SUSTAINABILITY

REPORT 2024

VALUES | LAND | PEOPLE

ZUEGG

DAL 1890

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Letter to our STAKEHOLDERS

It is with great pleasure that we present you the Sustainability Report for the year 2024, a document that is essential for us to share the progress and commitments our company is making in the area of sustainability. Our mission is to create value for all those who interact with us, including employees, customers, suppliers and local communities.
In recent years, we have intensified activities to integrate sustainable practices into our daily operations, as we are aware that environmental and social challenges require special attention and constant commitment. Our approach to sustainability is based on three main pillars: reducing environmental impact, strengthening social responsibility and promoting ethical business practices.
During 2024, we made significant progress. We implemented advanced technologies to improve energy efficiency in our plants and reduce CO_2 emissions, and we deeply integrated sustainability into our corporate structure. In addition, we launched initiatives to support local communities, collaborating with various organisations in the area.
We are proud of what we have achieved so far, but we know that there is still much to be done. We are ready to continue our efforts in investing in innovation and to actively collaborate with all of you, our stakeholders. Your opinions and suggestions are crucial in guiding us towards even more sustainable growth.
We invite you to read our fourth Sustainability Report, which follows the GRI standards, and join us in striving for a better, fairer and more sustainable future for all.

Our credo ***Passion for the land, Love for life*** shows us the way to get there.

Martina Zuegg

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Our NUMBERS

EUR 275 MILLION
TOTAL TURNOVER 2024

52% B2C TURNOVER

44% B2B TURNOVER

4% B2A TURNOVER

3 B2C BRANDS

561 EMPLOYEES

92% WITH UNLIMITED TERM CONTRACTS

63% <50 YEARS OF AGE

6 PRODUCTION SITES

2 SALES OFFICES

1890 YEAR OF ESTABLISHMENT

NATIONALITY

42% ITALIAN

39% FROM THE REST OF EUROPE

20% REST OF THE WORLD

OVER THE COURSE OF 135 YEARS, ZUEGG HAS ACQUIRED IN-DEPTH KNOWLEDGE OF THE NATURE OF FRUIT, ITS PROPERTIES AND BENEFICIAL INGREDIENTS, AS WELL AS ITS NEEDS FOR IDEAL CULTIVATION, SUCH AS THE MOST SUITABLE CLIMATE, SOIL AND SITE FOR EACH VARIETY.

Our ESSENCE

Our passion for fruit and respect for the land have been guiding us in our company since 1890: cultivating raw materials of the highest quality, that we process into a wide range of fruit-based foods and preparations, marketed under the brands Zuegg, Skipper and Original Zörbiger, also intended for the food industry.
A project that has lasted for five generations and therefore has become much more than an entrepreneurial success story. It is first and foremost the 135-year-long adventure of an Italian family and the people who work with us every day: challenges faced, dedication and using simplicity to achieve excellence. Along the way, we have tried to bring together the integrity of a family business with the indispensable sense of responsibility that must imbue a modern, international company operating in an industry that finds its resources in the environment and provides its products to people.

IN OVER 135 YEARS
5
GENERATIONS

VISION

With our products, we help people to increase their consumption of fruit and vegetables: the road to a healthier and more sustainable diet. We are committed to strengthening our position in global markets as a supplier of high-quality semi-finished products. We aim to build brand leadership by offering genuine ready-to-eat products.

MISSION

For five generations we have been cultivating and processing the fruits of the earth, with deep respect for the planet and all those who inhabit it, in order to give people a healthy, tasty and genuine Mediterranean diet. Food is nourishment for the body and contributes to our well-being. We look after ourselves, one another, and the life that surrounds us.

A commitment that bears FRUIT

Our connections with the land and with our orchards has made our company unique in its field. We call it the Zuegg Method: a holistic approach to cultivation based on state-of-the-art agronomic techniques that allow us to fortify the plants while preserving their resilience. Not only that: the 'guardians' of the orchards and the nature that they protect - our agronomists - select the most resistant fruit varieties and the areas with the ideal climate and soil (in technical terms 'terroir').

They respect the cycles and rhythms of nature to safeguard the richness of the soil, the balance of the ecosystem and the integrity and right degree of ripeness of the fruit.

Nature has taught us a lot over the years and we have treasured these lessons: this is how we have been able to select excellent raw materials, to offer superior taste experiences.

THE STAGES OF OUR JOURNEY

The history of our group officially began in 1890 with the signing of the first company document by Maria Zuech, but already in 1860 her father, Ernst August Zuech, began cultivating fruit to sell in the nearby markets in Lana d'Adige, in Trentino-Alto Adige.

- **1890** – MARIA ZUECH SIGNS THE **FIRST CORPORATE DOCUMENT**
- **1929** – THE **PRODUCTION PLANT IN LANA D'ADIGE** IN ALTO ADIGE IS OFFICIALLY OPENED
- **1954** – **FRUTTINO** IS LAUNCHED, A SOLID BLOCK OF QUINCE JAM
- **1960** – THE **FRUTTA VIVA** LINE OF COLOUR- AND PRESERVATIVE-FREE JAMS IS CREATED
- **1962** – THE PRODUCTION OF FRUIT JUICES BEGINS IN THE **NEW PLANT IN VERONA**
- **1964** – THE **B2B DIVISION** FOR THE PRODUCTION OF SEMI-FINISHED PRODUCTS IS LAUNCHED
- **1985** – INAUGURATION OF THE **AVELLINO PLANT**, NEAR NAPLES
- **1988** – ZUEGG LAUNCHES THE **NEW SKIPPER BRAND**
- **1991** – PRODUCTION FOR THE NORTHERN EUROPEAN MARKET STARTS IN **GERMANY**, NEAR BERLIN
- **2001** – THE **ZÖRBIG PLANT** IS PURCHASED IN GERMANY
- **2002** – ZUEGG BUYS THE **PLANT IN ELNE** IN FRANCE
- **2010** – THE NEW **PLANT IN RUSSIA** IS INAUGURATED
- **2021** – ZUEGG LAUNCHES THE **FIRST PESTICIDE RESIDUE-FREE JUICE** IN ITALY
- **2023** – ZUEGG LAUNCHES A NEW SPOT **THE ORCHARDS OF OSWALD ZUEGG**
- **2024** – THE ZERO RESIDUE LINE IS SELECTED AS AN **INNOVATIVE PRODUCT** BY THE EXPERT JURY COORDINATED BY FOOD EDITORE AND WAS EXHIBITED DURING **CIBUS 2024**

Our company history has been family history from the very beginning: Ernst August Zuech specifically involved all of his fourteen children in his business. After a change of surname from Zuech to Zuegg in 1903, the journey from a small farm to become what we are today: an international company that processed 75 kilotons of fruit in 2024.

Our markets, brands and LOCATIONS

Our journey to this point, which we intend to continue to achieve feature a common goal: to lead the Group towards solid, organic, steady growth through iconic brands and successful products, contributing positively to feeding people.

MARKET PRESENCE

We operate in the business of farming, processing and transforming fruit and vegetables for both the end consumer and the major food industries.
Through our products, we are present in more than 40 countries, and we also put all our energies into offering an excellent level of quality in this international market.
We are happy that over the years numerous certifications have confirmed our commitment, including:

- ISO 9001
- *International Food Standard* (ISF) of the *Federal Association of German Trade Companies*
- *Global Standard Food* (BRC) of the *British Retail Consortium*

B2A BUSINESS TO AGRICULTURE

This is the division of our Group dedicated to the cultivation and initial processing of vegetables used by the other divisions. Here, our operations are organised in four steps.

- Cultivation: the farms we refer to operate according to the Zuegg Method. They draw on our experience, follow the guidelines laid down by our agronomists and cultivate each type of soil responsibly.
- Harvesting: the fruit is harvested at the best ripening time indicated by our agronomists, to guarantee a high standard of quality.
- Quality control: we observe and touch the fruit to verify and ensure its quality parameters during the main processing stages.
- Processing: we apply working methods that respect the raw materials to keep their organoleptic characteristics as intact as possible.

B2C BUSINESS TO CONSUMER

This division transforms the raw materials into skilful recipes for jams and juices with natural ingredients. Thus, through the brands Zuegg, Skipper and Original Zörbiger we provide people with excellent products.

B2B BUSINESS TO BUSINESS

It develops handmade and fruit and vegetable preparations made according to specific recipes for sweet and savoury dishes. Our know-how in selecting and processing raw materials enhances their organoleptic properties to provide high-quality service to major food industries.

OUR
• PRESTIGIOUS •
BRANDS

ZUEGG

When a family surname becomes a brand, it gives rise to the willingness to directly expose ourselves to demonstrate our commitment and responsibility. For this reason, for the recipes of our jams and juices we use the finest fruit and natural ingredients, which we process as little as possible to enhance each fruit from the earth and guarantee a superior taste experience.

Skipper ZUEGG

Founded in 1988, the Skipper brand spreads the intense pleasure of fruit with ingredients that are completely natural.

ORIGINAL ZÖRBIGER SEIT 1873

Original Zörbiger is a regional German brand that has more than 140 years of tradition and culture of excellence and has been part of our Group since 2001. Through this brand, we market products born from our strong connection with the land, featuring characteristic processing techniques and selected ingredients.

Our preparations for INDUSTRY

DAIRY-CHEESE-MAKING INDUSTRY

From the winning combination of fruit, in pieces or puree, and yoghurt, Zuegg creates solutions for the major dairy industries.

PLANT-BASED PRODUCTS

We make savoury preparations for fresh cheeses, sauces and dough fillings by innovatively combining fresh vegetables, cereals, pulses, spices and herbs.

BAKERY AND PASTRIES

Zuegg specialises in the development of fruit preparations to be used in baked products in the pastry-making industry.

ARTISANAL ICE-CREAM

The GranCanale brand offers our preparations for the world of ice cream, ready to meet the needs of artisan ice cream makers through customised products.

The responsibility of DOING BUSINESS

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GOVERNANCE

To create sustainable value over the medium/long term, we have chosen a traditional structure for our governance system modelled on the requirements of the relevant legislation (Article 2380-bis et seq. of the Italian Civil Code). Over the years, this approach has ensured a constant dialogue between management and shareholders, who are also members of the board. In our case, the Shareholders' Meeting is a body with purely deliberative functions. Instead, the Board of Directors plays a central role in the guidance and management of the Company and the Group: it defines corporate strategies, policies and objectives, including those related to sustainability.
The composition of the Board of Directors is shown in the diagram below.

OSWALD ZUEGG

CHAIRPERSON OF THE BOARD OF DIRECTORS AND MANAGING DIRECTOR

BRIGITTE BAUMGARTNER

DEPUTY CHAIRPERSON OF THE BOARD OF DIRECTORS AND MANAGING DIRECTOR

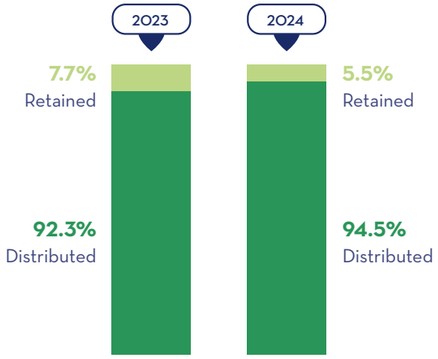
MARTINA ZUEGG

DIRECTOR AND MANAGING DIRECTOR

On the other hand, the Board of Statutory Auditors is entrusted with monitoring the legality of the Group. It consists of three statutory auditors and two alternate auditors, who are appointed by the Ordinary Shareholders' Meeting through precise methods. More specifically, this body oversees compliance with the law and the Articles of Association, and compliance with the principles of proper administration in the running of the company's business. The Statutory Auditors act autonomously and independently towards all shareholders and monitor the financial reporting process, as well as the adequacy of the Company's organisational structure, internal control system and administrative-accounting system.
As required by Italian Legislative Decree 231 of 2001, we have also established a Supervisory Body, which monitors the adequacy of the internal mechanisms and controls by periodically collecting information that can identify potentially risky behaviour.
We are happy to confirm that, also during 2024, no violations concerning active or passive corruption, or anti-competitive behaviour or discrimination were reported or identified.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

There are many elements that contribute to generating the economic value that guarantees the sustainability and continuity of a business over time. In our case we often mention ethics, respect, the commitment of our people and the quality of our products.
The elements that show the value generated and distributed are processed on the basis of the consolidated income statement for the reporting period, to give evidence of the economic value that we directly generate and the distribution of this value, which helps us understand the impact of our business on stakeholder, the territory, and the socio-economic system as a whole.
The following is a series of analyses and comments on the Group's economic performance in 2024 referring to the reclassified income statement. Our turnover in the reference year came to EUR 275 million. Almost all (94.5%) of the economic value we generate is distributed among our people, with the majority (93.7%) going to the Group's internal human resources, suppliers and farmers, who are the main contributors to our success.



ECONOMIC VALUE GENERATED

Our path of RESPONSIBILITY

2009

FIRST ENVIRONMENTAL AND SOCIAL REPORT OF THE ZUEGG GROUP

2014

INSTALLATION OF COGENERATION PLANT AT THE VERONA FACILITY

2017

MANAGEMENT OF FRUIT PROCESSING WASTE

2019

ZUEGG APPEARS IN THE **FUTURE RESPECT INDEX** OF CONSUMERLAB.CO.UK

2020

START OF THE REPORTING PROCESS ACCORDING TO THE GRI STANDARD

2021

INTERNAL ANALYSIS WITH SUSTAINABLE MODEL CANVAS

STAKEHOLDER ENGAGEMENT FOR MATERIALITY ANALYSIS

NEW PHOTOVOLTAIC PLANTS FOR A TOTAL OF 599 KWP INSTALLED

SUSTAINABILITY POLICY

2022

SUSTAINABILITY REPORT FOLLOWING GRI STANDARDS

SUSTAINABILITY COMMITTEE

2023

EXPANSION OF PHOTOVOLTAIC PLANTS FOR A TOTAL OF 968 KWP

DEFINITION OF INTERNAL WORKING GROUPS **ON SUSTAINABILITY ISSUES**

INTERNAL COMMUNICATION ON THE SUSTAINABILITY POLICY ALSO THANKS TO THE ZUEGG INTERNAL PLATFORM

2024

LAUNCHING THE SBTi ADHERENCE PROCESS

SBTI, AN ACRONYM FOR THE **SCIENCE BASED TARGETS** INITIATIVE, IS A GLOBAL ORGANISATION THAT PROMOTES TARGETS FOR REDUCING GREENHOUSE GAS EMISSIONS

SUSTAINABILITY *governance*

Today, sustainability is an indispensable value for everyone, and especially for organisations. We are aware of this and are trying to increasingly integrate this aspect more deeply into the tasks of the corporate bodies and at all levels of our company.
We formalised this path for the first time in 2021, when we signed our sustainability policy and defined the areas where we would take action in the following years. In 2022 we then set up a Corporate Sustainability Committee, composed of company officers who are the most in contact with ESG areas in their work.
This committee has the task of examining sustainability strategies and proposing targeted actions for their implementation. It also has the power to set up working groups on specific projects, and is responsible for assisting the Board of Directors on this issue.
The decision to publish and annually update this sustainability report is also part of our path of responsibility: we strongly believe in accountability, one of the main principles governing corporate sustainability. The term accountability refers to the ability to account for and explain what one does in ESG areas. For us, this is a sign of our sense of responsibility as a company and helps us make our processes transparent, traceable and controllable, just as we have always done for our products.

2024 MILESTONES

This year we have also taken important steps towards sustainability, with the start of the process of joining the Science Based Targets initiative.
SBTi is an international organisation that helps companies set targets for reducing greenhouse gas emissions, in line with science-based indications to limit global warming, as stipulated in the Paris Agreement.
We consider this action crucial to reinforcing our approach of continuous management and improvement of environmental performance, based on measurement and sound scientific data.

GOVERNANCE

SUSTAINABILITY COMMITTEE ESG WORKING GROUPS

CORPORATE GOVERNING BODIES

COMPANY STAKEHOLDERS

Definition and continuous **updating** of commitments

Assessment and **monitoring** of impacts and actions

Periodic **communication** of results

SUSTAINABILITY POLICY

PEOPLE

We focus on the well-being of employees and the community for the creation of shared value through actions of:

- corporate welfare
- guarantee of health and food safety
- support to the local areas

ENVIRONMENT

We focus on aspects linked to climate change, through actions of:

- promoting sustainable agriculture
- reducing food waste
- measuring, reducing and compensating CO_2
- reducing water consumption
- streamlining packaging, logistics and procurement

RESOURCES

COMPANY PROCEDURES

CERTIFIED MANAGEMENT SYSTEMS

TARGET TO 2025

Our Group's adherence to sustainability policy commitments ensures the promotion of the Sustainable Development Goals of Agenda 2030 and development principles such as inclusion, integrity, transparency and commitment to future generations.
We have established a systematic approach to demonstrate, guarantee and disseminate our commitment throughout the supply chain by identifying targets and implementing a continuous monitoring system.

By 2025, we intend to achieve progress in **defining operational working groups that focus on specific topics in order to make sustainability an increasingly central theme in our company.**

Where are we today?

In 2024, we launched a working group dedicated to defining the concept of a sustainable product. The aim is to explore practices, materials and processes that reduce the environmental impact of Zuegg products while ensuring quality and innovation. We want to create a production model that promotes social responsibility and environmental protection.

Key stakeholders and MATERIALITY

REFERENCE PARTIES

Effective reporting is only possible if it is clear which parties contribute to conducting business, i.e. those who are affected by their performance and can influence it in turn.
This year we revised and confirmed for 2024 the categories of key stakeholders for the Group.
To assess sustainability aspects and to provide further direction for the development of corporate strategies and commitments, our key *stakeholders* were involved indirectly.

EMPLOYEES

Employees of Zuegg

BUSINESS PARTNERS

Those who formally invest in the capital of a company by holding shares or stock

FOREIGN AFFILIATES

The Group's foreign companies

CDA

Corporate Board of Directors

MANAGEMENT

Corporate management

CUSTOMERS
Those who buy Zuegg products

FARMERS AND OTHER SUPPLIERS
Those who supply Zuegg with raw materials, materials, services or technology

COMPETITORS
Organisations representing Zuegg's *competitors*

MEDIA
International, national and local media (e.g. television, press, radio and web) that can directly or indirectly influence Zuegg's activities

FINANCIAL OPERATORS
Banks and credit institutions that can contribute to financing Zuegg's activities

CONSUMERS
Users of Zuegg products, including consumer associations

UNIVERSITIES
University institutions that are located near Zuegg's sites and can influence its activities

PROFESSIONALS
Consultants working on behalf of Zuegg

INSTITUTIONS
The set of institutions that can directly or indirectly influence Zuegg's activities (e.g.: Region, Province and Municipality that are near where Zuegg sites are located)

ASSOCIATIONS AND NGOS
Private, non-profit associations and organisations that may act in areas that directly or indirectly influence Zuegg's activities
(e.g. environmental associations or trade associations)

SOCIETY AND LOCAL COMMUNITIES
The social context of the local areas near Zuegg sites, which may directly or indirectly influence the organisation's activities

RELEVANT ESG *topics*

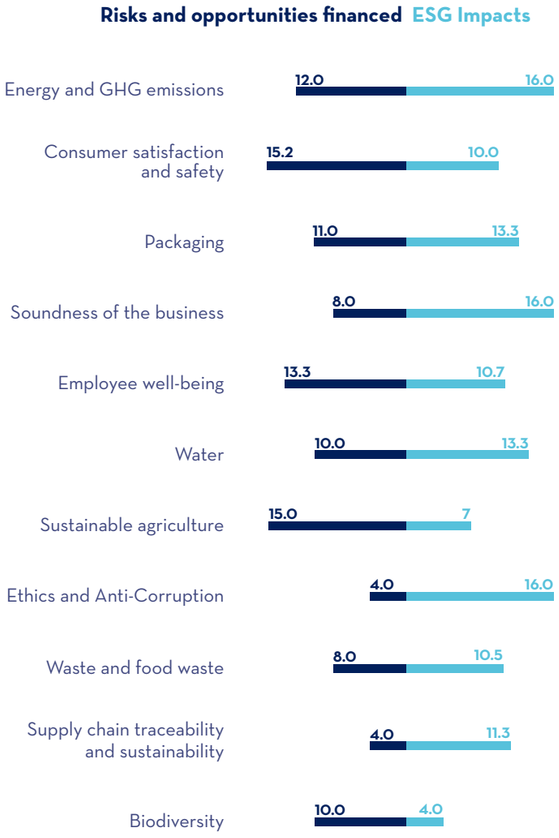
According to GRI 2021 standards, adopted to draw up this report, material topics for a company represent its most significant impacts on the economy, environment and society.

Last year, the topics that were material to us, i.e. significant in the conduct of our business, and the Sustainability Development Goals (SDGs) of the United Nations Agenda 2030[1] related to them were as follows.

ENERGY AND GHG EMISSIONS	13 CLIMATE ACTION	Carrying out production by supporting the energy transition and the transition to a low-emission economy.
EMPLOYEE WELL-BEING	4 QUALITY EDUCATION; 3 GOOD HEALTH AND WELL-BEING	Ensuring a satisfying and safe working environment that provides a professional development and guarantees equal opportunities.
PACKAGING	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Attempting to choose packaging materials that have a lower environmental impact and setting up B2C communications to guarantee the quality and rigour of production.
SUPPLY CHAIN TRACEABILITY AND SUSTAINABILITY	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensuring the traceability of our supply chain and implementing rigorous processes to ensure the quality and sustainability of our products, including through local sourcing and an increasingly careful selection of suppliers.
CONSUMER SATISFACTION AND SAFETY	2 ZERO HUNGER	Focusing on the satisfaction and safety of customers and end consumers by monitoring product quality, paying attention to research and innovation for increasingly sustainable production, and protecting customer data and privacy.
SUSTAINABLE AGRICULTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Promoting sustainable agriculture by progressively decreasing the use of pesticides and focusing on soil health and functionality.
BIODIVERSITY	15 LIFE ON LAND	Focusing on conserving ecosystems and biological diversity.
ETHICS AND ANTI-CORRUPTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Conducting business in a transparent, ethical manner and in full compliance with applicable regulations and in opposition to any kind of unlawful or unfair behaviour.
WASTE AND FOOD WASTE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Committing to minimise waste, especially food waste, by relying on the best available technologies and beneficial management practices.
WATER	6 CLEAN WATER AND SANITATION	Paying attention to the proper management of water resources.
SOUNDNESS OF THE BUSINESS	8 DECENT WORK AND ECONOMIC GROWTH	Generating value inside and outside the company with a view to promoting the prosperity of our stakeholder.
COMMUNITY RELATIONS	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Continually strengthening the ties of our offices with local communities, concretely engaging with the situations that surround us.

1 - This step was carried out using the document Linking the SDGs and the GRI Standards, issued by the GRI in 2022.

Starting this year, we conducted a preliminary double materiality analysis exercise inspired by the European Sustainability Reporting Standards - ESRS.
This means that we updated the impacts related to the 2023 material topics as required by European standards and identified the financial risks and opportunities associated with each topic.
We then rated the significance of impacts, risks and opportunities according to their magnitude, severity and likelihood of occurrence, assigning each a score on a scale of 0 to 16.
The diagram shows the double materiality assessment resulting from updating the impact materiality analysis and the financial materiality analysis. It lists the material topics sorted by relevance in descending order, according to their overall significance score[2].



2 - The topic 'Relations with the community' does not appear in the chart as it is not included among the sustainability aspects covered by the ESRS standards as declined by our Group.

The topic Energy and GHG emissions (acronym for Greenhouse Gases) is very important to our company, both in terms of the impacts our processes may have on global warming and in terms of the financial risks and opportunities associated with climate change. These partly include current and future financial effects related to water scarcity and changes in phenological and production cycles of crops, and thus to material issues *Water Resources, Biodiversity and Sustainable Agriculture*.
Ensuring Consumer Satisfaction and Safety and the constant search for preferable solutions for Packaging, both closely linked to our impact on Supply Chain Traceability and Sustainability remain crucial topics for our business.

The positive impacts Zuegg generates and can generate in terms of *Soundness of the business, ethics and anti-corruption and employee well-being* are highly important. Therefore, these aspects, despite the limited risks associated with them, are highly valued at Zuegg due to the corporate governance strengthened over time.
Ethics characterise every area of our work and we take no aspects for granted. This is also why we feel a responsibility to reduce *Waste and food waste* as much as possible. To do this, we work both on our own production lines and with local associations that redistribute our surplus food to the *Communities* where our plants are located.

The fruit OF OUR LABOUR

46 Towards a resilient and regenerative future

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54 How we work, from field to table

62 Research and development for sustainable innovation

Towards a resilient and regenerative FUTURE

The world and governments of all countries are facing a crucial challenge: to shelve the traditional strategy of *business as usual* which contributes substantially to major impacts, in order to achieve ambitious goals by 2050. The challenge is therefore to mitigate the escalation of temperatures, alteration of precipitation patterns, extreme weather events and alarming erosion of biodiversity by reducing greenhouse gas emissions, protecting biodiversity, preserving forests, sustainably using water resources and promoting food security and healthy diets.

The *Special Report on Climate Change and Land*[3] of 2019 undeniably highlighted the effects of climate change on soil, water and biodiversity, and analysed its repercussions on food production, food availability and the resilience of agri-food systems.

3 - IPCC, 2019: Climate Change and Land: an IPCC special report on climate change, desertification, land degradation, sustainable land management, food security, and greenhouse gas fluxes in terrestrial ecosystems.

The National Climate Change Adaptation Plan of 2023[4] highlights how the consequences of climate change may compromise agricultural productivity, with estimates of a reduction in the value of aggregate production of EUR 12.5 billion in 2050. This loss is mainly attributed to extreme events, such as droughts and heat waves, which negatively affect agricultural yields.

The effects of climate change have presented challenges for agriculture that require innovative adaptation strategies. To promote a sustainable future, it is imperative to implement policies and actions aimed at regenerating natural systems and adopting responsible agricultural and food practices.

These policies and actions are essential, if we consider that more than half of the world's GDP is 'highly or moderately dependent on nature and its services' (WEF, 2020), and that at least 60 billion people work at jobs directly connected to management and conserving natural ecosystems. Furthermore, up to 32 million new jobs could be generated by 2030 by investing in nature-based solutions, i.e. those activities whose function is to protect, conserve and restore ecosystems (ILO, 2024).

4 - MASE, 2023: Piano Nazionale di addattamento ai cambiamenti climatici (National Climate Change Adaptation Plan)

LANDSCAPE RESTORATION AS A BASIS FOR AGRI-FOOD RESILIENCE

It is a main tool for mitigating land degradation and improving the resilience of the supply chain. The degradation of natural capital can be countered using *Nature-Based Solutions (NbS),* such as supporting pollination, restoring soil quality, improving water quality and natural carbon sequestration.

REGENERATIVE AGRICULTURE: HARMONY AND INNOVATION IN THE LIVING FABRIC OF THE EARTH

Systems are interconnected and there is a close interdependence between living and non-living elements. By understanding these connections, we can better assess the impact of human activities on biodiversity, the health of the ecosystem and natural resources. The concept of natural capital promotes sustainable land use practices and intensified efforts to protect endangered species and habitats. Preserving the diversity and health of ecosystems becomes a key parameter for innovation adaptability.

POLLINATING INSECTS - GUARDIANS OF BIODIVERSITY AND FOOD SECURITY

Of the hundred types of crops that provide 90% of food globally, 71 depend on pollination by bees[5]. However, habitat destruction, pollution, indiscriminate use of pesticides and climate change place these essential pollinators under increasing environmental pressure, with high death tolls as a result. Their decline threatens plant diversity, food security and the balance of ecosystems, with potential economic impacts on agricultural production estimated at between EUR 199 billion and EUR 589 billion[6].

A MORE SUSTAINABLE FUTURE DEPENDS ON CHANGING OUR HABITS

82% of people consider sustainability a key factor in their purchasing choices, a figure reflected in the fact that 78% of Italians are willing to spend 5% more on sustainable food, and that 39% favour environmentally-friendly products. This trend reflects a growing collective awareness of and commitment to responsible consumption practices.

SUSTAINABLE PRODUCTION, COMBINING INNOVATION WITH COMPETITIVENESS

Sustainable production represents a new industrial paradigm that aims to balance economic development with environmental protection. This approach offers significant competitive advantages, including reduced operating costs through the efficient use of resources and increased energy efficiency.

TECHNOLOGICAL CHANGE AS A DRIVER OF TRANSFORMATION

The advent and adoption of emerging technologies in food systems and soil management are redefining the competitiveness of countries and companies. These changes affect production and distribution costs and, as a result, the demand for products and services.

5 - FAO, 2000

6 - ISPRA Piante e insetti impollinatori: un'alleanza per la biodiversità" ('Plants and pollinating insects: an alliance for biodiversity') 2021

The values that guide OUR WORK

FAMILY

5 GENERATIONS SHARING THE SAME VALUES

RESPONSIBILITY

COMMITMENT TO CULTURE AND THE SUSTAINABLE DEVELOPMENT OF TERRITORIES

EXCELLENCE

CONTINUOUS IMPROVEMENT TO OFFER EXCELLENT PRODUCTS

INTEGRITY

A COLLABORATIVE AND TRANSPARENT APPROACH TO OUR DAILY GOALS AND ACTIONS

SIMPLICITY

"TASTY, APPEALING AND WHOLESOME" PRODUCTS

WISDOM

RECIPES TO ENHANCE THE PROPERTIES OF THE FRUIT

EXPERIENCE

135 YEARS OF CULTIVATION OF EVERY FRUIT VARIETY

NATURE'S BEST FRUIT

For more than five generations, our family has passionately dedicated itself, with the utmost integrity, to producing quality food products and promoting and enhancing the local areas. Thanks to more than 100 years' experience, we have fine-tuned the art of cultivating fruits selected based on their affinity with the local territory, which gives them unique and inimitable qualities. Our commitment translates into simple, authentic recipes that amplify the natural virtues of each fruit variety.

OUR • VIRTUOUS • PRACTICES

WE DEVELOP

responsible agricultural practices whereby we respect the rhythm and harmony of nature

WE TREAT

natural resources with the required due diligence, avoiding water wastage and soil erosion in our fields

WE GUARANTEE

adequate space for each plant and preserve natural oases for the flora and fauna present so that nature can regenerate

WE USE

agro-medicines only when strictly necessary and select only those that protect bees and other insects useful to the ecosystem

WE PROMOTE

the cultivation of native and resilient varieties, which allow us to minimise our interventions

WE APPLY

agronomic techniques with a view to reducing chemical interventions and favour mechanical weeding over the use of herbicides

A FOCUS ON PEOPLE

With our products, we want to contribute to promoting a diet that is as natural as possible. The continuous improvement in our work aims to offer products that stimulate the consumption of fruit and vegetables.
We are convinced that people have the right to receive all the information they need to make informed choices.

Whoever buys a product is not just a consumer, but a person with an identity and values, whose needs we wish to fulfil.
This is also why we have established honest communication with our customers, employees and suppliers.

TRANSPARENT VALUES AND PRECIOUS RIGHTS

We conduct our company business according to our Code of Ethics, a document that establishes an approach to business not limited to compliance with the regulations in force in the countries where we operate, but oriented towards the principles of fairness, loyalty, integrity and transparency.

The Code of Ethics comprises our policies on quality, environment and safety, human resources management and protection of company asset.

It applies to all the employees, suppliers, contractors, consultants, partners and external collaborators of the Group. Among other things, it confirms Zuegg's compliance with the main content of crucial documents, such as:

- The UN Universal Declaration of Human Rights;
- International labour conventions and recommendations issued by the *International Labour Organization* (ILO);

WORKING TOGETHER ENSURES SUCCESS

It would not be possible to achieve extraordinary results without the synergetic commitment of all the players in our supply chain. For this reason, we set up an agronomic office to increase the harmony between industrial activity and the primary sector.

To set for agriculture and farmers the focus of production activity was an intuition of the Luogosano plant, which has since become a model for many Italian production companies.

How we work, from field TO TABLE

THE FOCUS ON SUSTAINABILITY AFFECTS THE ENTIRE PROCESS WE HAVE STRUCTURED, FROM THE FIELD TO THE FINAL PRODUCT.

SUSTAINABLE AGRICULTURE AND SUPPLIER SELECTION

At Zuegg, we are committed to the sustainability and excellence of our products, by partnering with more than 170 Italian farms that share our vision on sustainability issues.

We continue to work with our suppliers in several areas to ensure agricultural practices that respect the environment and enhance the land.

TRAINING AND CONTINUITY

We are dedicated to training young farmers, ensuring the continuity of family traditions and providing employment opportunities that keep rural communities alive. We recognise the work of our suppliers who operate effectively and responsibly, through fair and long-term contracts, which supports sustainable medium-term planning.

TECHNICAL SUPPORT AND QUALITY

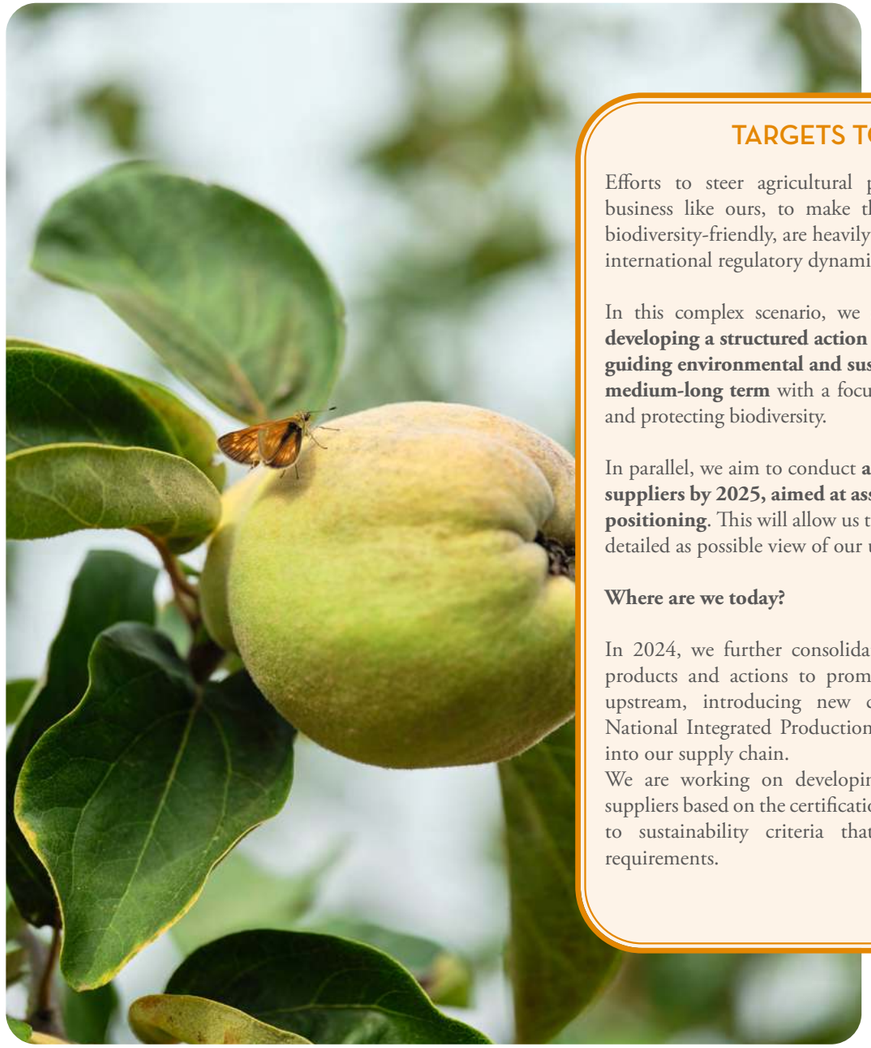
Our technicians and agronomy department are engaged in monitoring and checking every stage of production, ensuring that the processed fruit meets the technical and quality standards of the Zuegg Method. We provide up-to-date guidelines and ongoing support to align suppliers with our continuous improvement goals.

SUSTAINABILITY

With the *Zuegg Guidelines for Sustainable Agriculture without Pesticide Residues*, we steer our partners towards environmentally conscious production. It is essential to us that our employees be guided by a strong focus on social sustainability: this is why we defined a Code of Conduct, in line with the Zuegg Code of Ethics, which all our suppliers and partners are obliged to observe. In addition, 22% of our suppliers have obtained GLOBAL G.A.P certification, which confirms the focus on sustainable water management and waste minimisation.

FUTURE VISION

As sustainability is becoming an increasingly relevant criterion in selecting our suppliers, we are mapping existing certifications with the aim of making them more relevant in procurement decision-making processes. With these actions we increasingly promote an environmentally and socially aware supply chain.



TARGETS TO 2025

Efforts to steer agricultural practices that underpin a business like ours, to make them both sustainable and biodiversity-friendly, are heavily influenced by national and international regulatory dynamics.

In this complex scenario, we set ourselves the target of **developing a structured action plan capable of concretely guiding environmental and sustainability results over the medium-long term** with a focus on sustainable agriculture and protecting biodiversity.

In parallel, we aim to conduct **an in-depth analysis of our suppliers by 2025, aimed at assessing their sustainability positioning**. This will allow us to keep an up-to-date and as detailed as possible view of our upstream value chain.

Where are we today?

In 2024, we further consolidated the traceability of our products and actions to promote sustainable agriculture upstream, introducing new certifications such as the National Integrated Production Quality System (SQPNI) into our supply chain.
We are working on developing a survey to assess our suppliers based on the certifications they hold and according to sustainability criteria that go beyond traceability requirements.

PRODUCTION

In our factories, production is structured to follow strict sustainability standards and deliver results in the areas of well-being and food safety.
In line with these objectives, we have defined a product sustainability policy that focuses on five aspects:

1. A **supply chain** as efficient and fair as possible in the use of resources.
2. **Production** particularly focused on efficient use of resources, energy saving and waste reduction.
3. **Packaging** products using ecologically responsible materials, with a focus on recyclability, biodegradability and reducing packaging waste.
4. Increasing circularity of production phases, focused recovering **food waste** to reintroduce it into a second production chain.
5. Consolidating know-how and a propensity for **innovation**, to develop products that are as natural as possible, with a short, clean ingredient list that provides correct and balanced nutrients for the body's well-being.

Selected raw materials arrive at our production sites where they are carefully treated to preserve all their nutritional and quality properties.
This is followed by the processing and packaging stages, where each product undergoes several tests for contaminants and allergens to ensure that people receive safe, high-quality food.

2024 MILESTONES

Energy efficiency and a greater use of energy from renewable sources were at the heart of the activities we implemented during the year to reduce the impact on the climate and increase the sustainability of our operations.

In 2024, we further expanded our photovoltaic energy production, with the new plant in Verona, and increased the share of our energy needs covered by contracts with guarantee of origin, which were introduced this year in Verona and Avellino.

Also in Verona and Avellino during the year, new boilers were installed and the transition to LED lighting continued, while in Elne a new generator reduced the use of natural gas and the overall energy consumption of the plant.

Finally, the efficiency of defrosting systems, thanks to the implementation of *best available technologies,* has helped to further improve our processes.

DISTRIBUTION AND SALE

In the distribution and sale of our products, we place special emphasis on traceability, ensuring that each item can be followed along the entire supply chain: each step is documented and verifiable from the field to the table. This not only improves process efficiency and reduces waste, but also strengthens the confidence of those who choose us because of the quality and origin of our products.
Food traceability also helps us to support environmentally-friendly farming practices, reduce the environmental impact of our processes and ensure high standards of quality and safety.

A CERTIFIED COMMITMENT

On our path towards increasing sustainability, we have obtained several system certifications that ratify our commitment to responsible practices at management and operational levels.

We have joined certification schemes for sustainable sourcing, food security and quality, environment and energy management systems.

These are not just formal recognitions of our efforts, but a concrete way of actively contributing to creating a positive social impact and reducing our environmental footprint by promoting efficient energy use, among other things.
In that regard, we note that our plants in Verona, Avellino and Elne are registered on the EcoVadis platform, which supports us in managing ESG risks, including assessing compliance and the achievement of corporate sustainability goals.

Food safety is a top priority for us. For this reason, in some of our plants we have adhered to the BRCGS Food certification, one of the most widespread food safety certifications, and implemented the FSCC 22000, a food safety certification scheme based on ISO 22000 and also the International Food Standard, which aims to facilitate the effective selection of retail branded food suppliers, based on their ability to provide safe products that comply with contractual specifications and legal requirements. As a confirmation of our commitment to diversity and the needs of consumers, we offer Kosher and Halal products.
Responsible sourcing is also an important issue for us, which is why some of our factories are certified according to SMETA/SEDEX standards, which ensure the use of ethical and responsible practices throughout the production chain.

All our plants have been certified according to the ISO 9001:2015 standard, which attests to the quality of our management processes. We also obtained ISO 50001:2018 certification for our plants in Werneuchen, Zörbig and Elne, demonstrating our commitment to energy efficiency. The plants in Verona and Avellino, on the other hand, are ISO 14001:2004 certified, testifying to our focus on environmental management.

We have also recently obtained National Integrated Production Quality System (SQPNI) certification, an important recognition for high quality work in the field of integrated agriculture.

Integrated agriculture is the cultivation method that guarantees that products are obtained through sustainable agronomic practices, to minimise the use of synthetic chemical substances, protect the health of the environment, consumers and farmers, and comply with precise control and traceability standards throughout the production chain.

The objective of the SQPNI certification scheme is to enhance the value of agricultural crop production obtained in compliance with regional integrated production specifications.

Research and development for sustainable INNOVATION

Research, development and innovation are crucial aspects of our work, which is why we have a dedicated office in each production plant, for a total of 30 resources, divided into the B2C and B2B sectors.

In our view, these three elements form the basis of high-quality, safe and as healthy food as possible. It is no coincidence that over the years we have increased the level of our focus on aspects such as reducing sugar, eliminating pesticide residues and decreasing the environmental footprint of packaging.

At the same time, our agronomy department has focused on the continuous search for more sustainable agricultural land, varieties and techniques to propose to our suppliers. We use experimental land to put our insights and suggestions from the scientific community into practice, thus improving our *know-how*.
Because soil health is of paramount importance to us, we engage in research and selection of species and cultivars that require less processing.

TARGET TO 2025

The trends that consolidate or transform the needs and desires of our consumers year after year remain a constant focus of our interest.

The increasing focus on health and a balanced diet is a priority for people, and this is driving us to broaden our horizons in research and development, exploring solutions that combine individual and environmental well-being.

Looking ahead to 2025, our main goal in terms of customer satisfaction and safety is to continue **investing in the activities that are necessary to constantly evolve our recipes** and align them with increasingly healthy, reliable and sustainable market trends.

Where are we today?

In addition to the successful development of our 'zero residue' and 'zero added sugars' lines in 2024, we also developed strategic B2B recipes during the reporting period.
Investing in these development activities again this year meant maintaining a high level of coordination between different areas and functions, to ensure synergy between agronomic, regulatory and communication skills required to fully leverage our achievements in the R&D department.

Those who know, teach, and those who learn, grow:

OUR PEOPLE

66 Human capital
66 Our employees
68 The numbers don't lie
74 Health and safety in the workplace
77 Community

HUMAN *capital*

OUR EMPLOYEES

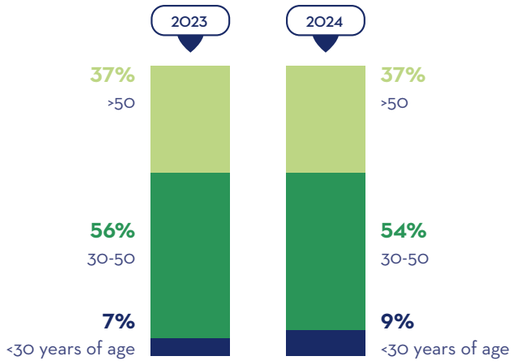
Our Group's corporate culture is based on the concepts of trust, integrity and transparency. In addition to an attitude of mutual cooperation, team spirit is encouraged, as is the respect for the individual characteristics and the avoidance of prejudice, intimidation, conditioning or discomfort.
We offer equal opportunities to all employees, with no discrimination based on religion, ethnicity, political beliefs, gender or any other characteristics.

We adopt a structured approach to human resources management, striving to respect and value both professional and human and social aspects.
We are deeply convinced that each person represents a fundamental component of our corporate family and contributes with his or her actions to a shared project: "The purpose of the company is the common purpose of everyone".
The knowledge that guides us every day is that our true capital does not comprise one production line or department, but all 561[7] people who work with us.

7 - The figure consists of the number of employees as at 31/12/2024, not including seasonal workers.

THE NUMBERS DON'T LIE

Although our history began a long time ago, we are a young company: 63% of the workforce is less than 50 years old. In the past year we hired 81[8] people. There are 73[9] people who ended their employment with us, either due to age limits or to embark on new adventures. Our staff saw a positive turnover overall, with a hiring rate of 14.4%, against a termination rate of 13%[10].



EMPLOYEES BY AGE GROUP

We are a company linked to agriculture, the cycles of nature and the seasonality of fruit. A strong and continuing sense of belonging unites us with the people who work in our plants at specific times of the year. We record the highest use of employees with fixed-term contracts in the Avellino plant, where the most fresh fruit harvesting and processing are carried out. In 2024, 112 agency workers worked with us[11].

We consider growth and quality of women's employment to be of the utmost importance. For this reason, we are committed to adopting a set of actions favouring equality between men and women in the workplace and protecting the career opportunities of women employees: as an example, there were various actions for the purpose of returning to work following maternity leave and to protect the professional levels of women workers.
We are an international group and valuing different cultures is part of our DNA, not only due to their intrinsic characteristics linked to business, but also because we consider them a strategic driver.

8 - The new recruits have different nationalities: 26 Italians, 24 Germans, 17 Russians, 10 French, 2 Poles, 1 Albanian and 1 non-European not specified.

9 - The nationalities of the terminated workers are as follows: 30 Germans, 14 Russians, 12 Italians, 12 French, 2 Poles, 2 Ukrainians and 1 Kosovar.

10 - The figures for hires and terminations in 2024 do not take into account the 90 seasonal workers hired in Avellino, who were not present at the plant as of 31/12/2024.

11 - The figure was calculated as the head count as at 31/12/2024.

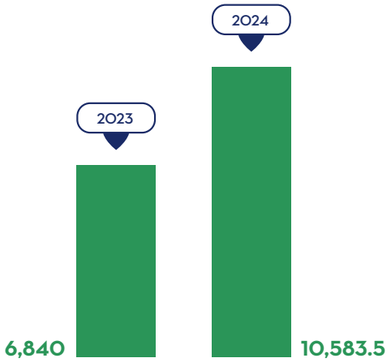
Within the Group, we guarantee the freedom of association of personnel by ensuring mutually respectful and cooperative relations with employee representatives and trade unions. We strictly follow the regulations of the countries where we operate and cover all workers in some of our plants with collective bargaining agreements. In other cases, we still establish contractual terms and conditions of employment on the basis of collective bargaining agreements.

Two central aspects that guide us in our relationship with people are the continuous improvement of skills and the ability to retain talent in the company. This is why we have developed a human resources management process that includes specific activities in the phases of recruiting, talent management and career plan development.
We have set up an internal appraisal system with a view to increasing employee-management sharing and engagement. In 2024, about 75% of the workforce had received a formal performance appraisal.

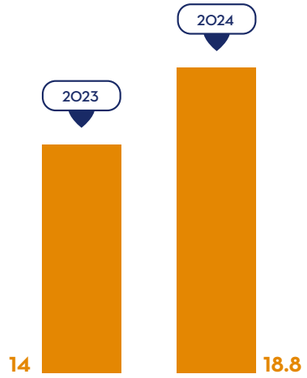
Maturing valuable elements is part of our work, both in the fields and among the company's resources.
The management of promotions and the ability to retain talent in our companies are targets that we pursue by implementing personalised training courses. Each plant prepares an annual training programme with dedicated budgets. In 2024, specifically, we prioritised the the acquisition of technical and health and safety-focused skills.
In addition to internal courses for operators and laboratory staff, our training courses include external specialisations to develop skills needed for certain roles: two specific cases are sustainability and the field of research and development.
We also engage experienced and qualified staff to work alongside newly recruited workers or those retiring, close to their leaving, to ensure as much as possible the transfer of skills and business continuity.

HOURS OF TRAINING PROVIDED IN 2024

CATEGORY	TOTAL NUMBER	**NUMBER PER CAPITA**
Executives	52.0	3.1
Managers	596.0	9.6
Employees	7,779.0	41.8
Workers	6,316.5	21.2
Women	2,033.8	11.2
Men	8,549.7	22.4



TOTAL NUMBER OF HOURS OF TRAINING PROVIDED



TOTAL NUMBER OF HOURS OF TRAINING PER CAPITA

2024 MILESTONES

FOCUS ON TRAINING

- **Master's degree** in ***Business Administration*** from the Luiss Business School, a degree that provides a deep-dive on management tools and techniques in the main functional areas with the aim of strengthening managerial aptitude also in terms of leadership;
- **Managerial Development Programme** of SDA Bocconi, designed to provide advanced skills and tools in response to the continuous evolution of economic, social, financial and technological dynamics, and which stimulates the rethinking of business models, leadership styles and business processes;
- **The 'Selling Story' sales training project in the retail sector** was aimed at fostering an effective internal alignment between corporate strategies and their implementation plans. The project aimed to develop distinctive business offerings for the market and to strengthen the motivation of the operational team, enhancing delivery capabilities according to the available resources;
- **Cybersecurity** ***training programme***;
- ***Strategic Business Planning*** Course;
- Foreign language courses;
- Specific Excel course with various levels;
- ***Foreign Supplier Verification Program*** Course to acquire the necessary requirements to export products to the United States of America.

HEALTH AND SAFETY IN THE WORKPLACE

The culture of health and safety is a crucial pillar to protect our people in and outside the workplace.
We have a solid and structured management system in this area: a first step involves shift leaders collecting workers' comments, then sharing with the company manager. Dialogue is ongoing: likewise, risk mitigation and improvement actions are continuous. We identify, assess and manage risks and hazards with systems such as DVR, DUERP and tools implemented by TUV Rheinland or LLC Tsuegg Russia, which meet both the regulatory requirements of the countries in which we operate and the needs of the Group.
In each plant, training on health and safety is accompanied by reference figures such as the Workers' Safety Representative and the company doctor, and dedicated communication channels are available: all employees contribute to minimising workplace risks and safeguarding their own health. While we did not record any accidents among agency workers in 2024, we did record 67 accidents among employees: these were mostly temporary injuries, involving absolute temporary disabilities exceeding three days, without ever resulting in permanent sequelae.

TARGETS TO 2025

Implementing a welfare programme by 2025 is a strategic goal for us, in line with our commitment to promote an inclusive work environment, attentive to people's well-being and focused on the creation of shared value.
Investing in welfare means responding concretely to employees' needs, fostering a better work-life balance, and generating lasting benefits for both individuals and the organisation.

Where are we today?

In 2024, we laid the foundations for achieving this goal. We undertook a major internal reorganisation to centrally structure Zuegg's HR area as organically and efficiently as possible.

COMMUNITY

We actively take part in the social life of the community from which we receive human resources and raw materials. To share a portion of the value we generate with their contribution, we regularly distribute our products free of charge to non-profit organisations. The goals driving these initiatives are to reduce food waste and support the voluntary activities of wards of hospitals such as the Moscati Hospital in Avellino, school campuses such as the Italian Red Cross and the Ministry of Education and Merit, and blood donor associations, an example of which is Frates.

We also contribute to enriching communities by supporting and disseminating healthy eating practices and sports events such as marathons, competitions and local sports groups.

We also sponsor schools through the apprenticeship tax. We do this each year, based on the students we have with us for work-study or internships.
Thanks to the constant dialogue between human resources, universities and training organisations, we activated 13 internship programmes in 2024. We attach a twofold value to this tool: firstly, helping young people to perceive the complexity of the working world, and secondly, having a pool of possible workers.
Lastly, we are aware that we live in a world where customer data is collected to the greatest degree of detail and in some cases even sold to third parties: we believe a sustainable approach on this issue is necessary and urgent. This is why we have chosen to consider the right to data privacy as a priority and an issue related to sustainability.
In 2024, there were no cases of complaints concerning breaches of customers' privacy or loss of their data.

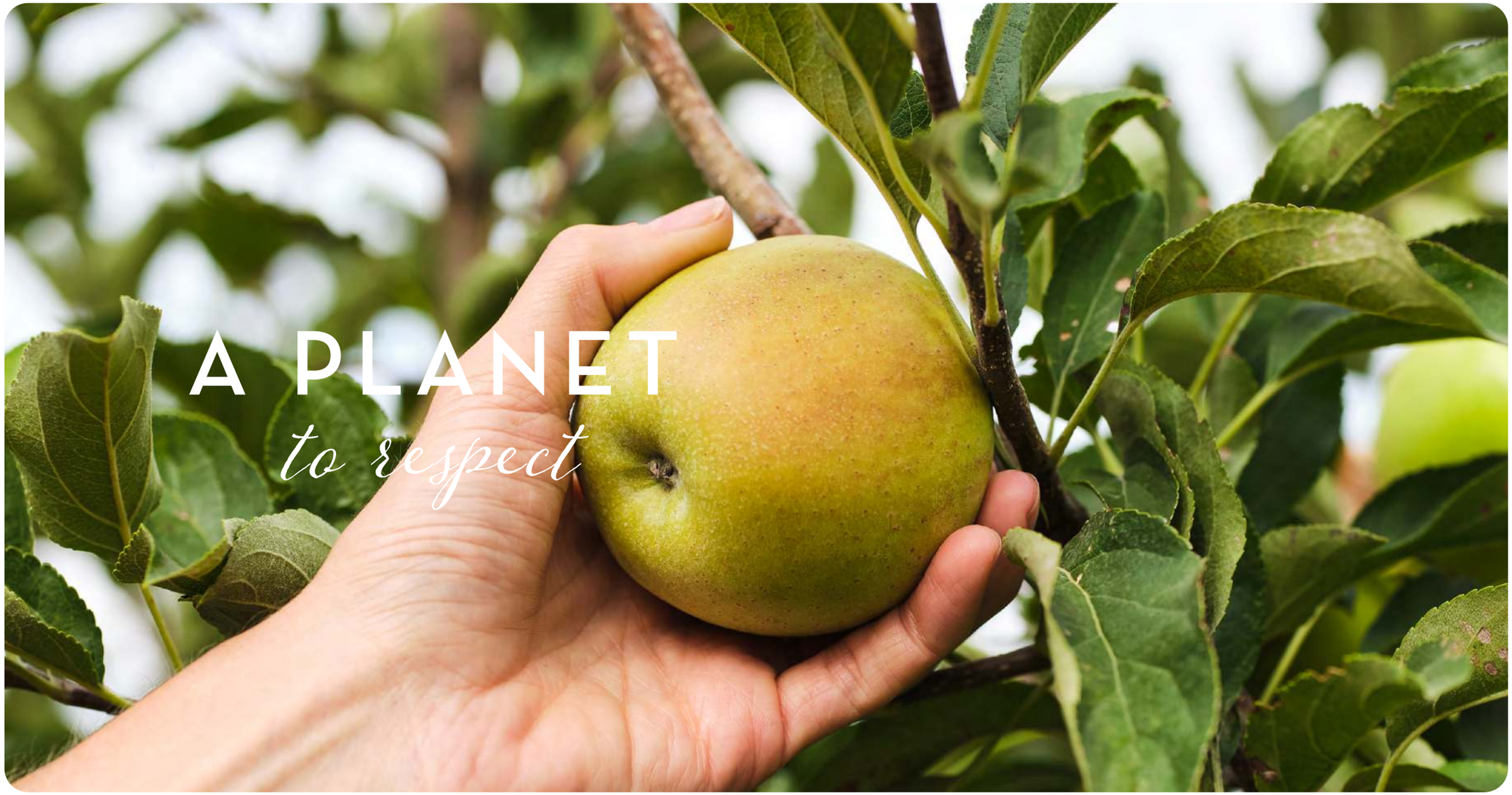
In 2024, as in previous years, Zuegg joined the following associations, among others: Confindustria, Pactim and the Chamber of Commerce.

TARGETS TO 2025

We intend to increasingly fine-tune our ability to act consciously, purposefully and proactively in favour of the communities that we deal with.
For this reason, we aim to **define**, by 2025 **guidelines and criteria to select investments for the socio-economic well-being of the territory** that hosts us.

Where are we today?

During the reporting year, we conducted a study to identify the approach used by each of our plants to manage investments in support of local communities and to come up with a common approach to be adopted at Group level.



A PLANET *to respect*

80 The ingredients and resources of the Zuegg recipe

80 Raw materials and *packaging*

84 Biodiversity

86 Energy and emissions

90 Water withdrawals and discharges

94 Waste and food waste management

The ingredients and resources of the ZUEGG RECIPE

RAW MATERIALS AND PACKAGING

75% OF THE RAW MATERIALS WE USE ARE FRUIT AND VEGETABLES.
IN 2024 WE PROCESSED 75.5 MILLION KILOTONS OF FRUIT AND VEGETABLES INCLUDING PEACHES, CHERRIES, PLUMS, APRICOTS, APPLES, PEARS, CITRUS FRUIT, BERRIES, TROPICAL FRUIT AND VEGETABLES.

DRUPES

APRICOT
PEACH
PRUNE
PLUM
CHERRY
BLACK CHERRY

BERRIES

STRAWBERRY
BLUEBERRY
RASPBERRY
BLACKBERRY

POMES

APPLE
PEAR
QUINCE

ACTINIDIACEAE

KIWI

CITRUS FRUIT

ORANGE
LEMON

OTHER FRUIT

FIG
CHESTNUT
POMEGRANATE
PRICKLY PEAR

VEGETABLES

COURGETTE
TOMATO
PUMPKIN/CARROT
SWEET POTATO
ARTICHOKE/CHICKPEA
AUBERGINE
PEPPER/
LEEK/BROCCOLI

AREAS OF ORIGIN

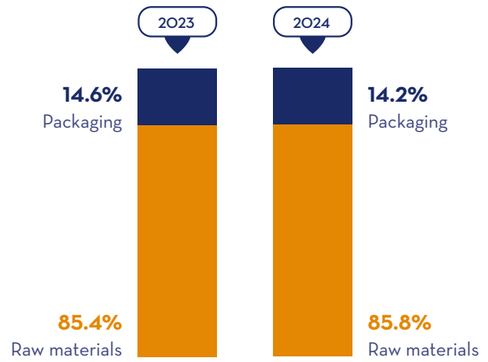
The Italian fruit we use specifically comes from:

- Piemont
- Veneto
- Trentino Alto Adige
- Emilia-Romagna
- Lazio
- Molise
- Campania
- Calabria
- Basilicata
- Apulia
- Sicily

Some supplies also come from:

- Poland, Spain, Greece and Serbia as far as Europe is concerned;
- Morocco, India, Thailand and Brazil worldwide.

Raw materials constitute the main material we use for our production (85.8%), with packaging making up the remaining share (14.2%). In 2024, the material quantity for *packaging* entering the Zuegg production process and the percentage of this in the total amount of materials used decreased slightly.

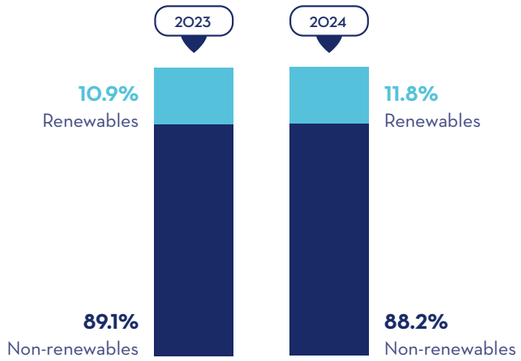


INPUT MATERIALS

Most of the raw materials in our products are by nature virgin and of renewable origin, i.e. derived from natural resources that regenerate over time, at a rate sufficient to meet human demand, without compromising the capacity of ecosystems to regenerate them[12]. Fruit accounts for 74.9% of the raw materials in our products.

The remaining portion consists of sweeteners (23.8%), salts and vitamins, fibre, flavourings, and other additives (1.3%).

For our packaging, we always try to choose materials that are environmentally-preferable and can meet the safety requirements of our products. This year paper, cardboard and bioplastics make up 11.8% of our packaging materials, representing a slight increase in the share of materials of renewable origin compared to 2023. In 2024 we used glass as a raw material for about 73.3% of our packaging, followed, as the previous year, by Tetra Pak (about 10.6%) and, to a lesser extent, metals and plastics (about 4.4%).



PACKAGING

12 - European Environment Agency (EEA), GEMET - General Multilingual Environmental Thesaurus.

From year to year, we select the most innovative Tetra Pak and PET packaging options that can be used for our products in terms of the proportion of recyclate they contain.

The *packaging* of Zuegg products states how to correctly dispose of it, and we always work with great care on improving the visibility and quality of the information conveyed to the consumer.

MATERIALS USED IN PRODUCTION [TONNES]

	2023	2024
Raw materials	**99,592.0**	**100,844.0**
Renewables	76,203.0	75,544.6
Non-renewables	23,389.0	25,299.3
Packaging	**16,997.7**	**16,707.2**
Renewables	1,861.0	1,967.5
Non-renewables	15,136.7	14,739.7
Total	**116,589.8**	**117,551.1**

TARGET TO 2025

It is important for us to continuously refine our procedure for assessing the materials that can be used for Zuegg's packaging in terms of sustainability.
That is why we want to conduct, by 2025, an**analysis of the environmental impact of different *packaging alternatives*, also taking into account their transport phase.**

Where are we today?

In 2024, we started an in-depth discussion with our packaging suppliers. By visiting their facilities, we directly observed the production processes and understood the sustainable practices adopted. During these experiences, we were able to discuss the challenges of the industry and discover new technologies that improve efficiency and reduce environmental impact.

BIODIVERSITY

The protection and conservation of natural resources is part of our production model: we promote and safeguard the biodiversity of the areas where we operate, preserving natural resources useful to communities and reducing waste throughout the process.

ORGANIC FARMING

Wherever possible, we promote organic production of fruit and vegetables, aiming for types of agriculture that preserve the natural balance, restoring soil fertility and recreating the ideal habitat for flora and fauna. Where organic cultivation is practised, we have 30% more biodiversity.

REVEGETATION

We are convinced that everything starts with the soil: quality soil - rich in organic matter, drained, aerated and alive - gives life to valuable raw materials. This is also why we promote revegetation techniques.

CONSERVATION OF NATIVE SPECIES

Genetic heritage is a fundamental resource for future generations, which is why we support our farmers in keeping all species, including non-fruit species, that have historical, cultural and genomic value for the area, in the fields.

INTEGRATED FARMING

In order to ensure the most sustainable production possible for the environment and farmers, we propose reducing synthetic chemicals, supplementing them with organic elements and cropping systems.

A BALANCED PRESENCE OF TREES AND OTHER SPECIES

The balance and quality of our orchards reflect the balance and quality of the ecosystems they grow in. We are committed to improving the entire agricultural system, by keeping it diverse, rich and alive. In addition to trees and wild species at their edges, we promote the presence of natural hedges, consisting of a mix of native herbaceous and shrub species, which provide ideal habitats for insects, reptiles, amphibians and small mammals. These natural elements, living in balance, make an essential contribution to the health of the ecosystem.

STONE CONSTRUCTIONS/DRYSTONE WALLS

The stone walls and dry-stone constructions in our producers' fields contribute to preserving biodiversity, because they provide various species with an ecological infrastructure useful for their survival.

ENERGY AND EMISSIONS

Agri-food production and fruit processing processes are quite energy-intensive, and for this reason, the internal management of the energy component and the related greenhouse gas emissions of our plants has become an increasing percentage of our sustainability strategy.
Some plants have a seasonal consumption, while others have constant consumption throughout the year. The initial stages of processing fruit energy for the phases of washing, sorting, peeling and cutting the fruit, and to produce pulps or concentrates. In this part of the process, the majority of consumption is related to the need to keep raw materials and finished products at a controlled temperature.

We are constantly monitoring opportunities for energy savings and energy efficiency, and have therefore implemented a number of measures over the years, such as gradually introducing LED lighting and installing cogeneration plants and energy efficiency measures for production.

TARGET TO 2025

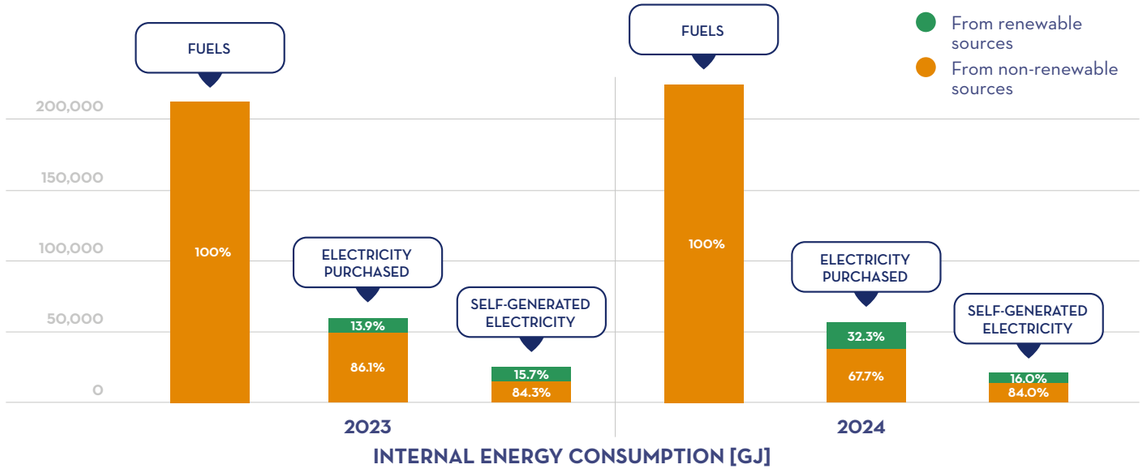
We have set a target for 2025 to **expand photovoltaic plants** at two of our main facilities and to define a decarbonisation plan with **targets for reducing emissions** of climate-changing gases by 2030.

Where are we today?

In 2024, Zuegg formally started the process of adhering to the SBTi, which will lead to decarbonisation targets for our Group. In addition, the photovoltaic plant in Verona was expanded to reach a total installed capacity of 1,080 kWp.

Together, in 2024, the Verona, Elne and Avellino plants guaranteed the production of renewable energy for about 2% of the total energy consumption of the Group's plants, amounting to 303,170 GJ.

INTERNAL ENERGY CONSUMPTION [GJ]		2023	2024
Fuels	*from renewable sources*	0.0	0.0
	from non-renewable sources	212,038.4	224,567.8
Electricity purchased	*from renewable sources*	8,293.5	18,469.2
	from non-renewable sources	51,528.1	38,727.9
Self-generated electricity	*from renewable sources*	2,962.1	5,800.7
	from non-renewable sources	15,849.5	15,604.4
Total		**290,671.6**	**303,170.0**



Emissions of greenhouse gases (GHG), are linked to the consumption of the energy consumption of Group companies. We calculate them annually, to monitor the climate impact of our production and the energy resources it uses.

To calculate an organisation's carbon footprint, the most internationally-recognised reference standards are the Greenhouse Gas (GHG) Protocol and ISO 14064-1:2018, which define the categories into which an organisation's emissions are classified. Of these, we calculate:

Scope 1 -> direct missions from sources owned and controlled by the organisation, which may be stationary or mobile;

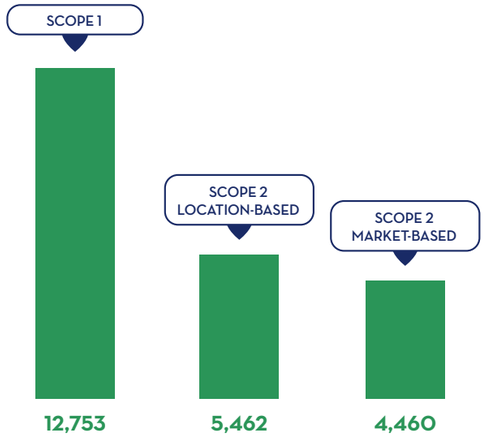
Scope 2 -> indirect emissions resulting from the production of electricity taken from the grid and consumed by the organisation. Two different approaches are used to calculate these emissions:

- **Location-based**, where emissions are calculated using the average emission factors for the energy mix of the country where the organisation is located. Emissions follow the trend in the energy mix linearly and are calculated on the basis of a national emission factor.
  For example, France, which produces a significant share of its energy from nuclear sources (with low GHG emissions), has a lower emission factor than countries that rely mainly on fossil sources, such as coal and natural gas, which generate high emissions.
- **Market-based**, which enhances the company's ability to make an informed choice on the free market, and in particular to purchase certified energy from renewable sources. In this case, the fraction of the emissions covered by renewable Guarantees of Origin (GO) is specifically calculated, and the remainder is calculated using an emission factor called the residual mix, which represents a country's energy mix net of the share of renewable energy sold with GO.
  Germany, which has made extensive use of coal for electricity production in recent years and has simultaneously exported a large share of renewable energy with GO, has a residual mix that has shown a high level of emissions, higher than other European countries with less fossil-dependent energy mixes, and a lower degree of traceability of energy production from renewable sources.

Our Scope 1 emissions in 2024 were 12.7 tonnes of CO_2 equivalent, and can be attributed to the consumption of diesel and natural gas, the latter of which also fuels the self-generation of electricity via a cogenerator at the Verona plant.

Scope 2 emissions amounted to approximately 5.5 tonnes of CO_2 equivalent, when calculated using the location-based calculation method, i.e. referring to the average energy mix of the countries where our plants are located.

According to the calculation method, *market-based* emissions amount to approximately 4.5 thousand tonnes of CO_2 equivalent. Within this calculation, the increase in emissions compared to last year, caused by the increase in the emission factor determined by the residual mix of Germany in 2024, was offset by the decrease in emissions due to the introduction of electricity purchased with Guarantee of Origin at the Verona and Avellino plants.



GROUP GHG EMISSIONS 2024 [tCO_2eq]

WATER WITHDRAWALS AND DISCHARGES

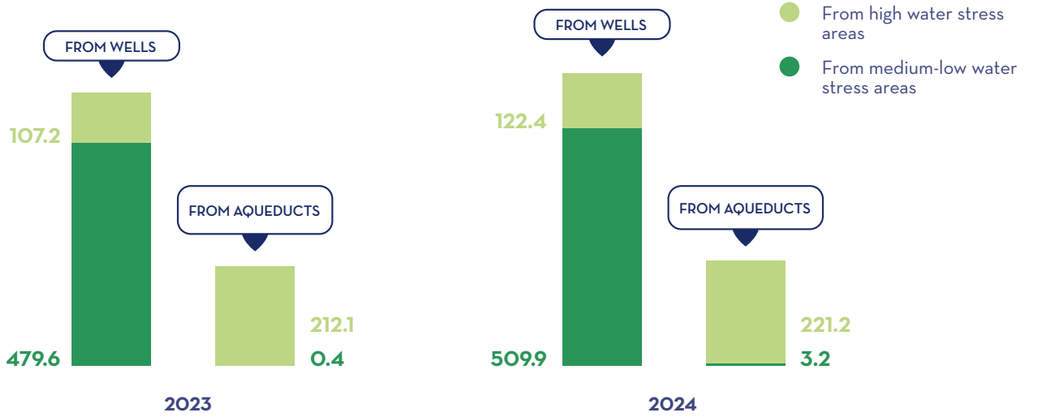
Water is one of the main elements by which a company's environmental impact is measured. Therefore, in our plants we have set up recovery and recirculation systems to optimise water consumption.
74% of the water we use comes from groundwater, thanks to our own wells in all production plants. The remainder is drawn from aqueducts.
We also capture rainwater to treat it and use it for cleaning the yards and irrigating the green areas and orchards adjacent to the plant[13].
40% of water withdrawals take place in areas identified as at medium or high risk of water stress[14]. These areas include the Elne plant in France, the Avellino plant in Italy and the Zörbig and Werneuchen plants in Germany. To limit the pressure exercised, these factories have defined targets for water consumption per kilo of product.
We have not defined a unique objective at the Group level because the plants sometimes have profoundly different production requirements. For example, the Verona plant, due to the processing carried out there, which is mainly dedicated to the production of fruit juices, alone contributes more than 50% of the Group's water withdrawals.
Altogether, around 234.7 of the 856.6 ml of water withdrawn in 2024 was consumed, especially through incorporation, in varying percentages for jams, juices and semi-finished products, into the products that we market.

Wastewater management is also different for each production plant. The solutions adopted vary, specifically depending on the space available and the public services present. The strategy shared by our plants is to find the solution that ensures the lowest possible impact on the ecosystem. For this reason, our plants may have lagooning systems, i.e. natural water purification, biological wastewater treatment, to bring organic and inorganic matter to within the parameters on the tables imposed by law. This way, the discharge into surface waters, primary wastewater treatment and direct discharge into public sewers comply with the chemical and physical parameters required by law.

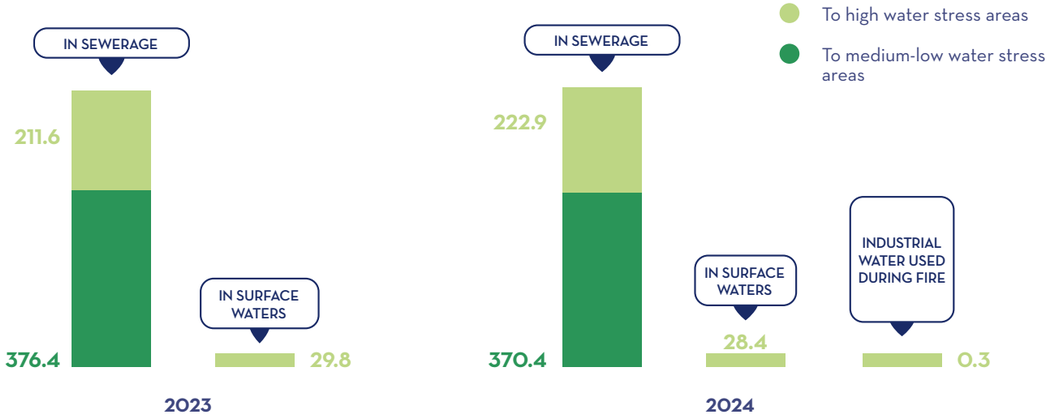
13 - the amount of rainwater used is not quantifiable to date.

14 - Water stress measures the ratio of total water withdrawals to available renewable surface and groundwater resources. Water withdrawals include domestic, industrial, irrigation and livestock uses for consumption and non-consumption. Source: WATER RISK ATLAS - WRI

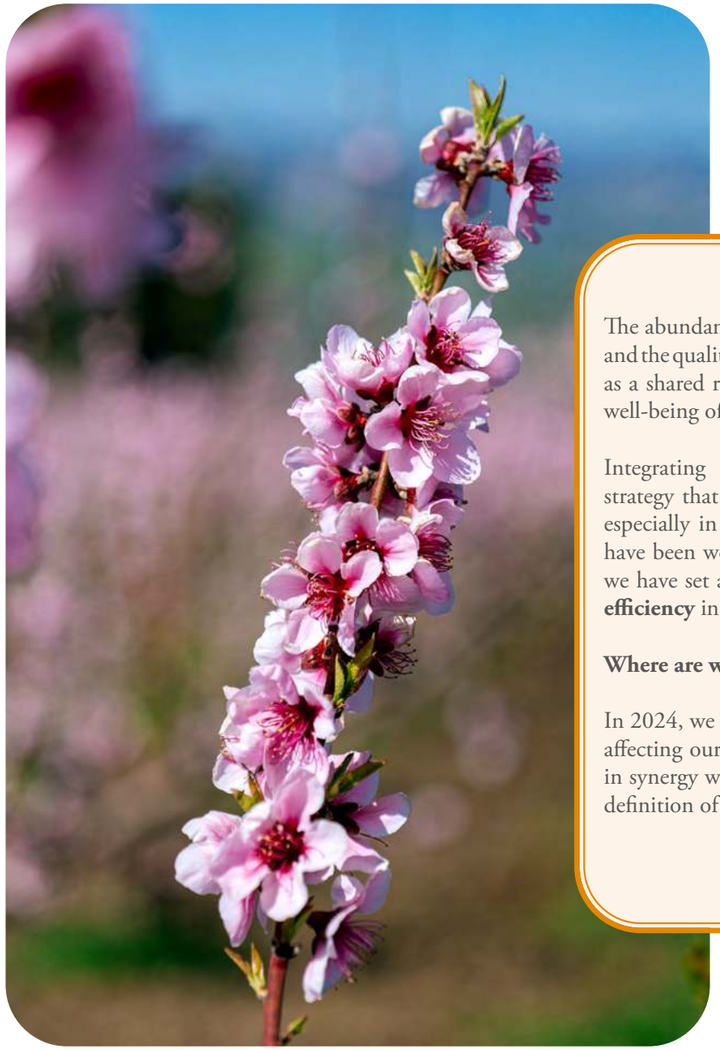
WATER WITHDRAWALS AND DISCHARGES [ML]		2023	2024
Withdrawals			
Fresh water (total dissolved solid particles <1,000 mg/l)	From wells	586.8	632.3
	From aqueducts	212.5	224.3
Discharges			
Fresh water (total dissolved solid particles <1,000 mg/l)	In sewerage	588.0	593.0
Other water (total dissolved solid particles >1,000 mg/l)	In surface waters	29.8	28.4
	In sewerage	0.0	0.3
	Industrial water used during fire	0.0	0.3



WATER WITHDRAWN [Ml]



DISCHARGED WATER [ML]



TARGET TO 2025

The abundance of water is crucial for the productivity and the quality of crops, and its sustainable management as a shared resource is a prerequisite for ensuring the well-being of people and the environment over time.

Integrating a water management system into our strategy that allows us to reduce water consumption, especially in highly water-stressed areas, is a goal we have been working towards for some time, for which we have set a target of developing a **plan to increase efficiency** in using water by 2025.

Where are we today?

In 2024, we began to centrally track efficiency actions affecting our use of water as well as energy resources, in synergy with the monitoring effort required by the definition of the Group's decarbonisation plan.

WASTE AND FOOD WASTE MANAGEMENT

The production and handling processes of the products throughout their life cycle inevitably entail the generation of waste and discarded materials.
It has always been our strategy at Group level to reduce the amount of waste produced as much as possible and its impact. We do this by introducing reuse, recycling and recovery activities.

The waste we produce is largely classified as non-hazardous (approximately 96%) and, without considering the organic waste that we send for recovery, 71.7% of the total is subject to recycling, preparation for reuse or other recovery activities.

WASTE GENERATED [TONNES][15]			
		2023	2024
Non-hazardous		**5,913.8**	**4,636.0**
	Directed to disposal	3,182.5	1,182.0
	To be recovered	2,731.3	3,454.1
Hazardous		**169.9**	**202.1**
	Directed to disposal	154.5	186.9
	To be recovered	15.3	15.3
Grand total		**6,083.6**	**4,838.2**

15 - The figures for 2023 vary slightly from those published in last year's report due to a methodological change that excludes from the table counts all quantities of food waste going on to a second life.

Much of our energy in the area of sustainability is directed towards increasing the circularity of all processing steps. On one hand, this approach allows us to reuse or recover our waste materials and, on the other hand, reduce the impacts in the final part of the production chain. We have focused extensive attention on recovering organic waste, which can be fed into a second production chain and generate further economic value.

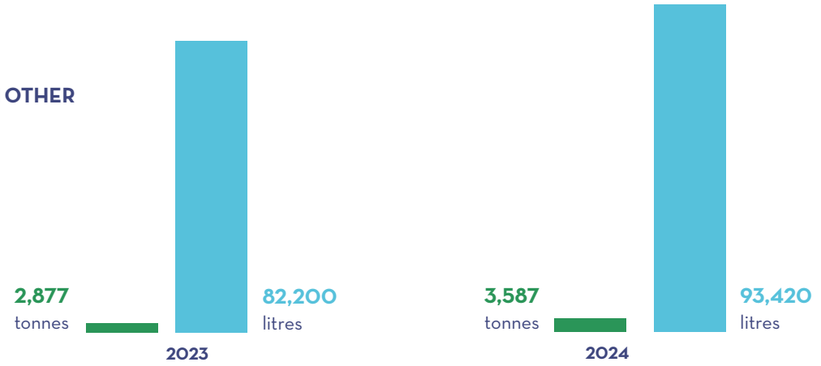
Once again this year, we continued implementing good practices in waste recovery identified by the Group, providing a second life to 3,587 tonnes of non-conformant finished products and 93,420 litres of organic material that could not be reused or recycled were extracted directly from the plants.
This organic waste contributed in varying proportions to the sectors of animal feed, biogas production and manufacture of other by-products, including cosmetics.

TARGET TO 2025

For us, reducing food waste and spoilage means promoting both social and corporate prosperity.

By 2025, we aim **to improve our relations with associations in the area to create synergies with a view to reducing food waste,** further exploring the options offered by our partnership with Banco Alimentare and similar foundations.

ORGANIC WASTE RECOVERED FROM OTHER OPERATIONS



Methodological note and management of MATERIAL TOPICS

This Sustainability Report contains information and data for the Zuegg Group for the year 2024. The reporting period matches the financial year and the reporting frequency is annual.
Top management actively contributed to the preparation of the Report, reviewing and validating all the contents of the document. In view of the efforts made in the first year of double materiality, the company confirmed its decision not to certify the Sustainability Report again this year.
There are no revisions or corrections to be reported in relation to the data published in the Sustainability Report 2023, while any methodological changes implemented this year compared to the previous year are reported as notes in the body of the text.
To simplify the development and reporting of management methods, the priority topics for Zuegg were aggregated into three macro-topics that share the management approach. One or more topics proposed by the GRI were correlated with each material topic identified, selecting the most effective disclosures in corporate reporting.

MACRO-TOPIC	PRIORITY TOPICS FOR ZUEGG	GRI OR ZUEGG-SPECIFIC INDICATOR
Environmental responsibility	Sustainable agriculture	% GLOBALGAP certified suppliers
	Biodiversity	Actions implemented to protect biodiversity
	Energy and GHG emissions	302-1 Energy consumption within the organization 305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions
	Packaging	301-1 Materials used by weight or volume 417-1 Requirements for product and service information and labeling
	Water	303-1 Interactions with water as a shared resource 303-2 Management of water discharge related impacts 303-3 Water withdrawal 303-4 Water discharge
	Waste and food waste	306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts 306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste directed to disposal

MACRO-TOPIC	PRIORITY TOPICS FOR ZUEGG	GRI OR ZUEGG-SPECIFIC INDICATOR
Social Responsibility	Employee well-being	401-1 New employee hires and employee turnover 403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-9 Work-related injuries 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs 404-3 Percentage of employees receiving regular performance and career development reviews 405-1 Diversity of governance bodies and employees
	Community relations	413-1 Operations with local community engagement, impact assessments, and development programs
Sustainable governance	Ethics and Anti-Corruption	205-3 Confirmed incidents of corruption and actions taken
	Consumer satisfaction and safety	416-1 Assessment of the health and safety impacts of product and service categories 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data
	Soundness of the business	201-1 Direct economic value generated and distributed 406-1 Incidents of discrimination and corrective actions taken
	Supply chain traceability and sustainability	308-1 New suppliers that were screened using environmental criteria 414-1 New suppliers that were screened using social criteria

Material topics were identified by applying the principles for defining the content of the Report and through the processes of stakeholder engagement and materiality analysis described in detail in the chapter "Our way of doing business", under the paragraphs “Key stakeholders and materiality” and "Relevant ESG impacts and issues".

For each material topic, impacts, risks and opportunities are considered and monitored from an inside-out and outside-in perspectives.

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			Request omitted	Reason	Explanation
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	2-4 Restatements of information	Any revisions are duly noted within the document			
	2-5 External assurance	96			
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	2-7 Employees	11, 66-69			
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	2-10 Nomination and selection of the highest governance body	28-35			
	2-11 Chair of the highest governance body	28-35			
	2-12 Role of the highest governance body in overseeing the management of impacts	28-35, 96-99			
	2-13 Delegation of responsibility for managing impacts	28-35, 96-99			
	2-14 Role of the highest governance body in sustainability reporting	28-35, 96-99			
	2-15 Conflicts of interest	28-35, 96-99			
	2-16 Communication of critical concerns	28-35, 96-99			
	2-17 Collective knowledge of the highest governance body	28-35, 96-99			
	2-18 Evaluation of the performance of the highest governance body	-	2-18	Information unavailable/ incomplete	
	2-19 Remuneration policies	-	2-19	Information unavailable/ incomplete	
	2-20 Process to determine remuneration	-	2-20	Information unavailable/ incomplete	
	2-21 Annual total compensation ratio	-	2-21	Information unavailable/ incomplete	
	2-22 Statement on sustainable development strategy	5			
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GRI STANDARDS/ OTHER SOURCES	INFORMATION	PAGE	OMISSIS		
			Request omitted	Reason	Explanation
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			Request omitted	Reason	Explanation
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GRI STANDARDS/ OTHER SOURCES	INFORMATION	PAGE	OMISSIS		
			Request omitted	Reason	Explanation
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			Request omitted	Reason	Explanation
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