISSIONS (SCOPE 1 + SCOPE 2 - Market based)	tCO₂e	27,222	23,712

Scope 1 and Scope 2 emissions – Gennaro Auricchio S.p.A.²⁰

EMISSION SOURCES	U OF MEASUREMENT	TOTALE - 31.01.2023 - 31.12.2023	TOTAL - 31.01.2024 - 31.12.2024
SCOPE 1	tCO₂e	10,874	10,971
Methane gas (Natural Gas)	tCO ₂ e	8,034	7,856
LPG for heating	tCO ₂ e	0	0
Heavy Fuel Oil (BTZ)	tCO ₂ e	2,671	2,837
Petrol for automotive	tCO ₂ e	26	28
Diesel for transport	tCO ₂ e	143	131
F-Gas	tCO ₂ e	0	119
SCOPE 2	tCO₂e		
Electricity purchased – Location based	tCO ₂ e	4,646	3,047
Electricity purchased – Market based	tCO ₂ e	5,395	3,161
TOTAL EMISSIONS (SCOPE 1 + SCOPE 2 - Location based)	tCO₂e	15,520	10,903
TOTAL EMISSIONS (SCOPE 1 + SCOPE 2 - Market based)	tCO₂e	16,269	14,132

²⁰ It should be noted that, to ensure the comparability of the data relating to Scope 1 and 2 emissions of the company Auricchio S.p.A., the Macomer plant, which officially entered the scope in 2024, was included in the 2023 reporting scope. Furthermore, this perimeter includes only the company’s production plants. The changes in the data collected are attributable to the update of the emission factors that took place in 2024.

Disclosure GRI 305-4: GHG emission intensity

Emission intensity index – Auricchio Group

	U OF MEASUREMENT	2023	2024
Turnover	thousand €	396,520	408,805
Total emissions (SCOPE 1 + SCOPE 2 - Location based)	tCO ₂ e	25,923	23,905
ENERGY INTENSITY INDEX	tCO₂e	0.065	0.058

Emission intensity index – Gennaro Auricchio S.p.A.

	U OF MEASUREMENT	2021 ²¹	2022	2023	2024
Turnover	thousand €	158,828	178,873	192,336	200,269
Total emissions (SCOPE 1 + SCOPE 2 - Location based)	tCO ₂ e	10,863	13,904	15,520	10,903
ENERGY INTENSITY INDEX	tCO₂e	0.067	0.078	0.081	0.054

DISCLOSURE GRI 303-3: Water withdrawal

Water withdrawn

WATER WITHDRAWN	UNITS OF MEASUREMENT	2023		2024	
		ALL AREAS	OF WHICH WATER-STRESSED AREAS	ALL AREAS	OF WHICH WATER-STRESSED AREAS
Groundwater (total)	Megaliters	914	697	939	706
Fresh water (≤1,000 mg/l total dissolved solids)	Megaliters	914	697	939	706
Other types of water (>1,000 mg/l of total dissolved solids)	Megaliters	0	0	0	0
Water produced (total)	Megaliters	31	31	32	32
Fresh water (≤1,000 mg/l total dissolved solids)	Megaliters	31	31	32	32
Other types of water (>1,000 mg/l of total dissolved solids)	Megaliters	0	0	0	0
Third-Party Water Resources (Total)	Megaliters	39	23	39	23
Fresh water (≤1,000 mg/l total dissolved solids)	Megaliters	39	23	39	23
Other types of water (>1,000 mg/l of total dissolved solids)	Megaliters	0	0	0	0
TOTAL WATER WITHDRAWALS	MEGALITERS	984	752	1010	761

DISCLOSURE GRI 303-4: Water discharge

Acqua scaricata

WATER DISCHARGED	UNITS OF MEASUREMENT	2023		2024	
		ALL AREAS	OF WHICH WATER-STRESSED AREAS	ALL AREAS	OF WHICH WATER-STRESSED AREAS
Surface water (total)	Megaliters	713	713	681	681
Fresh water (≤1,000 mg/l total dissolved solids)	Megaliters	0	0	0	0
Other types of water (>1,000 mg/l of total dissolved solids)	Megaliters	713	713	681	681
Third-Party Water Resources (Total)	Megaliters	284	98	283	107
Fresh water (≤1,000 mg/l total dissolved solids)	Megaliters	36	36	37	37
Other types of water (>1,000 mg/l of total dissolved solids)	Megaliters	249	63	246	70
TOTAL WATER DISCHARGES	MEGALITERS	998	812	964	788

DISCLOSURE GRI 303-5: Water consumption²²

WATER CONSUMED	UNITS OF MEASUREMENT	2023		2024	
		ALL AREAS	OF WHICH WATER-STRESSED AREAS	ALL AREAS	OF WHICH WATER-STRESSED AREAS
Total water consumption	Megaliters	0	0	14	0
Change in water storage	Megaliters	0	0	0	0

21 The figure for the year 2021 is not fully comparable with those of subsequent years due to a non-homogeneous reporting perimeter. In particular, information on the energy consumption of the Macomer plant is missing, as well as data relating to the consumption of the company fleet of vehicles.

22 The reported water consumption value is zero because, even in the presence of discharges higher than the withdrawals, according to the GRI 303-5 criteria, consumption cannot assume negative values. The discrepancy is attributable to the presence of water discharges not deriving from company withdrawals, such as rainwater conveyed from impermeable yards and water contained in whey derived from the raw material (milk). These components, not constituting withdrawals from environmental sources, are not included in the official calculation of consumption according to GRI guidelines.

DISCLOSURE GRI 304-1: Operational sites owned, leased and managed in (or adjacent to) protected areas and areas of high biodiversity value outside protected areas²³

SITE	Region	Business Type ²⁴	Location of the site in relation to the protected area or area of high biodiversity value	Property Site Size	Secure Site Size
GENNARO AURICCHIO S.P.A.					
			Nearest protected areas (Natura 2000)	Distance (km)	Km2
					Km2
Via Dante, 27 Cap 26101, Cremona (CR)	Italy, Lombardy	U	Fiume Po da Rio Boriacco a Bosco Ospizio (SiteCode: IT4010018)	2.5	61.55
			Spinadesco (SiteCode: IT20A0501)	3.0	10.40
			Morta di Pizzighettone (SiteCode: IT20A0001)	17.0	0.42
			Golena del Po presso Zibello (SiteCode: IT4020019)	15.5	3.36
			Riserva Regionale Bosco Ronchetti (SiteCode: IT20A0401)	13.0	3.00
			Bosco Ronchetti (SiteCode: IT20A0015)	13.0	2.10
Via Solferino 2 Cap 26035, Pieve San Giacomo (CR), fraz. Gazzo	Italy, Lombardy	SP	Fiume Po da Rio Boriacco a Bosco Ospizio (SiteCode: IT4010018)	13.4	61.55
			Lanche di Gerra Gavazzi e Runate (SiteCode: IT20B0004)	12.0	1.58
			Lanca di Gabbioneta (SiteCode: IT20A0005)	9.5	0.23
			Gabbioneta (SiteCode: IT20A0020)	9.5	1.11
			Parco Regionale Oglio Sud (SiteCode: IT20B0401)	8.5	40.25
			Golena del Po presso Zibello (SiteCode: IT4020019)	10.5	3.36
			Riserva Regionale Bosco Ronchetti (SiteCode: IT20A0401)	11.0	3.00
			Bosco Ronchetti (SiteCode: IT20A0015)	11.0	2.10
Via Pomintella, 67 Cap 80049, Somma Vesuviana (NA)	Italia, Campania	SP	Monte Somma (SiteCode: IT8030021)	0.6	30.79
			Vesuvio e Monte Somma (SiteCode: IT8030037)	1.5	62.55
			Dorsale dei Monti del Partenio (SiteCode: IT8040006)	14.0	156.53
			Vesuvio (SiteCode: IT8030036)	4.0	34.14
			Monti di Lauro (SiteCode: IT8040013)	13.0	70.46
			Pietra Maula (Taurano, Visciano) (SiteCode: IT8040017)	14.0	35.29
Z.I. Tossilo Snc, Macomer (NU)	Italy, Sardinia	SP	Altopiano di Abbasanta (SiteCode: ITB023051)	2.0	197.32
			Piana di Semestene, Bonorva, Macomer e Bortigali (SiteCode: ITB023050)	7.0	196.20
			Altopiano di Campeda (SiteCode: ITB021101)	6.0	46.38
			Catena del Marghine e del Goceano (SiteCode: ITB011102)	6.0	149.88
Via Alessandria, 1 Cap 27051, Cava Manara (PV)	Italy, Lombardy	SP	Boschi del Ticino (SiteCode: IT2080301)	5.5	205.69
			Siti riproduttivi di Acipenser naccarii (SiteCode: IT2080026)	5.5	2.33
			Boschi Siro Negri e Moriano (SiteCode: IT2080014)	6.8	13.54
			Garzaia della Roggia Torbida (SiteCode: IT2080020)	9.0	0.14
			San Massimo (SiteCode: IT2080015)	13.5	4.62
			Boschi del Vignolo (SiteCode: IT2080016)	8.8	2.60
Via Bosco, 8 Cap 42019, Scandiano (RE), fraz. Pratissole	Italy, Lombardy	SP	Colombarone (SiteCode: IT4040012)	8.6	0.50
			Casse di espansione del Secchia (SiteCode: IT4030011)	4.4	4.76
			Rio Rodano, Fontanili di Fogliano e Ariolo e Oasi di Marmirolo (SiteCode: IT4030021)	4.0	1.92
			Ca' del Vento, Ca' del Lupo, Gessi di Borzano (SiteCode: IT4030017)	6.8	16.61
			San Valentino, Rio della Rocca (SiteCode: IT4030016)	12.0	7.85
			Monte Duro (SiteCode: IT4030010)	2.5	4.11

²³ All sites with biodiversity value considered are characterized by the assignment of protected status in Natura 2000, the main instrument of the European Union's policy for the conservation of biodiversity. It is an ecological network on the territory of the European Union, established in accordance with the Directive 92/43/EEC "Habitats" to ensure the long-term maintenance of natural habitats and species of flora and fauna in danger or rare at EU level. The Natura 2000 network consists of Sites of Community Importance (SCIs), identified by the Member States in accordance with the provisions of the Habitats Directive, subsequently designated as Special Areas of Conservation (SACs), and includes Special Protection Areas (SPAs) established in accordance with Directive 2009/147/EC "Birds", concerning the conservation of wild birds.

²⁴ O = Offices, PP = Production Plant, W = Warehouse, WS = Wholesale

SITE	Region	Business Type	Location of the site in relation to the protected area or area of high biodiversity value	Property Site Size	Secure Site Size
THE AMBRIOLA COMPANY INC.					
			Nearest protected areas (Natura 2000)	Distance (km)	Km2
					Km2
7 Patton Dr, West Caldwell, NJ 07006, United States	USA, New Jersey	SP/CI	n/a	N/A	N/A
3B LATTE S.R.L.					
Via Cologno, 10 Cap 24054, Brignano Gera D'Adda (BG)	Italy, Lombardy	SP	Fontanile Brancaleone (SiteCode: IT2060013)	3.0	0.03
CASCINE EMILIANE S.P.A.					
Via Casanova, 12/C Cap 42025, Castelnovo Di Sotto (RE)	Italia, Emilia-Romagna	SP	Fontanili di Corte Valle Re (SiteCode: IT4030007)	3.5	8.77
			Fontanili di Gattatico e Fiume Enza (SiteCode: IT4030023)	7.0	7.73
			Golena del Po di Gualtieri, Guastalla e Luzzara (SiteCode: IT4030020)	9.5	11.32
			Viadana, Portiolo, San Benedetto Po e Ostiglia (SiteCode: IT20B0501)	8.0	72.25
			Parma Morta (SiteCode: IT4020025)	7.0	6.01
Via Camillo Prampolini, 4-4/1 Cap 42029, Poviglio (RE)	Italia, Emilia-Romagna	D	Fontanili di Corte Valle Re (SiteCode: IT4030007)	7.5	8.77
			Fontanili di Gattatico e Fiume Enza (SiteCode: IT4030023)	6.5	7.73
			Golena del Po di Gualtieri, Guastalla e Luzzara (SiteCode: IT4030020)	11.0	11.32
			Viadana, Portiolo, San Benedetto Po e Ostiglia (SiteCode: IT20B0501)	10.5	72.25
			Parma Morta (SiteCode: IT4020025)	11.0	6.01
GIORDANO S.R.L.					
Via Raspagna, 80 Cap 28048, Oleggio (NO)	Italy, Piedmont	SP	Valle del Ticino (SiteCode: IT1150001)	0.5	66.02
			Ansa di Castelnovate (SiteCode: IT2010013)	1.5	3.02
			Boschi del Ticino (SiteCode: IT2080301)	1.5	205.69
			Turbigaccio, Boschi di Castelletto e Lanca di Bernate (SiteCode: IT2010014)	4.5	24.83
			Brughiera del Dosso (SiteCode: IT2010012)	3.3	4.55
			Brughiera del Vigano (SiteCode: IT2010010)	7.5	5.10
			Paludi di Arsago (SiteCode: IT2010011)	10.5	5.44
			Baraggia di Bellinzago (SiteCode: IT1150008)	6.0	1.20
			Garzaie novaresi (SiteCode: IT1150010)	12.0	9.09
HISPANO ITALIANA DE CHARCUTERIA SL					
Avinguda de Can Roqueta, 24, 08202 Sabadell, Barcelona, Spain	Spagna, Vallès Occidental	CI	Serra de Collserola (SiteCode: ES5110024)	5.7	81.62
			Serres del Litoral Septentrional (SiteCode: ES5110011)	9.0	221.79
			Montserrat-Roques Blanques-riu Llobregat (SiteCode: ES5110012)	14.0	72.67
			Riu Congost (SiteCode: ES5110025)	7.0	3.57
			Sant Llorenç del Munt i l'Obac (SiteCode: ES5110010)	12.0	160.95
LA PECORELLA DISTRIBUZIONE S.R.L.					
Via Zoe Fontana-Palazzina B2 220 Cap 00132, Roma (RM)	Italia, Lazio	CI	Travertini Acque Albule (Bagni di Tivoli) (SiteCode: IT6030033)	8.3	4.30
			Villa Borghese e Villa Pamphili (SiteCode: IT6030052)	10.0	0.0008
CASEIFICIO VILLA S.R.L.					
Via Iseo 52 cap 25031, Erbusco (BS)	Italy, Lombardy	SP/U	Torbiere d'Iseo (SiteCode: IT2070020)	6.0	0.02

DISCLOSURE GRI 306-3: Waste generated

Waste generated

WASTE BY COMPOSITION		U OF MEASUREMENT	2023	2024
HAZARDOUS WASTE		t		
	Other waste	t	16	19
TOTAL HAZARDOUS WAST		t	16	16
NON-HAZARDOUS WASTE		t		
02 05 02	Sludge produced by on-site effluent treatment	t	2,830	2,877
15 01 01	Paper and cardboard packaging	t	560	573
15 01 03	Wooden packaging	t	44	51
15 01 06	Mixed material packaging	t	482	550
17 04 05	Iron and steel	t	90	99
	Other waste	t	93	108
TOTAL NON-HAZARDOUS WASTE		t	4,099	4,258
TOTAL WASTE PRODUCED		t	4,115	4,278

25 In order to ensure alignment between the requirements of GRI 306: Waste and Italian environmental regulations, the classification of waste generated by the Group has been carried out by matching the waste destinations provided by the standard with the corresponding treatment codes listed in Directive 2008/98/EC, transposed into Italian law through Legislative Decree 152/06.

DISCLOSURE GRI 306-4: Waste diverted for disposal

Waste not sent to landfills by composition

WASTE BY COMPOSITION		U OF MEASUREMENT	2023	2024
HAZARDOUS WASTE		t		
	Other waste	t	16	19
TOTAL HAZARDOUS WAST		t	16	19
NON-HAZARDOUS WASTE		t		
02 05 02	Sludge produced by on-site effluent treatment	t	2,634	2,694
15 01 01	Paper and cardboard packaging	t	560	573
15 01 03	Wooden packaging	t	44	51
15 01 06	Mixed material packaging	t	469	489
17 04 05	Iron and steel	t	90	99
	Other waste	t	20	71
TOTAL NON-HAZARDOUS WASTE		t	3,818	3,977
TOTAL WASTE PRODUCED		t	3,834	3,997

Waste not sent to landfills by recovery method²⁵

WASTE BY COMPOSITION	2023				2024			
	ON-SITE	AT AN EXTERNAL SITE	TOTAL	%	ON-SITE	AT AN EXTERNAL SITE	TOTAL	%
HAZARDOUS WASTE								
Preparing for Reuse	0	16	16	100%	0	19	19	0%
Recycling	0	0	0	0	0	0	0	0
Other recovery operations	0	0	0	0	0	0	0	0
NON-HAZARDOUS WASTE								
Preparing for Reuse	0	3,005	3,005	73%	0	2,890	2,890	68%
Recycling	0	812	812	20%	0	1,088	1,088	25%
Other recovery operations	0	0	0	0	0	0	0	0
TOTAL	0	3,888	3,834		0	3,997	3,997	

DISCLOSURE GRI 306-5: Waste directed to disposal

Waste sent to landfills by composition

WASTE BY COMPOSITION		U OF MEASUREMENT	2023	2024
HAZARDOUS WASTE		t		
	Other waste	t	0	0
TOTAL HAZARDOUS WAST		t	0	0
NON-HAZARDOUS WASTE		t		
02 05 02	Sludge produced by on-site effluent treatment	t	195	182
15 01 01	Paper and cardboard packaging	t	0	0
15 01 03	Wooden packaging	t	0	0
15 01 06	Mixed material packaging	t	12	62
17 04 05	Iron and steel	t	0	0
	Other waste	t	73	37
TOTAL NON-HAZARDOUS WASTE		t	281	281
TOTAL WASTE PRODUCED		t	281	281

Waste sent to landfills by disposal method

WASTE BY COMPOSITION	2023				2024			
	ON-SITE	AT AN EXTERNAL SITE	TOTAL	%	ON-SITE	AT AN EXTERNAL SITE	TOTAL	
HAZARDOUS WASTE								
Incineration (including energy recovery)	0	0	0	0	0	0	0	0
Dump	0	0	0	0	0	0	0	0
Other disposal operations	0	0	0	0	0	0	0	0
NON-HAZARDOUS WASTE								
Incineration (including energy recovery)	0	0	0	0%	0	0	0	-
Dump	0	0	0	0%	0	0	0	0%
Other disposal operations	0	281	281	7%	0	281	281	7%
TOTAL	0	281	281		0	281	281	



*... a buon intenditor:
Provólone*

AURICCHIO

CIRSA
DEPOSITO DI MILANO



C. S. Gottardo 24 - Tel. 351-991

S.p.a. GENNARO AURICCHIO
CREMONA



*Auricchio "Topolino" Van
Milano, 1950*

