



LAND



COMMITMENT



PASSION



SUSTAINABILITY REPORT 2025
La Doria Group

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Letter to the stakeholders

[GRI 2-22]

Dear Stakeholders,

For La Doria, 2025 was a year of historic transformation.

The creation of **Windoria**, born from the merger of La Doria and Winland Foods, marks a new chapter in our development journey. It brings together expertise, tradition and production excellence developed over more than a century across key international markets, generating long-term value for people, local communities and the markets in which we operate. Consumers and business partners increasingly value safe, sustainable and affordable products, confirming that sustainability is not only a responsibility but also a strategic driver of our future competitiveness. Operating in today's food sector means navigating a system in constant flux, made increasingly fragile by climate change, pressure on global supply chains and growing expectations around transparency and accountability. Against this backdrop, La Doria forms part of a broader and more ambitious growth project, assuming greater responsibility for the resilience and transparency of the agri-food supply chain and its contribution to collective well-being.



Antonio Ferraioli
The Chief Executive Officer

To support this vision, in 2025, we expanded our initiatives to strengthen relationships with agricultural suppliers, promoting regenerative practices, more efficient water use and improved soil quality monitoring. Our responsible sourcing model seeks to create shared value, which we pursue through training programmes, long-term contracts and ongoing communication with local farming communities. We also support predictive agriculture projects that seek to reduce the use of plant protection products, lowering irrigation water consumption and supporting biodiversity. In addition, we are in the process of introducing an external agronomic consulting service for the upcoming tomato campaign to monitor all phases of cultivation (from sowing to ripening). This will

enable us to promptly intercept any potential quality issues, optimising the logistics of transferring raw material to facilities and reducing waste at source. We continue to strengthen our commitment to ensuring full respect for human rights throughout the supply chain by adopting rigorous due diligence processes to evaluate, prevent and mitigate potential risks. We work exclusively with partners who share our ethical standards and our commitment to responsible practices.

Reducing our environmental impact remains a cornerstone of our sustainability plan. In 2025, our efforts focused on expanding renewable energy capacity and improving energy efficiency, culminating in the achievement of ISO 50001 certification. This voluntary standard enables organisations to continuously improve energy performance, reduce consumption and optimise energy use. We have set ourselves a clear and ambitious goal for 2026: to initiate the definition of Windoria Group-wide emission reduction targets, submit them to the SBTi for validation and formalise a decarbonisation roadmap to achieve them, thereby making a concrete contribution to tackling climate change.

2025 was also dedicated to strengthening our corporate culture and empowering our people. This culture is rooted in safety, inclusion, active listening and professional development. We placed greater emphasis on developing soft skills, creating opportunities for dialogue and reflection on leadership and on the future challenges facing both the company and our staff. During the year, we significantly expanded access to our welfare programmes, introducing and consolidating additional benefits. This confirms our ongoing commitment to inclusivity and to the overall well-being of our corporate community.

I strongly believe that our industrial model - which is deeply rooted in the local area and oriented towards global markets - represents a unique strength in tackling future challenges. Reflecting our commitment to the area in which we work, we invest in young generations through targeted training and guidance initiatives that are designed to enhance local talent and train a qualified pool of future team members. We have launched several initiatives dedicated to the education sector, including projects supporting local schools and the MUS-E programme, which promotes **creativity, inclusion and personal development**, with particular attention paid to more complex social contexts. Through these initiatives, we contribute to the cultural and educational development of future generations.

The path ahead requires determination, collaboration and sustained investment. We are fully aware that no milestone can be achieved alone. The contribution of our staff, suppliers, customers, institutions and local communities is essential to building a truly sustainable food supply chain.

On behalf of the entire management team, I would like to thank you for your continued trust and support. La Doria's commitment to quality, responsibility and long-term vision remains unchanged, now strengthened by the scale and opportunities offered by the Windoria Group.



The fruits of our labour



LAND

The land is our most important resource, the root and origin of our products. It is our duty to protect both it and the quality and safety of the fruits it bears and to avoid waste along the entire production chain.



100%

Of products are of guaranteed quality according to international food safety standards



100%

Traceability of our products



98%

Of waste recycled



€ 719,975

Value of products donated

€ 1.375 billion

Revenues
(89.4% from the *private labels* market)

81.2%

Of revenues from
overseas

12

Production
facilities

1,519

Personnel

831 mln kg

Production

COMMITMENT

We do not just take from the land, we commit on a daily basis to developing its fruits, with coherence, responsibility, safe working conditions, impact mitigation and the generation of shared value over the long term.



77

Ethical field audits carried out over two years



98.6%

Of metal can requirements satisfied internally



17 km

Average distance from most-used outsourced warehouses



93%

Economic value generated distributed to our stakeholders

PASSION

Every one of our products reflects the passion that each of us brings to our work. We wish to see our Italian tradition appreciated and to stand out for quality and excellence.



100%

Fresh Italian tomatoes



100%

Products made at our facilities in Italy



28.3%

Energy needs satisfied internally



18

Top Italian and overseas clients with us for at least ten years

The sector challenges

[GRI 2-22]

Agri-food systems face a threefold challenge of increasing access to healthy food, ensuring better livelihoods for farmers, and promoting environmental sustainability.






A combination of global economic shocks, rising food prices and severe market disruptions undermine the resilience and ability of countries to respond to food supply shocks. Agri-food systems remain highly vulnerable to disruptions associated with conflicts and extreme climate events. These factors, combined with growing inequalities, continue to challenge the ability of food systems to provide nutritious, safe and affordable diets to all.

Contrary to initial expectations, these events have exacerbated the already alarming hunger and food insecurity circumstances even more.









Environmental challenges, including water scarcity, land degradation and susceptibility to climate change, put further strain on agri-food systems, which are inherently linked to socioeconomic factors including poverty, unemployment and rural-urban disparities. Subsistence agriculture predominates and limited access to credit, agricultural inputs and inadequate infrastructure hinder agricultural development and perpetuate poverty.

The lack of improvement in food security and uneven progress on economic access to healthy diets cast a long shadow over the possibility of achieving Zero Hunger in the world, with the 2030 deadline just four years away. The transformation of our food systems must be accelerated in order to strengthen resilience to key drivers and address inequalities to ensure that healthy diets are affordable and available to all.

The transformation of agri-food systems, through technological progress and the strengthening of urban-rural connections, via policies, actions and investments, is key to overcoming challenges and seizing opportunities for universal access to healthy and affordable foods¹.

-  Ensuring that Europeans have access to healthy, affordable and sustainable food
-  Tackling climate change
-  Protecting the environment and preserving biodiversity
-  Ensuring fair economic compensation in the food chain
-  Strengthening organic farming



 <p>QUALITY AND SAFETY</p> <p>These are at the heart of the sustainability challenges for the sector, as customers and consumers place particular attention on this issue (in some cases they are prepared to pay more for products which they perceive as safer or of higher quality). Research has shown that Millennials place products with natural and organic ingredients at the top of their list of priorities. Over recent years, a number of standards have been achieved in these areas (e.g. IFS, BRC).</p>	 <p>FOOD LOSS AND WASTE</p> <p>Focus continues to intensify on this issue, as it is estimated that approximately 1/3 of all global food production is wasted. In a number of countries, the first rules to reduce waste throughout the supply chain have been introduced. In any other industrial sector, similar inefficiencies would be considered unacceptable.</p>	 <p>HEALTHY FOOD CHOICES</p> <p>Proper nutrition plays a key role in the prevention of a large number of diseases, such as the so-called "diseases of affluence". There is a significant focus on the processing of foods and the reduction of salt, sugars and fats, in addition to newly-emerging demands (organic, gluten-free, etc.). Research has shown that Gen Xers place healthy products with reduced calories at the top of their list of priorities. More and more emphasis is placed on correct labelling and consumer education.</p>	 <p>ETHICS IN THE SUPPLY CHAIN</p> <p>Over recent years in Italy fruits in general - and the tomato chain in particular - have been the subject of significant pressure regarding the conditions of field workers (undeclared labour, illegal recruitment, migrant workers, safety). Companies are being called upon to commit to eradicating unethical practices in their supply chains, particularly by Gen Zers. Legislation is also increasingly attentive to providing greater protections.</p>
 <p>TRACEABILITY</p> <p>This issue in certain ways is related to other challenges (safety, waste, ethics throughout the chain). Clearly knowing the origin of a product (or of its ingredients) is becoming a decisive factor in consumer choices, as it is considered a commitment to product transparency and trustworthiness.</p>	 <p>SMART FARMING</p> <p>Technological development and digitalisation may enable a more effective approach in tackling certain crucial challenges in the farming sector. Digital monitoring systems and <i>precision farming</i> provide new techniques to tackle, for example, water waste, the overuse of soil, the use of chemical agents and the repercussions on ecosystems.</p>	 <p>EFFICIENT USE OF RESOURCES</p> <p>Efficient use of resources often allows cost reduction to be combined with environmental benefits. A number of resources have been under the microscope for some time: the soil, water and energy; others are assuming increasing importance, such as for example the reduction of packaging and its recyclability.</p>	 <p>DEVELOPMENT AND LOCAL GROWTH</p> <p>In this sector, the supply chain can both positively and negatively impact the local communities in which products are grown and in which processing facilities are located. In both cases, the link with the local area is particularly important and businesses can make a difference in terms of employment and local growth.</p>

¹ Source: <https://www.fao.org/publications/fao-flagship-publications/the-state-of-food-security-and-nutrition-in-the-world/en>

Against this backdrop, changing consumer habits, with an increasing focus on healthy eating choices and product quality and safety, in addition to increasing awareness that their decisions may impact the planet's sustainability, pose a number of questions which sector operators simply cannot ignore.

Combatting hunger requires a joint commitment between countries, sectors and generations: targeted investment, innovation and stronger collaboration are needed. Governments, international organisations, agricultural supply chains, businesses, researchers and consumers - including young people - are all called upon to contribute to the transformation of agrifood systems.

The Green Deal was adopted by the European Commission in 2019 to orient Europe towards achieving climate neutrality by 2050. Measures adopted under the Green Deal seek to: 1) ensure a just and socially equitable transition; 2) maintain and strengthen industrial innovation and competitiveness in the European Union, while ensuring equal conditions with economic operators in third countries; 3) support the European Union's leading position in the global fight against climate change. The measures regard climate, environment, energy, transport, industry, agriculture, and sustainable finance. Strategies such as "From producer to consumer" (Farm to Fork strategy) and the "EU Biodiversity Strategy for 2030"² outline a food policy with measures and objectives that make their mark on the food chain from production to consumption, involving distribution in addition to preventing food waste and waste generation. The "Farm to Fork" strategy seeks to accelerate the transition to a sustainable food system designed to:

- have a neutral or positive environmental impact;
- contribute to mitigating climate change and adapting to its impacts;
- reverse biodiversity loss;
- guarantee food security, nutrition and public health by ensuring that everyone has access to sufficient safe, nutritious and sustainable food;
- maintain food affordability while generating fairer economic returns, fostering the competitiveness of the EU supply sector and promoting fair trade.

Another pillar of the 2026 work programme under the "Europe's independence moment" plan is the circular economy, in relation to which a new Circular Economy Act has been proposed. The text is expected in Q3 2026 and will seek to promote recyclable products and reduce dependence on critical raw materials³.



² Source: https://environment.ec.europa.eu/strategy/biodiversity-strategy-2030_en ; https://single-market-economy.ec.europa.eu/sectors/agri-food-industrial-ecosystem/agri-food-code_en

³ Source: <https://www.rinnovabili.it/mercato/politiche-e-normativa/programma-di-lavoro-2026-le-priorita-green-della-commissione-ue/>

Actively addressing these challenges is decisive in the pursuit of the United Nations Sustainable Development Goals (SDGs⁴), the achievement of which has been made even more challenging by the crises of recent years.

The SDGs are the result of a wide-ranging consultation process conducted through surveys, presentations, working groups and meetings with companies. They establish objectives on a number of global issues requiring urgent action, all while integrating the ten principles of the UN Global Compact. The 17 SDGs were approved in 2015, and consist of 169 targets. They aim to mobilise every group involved, including institutions and organisations, but also companies and civil society, to achieve three common goals by 2030: end extreme poverty; combat inequality and injustice; solve climate change.

The 17 United Nations objectives form a concrete framework for companies to integrate sustainability practices into their medium- and long-term strategies, thereby helping to achieve said objectives. La Doria contributes to achieving all of the Sustainable Development Goals (SDGs).



SOCIAL
ECONOMIC
ENVIRONMENTAL



La Doria incorporates the Ten Principles of the United Nations Global Compact⁵ into its strategies, policies and procedures. By doing so it lays the foundations for a culture of integrity and long-term success. As such it supports and respects internationally proclaimed human rights (principle 1), ensuring that it is not even indirectly complicit in violations of said rights (principle 2); on labour, it upholds workers' rights to freedom of association and collective bargaining (principle 3) and rejects all forms of forced and compulsory labour (principle 4), child labour (principle 5), and any kind of employment and occupation discrimination (principle 6). On the environment, La Doria maintains a precautionary approach to environmental challenges (principle 7), and simultaneously undertakes initiatives to promote greater environmental responsibility (principle 8), encouraging the research, development and diffusion of new technologies (principle 9). Finally, it is committed to working against corruption in all its forms, including extortion and bribery (principle 10).

Once again in 2025, La Doria was a member of the United Nations Global Compact, the biggest business sustainability initiative in the world. The goal of this partnership is to align strategies and projects with the 10 universal principles which include the respect of human rights, the environment and labour, not to mention fostering the progress of the Sustainable Development Goals championed by the 2030 Global Agenda.

⁴ <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>

⁵ <https://unglobalcompact.org>

Sustainability Plan

[GRI 2-22]

La Doria's commitment is formalized in the 2023-2031 Sustainability Plan, initially approved by the Board of Directors on March 22, 2024, and subsequently updated on March 10, 2026. The Sustainability Plan represents La Doria's strategic vision of sustainability and sets out strategic, operational and target objectives by linking them to SDGs and material topics.










The Sustainability Plan outlines the strategic objectives linked to six pillars:

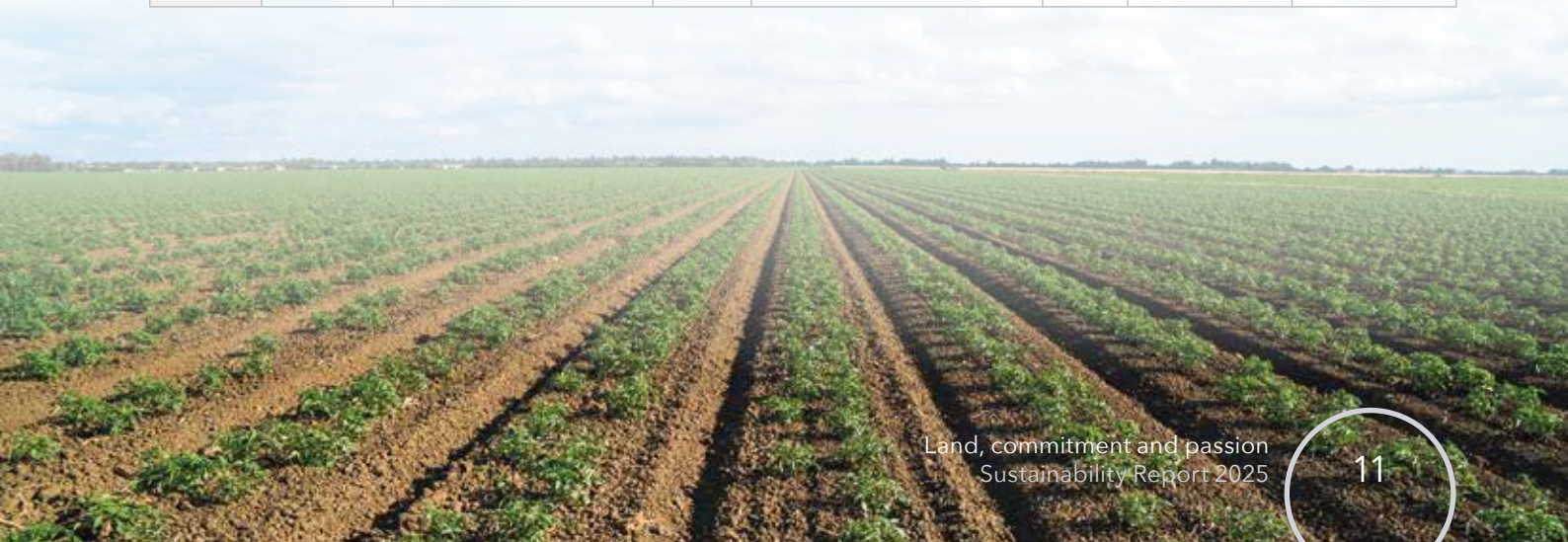
- Governance and Sustainability culture;
- Human Capital and Corporate Expertise;
- Environmental protection and climate change;
- Responsible procurement;
- The Community and the local area;
- Product and customer centrality.

Strategic Objective	Pillars	Sub-Topic	SDG	Objectives / Initiatives	Baseline	Target / Year achieved	Status at 31/12/2025	
Environment	OPTIMISED resource use and reduced emissions	ENVIRONMENTAL PROTECTION AND CLIMATE CHANGE	Climate change	Request validation of the Science Based Targets (SBTi) initiative		By end of 2023	Achieved in 2023	
				Develop an action plan to achieve carbon emissions reduction targets		By end of 2023	Achieved in 2023	
				Validation of targets		By end of 2023	Achieved	
				Meet annual carbon emissions reduction targets	2021	46.2% reduction in Scope 1 and Scope 2 emissions and 32.3% reduction in Scope 3 emissions by 2031	Emission reduction targets for the Windoria Group are planned for 2026	
				Scope 1 reduction project: Install heating systems that do not consume gas (evaporators) *	2022	-125 tonnes of CO2 by 2023; -249 tonnes of CO2 by 2024;	Achieved in 2024. Saving of 822 tCO2 also achieved in 2025	
				Plant 1,000 trees in a previously deforested area at hydrogeological risk (Mosaico Verde project);	2022	1000 trees by end of 2023; 500 trees by end of 2024; 500 trees by end of 2025	We planted: - 1000 trees in 2023; - 500 trees in 2024; - 500 trees in 2025. Achieved	
			Operation Pollination. Create flower corridors to attract pollinating insects and birds. We will also place winter shelters in these areas to house insects and monitor them.	2022	+4 corridors per year until 2031	We created: - 6 corridors in 2023; - 12 corridors in 2024; - 12 corridors in 2025. Achieved and surpassed		
			Renewable energy	7 AFFORDABLE AND CLEAN ENERGY	Scope 2 reduction project: Install additional photovoltaic panels*	2021	-100 equivalent tonnes of CO2 by end of 2023; -260 equivalent tonnes of CO2 by end of 2024	Achieved in 2024. Saving of 333 tCO2 also achieved in 2025
			Water efficiency: precision irrigation	6 CLEAN WATER AND SANITATION 13 CLIMATE ACTION	Optimisation of water consumption in fields		At least 30% consumption optimisation per year	This year we achieved a water saving of 43%
			Reduced use of chemical products	13 CLIMATE ACTION	Reduce use of pesticides	2022	-30% by end of 2023	Achieved in 2023
RESPONSIBLE PROCUREMENT and supplier partnerships	RESPONSIBLE PROCUREMENT		13 CLIMATE ACTION	Increase the area planted (hectares) with fresh tomatoes from fields near the facilities	2022	+5% by end of 2023	Achieved in 2023	
			13 CLIMATE ACTION	Optimise raw material transport. Same quantity of raw materials transported from the USA and Canada. Reduce number of containers by optimising container space	2022	-1% number of containers by end of 2023 -2% number of containers by end of 2024 -2% number of containers by end of 2025	-2.6% number of containers. Achieved and surpassed	

* These projects contribute to the reduction of CO2 set out in the objective "Meet annual carbon emissions reduction targets"

Strategic Objective	Pillars	Sub-Topic	SDG	Objectives / Initiatives	Baseline	Target / Year achieved	Status at 31/12/2025
Social	ENHANCEMENT of human capital and expertise	HUMAN CAPITAL AND CORPORATE EXPERTISE		Annual training/awareness-raising courses on social and environmental topics for our farmers	2022	16 hours per year	We provided: - 20 hours of training in 2023; - 20 hours of training in 2024; - 20 hours of training in 2025. Achieved and surpassed
				Join the technical roundtable with UN-HCR (UN Refugee Agency) and AIDP (the Italian HR Management Association) to foster the integration of immigrants		Annual	The project is ongoing. The following were hired: - 4 new refugees in 2023; - 11 new refugees in 2024; - 5 new refugees in 2025
				Sign the declaration for WEPs (Women's Empowerment Principles)		By end of 2023	Achieved in 2023
				Obtain gender certification		By end of 2024	In December 2024, we obtained gender certification. Achieved
				Monitor the goals of the Gender Plan		By end of 2026	Targets are monitored as part of audit activities
	RESPONSIBLE PROCUREMENT and supplier partnerships	RESPONSIBLE PROCUREMENT		Ethical audits of suppliers of raw materials/at-risk ingredients	2022	+5% by end of 2023; +2% by end of 2024; +1% per year until 2031	On our raw material suppliers we carried out: - 48 ethics audits in 2023; - 52 ethics audits in 2024; - 56 ethics audits in 2025. Achieved
INTEGRATION of sustainability into business strategies	GOVERNANCE AND SUSTAINABILITY CULTURE	 	Sign up to the UN Global Compact		By end of 2023	Achieved in 2023	
SOCIO-ECONOMIC DEVELOPMENT of the community and local area	THE COMMUNITY AND THE LOCAL AREA		Annual award of scholarships to our employees' most deserving children and to highly specialised schools		Annual	In 2025, 12 scholarships were awarded to the most deserving students who are children of our employees	

Strategic Objective	Pillars	Sub-Topic	SDG	Objectives / Initiatives	Baseline	Target / Year achieved	Status at 31/12/2025
Governance	GOVERNANCE AND SUSTAINABILITY CULTURE	GOVERNANCE AND SUSTAINABILITY CULTURE	 	Work with NGOs (non-governmental organisations) to promote workers' rights worldwide		Annual	Collaboration ongoing



Our History

La Doria's history is one of family, a journey commencing way back in 1954 in the Nocerino-Sarnese producing region, when Diodato and Anna Ferraioli had the foresight to imagine the future, in a land which - over time - became the Italian hub for the tomato processing industry. A journey which begins in Angri and returns there after travelling through the US, the United Kingdom, Japan, Australia and across Europe.



'54 FOUNDATION

The Company was founded in 1954 and the La Doria brand registered in 1957.

'60 DIVERSIFICATION

Production diversification: together with tomatoes, seasoned sauces, vegetables, pulses, fruits and fruit syrups are produced and the internal production of metal cans developed. Exports to the United Kingdom are launched, the production range restructured and, at the same time, more innovative products reflective of the times included, such as chopped and pureed tomatoes.

'70 EXPANSION

In 1973, the sole proprietorship Fabbrica Conserve Alimentari Diodato Ferraioli becomes La Doria S.n.c. di Diodato Ferraioli & Co. Expansion continues with entry into overseas markets: France, Germany, the Middle East and Australia. Towards the end of the 1970's, the Company converts into a joint-stock company.

'80 GENERATIONAL CHANGE

These were difficult years - not only because of the sector crisis - but also due to the damage from the earthquake which brought the Company to its knees, forcing it into administration. This period also saw a generational change, with the brothers Antonio and Andrea Ferraioli taking the reins of the Company following the passing of their father. The Company focuses strategically on the production of private labels.

'90 LISTING

These years featured the Stock Market listing undertaken to further the company's growth. In 1996, La Doria acquires a minority holding in Delfino S.p.A. and control of Pomagro S.r.l. In 1997, it sets up a joint venture with Gerber Foods for the marketing of La Doria products in the United Kingdom, and in the following year acquires control of Gerber La Doria Ltd, becoming the preferred supplier for many leading supermarket chains in the United Kingdom. In 1999, the production site of Star is acquired and the new Sarno production facilities established.

Compliance, ethics, transparency and respect for workers' rights and the environment and regional development have been the key and inalienable values behind the business over the years. 2024 saw us mark **70 years of history** with **"1954-2024: 70 years of Italy in the World"**, which celebrated the journey of a company that brings the best of Italian agri-food to tables all over the world, without ever losing sight of our roots. This is our history and we hope also a reflection of our future.

'00

LEADERSHIP

An investment plan for over 70 billion Lira is adopted in order to expand volumes, improve efficiencies and reduce production costs. With the 80% acquisition of Sanafrutta S.p.A. in 2004, La Doria becomes the second largest Italian fruit juice producer. Indirect control of Eugea Mediterranea allows La Doria to increase its tomato-based product production capacity by 30%. M&A's are also executed with Pomagro S.r.l. and Sanafrutta S.p.A./Confruit G. In 2012, the *Tradizione Italiana* consortium is created to promote the best of Made in Italy food on new markets. The full acquisition of Pa.Fi.Al. S.r.l. Group in 2014 enables La Doria to become a leading Italian producer of private label ready-made sauces.

'21

CHANGE

The company Amalfi Holding S.p.A., which is indirectly owned by the Investindustrial VII L.P. fund, signs an agreement with the members of the Ferraioli family for the purchase of a 63.13% stake in La Doria.

'22

DELISTING

After 27 years of listing, La Doria became a sole shareholder company. On conclusion of the mandatory public tender offer on the shares of the Company launched by Amalfi Holding S.p.A., Borsa Italiana ordered its delisting from the Euronext Star Milan as of May 27, 2022. At December 31, 2024, La Doria is wholly owned by Amalfi Invest S.p.A., a company whose share capital is majority owned by an investment company traceable to the Investindustrial VII L.P. fund, in which the Ferraioli Family holds a minority interest.

'24-'25

THE DEVELOPMENT STRATEGY

In 2024, the Group embarked on a new phase of development, further strengthening its international presence and laying the foundation for an even more ambitious future. Among its achievements are the acquisition of Clas, which has strengthened the Group's presence in the ready-made sauces sector, particularly pesto, and the acquisition of the business unit of Pastificio Di Martino, named La Doria Pasta PL. The latter acquisition means that La Doria is now a direct pasta producer. Growth continued in 2025 with the acquisition of Pasta Lensi, enabling the company to further expand its range with new specialities and product types and to enter new segments such as gluten-free, strengthening its positioning in the pasta market. Also during the year, the acquisition of Feger's production and logistics operations, now known as Fegè and Fegè Logistica, helped consolidate leadership in tomatoes and pulses.

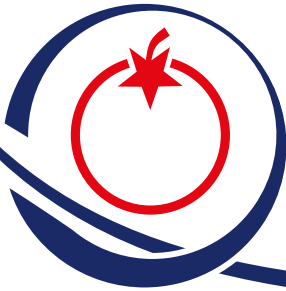
Production core in Italy

[GRI 2-1; GRI 2-2⁴; GRI 2-6]



Our products

The La Doria Group produces at 12 facilities in Italy and distributes its products across the globe



TOMATO BASED PRODUCTS

The La Doria Group is the leading European producer of peeled and chopped tomatoes in the retail sector. The line includes peeled, chopped and puréed (including enriched) tomatoes and cherry tomatoes.



PULSES AND VEGETABLES

La Doria is the leading European producer of canned pulses in the retail sector. The line includes cooked pulses, baked beans, ready-made soups, minestrone and canned pastas in tomato sauce.



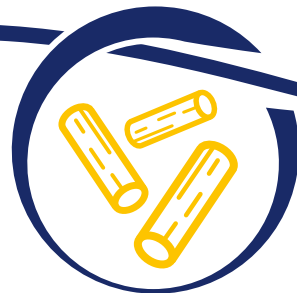
FRUIT PRODUCTS

La Doria is among the main Italian producers of juices and fruit drinks. The line includes nectars, 100% juices and beverages.



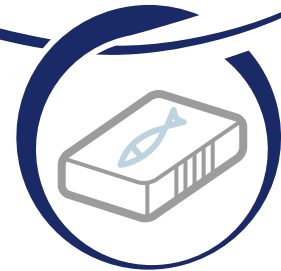
READY-MADE SAUCES

La Doria is the leading Italian producer of private-label ready-made sauces. The line includes ready-made tomato-, meat-, fish-, cream-sauces and pestos.



PASTA

La Doria is one of Italy's leading producers of dry pasta, with a wide range including short, long and special shapes. It also offers a number of variations, including whole wheat and gluten-free products.



OTHER PRODUCTS

Products sold on the British market by the subsidiary LDH: canned tuna and salmon, corn, among others.

La Doria Group: an alternative to the brands

We are a food company with an Italian heart. We produce private label packaged foods. Our mission is to supply our clients with top quality products at highly competitive prices - an alternative to the brands

⁴ Boundary information is detailed in the Methodological Note

In 2025, Group revenues reached Euro 1,375.3 million. 89.4% of consolidated revenues are generated from private label products, while 1% relate to products sold under the company brand⁷.

REVENUES BY PRODUCT LINE IN 2025

Product line	Revenue %
Tomato-based products	18.8%
Pulses, vegetable and pasta	24.3%
Fruit products	5.7%
Ready-made sauces	21.1%
Dry Pasta	13.7%
Trading ⁸	16.4%

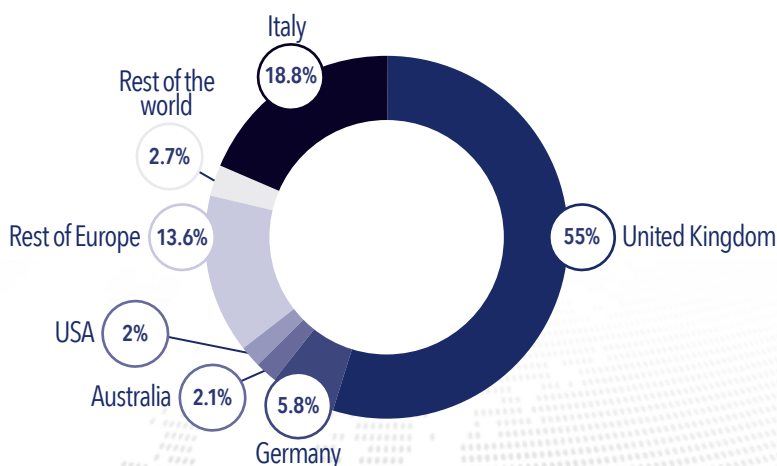
Reference markets

La Doria's international focus and its consolidated presence on overseas markets - garnering credibility and marking the unique Italian identity of its products on a number of specific markets - sets it apart from the competition. La Doria is Europe's leading producer of tomato-based products, pulses, and ready-made sauces under the distributor's brand name and is one of Italy's leading producers of dried pasta and fruit juices.

La Doria is the market leader in the UK in the categories of private label tomato-based products, canned pulses (baked beans) and pasta. The Group also has leading positions in canned tomatoes in Australia and Japan and leading positions in Germany and Scandinavia also in the areas of pulses and ready-made sauces.

Despite its international focus, Italy remains a key market, where La Doria leads the private labels pulses and ready-made sauce markets, and is among the leading producers of fruit juices.

REVENUE BREAKDOWN BY REGION



La Doria's product brands



La Doria is the master brand under which the Group markets tomatoes, pulses and fruit juices, principally in Italy



La Romanella is the brand dedicated to the sale of pulses, fruit juices and tomato-based products on the discount channel



Vivi G is a well-established Italian market fruit juice brand



The Cook Italia brand was created for the British market and is associated with the premium quality and excellence of Made in Italy products in the United Kingdom (tomatoes, grated cheese, pizza kits)



Althea and Bella Parma are brands marketing ready-made sauces principally on the Italian market



The range also includes Pasta Lensi, which produces pasta, and Clas, a brand specialising in ready-made sauces



⁷The remainder (9.6%) concerns the sale of industrial brand products and foodservice.

⁸Trading lines include both products imported from third parties and items produced by the parent company La Doria S.p.A., its subsidiary Eugea Mediterranea S.p.A. and the new companies acquired in 2025.

The production facilities



[GRI 2-2; GRI 303-3; GRI 305-1; GRI 305-2; GRI 305-4⁹]

Angri

PRODUCTION

Canned tomatoes, canned pasta, canned pulses, juices, nectars and fruit drinks, metal cans and lids.

CERTIFICATIONS

ISO 9001, ISO 14001, ISO 45001, ISO 50001, BRC FOOD, BRC PACKAGING, IFS FOOD, KOSHER, ORGANIC, ISO 22005, HALAL, FRIEND OF THE EARTH, ISO 26000, SMETA/SEDEX, VGM SOLAS.

PERMANENT EMPLOYEES

223

TEMPORARY EMPLOYEES

5

SEASONAL EMPLOYEES

184



AREA

101,000 m²

HOURS WORKED 2025

500,593

QUANTITIES PRODUCED 2025 (NET KG)

2025

	2025
TOMATO-BASED PRODUCTS	42,483,288
PULSES AND VEGETABLES	116,751,526
FRUIT JUICES	48,188,390
TOTAL	207,423,204

WATER SOURCED

2024

2025

GROUNDWATER IN ML	1,223	1,377
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GHG EMISSIONS

2024

2025

DIRECT EMISSIONS (SCOPE 1) IN CO ₂ EQUIVALENT TONNES	22,295	20,965
INDIRECT EMISSIONS (SCOPE 2) IN CO ₂ EQUIVALENT TONNES - LOCATION-BASED	1,519	922
GHG INTENSITY - LOCATION-BASED	0.10	0.10

⁹ The GHG Intensity index (tCO₂/tonnes of net production) is calculated considering total Scope 1 and Scope 2 emissions.



Sarno

PRODUCTION

Canned tomatoes, canned pulses, soups, ready-made sauces and metal cans.

CERTIFICATIONS

ISO 9001, ISO 14001, ISO 45001, ISO 50001, BRC FOOD, BRC PACKAGING, IFS FOOD, ORGANIC, KOSHER, HALAL, ISO 22005, HALAL, FRIEND OF THE EARTH, KRAV, JAS, ISO 26000, SMETA/SEDEX, VGM SOLAS.

PERMANENT EMPLOYEES

199

TEMPORARY EMPLOYEES

21

SEASONAL EMPLOYEES

66



AREA

179,000 m²

HOURS WORKED 2025

439,452

QUANTITIES PRODUCED 2025 (NET KG)

2025

QUANTITIES PRODUCED 2025 (NET KG)	2025
TOMATO-BASED PRODUCTS	34,843,195
PULSES AND VEGETABLES	164,474,522
READY-MADE SAUCES	16,424,386
TOTAL	215,742,103

WATER SOURCED

2024

2025

WATER SOURCED	2024	2025
GROUNDWATER IN ML	1,088	1,214

GHG EMISSIONS

2024

2025

GHG EMISSIONS	2024	2025
DIRECT EMISSIONS (SCOPE 1) IN CO ₂ EQUIVALENT TONNES	16,025	16,257
INDIRECT EMISSIONS (SCOPE 2) IN CO ₂ EQUIVALENT TONNES - LOCATION-BASED	4,705	3,225
GHG INTENSITY - LOCATION-BASED	0.09	0.09



Fisciano

PRODUCTION

Canned tomatoes and pulses, ready-made sauces.

CERTIFICATIONS

ISO 9001, ISO 14001, ISO 45001, ISO 50001, BRC FOOD, IFS FOOD, ORGANIC, KOSHER, ISO 22005, FRIEND OF THE EARTH, KRAV, JAS, ISO 26000, SMETA/SEDEX, VGM SOLAS.

PERMANENT EMPLOYEES	52
TEMPORARY EMPLOYEES	39
SEASONAL EMPLOYEES	194



AREA

112,000 m²

HOURS WORKED 2025

210,442

QUANTITIES PRODUCED 2025 (NET KG)

	2025
TOMATO-BASED PRODUCTS	63,439,435
PULSES AND VEGETABLES	12,946,306
READY-MADE SAUCES	1,324,815
TOTAL	77,710,556

WATER SOURCED

	2024	2025
GROUNDWATER IN ML	309	338
AQUEDUCT OR OTHER MUNICIPAL SOURCE IN ML	2.53	3.44

GHG EMISSIONS

	2024	2025
DIRECT EMISSIONS (SCOPE 1) IN CO ₂ EQUIVALENT TONNES	6,406	7,079
INDIRECT EMISSIONS (SCOPE 2) IN CO ₂ EQUIVALENT TONNES - LOCATION-BASED	1,772	1,410
GHG INTENSITY - LOCATION-BASED	0.11	0.11



Lavello

PRODUCTION

Canned tomatoes and fruit puree.

CERTIFICATIONS

ISO 9001, ISO 14001, ISO 45001, ISO 50001, BRC FOOD, IFS FOOD, KOSHER, ORGANIC, JAS, ISO 22005, FRIEND OF THE EARTH, ISO 26000, SMETA/SEDEX.

PERMANENT EMPLOYEES	26
TEMPORARY EMPLOYEES	15
SEASONAL EMPLOYEES	244



AREA

266,000 m²

HOURS WORKED 2025

165,784

QUANTITIES PRODUCED 2025 (NET KG)

	2025
TOMATO-BASED PRODUCTS	52,278,619
FRUIT PURÉE	3,161,000
TOTAL	55,439,619

WATER SOURCED

	2024	2025
GROUNDWATER IN ML	0	0
AQUEDUCT OR OTHER MUNICIPAL SOURCE IN ML	7.24	8.39
CO-OPERATIVE WATER ¹⁰ IN ML	340.5	271

GHG EMISSIONS

	2024	2025
DIRECT EMISSIONS (SCOPE 1) IN CO ₂ EQUIVALENT TONNES	5,232	5,531
INDIRECT EMISSIONS (SCOPE 2) IN CO ₂ EQUIVALENT TONNES - LOCATION-BASED	1,423	1,057
GHG INTENSITY - LOCATION-BASED	0.10	0.12

¹⁰ The industrial water used for processing at the Lavello Facility is provided by the Basilicata reclamation co-operative set up with Regional Law No. 1 of 2017, while the potable water is provided by the local aqueduct.



Faenza

PRODUCTION

Fruit purée.

CERTIFICATIONS

ISO 9001, ISO 14001, ISO 45001, ISO 50001, ORGANIC, ISO 22005.

PERMANENT EMPLOYEES

8

TEMPORARY EMPLOYEES

0

SEASONAL EMPLOYEES

14



AREA

24,000 m²

HOURS WORKED 2025

18,375

QUANTITIES PRODUCED 2025 (NET KG)

2025

	2025
FRUIT PURÉE	6,360,245
TOTAL	6,360,245

WATER SOURCED

2024

2025

	2024	2025
GROUNDWATER IN ML	26.83	21.82
AQUEDUCT OR OTHER MUNICIPAL SOURCE IN ML	3.02	1.77

GHG EMISSIONS

2024

2025

	2024	2025
DIRECT EMISSIONS (SCOPE 1) IN CO ₂ EQUIVALENT TONNES	423	296.08
INDIRECT EMISSIONS (SCOPE 2) IN CO ₂ EQUIVALENT TONNES - LOCATION-BASED	166	104
GHG INTENSITY - LOCATION-BASED	0.06	0.06



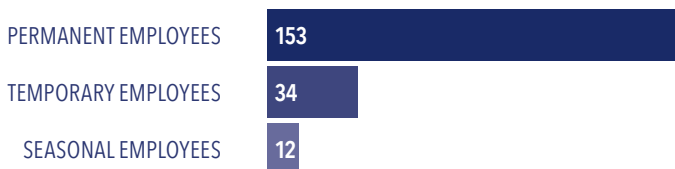
Parma

PRODUCTION

Ready-made sauces & pestos.

CERTIFICATIONS

ISO 9001, ISO 45001, ISO 14001, ISO 50001, BRC FOOD, IFS FOOD, ORGANIC, ISO 22005, SMETA/ SEDEX, VGM SOLAS.



AREA
110,000 m²

HOURS WORKED 2025
312,353

QUANTITIES PRODUCED 2025 (NET KG)	2025
READY-MADE SAUCES	69,605,015
TOTAL	69,605,015

WATER SOURCED	2024	2025
GROUNDWATER IN ML	575	566
AQUEDUCT OR OTHER MUNICIPAL SOURCE IN ML	2.69	2.60

GHG EMISSIONS	2024	2025
DIRECT EMISSIONS (SCOPE 1) IN CO ₂ EQUIVALENT TONNES	8,902	9,343
INDIRECT EMISSIONS (SCOPE 2) IN CO ₂ EQUIVALENT TONNES - LOCATION-BASED	546	482
GHG INTENSITY - LOCATION-BASED	0.13	0.14



Salerno¹¹

PRODUCTION

Dry pasta.

CERTIFICATIONS

BRC FOOD, IFS FOOD, ORGANIC, KOSHER, ISO9001, VGM SOLAS, ISO 14001, ISO 45001, ISO50001, SMETA/SEDEX.

PERMANENT EMPLOYEES

43

TEMPORARY EMPLOYEES

9

SEASONAL EMPLOYEES

0



AREA

24,600 mq

HOURS WORKED 2025

84,054

QUANTITIES PRODUCED 2025 (NET KG)

2025

DRY PASTA	44,075,519
TOTAL	44,075,519

WATER SOURCED

2025

GROUNDWATER IN ML	65.49
AQUEDUCT OR OTHER MUNICIPAL SOURCE IN ML	44.32

GHG EMISSIONS

2025

DIRECT EMISSIONS (SCOPE 1) IN CO ₂ EQUIVALENT TONNES	3,398
INDIRECT EMISSIONS (SCOPE 2) IN CO ₂ EQUIVALENT TONNES - LOCATION-BASED	1,912
GHG INTENSITY - LOCATION-BASED	0.12

¹¹ Figures provided for 2025 only as the company was acquired in late 2024 and historical data are therefore not comparable.



Pastorano¹²

PRODUCTION

Dry pasta.

CERTIFICATIONS

BRC FOOD, IFS FOOD, ORGANIC, KOSHER, ISO9001, VGM SOLAS, ISO 14001, ISO 45001, ISO50001, SMETA/SEDEX.

PERMANENT EMPLOYEES	57
TEMPORARY EMPLOYEES	7
SEASONAL EMPLOYEES	0



AREA

74,500 mq

HOURS WORKED 2025

121,210

QUANTITIES PRODUCED 2025 (NET KG)

2025

DRY PASTA	73,660,499
TOTAL	73,660,499

WATER SOURCED

2025

GROUNDWATER IN ML	101
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GHG EMISSIONS

2025

DIRECT EMISSIONS (SCOPE 1) IN CO ₂ EQUIVALENT TONNES	5,040
INDIRECT EMISSIONS (SCOPE 2) IN CO ₂ EQUIVALENT TONNES - LOCATION-BASED	2,600
GHG INTENSITY - LOCATION-BASED	0.10

¹² Figures provided for 2025 only as the company was acquired in late 2024 and historical data are therefore not comparable.



Chiusanico¹³

PRODUCTION

Ready-made sauces and pestos.

CERTIFICATIONS

BRC FOOD, IFS FOOD, ORGANIC, HALAL, ISCC PLUS, ISO 14001, ISO 45001, ISO50001 SMETA/SEDEX.



AREA

5,500 mq

HOURS WORKED 2025

198,146

QUANTITIES PRODUCED 2025 (NET KG)	2025
READY-MADE SAUCES AND PESTOS	19,605,587
TOTAL	19,605,587

WATER SOURCED	2025
GROUNDWATER IN ML	30.86
AQUEDUCT OR OTHER MUNICIPAL SOURCE IN ML	89.33

GHG EMISSIONS	2025
DIRECT EMISSIONS (SCOPE 1) IN CO ₂ EQUIVALENT TONNES	4,232
INDIRECT EMISSIONS (SCOPE 2) IN CO ₂ EQUIVALENT TONNES - LOCATION-BASED	630
GHG INTENSITY - LOCATION-BASED	0.25

¹³ Figures provided for 2025 only as the company was acquired in late 2024 and historical data are therefore not comparable.



Verolanuova¹⁴
(Pasta Lensi)

PRODUCTION

Dry pasta.

CERTIFICATIONS

ISO45001, BRC, IFS, ORGANIC, KOSHER, GFCO, AIC, SMETA IV PILLARS.

PERMANENT EMPLOYEES	52
TEMPORARY EMPLOYEES	6
SEASONAL EMPLOYEES	0



AREA

30,300 mq

HOURS WORKED 2025

183,102

QUANTITIES PRODUCED 2025 (NET KG)	2025
DRY PASTA	12,162,141
TOTAL	12,162,141

WATER SOURCED	2025
AQUEDUCT OR OTHER MUNICIPAL SOURCE IN ML	14.36

GHG EMISSIONS	2025
DIRECT EMISSIONS (SCOPE 1) IN CO ₂ EQUIVALENT TONNES	1,349
INDIRECT EMISSIONS (SCOPE 2) IN CO ₂ EQUIVALENT TONNES - LOCATION-BASED	815
GHG INTENSITY - LOCATION-BASED	0.18

¹⁴ Figures provided for 2025 only as the company was acquired in April 2025.



Fara Gera d'Adda¹⁵

(Pasta Lenzi)

PRODUCTION

Dry pasta.

CERTIFICATIONS

ISO45001, BRC, IFS, ORGANIC, KOSHER.

PERMANENT EMPLOYEES	18
TEMPORARY EMPLOYEES	3
SEASONAL EMPLOYEES	0



AREA

14,000 mq

HOURS WORKED 2025

30,298

QUANTITIES PRODUCED 2025 (NET KG)

2025

DRY PASTA	4,853,871
TOTAL	4,853,871

WATER SOURCED

2025

AQUEDUCT OR OTHER MUNICIPAL SOURCE IN ML	3.95
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GHG EMISSIONS

2025

DIRECT EMISSIONS (SCOPE 1) IN CO ₂ EQUIVALENT TONNES	513
INDIRECT EMISSIONS (SCOPE 2) IN CO ₂ EQUIVALENT TONNES - LOCATION-BASED	312
GHG INTENSITY - LOCATION-BASED	0.17

¹⁵ Figures provided for 2025 only as the company was acquired in April 2025.



PRODUCTION

Canned tomatoes and pulses, soups, ready-made sauces.

CERTIFICATIONS

BRC FOOD, IFS FOOD, ORGANIC, HALAL, ISO22005, SMETA/SEDEX.

PERMANENT EMPLOYEES	54
TEMPORARY EMPLOYEES	3
SEASONAL EMPLOYEES	608



AREA

26,200 mq

HOURS WORKED 2025

227,608

QUANTITIES PRODUCED 2025 (NET KG)	2025
TOMATO-BASED PRODUCTS	38,197,200
PULSES AND VEGETABLES	5,232,600
READY-MADE SAUCES	744,800
TOTAL	44,174,600

WATER SOURCED	2025
GROUNDWATER IN ML	149

GHG EMISSIONS	2025
DIRECT EMISSIONS (SCOPE 1) IN CO ₂ EQUIVALENT TONNES	5,811
INDIRECT EMISSIONS (SCOPE 2) IN CO ₂ EQUIVALENT TONNES - LOCATION-BASED	1,016
GHG INTENSITY - LOCATION-BASED	0.15

¹⁶ Figures provided for 2025 only as the company was acquired in July 2025.

The product journey

[GRI 2-6]



The two main La Doria Group procurement categories are the raw materials which the Company processes and the materials used for the canning and packaging of finished products.

The processed raw materials are undoubtedly the most sensitive purchases and the Group value chain management strategy seeks to develop long-term trust-based relationships and long-term collaboration with the suppliers of these raw materials, through direct contact in the country in which the materials are grown, in order both to oversee compliance with the ethical rules and to educate and train suppliers on aspects which may influence product quality and safety. This approach has ensured highly consolidated procurement and the maintenance of strong relationships over time.

For the fresh tomatoes, produced 100% in Italy, the farms in Apulia, Basilicata, Campania and Lazio are monitored every year on the basis of specific **ethical concerns**: health and safety, freedom of association, salaries and working hours. Supplier production operations should comply with the Group’s Ethics Code in terms of human rights, workplace practices and the environment. Indeed, the collaborative relationships and ongoing contact with tomato suppliers has enabled the Group to guarantee continuous product quality improvements and the minimisation of waste. Collaboration with the businesses growing the tomatoes begins, in fact, from the supply of the seeds; subsequently, collaboration is undertaken with the farmers on aspects such as the plant protection treatments to be used and the technologies to be introduced for these treatments and the efficient use of resources, such as for example irrigation water.

Dried pulses, on the other hand, are purchased all over the world to support both economic and geographical sustainability in the constant quest for higher quality. La Doria has, for example, continued development on a specific project to source chickpeas from Argentina and Canada. The organisation deals with major producers to procure pulses on the American, Canadian and Argentinian markets, while on the Asian market it deals with both raw material collectors and farmers to source materials from a number of local growers. Again in this case, extensive collaboration is undertaken to guarantee high product quality and safety standards.

The fresh fruit used in juice production comes from Italy (apricots, pears, peaches and apples) since it is available in appropriate quantities and sourced close to production facilities. Finally, for the production of sauces and pestos, in addition to tomato suppliers, the suppliers of all ingredients used in the recipes also need to be taken into consideration.



TOMATOES

PULSES

FRUIT

INGREDIENTS FOR PESTOS AND SAUCES

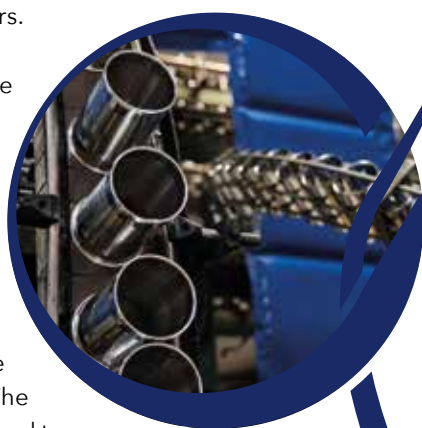


The Company generally relies on local suppliers based close to the producing facilities for products such as basil, parmesan cheese and oils.

The various flours used in pasta production are part of a controlled supply chain that begins with the selection of the most suitable varieties and extends to the first processing of the grain into flour. Strategic procurement is also employed in terms of the materials utilised to package products, with La Doria deciding some time ago to invest in ensuring that most materials are produced at the main facilities, covering in-house the majority of metal can requirements. Meanwhile, for other materials such as the combi packs, glass bottles and product labelling paper, the Group relies on third party suppliers.

Once the products have been processed and prepared for sale according to the terms agreed with clients, they are stored principally at the production plant warehouses, while any additional space needed is sourced from third party warehouses relatively close to the plant.

PACKAGING



Three means are used to ship products to clients: by ship, road and rail. La Doria organises its logistics to exploit the proximity of its facilities to ports, optimising distribution to Europe, while trucks will continue to be favoured for Italian distribution. The transport companies with which La Doria works will be encouraged to use more environmentally-friendly vehicles. The products, finally, are sold to consumers under the brands of the various retail chain clients of La Doria.

LOGISTICS



The La Doria Group

[GRI 2-1; GRI 2-2; GRI 2-4]

The La Doria Group is a leading producer of tomato-based products, fruit juices and beverages, canned pulses and ready-made sauces, principally for the private labels. Company products to a significantly lesser extent are also sold under its own brands and for major Italian and overseas brands. La Doria, together with its subsidiaries, has become the leading European producer of canned pulses, peeled and chopped tomatoes and private label ready-made sauces, and is among the largest Italian producers of juices and fruit drinks.

The Company has established key market positioning, particularly abroad, with a consolidated presence in Northern Europe, Germany, Japan and Australia.



* La Doria S.p.A. holds treasury shares amounting to 1.4% of the share capital.

At December 31, 2025, the Group subsidiaries are:

- **LDH (La Doria) Ltd** (directly controlled 100%). This is a trading company which sells the products of the Group on the British market. It also sells other products, such as canned tuna and salmon, dry pasta etc. LDH (La Doria) Ltd now leads the British market for private label tomato-based products, pulses and dry pasta.
LDH (La Doria) Ltd, in turn, holds investments in subsidiaries and associates, both operative, in the case of LDH (La Doria) Ireland Ltd for the marketing of products on the Irish market, and non-operative at the reporting date.
- **Eugea Mediterranea S.p.A.** (directly controlled 98%). This company produces tomato-based products and fruit purees.
- **La Doria DE GMBH** is a trading company that markets the parent company's products.
- **La Doria Usa, Inc.** (directly controlled 100%), a trading company for distribution of Group products on the US market, in particular for the ready-made sauces range.
- **Pasta Lensi S.r.l.** (direct control 100%), a company acquired in April 2025 that specialises in the production of dry pasta.
- **Fegé S.r.l** (direct control 100%), a company acquired in July 2025 that produces tomato-based products, pulses and ready-made sauces.
- **Fegé Logistica S.r.l.** (direct control 100%), a logistics services company acquired in July 2025.

Effective December 31, 2024, Clas S.p.A. and La Doria Pasta PL S.r.l. were wound up following their merger by incorporation into La Doria S.p.A.



Integrity and Transparency

[GRI 2-9; GRI 2-10; GRI 2-12; GRI 2-14; GRI 2-22 a GRI 2-28; GRI 205-1; GRI 205-2; GRI 207-1; GRI 405-1]

Group Governance

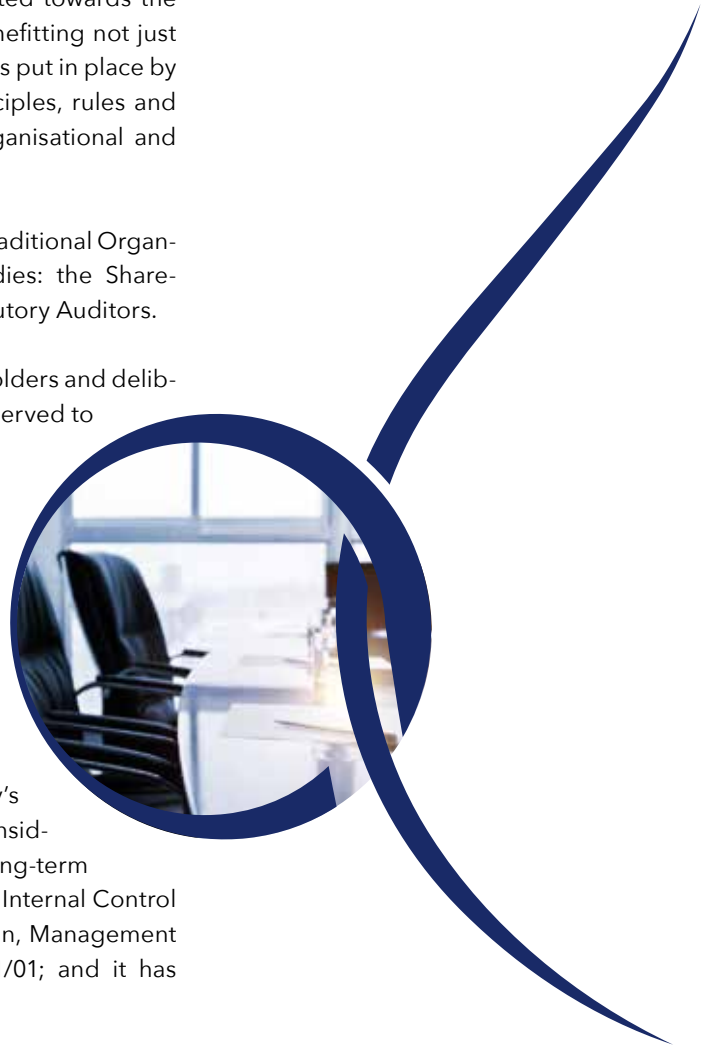
The La Doria S.p.A. Corporate Governance system is based on a set of regulations, conduct and processes formulated to guarantee efficient and transparent corporate governance and effective functioning of the corporate boards and control systems. The governance adopted by La Doria ensures correctness and transparency of management and information and is orientated towards the creation of sustainable value in the medium to long term, benefitting not just the shareholders but also all of its stakeholders. This system was put in place by the Company through preparing and adopting policies, principles, rules and procedures which govern the operations of all company organisational and operative structures.

The corporate governance structure of La Doria is based on a traditional Organisational Model and therefore comprises the following bodies: the Shareholders' Meeting, the Board of Directors and the Board of Statutory Auditors.

The Shareholders' Meeting expresses the wishes of the shareholders and deliberates in ordinary and extraordinary session on the matters reserved to it in accordance with law and the By-Laws.

The Board of Directors has a central role, tasked with strategic management, coordination and verification of the controls necessary to monitor the Company's performance. In addition, the Board has the widest powers of ordinary administration and in particular may carry out any and all acts it deems appropriate in furtherance of the corporate scope, with the sole exclusion of those attributed exclusively to the Shareholders' Meeting. The Board's duties include defining the nature and level of risk that is compatible with the Company's strategic objectives, including in their assessments all risks considered significant with regard to sustainability in medium/long-term operations. To this end, the Company set the guidelines for its Internal Control and Risk Management System; it has adopted the Organisation, Management and Control Model pursuant to Legislative Decree No. 231/01; and it has approved the Sustainability Plan and Policies.

As of December 31, 2025, the Board was made up of 10 members, including four Executive Directors and seven Non-Executive Directors, of whom four are independent. Within the Board, the Control, Risks and Sustainability Committee with consultative and proposal functions has been set up. The Board of Directors on January 23, 2019 in fact assigned to the CRC duties regarding sustainability i.e. the processes, initiatives and activities required to deliver the Company's commitment to sustainable development throughout the supply chain. The Committee's tasks include: promoting the integration of sustainability into the company's strategy and culture; supervising sustainability issues related to the conduct of business activities and stakeholders interaction dynamics; reviewing the Sustainability Plan and monitoring its implementation; and monitoring the adequacy and effective implementation of the Ethics Code.



The Board of Statutory Auditors oversees compliance with Law and the By-Laws, with the principles of correct administration, the adequacy of the structure in terms of the aspects within its scope, of the internal control system and of the administrative-accounting system, in addition to the reliability of this latter to reflect the operating events; it furthermore ensures compliance with regulation on corporate sustainability reporting and the concrete implementation of the corporate governance rules and the adequacy of the directions provided by the Company to the subsidiaries. The Board obtains information on and supervises operating activities to the extent of its scope.

THE COMPOSITION OF THE BOARD OF DIRECTORS 31/12/2025

By gender	2024		2025		By age group	2024		2025	
	number	%	number	%		number	%	number	%
Total members	10	100%	10	100%	Total members	10	100%	10	100%
- male	6	60%	6	60%	< 30	0	0%	0	0%
- female	4	40%	4	40%	30-50	3	30%	3	30%
					> 50	7	70%	7	70%

Sustainability Governance

The issue of sustainability, as stated above, is within the scope of the Control, Risks and Sustainability Committee, which undertakes proposal and consultative functions for the Board of Directors with regards to the drafting of objectives, actions and guidelines to promote a strategy which integrates sustainability into business processes, so as to create value over time for the shareholders and for all other stakeholders. The updated 2023-2031 Sustainability Plan was therefore approved in 2026. Its objectives are in line with those set out in the United Nations Agenda, and it is organised into operational objectives and specific targets. The Company formalised the Diversity and Inclusion Policy to describe its principles and commitments to diversity, recognising this as a fundamental aspect of sustainability in the medium and long term. The Committee has the duty of implementing and monitoring the Policy so that a culture of sustainability and dialogue with the stakeholders is promoted at all levels - two crucial commitments in pursuing the objective of integrating sustainability into company strategies. Over the years, work in this area has continued to concentrate on raising internal awareness of sustainability issues through training courses on Specific training (Human Rights, Sustainability and the 231 Model) for all employees and through the Stakeholder Engagement process.

The importance of this issue was demonstrated by the setting up of a "Sustainability" Function, with the duty of co-ordinating and aggregating data, information and projects regarding Social and Environmental Responsibility, which reports directly to the Chief Executive Officer. This Function reports to the Control, Risks and Sustainability Committee on activities undertaken regarding non-financial reporting: the Plan, the policies, the objectives, the initiatives, the materiality analysis and Stakeholder Engagement. La Doria has drawn up and formalised an operating procedure (PG. E3.4 "Drafting of the Sustainability

Report”) for preparing the Sustainability Report. The Technical Sustainability Committee, formed of Directors involved in the reporting process and of the Corporate Sustainability Director, was set up in 2020 with the main aim of:

- Contributing to the process of identifying material topics;
- Agreeing on ESG proposals and projects;
- Monitoring the achievement of the objectives of the Sustainability Plan;
- Spreading a culture of sustainability at all levels.

Because of the increasing attention paid by La Doria to sustainability issues it has been listed by leading national newspapers as one of the 2025 sustainability leaders - the 150 Italian companies that have distinguished themselves by performing well on environmental, social and economic indicators. Also in 2025, La Doria was awarded a gold medal as part of the annual Corporate Social Responsibility (CSR) assessment conducted by **EcoVadis**, one of the leading and most reliable providers of corporate sustainability ratings.

Organisation and operating model as per Legislative Decree No. 231/2001 and the Ethics Code

In order to ensure that the conduct of all those operating on behalf of or in the interest of the Company is consistently in line with the principles of legality, correctness and transparency in conducting business and company activities, the Group in 2008 adopted an Operating and Internal Control Organisational Model in accordance with Legislative Decree No. 231/2001¹⁷, which makes reference both to the indications contained in the Confindustria Guidelines and best practices applied in Italy. The La Doria Model comprises a General Section and a Special Section, broken down into nine sub-sections dedicated to specific categories of offences. Specifically, Section I is dedicated to “Offences against Public Sector”, section II to “Corporate offences”, section III to “Occupational Health and Safety Offences”, section IV to “Offences against Industry and Commerce”, section V to “Environmental Offences”, section VI to “Offences concerning the employment of illegal aliens”, section VII to “Tax offences”, section VIII to “IT offences” and section IX to “receipt, laundering, reuse and self-laundering”. For the various types of offence set out in Legislative Decree No. 231/01, the areas at direct crime risk and those supporting them were identified, as were the relative methods of commission and the controls targeted at reducing the crime risk.

The Special Sections of the Model were introduced and/or updated following the extension of the body of offences over the years and take account of organisational changes. The Model is constantly updated with the new regulatory provisions and adjusted according to the changes, including those of an organisational nature, that have occurred in the meantime. The most recent update was approved at the Board of Directors meeting on March 10, 2026.

Simultaneous to the adoption of the 231 Model, the relative Supervisory Board was established, with the duty to oversee its effective application and adequacy. The Supervisory Board (SB) comprises three members - of whom two are external consultants and one is the Internal Audit Manager - ensuring the presence of all technical expertise and experience necessary to carry out this task.



¹⁷ The General Part of the Model and the Ethics Code are available on the company website <https://www.gruppodoria.it/en/about-us/corporate-governance/> in the Corporate Governance section. The Italian subsidiaries have also adopted an Organizational Model.

In order to verify implementation of the Organisation, Management and Control Model, the Supervisory Board approved a Supervisory Plan, on the basis of which operational audits were carried out according to the plan, with the support of the Internal Audit Department, in relation to the areas considered in the Special Sections of the Organisational Model.

The Ethics Code is an integral part of the Model and together they represent an additional protection and sense of responsibility in terms of internal and external relations, while also offering guarantees of appropriate, efficient and correct management. The latest updates to the Ethics Code were approved on March 28, 2025. This document also applies to subsidiary companies and therefore represents a guideline to which all interested parties are required to adhere. The main objective of the Ethics Code is to instil in all La Doria employees the ability to share and develop conduct that encourages sustainable growth by promoting respect for diversity and developing a real culture of integrity. La Doria encourages all stakeholders to report possible violations of the Ethics Code, ensuring them attentive and effective management of such communications. La Doria has adopted a whistleblowing procedure for the management of alleged violations of the principles of the Ethics Code and the Organisation, Management and Control Model, which guarantees confidentiality and protects good-faith whistleblowers. The subsidiaries have also adopted a procedure for reporting to the Supervisory Board, which involves management using an IT platform in accordance with the European Directive on Whistleblowing (2019/1937). The La Doria Group allows anyone becoming aware of violations and irregularities to report them through the La Doria Group website (<https://www.gruppoloria.it/chi-siamo/corporate-governance/>), by e-mail to the address organismodivigilanza@gruppoloria.it or anonymously through ordinary mail addressed for the attention of the Supervisory Board, Via Nazionale 320, Angri, SA. In 2025, the Supervisory Board (SB) received two reports that were taken up, managed, and closed. To raise awareness of the above-mentioned communication channel and how to use it, La Doria provided training courses on its e-learning platform. In 2025, 23% of Group employees took courses on anti-corruption topics¹⁸.

All new hires were provided with training on the Ethics Code.

Combatting corruption

The Company, aware of its impact on the country's social-economic growth, has been committed for a number of years to the fight against corruption. This commitment is reflected in the tools utilised to identify, prevent and control corruption risk: the 231 Organisational Model and the Ethics Code, as an integral part thereof.

La Doria has identified in the Organisational Model the areas at risk of corruption, receipt, laundering, reuse and self-laundering, along with the relative controls. Specifically, it has prepared and communicated to employees the "Gift Management" and "Relations with the Public Sector" procedures to prevent both active and passive corruption. The prohibition on offering or accepting "any offer which may solicit a favour, even if only to speed up a due request" is expressly set out in the company's Ethics Code, which is communicated and a part of training activities.

The controls implemented resulted in the allocation of a maximum legality rating for the parent company by the Anti-trust Authority (AGCM). The rating assigned in 2017 was renewed again on July 1, 2025.

¹⁸ This figure does not include Fegé, Fegé Logistica or the foreign subsidiary LDH. In 2025, 1% of LDH employees took courses on anti-corruption topics.

The overseas subsidiary adopted an anti-bribery policy.

With regards to training on Legislative Decree No. 231/01, reference should be made also to the offences covered, including Public Sector corruption, Corruption among private parties and Incitement to corruption.

The Internal Control and Risk Management System

The Internal Control and Risk Management System, the pillar on which Corporate Governance is based, is a central element for the parties and departments, each within their own remit, contributing to the running of the enterprise in a sound and correct manner and in line with the risk management objectives. The coordination between the various parties involved in the Internal Control and Risk Management System is achieved through the sharing among the parties of all significant information concerning the system. This takes place in an institutional manner through the participation of the principal actors in the Internal Control and Risk Management System at the meetings of the Control and Risks Committee. Specifically, Independent Directors, the Internal Audit & Corporate Sustainability Director, the Legal Affairs Manager (as secretary), and all members of the Board of Statutory Auditors, in addition to - for the meetings relating to issues of a financial nature - the CFO, participate at the Committee in addition to the three members. The Chief Executive Officer meets periodically with the Internal Audit Manager, discussing any significant issues in relation to the carrying out of the Audit Plan.

The corporate risk management system - the ERM (Enterprise Risk Management) system - provides a preventive approach to risks which, through identification, assessment, management and monitoring of principal risks, helps to support informed decision-making processes and, where possible, to translate these risks into opportunities and competitive advantage.

The methodology adopted for the assessment of business risks is that of self-assessment. This consists of an auto-diagnostic process carried out by managers in individual areas of operation, and seeks to provide an estimate - in terms of probability, capacity to prevent, speed of impact and capacity to mitigate - of potential damaging events. This estimate is based on the perceived risk that the Leadership Team associates with the processes under their control.

La Doria's Risk Management System is structured to identify, assess and manage all risks impacting its business. In terms of non-financial risks, La Doria also considers: risks related to climate change, with regards to both major weather phenomena which may potentially threaten the Group's operating continuity (physical risks) and the Company's reaction to the transition to a sustainable economy (transition risk); risks arising from epidemiological events, risks related to the agricultural supply chain that provides the raw materials used in our facilities; risks related to the growing community and customer interest in environmentally-friendly industrial processes; compliance risks (quality, environment and safety); and risks associated with social responsibility, such as the implementation of the correct working conditions which La Doria demands of all its suppliers.



Climate change affects many sectors, and agriculture is one of the most vulnerable. Agriculture and climate change are linked by a cause-effect relationship. The agricultural sector, in fact, creates climate risks and subsequently suffers the impacts of climate change. Temperature increases and greater concentrations of greenhouse gases in the atmosphere are believed to reduce the yields and quality of many crops. Climate change will also affect the availability of water resources and the proliferation of plant pests, thus affecting agricultural production. The Group's business is vulnerable to these risks, and as such it has already implemented corrective actions within its remit to ensure sustainable management of resources and the local area, using an approach based on mitigation and adjustment. Action has been taken to promote the transfer of knowledge and skills to our suppliers/farmers regarding good sustainability practices and reduction in waste, both of natural resources and products, using biodiversity as a tool to counteract the effects on crops, and in particular on tomatoes. Work is underway on introducing an external agronomic consulting service for the next tomato campaign to monitor all phases of cultivation (from sowing to ripening), with the goal of promptly intercepting any quality defects, optimising the logistics of transferring raw material to facilities and reducing waste at source.

With regard to pulses, both the transfer of good sustainable agriculture practices and the diversification of supply countries reduce the financial impact of these risks on our business. In addition, the company's adaptation to climate change towards a more sustainable model may lead to transition risk in the medium to long term. These risks can be divided into compliance risks (legal, reputational and relating to policies and regulations), market risks and technology risks. National governments and supranational institutions are increasingly active in designing and implementing policies to reduce the impact of economic activities on the climate. This means companies must comply with rules that require, for example, maximum levels of energy efficiency and/or minimum greenhouse gas emissions. Climate change risk can also manifest itself as market risk in changing consumer preferences, as end-users increasingly prioritise products with reduced environmental impacts. In order to mitigate this risk, along with technological risk, which requires that advanced technologies be adopted to contain emissions, La Doria invests in improving its production lines, reducing its energy consumption and cooperating with its suppliers to reduce packaging surfaces and/or to use renewable, plant-based raw materials to minimise the impact on the environment.

Cyber security is one of the emerging risks of recent years, due to the growing computerisation of society and both public and private services, in terms of IT equipment and systems, and the parallel rise in and specialisation of hackers. A company's IT system must be able to prevent unwanted direct and indirect alteration of data, either by unauthorised users, or due to accidental events. Furthermore, it must also prevent unauthorised access to the data.

Addressing cyber risks, within the broader framework of ESG factors, means safeguarding operations, customers and the corporate reputation, while meeting social and environmental obligations. To mitigate such risks, La Doria has implemented specific monitoring tools and systems to identify anomalies.

Similarly to all industries, La Doria produces, by its very nature, an environmental impact in terms of energy consumption, the use of water and the production of waste material. Therefore investments were made to reduce consumption and waste, monitoring the performances of the production facilities and obtaining ISO 50001 energy certification.

In terms of external risks, the Company is exposed to risks concerning the monitoring of compliance with the ethics principles by the procurement chain. In order to mitigate this risk, La Doria monitors the tomato and pulses supply chain in line with the ISO 26000 Social Responsibility Guide. La Doria is certified "Friend of the Earth", which promotes a model of agricultural production based on integrating innovations that reduce the environmental impact of crop cultivation, as well as respect for workers at every stage of the production chain. In pursuit of this goal, La Doria began to collaborate with the Ethical Trading Initiative (ETI), an association of businesses, trade unions and volunteer organisations that have a shared commitment to improving working conditions throughout the supply chain.

The risks related to compliance regarding food safety, occupational and environmental health and safety, the production activity of the Group companies and the introduction of increasingly stringent regulations has made it necessary to closely monitor these issues, implementing all necessary actions to mitigate such risks.

La Doria has in place certified operating systems to continuously monitor compliance with food safety and environmental regulations and those for the protection of workers. All La Doria Facilities are ISO 45001, ISO 14001 and ISO 50001 certified. Compliance risks include also those concerning the Administrative Responsibility of Entities, as per Legislative Decree No. 231/01), which the La Doria Group offsets through adopting an Organisation, Management and Control Model which reduces the risk of committal of the offences contained therein, in addition to its Ethics Code.

For details on material topic risk management, reference should be made to the relative paragraphs.



Dialogue with the stakeholders

[GRI 2-28; GRI 2-29]

Over the years La Doria has continued the process of improving relations with its stakeholders, with the goal of involving them more in the decision-making process. An effective stakeholder engagement process in fact allows companies to improve its decision-making process and make it more “sustainable”, while driving social, environmental and financial performances.

The involvement of the stakeholders and the frequency of dialogue with each varies according to the matters considered and the opportunities available to come together. Over the years, we have consulted workers, customers and suppliers using ad hoc questionnaires to gather opinions, ideas and suggestions to improve the Sustainability Report.

We summarise below the main communication means and matters of interest.

INVOLVEMENT OF STAKEHOLDERS AND MATTERS CONSIDERED

Stakeholders map

Stakeholders	Subgroups	Involvement and communication	Matters of interest
SHAREHOLDERS	Majority shareholders Non-controlling interests	<ul style="list-style-type: none"> Shareholders’ Meeting Interim financial reports Sustainability Report 	<ul style="list-style-type: none"> Economic sustainability Quality of the organisation Climate Change
CUSTOMERS	Italian customers Overseas customers Consumers Future generations	<ul style="list-style-type: none"> Dedicated meetings Collaboration in the development of products and improvement of services Production facility visits Questionnaires 	<ul style="list-style-type: none"> Product quality and safety Food loss and waste Quality of the organisation Economic sustainability Human rights and responsibility throughout the supply chain Traceability Environmental impacts of Production Climate Change Packaging sustainability Logistics optimisation and efficiency Innovation Italian identity
PERSONNEL	Management boards Headquarters personnel Facility personnel Third-party company employees	<ul style="list-style-type: none"> Circulation of the Ethics Code Specific meetings and training Company intranet Company magazine Questionnaires 	<ul style="list-style-type: none"> Quality of the organisation Occupational health and safety Economic sustainability
MEDIA	Local and international press Social Media Specialist and sector press	<ul style="list-style-type: none"> Interviews Meetings Informational material Website LinkedIn channel 	<ul style="list-style-type: none"> Product quality and safety Food loss and waste Quality of the organisation Economic sustainability Human rights and responsibility throughout the supply chain Traceability Environmental impacts of Production Climate Change Packaging sustainability Innovation

Stakeholders map

Stakeholders	Subgroups	Involvement and communication	Matters of interest
COMPETITORS	National and international competitors	<ul style="list-style-type: none"> • Conferences • Events • Network 	<ul style="list-style-type: none"> • Product quality and safety • Food losses and waste • Quality of the organisation • Economic Sustainability • Human Rights and Responsibility in the supply chain • Traceability • Environmental impacts of production • Climate Change • Packaging Sustainability • Innovation
TRADE UNIONS		<ul style="list-style-type: none"> • Periodic meetings 	<ul style="list-style-type: none"> • Quality of the organisation • Occupational health and safety • Economic sustainability
FINANCIAL COMMUNITY	Institutional investors Banks Insurance companies	<ul style="list-style-type: none"> • Institutional website - IR section • Press releases • Interim financial reports • Sustainability Report 	<ul style="list-style-type: none"> • Economic sustainability • Quality of the organisation • Environmental impacts of production • Climate Change
SUPPLIERS AND BUSINESS PARTNER	Suppliers of raw materials Suppliers of goods Suppliers of services Maritime and transport companies Consulting companies	<ul style="list-style-type: none"> • Dedicated meetings • Training courses on specific issues • Site visits • Institutional website • Contracts • Questionnaires 	<ul style="list-style-type: none"> • Traceability • Food loss and waste • Human rights and responsibility throughout the supply chain • Logistics optimisation and efficiency • Economic sustainability
PUBLIC SECTOR AND LOCAL AUTHORITIES	Government institutions Regulatory authorities Control bodies Local public bodies European Union	<ul style="list-style-type: none"> • Dedicated meetings • Conventions • Institutional communications 	<ul style="list-style-type: none"> • Quality of the organisation • Economic sustainability • Product quality and safety • Environmental impacts of Production
INDUSTRY ASSOCIATIONS AND OTHER ORGANISATIONS	Confindustria National Association of Fruit and Vegetable Preservation Industries (Anicav) Federalimentare Italian Food Union (UIF) Association for Italian Joint-Stock Companies (Assonime) Non-Governmental Organisations	<ul style="list-style-type: none"> • The organisation of or participation in activities, events and conferences on specific topics 	<ul style="list-style-type: none"> • Product quality and safety • Human rights and responsibility throughout the supply chain • Italian identity • Food loss and waste • Traceability
LOCAL COMMUNITIES	Schools Universities Local associations Municipalities Citizens in the municipalities where the production plant are located	<ul style="list-style-type: none"> • Partnership • Involvement of Schools and Universities • Disbursement of Scholarships 	<ul style="list-style-type: none"> • Quality of the organisation • Economic sustainability • Environmental impacts of Production • Loss and waste



LAND

Product quality and safety
Traceability
Food loss and waste



Product quality and safety

[GRI 416-1; GRI 416-2; GRI 417-2; G4-FP5]



The utmost quality and safety of our products is imperative for us, and for this reason we are constantly raising our standards.

In addition to complying with all applicable regulations, our facilities have food safety certified quality management systems (IFS, BRC).

Such certifications and the constant monitoring of our products ensure the very highest levels of quality and safety.

FACILITIES CERTIFICATIONS
 Certifications at our facilities
 ISO 9001, BRC, BRCS, IFS, ISO 22005

FOOD SAFETY
 All our production facilities are certified according to the food safety standards

QUALITY
 The three steps to our quality:
 1. Carefully select
 2. Support our agricultural suppliers
 3. Constantly invest

Issues relating to climate change - such as soil deterioration due to ozone concentrations, worsening air quality, increasing temperatures, volatility of seasons, changes in rainfall patterns, frequency of extreme events - have a direct impact on production and can affect the quantities and nutritional qualities of food. They also produce changes in working process requirements (e.g. as regards irrigation) and in production timing, since warmer temperatures shift production to the winter and affect the specific production suitability of agricultural areas. These threats can have major impacts on crop yields and therefore significant effects on human health and the ability to ensure food security, i.e. its continuing ability to meet global demand for crop products over time. La Doria therefore undertakes actions designed to reinforce its food safety system by obtaining certifications, adopting technological innovations, and increasing its focus on soil, fertilisers, energy, water, and seeds, all to ensure products of the highest quality.

Quality in 3 steps

We carefully select locations across the globe for the production of the very best raw materials. The areas of origin of the ingredients used by the Company are selected according to certain criteria that significantly affect the quality of our products. These criteria include climatic and meteorological conditions, territorial morphology, specific soil characteristics and, naturally, the production capacity of the land. To guarantee the right conditions, our quality team regularly visits suppliers to verify that they are able to meet the criteria required by La Doria.

We support our agricultural suppliers in purchasing the very best materials and tools needed for cultivation. We also monitor the entire supply chain to guarantee the full traceability of products, from the field to the shelf. In order to ensure the highest quality of products, and especially the flagship tomato products, La Doria takes it upon itself to provide farmers with the actual seeds to be planted. This decision derives from thorough studies of the characteristics that the raw materials must have in order to express all the qualities required in the production of the final products, but also to ensure adequate crop resistance during cultivation, thus minimising the need for crop protection measures. La Doria monitors the growth of crops and provides agronomic consulting services and targeted training for suppliers on issues such as the responsible and strictly limited use of agrochemicals, and educates on the care to be taken to ensure maximum yield and product safety.

At the end of each production cycle, all our suppliers are assessed on the quantity and quality of the raw material conferred, as well as on the number of non-conformities and customer complaints.

Naturally, for all our main ingredients (tomatoes, pulses and fruits), we carry out a series of exacting quality controls in collaboration with our suppliers. Regarding pulses for example, La Doria partners with major suppliers committed to ensuring the very highest standards and rigorous quality and safety controls, which La Doria double-checks on receipt of the raw ingredients destined for production.

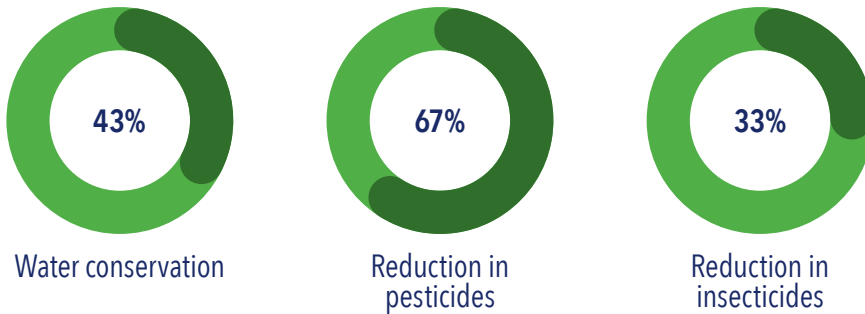


We constantly invest in the most advanced production and control systems for quality monitoring at every single stage of processing. The Group's investments in automating controls and introducing advanced production systems are an important contribution to guarantee product quality and safety. A series of automations have been successfully introduced in the collection, sorting and control of raw materials, with the aim of minimising manual labour errors. These systems have not only been introduced in La Doria's own facilities, but also in those of raw material suppliers.

In 2025, La Doria worked in partnership with a start-up (Evja) to help tomato farms optimise their management of crop nutrition, irrigation, and protection. This was accomplished by collecting data from the field using wireless agricultural sensors and analysing it using artificial intelligence (OPI). The system monitors the micro-climate of the crops in real time, predicts phytopathologies and precisely analyses historical data, in order to plan field interventions and optimise production factors and treatments for a high quality and quantity yield. The project involved companies in the regions of Lazio, Apulia, Basilicata, Campania and Molise, achieving a reduction in water consumption of approximately 43%. In 2025, the project was extended to farmers' fields in Portugal.



SAVINGS ACHIEVED BY THE EVJA PROJECT¹⁹



The Company's investment in this area also focuses on human resources and the organisation. In 2025, the intensive training programme of specialist courses continued for internal staff and suppliers regarding food safety culture, foreign legislation, hazard analysis and critical control points (HACCP), internal audit management, and food safety and ethical audits.

La Doria provides an e-learning platform for all employees, to promote and maintain an awareness of food safety and a positive food safety culture, as outlined by "The Global Food Safety Initiative" (GFSI). These initiatives are accompanied by assessments throughout the lifecycle of our products to verify and ensure their quality and safety. We check for the presence of heavy metals (lead and cadmium) and pesticides, which may derive from agricultural treatments or soil quality. In the production stage, we monitor the weight, where requested, of the pH and Brix levels, the latter an important measure of the quantity of sugars in fruit and vegetables, in addition to other soluble and naturally present substances such as salts and acids. Finally, we assess all the organoleptic, chemical and physical properties of the finished products.

¹⁹ Data from the Evja 2025 Report.

La Doria has obtained ISO 22005:2008 certification for tomatoes, basil, and fruit, and BRC certification for box packaging.

Complaints

During 2025, under the Company's quality management system, 2,788²⁰ complaints were registered, of which 2,071 pertaining to LDH customers. This number includes all types of quality complaints that La Doria receives, including those received directly from consumers, which are managed by the subsidiary and by clients directly. La Doria is constantly committed to taking full charge of complaints and providing an effective response, as well as putting in place the most adequate measures to prevent such issues from re-emerging.

The following tables summarise the trend in complaints. While 2025 figure is an increase in absolute terms on the previous year, it is a decrease as proportion of volumes sold.

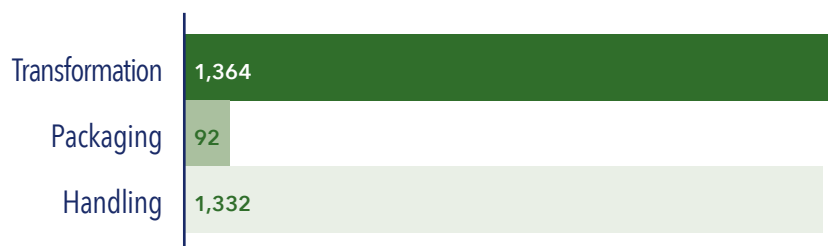
QUALITY COMPLAINTS BY PRODUCT LINE PER MILLION ITEMS SOLD (IN PPM) EXCLUDING LOADING, SERVICE AND TRANSPORT

Complaints regarding the quality of products	2024	2025
Sauces and Pestos	1.99	0.77
Tomatoes	1.39	0.43
Pulses	1.00	0.31
Fruit	0.18	0.01
Dry pasta	-	0.28

TOTAL NUMBER OF COMPLAINTS RECEIVED AND PERCENTAGE OF THOSE SETTLED

Complaints regarding the quality of products	2024	2025
Number of complaints received	2,046	2,788
Percentage of complaints settled during the year	100%	100%

BREAKDOWN OF 2025 COMPLAINTS BY TYPE



Several types of complaints are not directly related to the production process itself, such as "handling". "Handling" complaints are filed and managed by La Doria and come from final consumers of the supermarket chains, predominantly in the UK. The complaints relate to the primary packaging of products presumably damaged during the multiple handling phases downstream of the supply chain. This category includes all those complaints that cannot be attributed unequivocally to product processing and/or packaging processes, regarding which the Company has sought to identify causes and, in partnership with clients, to improve the indirectly controlled logistics processes. Complaints relating to "service, loading and transport", which include those attributable to handling companies whose activities are outsourced by La Doria were not reported on.

However, certain complaints are directly attributable to the production processes at La Doria facilities. These are complaints related to manufacturing activity and packaging processes. The product lines most affected by such complaints are ready-made sauces/pestos and tomatoes.

²⁰ The figure for complaints reported does not include those of Fegé, Fegé Logística and Pasta Lensi. During the period April-December 2025, Pasta Lensi received 100 complaints, which were handled and resolved. During the period July-December 2025, Fegé received 86 complaints, all of which were handled and closed.

To address the criticalities in product processing, tools have been introduced to production lines to verify the integrity of packs used and to ensure that the product is properly canned and sealed.

Regarding foreign bodies within products, which, in particular, pose a risk to food safety, the Group has worked extremely hard in recent years both within its own facilities and in collaboration with suppliers of raw materials. It is of fundamental importance to ensure utmost attention to this issue, particularly in the collection and sorting of crops directly in the field of cultivation. La Doria is conducting major campaigns to raise awareness among agricultural suppliers, the most significant of which is the "Clean Countryside" project, which was conceived to promote better field management. Additionally, the Company promotes the use of automatic sorting machines to assist manual work relating to certain types of raw materials, such as pulses. Agricultural workers are also required to use exclusively black-coloured irrigation accessories, so that the picking machines harvesting tomato produce can effectively identify and expel any collected rubber fragments.

Technological advancements have also been introduced within processing facilities to minimise the risk of foreign bodies in products, including automatic input selection, improved X-ray equipment and broken glass controls.



Traceability



[GRI 301-1] [GRI 417-1]



TRACEABILITY

Full traceability of all product lines



TOMATOES

The traceability of tomato products right down to its cultivation lot

The supply chains form an intricate, complex system. Accordingly, they require adequate control and management safeguards to mitigate risks to the product throughout its journey to the final consumer.

Traceability facilitates the identification of origins of risk factors and the implementation of appropriate measures in the suspected chain to prevent the reoccurrences of any issues.

The traceability of a product consists of the collection of a series of data along the supply chain, with the collaboration of the various actors involved. This is an essential tool for responding to growing consumer demands and for the accountability of the various actors in the supply chain.

This is what traceability means to us, and, with the technologies we have implemented, we remain committed to guaranteeing the quality and safety of each batch of product that is processed within our facilities.

Food traceability is a key element of the broader topic of food safety. It is essential for both consumers to make informed purchasing decisions and companies to manage potential risks promptly, thus reducing the danger of exposure to the concerned product. Ensuring product traceability means improving our competitive advantage, ensuring compliance with the latest EU legislation, and limiting potential fraud.

From the land to the shelf

All product lines processed by La Doria are fully traceable from the land of origin to retailers' shelves, despite the great variety of raw ingredients used and their different origins.

Throughout the whole chain, whether long or short, key data is collected with the use of IT systems that, at any given time, associate a product being processed or already prepared for sale with its origin and lot. In this way, it is possible to trace the product's entire journey and identify all those who have had anything to do with the product along the supply chain. This data ensures that correct and reliable information about the characteristics of the raw materials are consultable at any time. The system enables the Group to ensure the highest safety standards and to track down all product lots to wherever they have been distributed to clients in case any withdrawals or post-marketing controls are required.

GEOGRAPHICAL ORIGIN OF PRODUCTS (PERCENTAGE BREAKDOWN)

	NORTH AMERICA	SOUTH AMERICA	ASIA	ITALY	EUROPE OTHER	AFRICA
FRESH TOMATO kg 353,200,750	-	-	-	100%	-	-
PULSES kg 73,697,076	58.50%	18.72%	9.17%	4.45%	6.70%	2.46%
FRESH FRUIT²¹ kg 11,736,016	-	-	-	100%	-	-
FROZEN²² kg 3,825,315	-	3.24%	10.52%	24.48%	61.21%	0.55%
SEMOLINA kg 144,320,613	-	-	-	100%	-	-

To ensure that the system is effective, audits are carried out both internally and externally by ISO 9001:2015, BRCS and IFS Quality Management Systems' certification bodies, as well as by the subsidiary LDH in relation to its suppliers, other than La Doria, in order to verify full compliance with product traceability procedures. Additionally, the Group's major clients also carry out periodic product traceability controls.

La Doria's commitment to this concern is ever greater, since the Company considers traceability an indispensable element to operating responsibly on the market. For this reason, the implemented traceability system is constantly evolving, with a progressive drive to adopt new technologies to improve its

²¹ Peaches, apricots, pears and apples processed in facilities to transform the fruit into puree for fruit juice production.

²² Semi-processed fruit that is frozen and shipped to La Doria facilities to be transformed into juices and fruit-based beverages.

reliability. As evidence of this evolution, La Doria has obtained ISO 22005:2008 certification for tomatoes, fruit and basil. The standard is intended to support companies in documenting product history by allowing them to determine product location and origin at all times. La Doria considers voluntary certification a useful tool in ensuring the conformity of production processes or in understanding and monitoring each of the risks arising from its daily business operations, going beyond compliance with the technical requirements established by domestic and international standards.

All products, as per legal requirements, are labelled with detailed information on their contents (i.e. ingredients), how to use and store them, and how to dispose of them.

Advanced automatic applicators of RFID tags have been installed on a number of lines at the Fisciano and Parma production facilities. These carry key information on palletised products and therefore substantially improve traceability.

The journey of a tomato

Regarding tomatoes, which are the traditional produce of the Group and entirely cultivated in Italy, La Doria deals directly with local associations of agricultural producers, not with other companies that produce for themselves or collect raw materials from local suppliers, as for other products. This characteristic of the tomato supply chain also allows for the identification of the Agricultural Production Unit (UPA), namely the exact field of cultivation. Indeed, each and every tomato field is geo-tagged through a GPS system. And the close collaboration with agricultural suppliers does not end here; a data set is also collected during the actual cultivation of the plants and fruit, providing detailed information on each lot arriving at the processing facilities. All tomatoes used by the Company are subject to this traceability system. Once the tomatoes arrive at a facility, each lot is linked to a Transport Document containing all the information gathered up to that point. Using the associated code, every movement within the facility can be mapped, ensuring the maximum traceability of every tomato and its characteristics.

Traceability at LDH

The approach taken by the subsidiary to this issue has a different connotation in view of its trading activity, while still pursuing the same aim of ensuring the traceability of the finished product. LDH seeks to ensure that traceability drills involving its suppliers' finished products are concluded within a maximum of four hours. All traceability audits conducted in 2025 were successfully completed.

LDH was certified compliant with version 3 of the BRC Agents and Brokers standard in 2022. The audit reviews the protocols and procedures associated with product traceability and also examines controls in place regarding any indications of origin on packaging. All the technical audits conducted by LDH – or directly by its clients at its production facilities – include traceability assessments.



LDH has adopted a supply chain mapping model for information and visibility regarding products and suppliers. In 2025, LDH mapped 50% of its supply chain that presents high risk in terms of human rights protection and environmental sustainability. LDH's long-term strategy is to achieve full traceability of all ingredients and packaging from low-, medium-, and high-risk suppliers.





Food loss and waste



The issue of food loss and waste is increasingly a focus of the international community in its concern over the quantity of healthy products fit for consumption that are left uneaten.

Well-aware of the sensitivity of this issue, we are constantly striving to minimise and prevent losses throughout the entire value chain. For example, during the cultivation phase, we help farmers optimise their use of resources by introducing new technologies, and, during product processing, by increasing the use of processes, machines and equipment that reduce product waste and by recycling certain by-products.

Additionally, we strive to maintain strong partnerships with non-profit associations to which we can donate some of the products that are fit for consumption but cannot be sold to customers.

 **1,897,627**
No. products donated to charity

 **314,480 kg**
Fruit stones (peaches and apricots) reused in 2025

 **7,766,637 kg**
Skins (tomato and fruit) reused in 2025

A lack of value attributed to food throughout the food supply chain is a major cause of food waste. This problem highlights the unsustainability of a system that generates significant surpluses without ensuring equal access to food for all. The Group takes preventive measures to reduce waste along the value chain, including through work with food banks to donate products that are close to expiry, allocating suitable waste to feed production, and adopting technological solutions to improve agricultural efficiency.

Reducing waste in our facilities

Food product loss and waste is a priority issue for La Doria, also because reducing waste helps to reduce costs. This is why the Company is constantly committed to ensuring that its facilities adopt all necessary measures to minimise waste. Such measures are varied and applied at different stages of product processing, from the selection of raw materials to the handling of finished products that do not conform to required standards. The La Doria Group also supervises this aspect by monitoring the index representing the reduction in the value of food destruction compared to the value of production.

In the raw material selection phase, automatic tomato and pulses selection tools have been introduced to assist manual work, to ensure greater precision in the initial sorting of the material entering the facilities, to ensure better quality control and to verify the absence of any foreign bodies. This significantly reduces the risk that products are later considered non-conforming and therefore to be discarded.

In the product processing phase, each facility undertakes to constantly monitor raw material and packaging consumption by using several applications that check for deviations in the bill of materials and trigger activities of readjustment and improvement that are evaluated by relevant departments. On the basis of reviews of deviations, specific readjustment and improvement processes are introduced and evaluated by the relevant departments.

Less waste and a second life for processing by-products

In the interests of the circular economy, the Group develops projects to reuse by-products generated in manufacturing processes, encouraging their use in third-party supply chains as opposed to disposal. Notable examples in this area include tomato peels and seeds, which are used for animal feed, alongside fruit kernels, which are processed into puree, used by the confectionery industry or exploited as combustible biomass. Scraps from pasta production are also sent to biogas production or used as feed. These practices reduce the amount of waste generated and maximise the value of the resources used, in line with the principles of circularity.



QUANTITY OF RE-PURPOSED BY-PRODUCTS

	2024	2025
Peach stones (kg)	260,340	262,060
Apricot stones (kg)	82,040	52,420
Tomato skins (kg)	6,514,418	7,247,257
Fruit skins (kg)	769,090	519,380
Pasta scraps (kg)	-	3,183,863

Donate - don't waste

Another important activity that the Group carries out is the donation of certain products to charitable organisations, which help address food insecurity, manage surpluses, prevent food loss and waste at source, and move from a linear economy to a circular economy. This "From producer to consumer" strategy, which is at the heart of the European Green Deal initiative, calls for the construction of alliances within the Food System as a strategic and necessary tool to address the current situation, which is ever more complex and increasingly punctuated by unexpected events.

Donation is one way to extend the lifecycle of a product and happens with all those products considered not suitable for sale to customers but still fit for human consumption under food safety requirements. The reasons behind the non-conformities of such products vary, from secondary packaging defects to product characteristics not perfectly compliant with agreed specifications, but posing no risk to the goodness or healthiness of the products.

In 2025, La Doria Group (Italy) donated products worth around Euro 640,460 to charity. 51% of these products were donated to the *Banco Alimentare* (Food Bank).

At the source

La Doria is not only engaged in the reduction of waste generated by raw material processing, over which it has direct control, but also constantly collaborates with suppliers to put in place measures to mitigate product loss in the agricultural production stage.

Such collaboration takes different forms depending on the needs of suppliers, the organisation of their agricultural activities and the type of relationship with the Company.

With agricultural producers with whom there is a more consolidated and direct relationship, La Doria provides the tomato seeds and seedlings to be planted in order to minimise the risk that crops may be wasted or damaged. This decision is intended to ensure that the product is fully compliant with processing needs and customer requirements and that plantations have inherent resilience to parasites and other pathogens.

Again, in view of reducing waste during cultivation, several projects have been implemented to raise awareness and train agricultural suppliers on the use of innovative crop solutions. One example is the use of pheromone traps that, by

**PRODUCT DONATIONS
MADE IN 2025**

LA DORIA GROUP (ITALY)
1,897,627
No. of products donated
to charity

LA DORIA GROUP (ITALY)
€ 640,460
Economic value of the donated
products

LDH (UK)
€ 79,515
Economic value of the donated
products

monitoring the number of certain insects, allow plant protection measures to be applied only when strictly necessary. The introduction of technological and digital solutions (use of the "OPI" and "Bluleaf" apps) also helps to reduce waste by facilitating the monitoring of field conditions, for example, with sensors able to measure soil moisture, allowing for irrigation adjustments and reductions in wasted water.

An external agronomic advisory service is also being introduced for the next tomato campaign. This is designed to monitor crop stages, optimising facility inputs and reducing waste at source.

Collaboration and ongoing dialogue with our suppliers are key levers in promoting greater awareness of reducing food waste. Through shared initiatives and targeted information campaigns, the Group contributes to spreading responsible practices along the value chain, generating positive impacts that support the pursuit of the United Nations Agenda 2030 Sustainable Development Goals.





COMMITMENT

Environmental impacts of production

Climate change

Human rights and Responsibility throughout the supply chain

Packaging sustainability

Logistics optimisation and efficiency

Economic sustainability





Environmental impacts of production

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



10
 Photovoltaic plants at the Sarno, Fisciano, Angri, Parma, Salerno, Pastorano, Pasta Lensi, Fegé, Fegé Logistica facilities and the headquarters of the subsidiary LDH (Sproughton)

A commitment to reducing and monitoring the environmental impact of our production is at the heart of our Environmental Policy.

2
 Cogeneration plants at the Angri and Parma facilities

Our commitment to environmental protection is ensured by compliance with the ISO 14001:2015 and UNI ISO 50001:2018 Standard at all facilities through development projects and the adoption of technologies which protect the environment by reducing inefficiencies and waste.

28.3%
 Energy needs satisfied internally

The food industry’s impact on the environment includes pollution, the excessive use of land, waste, the abuse of natural resources, and the modification of the natural habitats of several species. Food companies must therefore take action to guarantee the efficient use of basic inputs (like energy) through process optimisation and efficiency, maximise the use of agricultural ingredients and materials in all their components for human food, animal feed, and other utility chains. They must also prevent packaging waste through eco-design and focus on preventing food waste and managing surpluses. La Doria manages the impacts deriving from direct and indirect environmental aspects by setting up and maintaining certified environmental management systems and through innovation. The Environmental Management System thus features the development and implementation of environmental policy and the achievement of the objectives set out in it. The regulation requires the maintenance of an Environmental Management System which complies with the benchmark standard, guaranteeing satisfaction of the environmental rules in terms of its processes, products and services, the prevention of pollution, the planning of environmental actions and projects to ensure ongoing improvement in terms of environmental impacts, the monitoring of energy and natural resource consumption so as to ensure the reduction of waste and inefficiencies and the creation of awareness and assigning of responsibility among employees through education and training activities. The Environmental Management System involves all activities and operations carried out at sites that have or could have an influence on expected results. It is periodically verified and audited to ensure compliance with laws and the principles of continuous improvement. The La Doria Group’s commitment for 2026 is to extend certification to its subsidiaries Fegé and Pasta Lensi.

Power supply at our facilities

The energy needs of production facilities are a significant component of business costs and also a priority area for reducing environmental impacts. As such, in recent years La Doria has embarked upon a structured path to innovate technology and reorganize its energy supply methods, investing in solutions to improve efficiency.

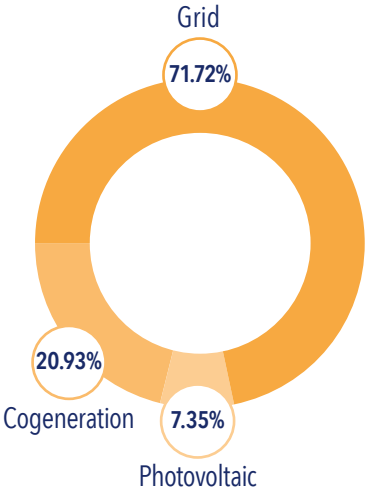
With this in mind, the Group’s facilities have been gradually equipped with photovoltaic systems.

At LDH, the PV system installed has a capacity of 0.93 MW. The Sarno and Fisciano facilities are equipped with 3.7 MW and 1 MW plants, respectively, while at the Angri and Parma facilities, dedicated photovoltaic plants have been installed with capacities of 0.5 MW and 0.2 MW, respectively.

In 2025, the Group further expanded its photovoltaic capacity with the installation of two new 0.5 MW systems at the Lavello and Salerno facilities, and by bringing the 0.2 MW plant online at the Fisciano facility. This work reinforces the Company’s strategy of reducing energy withdrawals from the grid and using clean, self-generated energy.

High-efficiency cogeneration plants with capacities of 2,700 kW and 1,067 kW, respectively, have also been built at the Angri and Parma facilities. These systems are capable of covering a significant proportion of overall energy needs. These solutions optimise the simultaneous production of electrical and thermal energy while reducing consumption overall.

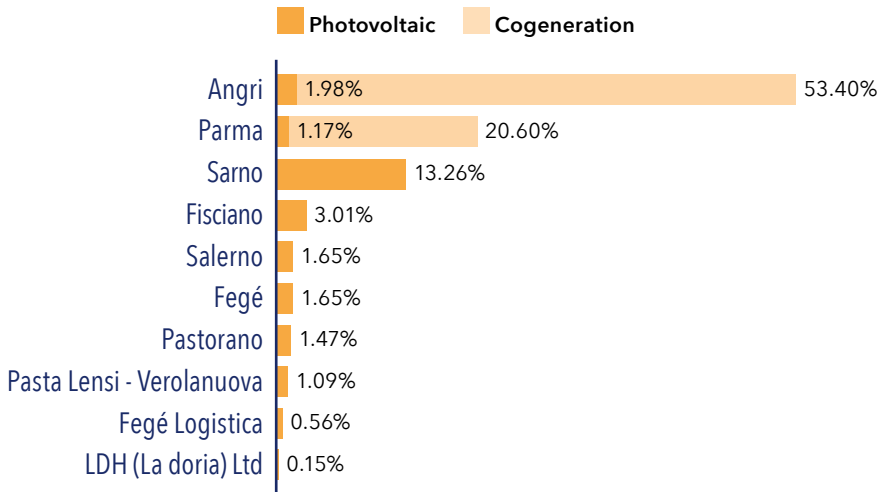
ELECTRICAL CONSUMPTION BY SOURCE - 2025



The work carried out reflects the Company’s ongoing commitment to strengthening an increasingly sustainable, efficient and resilient energy model, mitigating environmental impacts and improving operational performance at production facilities.

These photovoltaic and cogeneration plants are a key resource for the Company, as in 2025 they were able to supply approx. 28.3% of production electricity needs, while the remaining share is taken from the grid, as shown in the table.

SHARE OF ENERGY PRODUCED ON-SITE BY PLANT



If we analyse in detail the percentage of electricity produced at the facilities themselves, we see that the cogeneration plant at the Angri facility, in particular, is able to cover a great share of demand.

Cogeneration is a system that enables the combined production of electricity and heat from a single energy source.

Cogeneration minimises the energy losses that would occur if the two energy vectors were obtained separately.

In addition, in 2025, recovery of heat from engine exhaust fumes and the engine and intercooler cooling of the Angri and Parma cogeneration plant totalling 18,389,915 kWh yielded a reduction in emissions of 3,760 tonnes of CO₂.

La Doria’s cogeneration plant have received “High Yield of Cogeneration” (CAR)²³ recognition: this operating recognition is issued to facilities that are able to guarantee a high ratio of energy produced to energy consumed.

The groups already present reduced polluting emissions (CO₂ <90 mg/Nm³, and NOX <250 mg/Nm³).

In addition to cogeneration, La Doria has implemented several other heat recovery innovations that reduce gas consumption and thus CO₂ emissions. At Angri, heat recovery plant, for example for the re-use of the cooling water to heat the pulses processing water or recovered heat from overspray. This recovery has supported the gaining for five years of white certificates (energy efficiency securities).

²³ For certification criteria, refer to those established by the Ministerial Decree of August 4, 2011 (Annex III), valid from January 1, 2011 and completing the transposition of Directive 2004/8/EC initiated by Legislative Decree No. 20 of 2007.

At the Sarno facility, heat is recovered from the condensation formed in the sterilisation phase of the FMC canned legumes production line (the recovered heat is used to heat the water fed into the legume cooker) and from the condensation of the Odenberg legume production line (the heat recovered preheats the liquid used in the can pasteurisation system).

A high-efficiency cold storage plant using carbon dioxide as refrigerant fluid has been introduced at the Parma facility. This removes the need to use fluorinated gases (Fgas) and thus reduces environmental impact in terms of CO2 equivalent emissions.

In recent years, new high-efficiency steam generators have been installed at the Lavello, Fisciano, Faenza and Sarno facilities. In addition to offering high consumption performance, these installations reduce the emissions of atmospheric pollutants.

In 2023, a new tomato juice concentration system was installed. The evaporator uses a Mechanical Vapour Recompression (MVR) system. This technology drastically cuts the energy consumption compared to traditional technologies.

At the Fisciano facility, heat is recovered from the boiling water drains of the boilers. This heat is then used to preheat the boiler intake water.

New work was carried out at the Angri facility in 2025 to improve the energy efficiency of thermal processes. Specifically, this has involved the installation of a system to recover heat from the condensates of the rotary sterilisers, allowing the reuse of previously wasted thermal energy. Meanwhile, a system has also been installed to recover heat from steam generator discharges, which helps to reduce overall heating demand and improve the efficiency of the heat generation systems. This work optimises energy use within the facility, delivering both environmental and operational benefits.

In 2025, energy-efficient lighting relamping projects continued in all facilities and meters were installed in order to improve the collection and distribution of consumption data through the Wonderware platform, designed to integrate operating and IT systems in order to implement an energy vector monitoring system.

In summary, in 2025 heat and energy recovery reduced consumption by 8,258 tCO2.



Angri cogenerator



Parma cogenerator

ENERGY SAVINGS BY SOURCE²⁴

Source	2024		2025	
Electricity	1,760,616 kWh	6,338 (GJ)	2,666,915 kWh	9,601 (GJ)
Natural gas	2,767,895 m ³	97,809 (GJ)	3,035,189 m ³	108,256 (GJ)

²⁴ Data provided in GJ were converted using the following factors: kWh = 0.0036 GJ and cubic metre = 35.667 GJ/m³.

ENERGY CONSUMPTION WITHIN THE ORGANISATION²⁵

Energy consumed	2024		2025	
	(kWh)	(GJ)	(kWh)	(GJ)
Electricity	60,758,676	218,731	96,659,736	347,975
- of which from photovoltaic generation	4,738,498	17,059	7,107,379	25,587
- of which from renewable sources (PV) + purchase of green energy	34,071,206	122,656	62,841,141	226,228
Natural gas	25,935,728 (m³)	916,491	30,781,431 (m³)	1,097,881
LPG	2,237,866 (Kg)	102,624	5,589,418 (Kg)	256,320
Self-generated and self-consumed energy	2024		2025	
	(kWh)	(GJ)	(kWh)	(GJ)
Self-generated electricity (cogeneration)	22,019,663	79,271	20,365,229	73,315
Self-generated electricity (photovoltaic)	5,272,579	18,992	7,949,323	28,618
Self-consumed electricity (cogeneration)	21,948,973	79,016	20,231,302	72,833
Self-consumed electricity (photovoltaic)	4,738,498	17,059	7,107,379	25,587
Total consumption		1,165,236		1,631,103 (including Diesel)
Energy intensity index²⁶	2024		2025	
Total Consumption	1,165,236		1,631,103 (including Diesel)	
Production volumes (tonnes)	666,870		830,813	
(MWh/ton)	0.44		0.54	
(GJ/ton)	1.75		1.96	

Less Waste and less wastefulness

Fully aware of the potential impact of waste management on the environment and on human health, La Doria has adopted a policy of reducing waste production and eliminating wastefulness. It has also set up specific procedures and monitoring systems in order to:

- cut waste generation through scrap and waste reduction;
- take appropriate measures to use waste and scrap as a resource.

Each phase of the Company’s production activities is managed to ensure the monitoring and control of consumption, promptly identifying and eliminating any scrap and wastage. Specific management methods are also drawn up and introduced for each type of waste, taking into account whether it may be hazardous and considering contamination risks and possible treatment in order to reduce and/or eliminate environmental impacts.

The types of waste produced are:

- waste related to production activities;
- waste related to packaging activities;
- waste related to auxiliary activities (purification, maintenance, laboratory waste, etc.).

²⁵ Data provided in GJ were converted using the following factors: kWh = 0.0036 GJ and cubic metre = 35.667 GJ/m³.

²⁶ The energy intensity index was calculated on the basis of the incoming energy, gas and electricity vectors. The generation of electricity is included within natural gas consumption and has already therefore been considered. The specific parameter used to calculate energy intensity is net production. Data shown were calculated based on ISPRA 2025 - National UNFCCC Inventory conversion factors (average of values for the years 2022-2024).

WASTE PRODUCED BY GROUP FACILITIES BY TYPE²⁷

Type	Quantity (tonnes)	Hazardous (tonnes)	Non-hazardous (tonnes)
waste related to production activities	17,138.98	0	17,138.98
waste related to packaging activities	10,112.76	119.85	9,992.91
waste related to auxiliary activities (purification, maintenance, laboratory waste, etc.)	18,109.34	98.73	18,010.61
Total	45,361.08	218.59	45,142.50

The majority of waste is treated, while some is directed to disposal. The Company's commitment is to recover as much waste as possible, and, in 2025, the percentage of generated waste recovered was as high as 98%.

In order to prevent waste production, packaging has been optimised, leading to a reduction in plastic packaging and the use of recycled paper packaging. No shortage of attention is paid to collaborating with raw material suppliers and/or working to raise their awareness of issues regarding waste. At the Sarno and Angri facilities, a unit for the treatment of some production waste has been successfully introduced. This compacts the packaging, re-purposes its contents as a nutrient for the bacteria of biological activated sludge treatment plants and sends other materials for recovery.

In order to cut the waste volume and weight, all facilities producing sewage sludge have dehydration systems for the sludge extracted from the purification cycle flotation system.

By-products also contribute to preventing waste production and favouring circularity since, by their nature, they are suitable for use in other processes. These by-products include:

- tomato skins and seeds;
- fruit processing waste;
- scraps from pasta production;
- animal by-products;
- copper scraps.

To manage the waste produced within La Doria, specific temporary deposits have been provided. These are equipped for each type of waste, using suitable sealed containers and collection tanks to prevent contamination of products or the environment. Hazardous waste and potential treatment methods are identified through analysis of waste characteristics. Waste collected, sorted and analysed is transported, disposed of and/or recovered by appropriate licensed companies. Waste is weighed to record the quantity produced, and these figures are compared with the quantities reported by the treatment facilities.

Regarding its supply chain, La Doria raises the awareness of its suppliers on waste management optimisation reduction, for example, by reducing packaging through the supply of unpackaged products, or the use of packaging that facilitates recovery and reuse. Specifically, all fresh tomato suppliers receive

²⁷ For waste, the quantity generated by the trading company LDH (La Doria) Ltd, equal to 1,805 t, was not reported. 5,833.47 tonnes of waste from the subsidiary Fegé and 110.09 tonnes of waste from the subsidiary Pasta Lensi were considered. The subsidiary Fegé recovered 100% of the waste it produced. The subsidiary Pasta Lensi recovered 99% of the waste it produced.

training on the management of agricultural waste and specific protocols are defined and monitored to manage other waste (irrigation hoses, plastic, containers of hazardous substances).

La Doria, for its part, is attentive to the end-of-life of its products and, in accordance with the relevant legislative provisions, labels its products with information on the correct way to dispose of packaging.

WASTE PRODUCED BY GROUP FACILITIES

Hazardous waste	2024	2025
Total weight (tonnes)	163.39	218.59
- destined for re-use or recycling	-	-
- destined for recovery	142.27	200.68
- destined for incineration	-	-
- destined for landfill	-	-
- other disposal	21.12	17.91
Non-hazardous waste	2024	2025
Total weight (tonnes)	36,391.40	45,142.50
- destined for re-use or recycling	-	-
- destined for recovery	35,782.60	44,404.32
- destined for incineration	-	-
- destined for landfill	-	-
- other disposal	608.80	738.18
Total waste (hazardous and non-hazardous)	36,554.80	45,361.08
Production volumes (tonnes)	666,870	830,813
Ratio of generated waste to production volumes	0.055	0.055

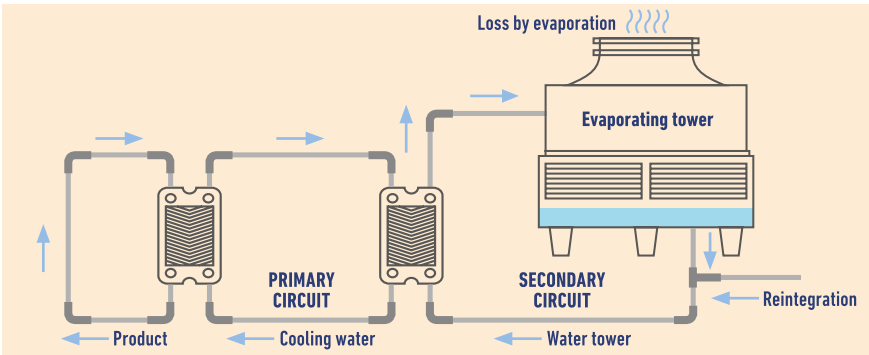
Water

Since La Doria is an industrial company that requires a significant amount of water, it is essential that it commit to rational water use, in terms of both progressively reducing its water use and minimising the risk of possible pollutants that could prevent water from being returned to the environment. Over the years La Doria has thus developed a strategy that allows water consumption to be optimised and maintains the original quality characteristics of its water sources. Specifically, the strategy is implemented in the Environmental Management System: the Company carries out a risk and opportunity assessment for each process and production phase that has an impact on water in order to minimise any impacts related to water management and continuously improve environmental performance. La Doria monitors water consumption at its facilities, reducing the use of natural resources and climate change impacts. The planning, execution and periodic controls, and more generally the correct management of water resources, optimises water consumption.

Over the years, various water reuse actions have been taken, e.g. the recovery of the cooling water for finished product tomato line boxes at facilities and/or the addition of condensers. The water at 30°C, coming from the box cooling phase, is reutilised in the various tomato washing phases, immediately before peeling. Other water recovery projects include the addition of evaporative towers.

These processes comprise two circuits: a primary circuit in which the cooling water exchanges heat with the product and a secondary circuit in which the tower water exchanges heat with the cooling water. The water tower transfers heat to the external environment to “cool down” and in turn cools the primary circuit water and then warms up again. The project evaporation towers have an evaporation loss of 3%, therefore this quantity should be reintegrated.

SIMPLIFIED GRAPH OF A CLOSED CYCLE CIRCUIT WITH EVAPORATION TOWER



To minimise water consumption, the Parma facility is also equipped with a closed-cycle cooling circuit with evaporative cooling towers. The latter makes it possible to avoid using “running” water during the cooling phase of one of the ready-made sauces production lines.

Over the years, water recovery in the tomato concentrator condenser in Eugea, the recovery of softened water from pasteurisation tunnels in the glass lines in Parma, and the upgrade of the softener on regeneration cycles at the Fisciano facility have all contributed to optimising water consumption within the Group. In terms of its water performance, in 2025 La Doria’s production facilities withdrew a total of over 4 million cubic metres of water. Most water used is groundwater and/or aqueduct water. A water flow meter is installed in each well, enabling constant monitoring of water consumption. Monthly and annual use of the water drawn is reported with the frequency set by the competent authorities and/or the managers of the integrated water service.

All quantities withdrawn are measured and checked monthly. Meters placed on the outflow of the well suction pumps are used as the measuring instruments.

Water resource management is based on facility and customer needs. The management process is sufficiently flexible that it can be adapted and tailored to individual facility needs and customer requirements. Any significant impacts are managed through potential optimisations of the facilities concerned.

Finally, wastewater is discharged, depending on the facility, either directly into a surface water body and/or into the public sewer system. Water quality is constantly monitored using chemical/physical analysis.

Minimum quality standards are set by the authority that issues the discharge authorisation and pollutants are monitored to ensure compliance with the authorised limits.

Water withdrawal and discharge are shown below.

Water withdrawal by source	2024	2025	Water discharge	2024	2025
Groundwater in ML	3,218	3,862	Sewerage in ML	1,666.40	2,486.29
Aqueduct or other municipal source in ML	15.48	168	Groundwater in ML	1,481.57	1,109.24
Co-operative Water in ML	340.50	271	Soil or subsoil in ML	-	-
Total procurement	3,574	4,301	Total	3,147.97	3,595.53
Total water withdrawal m ³ /tonne product	5.36	5.18	Total water discharge m ³ /tonne product	4.72	4.15

WATER STRESS DISTRIBUTION ACCORDING TO THE WEBSITE Aqueduct Water Risk Atlas²⁸

Water withdrawal		Unit	Angri		Sarno		Fisciano		Lavello		Faenza		Parma		Chiusanico	
			2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
Low	< 10%	ML											575	568		
Medium Low	10% - 20%	ML														
Medium High	20% - 40%	ML														120
High	40% - 80%	ML														
Very High	> 80%	ML	1,223	1,377	1,088	1,214	311	341	348	279	30	24				

Water withdrawal		Unit	Salerno		Pastorano		Fegé		Pasta Lenzi (Verolanuova)		Pasta Lenzi (Fara)		TOTAL	
			2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
Low	< 10%	ML									4		575	572
Medium Low	10% - 20%	ML											-	-
Medium High	20% - 40%	ML							14				-	135
High	40% - 80%	ML				101							-	101
Very High	> 80%	ML		110				152					3,000	3,493

²⁸ Water stress areas were identified according to the World Resources Institute criteria, through the use of the Aqueduct Water Risk Atlas tool, as suggested by the GRI 303 reference document. This classification system considers only the quantity and not the quality or accessibility of water resources under the inclusive approach.

Water discharge			Angri		Sarno		Fisciano		Lavello		Faenza		Parma		Chiusanico	
		Unit	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
Low	< 10%	ML											502	517		
Medium Low	10% - 20%	ML														
Medium High	20% - 40%	ML														108
High	40% - 80%	ML														
Very High	> 80%	ML	972	1,076	979	1,071	300	328	341	247	54	43				

Water discharge			Salerno		Pastorano		Fegé		Pasta Lenzi (Verolanuova)		Pasta Lenzi (Fara)		TOTAL	
		Unit	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
Low	< 10%	ML									2		502	518
Medium Low	10% - 20%	ML											-	-
Medium High	20% - 40%	ML							5				-	114
High	40% - 80%	ML				38							-	38
Very High	> 80%	ML		31				130					2,646	2,926



Climate Change



[GRI 305-1; GRI 305-2; GRI 305-3]



-46.2%

Scope 1 and 2 emissions by 2031

-32.3%

Scope 3 emissions by 2031

Our commitment to fighting climate change is a key element in our sustainability strategy.

In 2024, we our CO2 emissions reduction targets were validated by the Science Based Targets initiative (SBTi). This generates a twofold effect: the reduction of our carbon footprint and that of our clients, to whom we have pledged our assistance in working towards reducing emission.

Climate change is one of the most insidious threats that humanity is called to face, since it can cause irreversible effects on ecosystems, human beings, human settlements and infrastructures; this is because natural and human systems are pushed beyond their adaptive capacity. The need therefore arises for a change in production and consumption models, and the spread of development that is sustainable. For such purposes, the Paris Agreement was signed by the parties of the United Nations Framework Convention on Climate Change (UNFCCC), to set the long-term goal of limiting the global average temperature increase to well below 2°C, and to aim for 1.5°C, in order to substantially mitigate climate change risks. A healthy planet is essential for the production of the raw materials and ingredients we depend on.

We are aware of how food systems are closely linked to the planet's resources. Furthermore, it is our duty to help protect, renew and restore the resources we all depend on. In this context, having acquired awareness of the climate change risks, and wanting to contribute to achieving the objectives of the Paris Agreement, in 2024, our CO₂ emissions reduction targets were validated by the Science Based Targets initiative (SBTi)²⁹. Specifically, the Group is committed to cutting Scope 1 and Scope 2 emissions by 46.2% and Scope 3 emissions by 32.3% by 2031. Furthermore, we are committed to ensuring that 50% of our suppliers of goods and services have science-based emissions targets by 2027.

Emission reduction targets for the Windoria Group are planned for 2026; this will enable new parameters for targets for the entire Group scope, including the newly acquired companies.



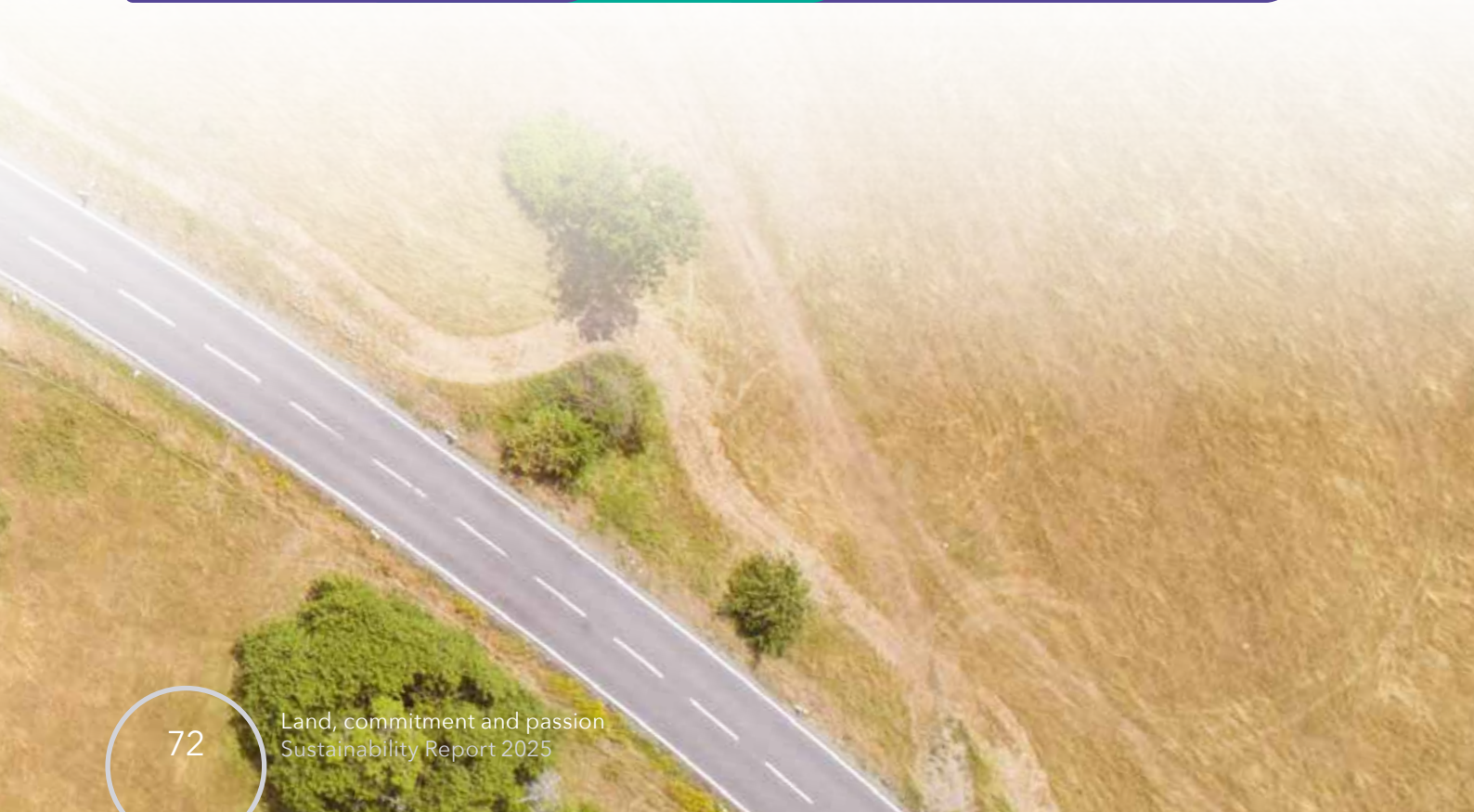
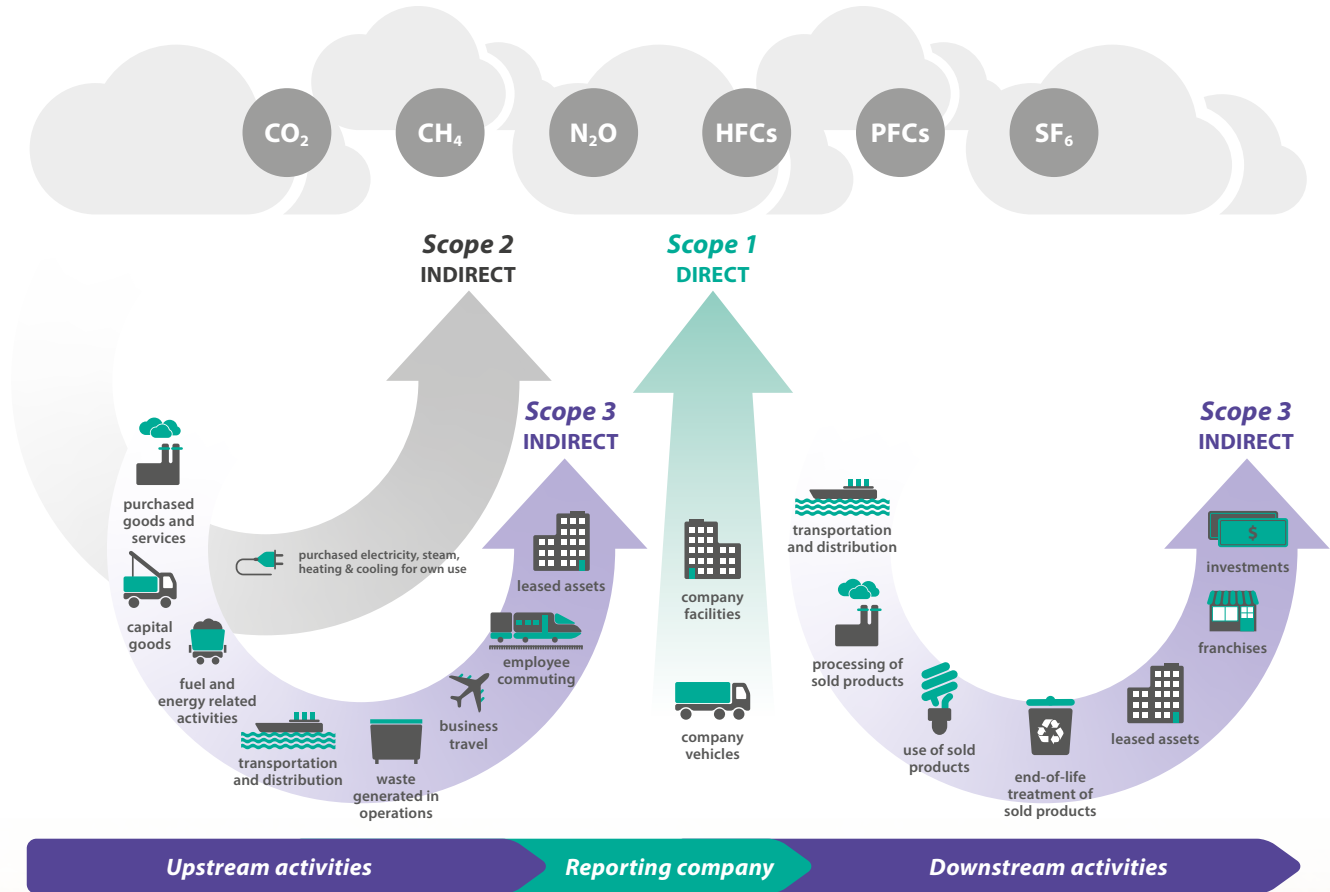
GHG emissions

Greenhouse gas emissions are classified in the Green House Gas Protocol (GHG Protocol) in three scopes. Scope 1 encompasses direct emissions from sources owned or directly controlled by the Organisation. Scope 2 covers indirect emissions from the generation of electricity, steam, heating or cooling purchased or consumed by the Organisation. Scope 3 includes all the other indirect emissions given off upstream or downstream of the Organisation's value chain. To face the challenge of cutting greenhouse gases and abating the effects brought on by climate change, we have decided to take stock of and quantify greenhouse gas emissions ("carbon footprint") linked to indirect (Scope 3) contributions from production activities at Group facilities. Scope 3 includes all indirect emissions that occur upstream or downstream of the organisation's value chain; the impacts of these stages of the product lifecycle play a key role in the assessment of environmental sustainability related to the organisation's activity, even if they are not directly generated by the organisation.

To achieve our reduction targets, we will install new heat recovery equipment, update our systems, and use new high-efficiency motors. We will continue to promote sustainable agricultural practices in our tomato, fruit and legume suppliers, with the reduction of direct and indirect soil N₂O emissions, by reducing the use of fertilizers, and replacing chemical fertilizers with organic fertilizers. We will also evaluate new partnerships with suppliers to lay the foundations for the development of Agriculture 4.0 and more efficient agricultural practices. We have joined the Carbon Disclosure Project (CDP), a

²⁹ <https://sciencebasedtargets.org/reports/sbti-progress-report-2021/progress-data-dashboard#datadashboard>

leading international non-profit organisation that assesses companies' environmental strategies, providing detailed disclosure on sustainability initiatives. In 2025, we once again achieved a B rating, putting us among the global companies that have reported on their commitment to climate change-related governance, impacts, risks and opportunities. This achievement is recognition of our commitment to addressing the environmental impacts of our business and ensuring that they are managed well.



The table below reports the direct and indirect greenhouse gas (GHG) emissions according to that set forth by the Greenhouse gas protocol.

Emissions ³⁰	2024	2025
Direct emissions (Scope 1) ³¹ - (tCO ₂ eq)	59,534	80,170
Indirect emissions (Scope 2) - Location-based (tCO ₂ eq)	10,470	14,921
Indirect emissions (Scope 2) - Market-based (tCO ₂ eq)	0 ³²	2,880
Indirect emissions (Scope 3) - (tCO ₂ eq)	1,345,813	1,396,846

Emissions	2024	2025
Total emissions - Location-based (tCO₂eq)	1,415,818	1,491,936
Total emissions - Market-based (tCO₂eq)	1,405,348	1,479,895
Tonnes of product	666,870	830,813
Emission intensity index (tCO ₂ /t of product) (scope 1, scope 2, scope 3) - Location Based	2.123	1.8
Emission intensity index (tCO ₂ /t of product) (scope 1, scope 2, scope 3) - Market Based	2.107	1.78

Processes relating to Scope 3 emissions - La Doria Group	Unit	2024 ³³	2025
1. Purchased goods and services (agricultural raw materials and packaging)	tCO ₂ eq	919,041	911,689
2. Capital goods	tCO ₂ eq	2,786	6,144
3. Fuel and energy-related activities	tCO ₂ eq	30,797	16,023
4. Upstream transportation and distribution	tCO ₂ eq	169,782	246,417
5. Waste generated in operations	tCO ₂ eq	7,786	23,053
6. Business travel	tCO ₂ eq	95	399
7. Employee commuting	tCO ₂ eq	2,780	2,721
9. Downstream transportation and distribution	tCO ₂ eq	60,882	48,726
11. Use of sold products	tCO ₂ eq	93,389	103,149
12. End-of-life treatment of sold products	tCO ₂ eq	58,475	38,523
Total Scope 3	tCO₂eq	1,345,813	1,396,846

³⁰ For details on the emission factors used in the calculations, see the GRI Content Index.

³¹ Only diesel fuel taken from company tanks was considered in the figure.

³² An emission factor of zero is attributed to Scope 2 Market-Based purchases of electricity from renewable sources.

³³ The 2024 data were restated to consolidate them and render them comparable with the reporting year.

Human rights and responsibility throughout the supply chain

[GRI 406-1; GRI 414-1; G4-FP2]



Our commitment is evident in terms of three sustainability aspects: Economic, Environment, Social.

Respect for individuals, moral integrity and mutual trust are integral parts of La Doria’s business culture. The Company strives to promote respect for human rights and the elimination of all forms of human rights violations within its organisation and by its suppliers. Over the last few years, in the tomato supply chain serious criticisms have been raised in relation to illegal hiring practices adopted in some regions, the extensive use of undeclared labour, the exploitation of migrant workers and inhumane working conditions.



ISO 26000

We have created an assessment system for the tomato supply chain inspired by the key aspects of ISO 26000



77

field checks and audits were conducted over the 2024-2025 period by La Doria, its clients and third parties



0

There are 0 tomato suppliers assessed as at risk in 2025



UN GLOBAL COMPACT

Membership of the UN Global Compact

Respect for Human Rights

Both governments and companies are responsible for detecting, monitoring, and preventing human rights violations. Operations along a company's value chain play a major role in human rights outcomes, as highlighted by the 10 principles of the UN Global Compact. The right to work under equal and favourable conditions, the right to social protection, and the right to a suitable standard of living are areas where companies are particularly vulnerable. Human rights violations can expose companies to legal disputes and reputational risks. Within its sphere of influence, La Doria is committed to supporting the protection of the human rights enshrined in the United Nations Universal Declaration of the Rights of Man and the treaties inspired by it, such as the Declaration on Fundamental Principles and Rights at Work issued by the International Labour Organization (ILO).

This commitment is reflected in the Human Rights Policy adopted by La Doria. The Group has also formalised a "Modern day slavery statement" document³⁴, setting out the commitment to avoid any kind of involvement or show any kind of tolerance to slavery and human trafficking connected with the company's products or commercial activities. La Doria uses its Ethics Code³⁵ as an instrument to increase the ability to share and develop conduct that encourages sustainable growth by promoting respect for diversity and developing a real culture of integrity. Education in human rights and an understanding of the fundamental rights of humankind are the subject of training.



Responsible supply chain management

Our commitment throughout the supply chain is evident in terms of three sustainability aspects:

- **Economic**
- **Environmental**
- **Social**

In terms of economic sustainability, we undertake a number of initiatives to develop the community and ensure business continuity to our strategic suppliers. In terms of environmental sustainability, we work to reduce negative impacts on the environment (waste, water wastage, insecticide use, etc.). In terms of social sustainability, we commit to improving working conditions for those involved in agriculture.

In the wider context of increased focus on climate change, we have implemented programmes to convey good soil management practices to farmers, meaning increased water retention and carbon build-up in the soil to protect against floods and drought.

The activities carried out in the last few years have also preserved biodiversity, which helps adaptation to climate change, and combats the build-up of greenhouse gases in the atmosphere.

Respect for just working conditions and workers' rights is a requirement that the La Doria Group demands of all of its suppliers and is verified right from the supplier selection stage.

Our focus on the tomato and pulses supply chain in recent years has also revealed the need for specific measures to verify and ensure effective compliance with ethical principles.

³⁴ The declaration is available at https://www.gruppoladoria.it/wp-content/uploads/2024/02/Declaration-on-Slavery_2023signed.pdf

³⁵ The Ethics Code is available on the website of the La Doria Group www.gruppoladoria.it/wp-content/uploads/2022/11/EthicsCode-LaDoria.pdf

Qualification of suppliers

A specific procedure guides the process of approving and validating all suppliers. In the case of agricultural raw materials (e.g. tomatoes, pulses, fruits), prior to the signing of contracts with suppliers, La Doria inspectors make visits to their fields to verify in person several aspects, including those related to social sustainability. On selection, all suppliers are required to adhere to the company's Ethics Code and to commit to its upholding.

The Risk Assessment Procedure in the tomato supply chain

With the support of SGS³⁶, La Doria has a system of ethical risk monitoring in the tomato supply chain, which, on an annual basis, checks for the emergence of specific risks. Every year, SGS assesses La Doria's management of the tomato supply chain and its effectiveness and issues a certification letter.

This system, based on indications provided by ISO 26000 "Guidance on Social Responsibility", has over recent years identified suppliers at risk of improper working conditions. The analysis takes into account four factors:

1. Geographical location of the supplier;
2. Type of supplier (single producer or cooperative of producers);
3. Type of harvest;
4. Quantity of produce supplied.

The risk monitoring activities use a specific checklist to collect information and check critical aspects during audits at supplier sites. Over recent years, La Doria has carried out an ever-greater number of specific audits, initially focusing on the suppliers deemed most at risk and then expanding the number involved. In 2025, audits were conducted involving tomato suppliers in the regions of Lazio, Apulia, Basilicata, and Campania.

The audits are designed to check:

- the working conditions of suppliers in order to ensure compliance with health and safety standards;
- employment contracts and salary payments in order to ensure the absence of undeclared work and illegal hiring practices;
- the absence of any form of child labour, discrimination, abuse or forced labour.

In the event of any emergence of risk, La Doria is committed to immediately seeking agreement with the supplier on necessary measures to restore proper working conditions. The efficacy of the collaboration was verified by the risk assessment, which did not indicate any at risk situations in the 2024-2025 period.



MECHANICAL HARVESTING, A WAY TO LIMIT FIELD WORK

All the tomatoes that La Doria receives are entirely harvested mechanically. This choice is not only motivated by guaranteed rapid and accurate harvesting, but also by avoiding the exposure of workers to the hazardous working conditions of manual harvesting. Indeed, this policy dramatically limits the possibility that a large number of people have to work in the fields for many hours during the summer and under conditions unsuitable in terms of safety and fair employment.

ETHICAL AUDITS CONDUCTED BY LA DORIA

18

2024

20

2025

³⁶ SGS is an inspection, verification, analysis and certification services company

POTENTIAL NEGATIVE IMPACTS CONCERNING LABOUR PRACTICES AND THE PROTECTION OF HUMAN RIGHTS IN THE TOMATO SUPPLY CHAIN

	2024	2025
Percentage of higher-risk suppliers audited	100%	100%
Number of suppliers that have negative, potential or existing, impacts concerning labour practices	0	0
Percentage of suppliers with possible negative impacts with which the Company has agreed specific actions to mitigate such impacts	-	-
Percentage of suppliers with possible negative impacts with which the Company has decided to terminate work relations based on the results of the conducted analyses	-	-

Collaboration with suppliers, clients, and organisations

To tackle this issue effectively, collaboration between the different stakeholders in the supply chain and third-party organisations is crucial.

La Doria supports farmers both in the adoption of sustainable agricultural practices and in the development of specific training and awareness-raising campaigns, in order to promote a culture of sustainability throughout the supply chain. For such purposes, an imaginary character named “Happy Tomato” was created to lead the campaign demonstrating what La Doria means by a sustainable supply chain: product quality and safety, attention to the environment and waste, ethical and economic responsibilities. In light of the success of the campaign, La Doria has decided to extend the project to other supply chains involving Group activities.

For us, responsibility within the supply chain also means collaborating with suppliers to carry out projects focusing on environmental sustainability - reducing the consumption of water for irrigation and agro-pharmaceutical uses, and optimising water from phyto-sanitary treatments (mix residues in tanks and equipment cleaning water), and promoting biodiversity within systems supporting pollination. We understand that these habitats are the biological foundation for the natural and semi-natural landscapes, and that by supporting numerous plant and animal species they play important roles in the ecosystem, including soil protection, carbon absorption, and global warming temperature mitigation.

The project, which began in 2022 to create flower corridors to attract pollinating insects and birds, continued in 2025, funding an additional 12 corridors. Winter shelters were also placed in these areas to house insects and monitor them. Furthermore, it planted 500 bushes and trees in a previously deforested area. Again in collaboration with Evja, we launched a project for the digital tracking of the working hours of tomato farm workers.

Over recent years, close collaboration has been built up with a Northern European non-profit organisation, the ETI (Ethical Trading Initiative), which leads a network of non-profits, businesses and trade unions engaged in the promotion of workers’ rights across the world. Collaboration with this organisation has led to education and discussion upon the issue and the identification of improvement opportunities for responsible chain management. Among its various activities, the ETI has launched a new pilot project to promote access to reporting mechanisms.

CHECKS AND AUDITS CONDUCTED BY CLIENTS AND THIRD PARTIES



In the two-year period 2024-2025, no issues emerged from customers’ field visits

COMPLAINTS RECEIVED CONCERNING WORKING CONDITIONS

	2024	2025
Number of complaints received	0	0
Number of complaints received and resolved	0	0

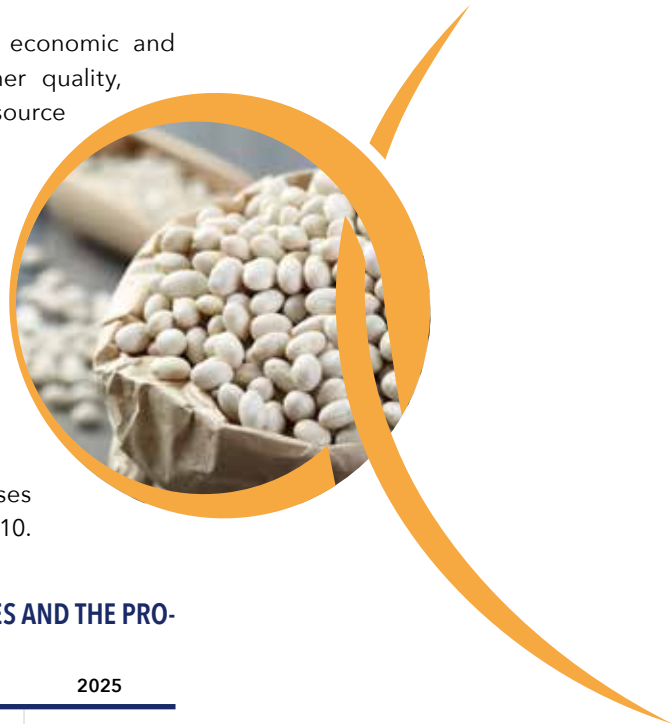
Pulses supply chain

Pulses are purchased all over the world to support both economic and geographical sustainability in the constant quest for higher quality, including through the continuation of a specific project to source chickpeas from Argentina and Canada.

The organisation deals with major producers to procure pulses on the American market, while on the Asian market deals with raw material collectors for a number of local growers.

With the aim of mapping criticalities within the pulses supply chain, in 2019 La Doria launched an audit campaign covering the geographical areas from which pulses are purchased.

In 2025, La Doria also monitored the supply chain of pulses according to the Social Responsibility Guide UNI ISO 26000:2010.



POTENTIAL NEGATIVE IMPACTS CONCERNING LABOUR PRACTICES AND THE PROTECTION OF HUMAN RIGHTS IN THE PULSES SUPPLY CHAIN

	2024	2025
Percentage of higher-risk suppliers audited	100%	100%
Number of suppliers that have negative, potential or existing, impacts concerning labour practices	0	0
Percentage of suppliers with possible negative impacts with which the Company has agreed specific actions to mitigate such impacts	-	-
Percentage of suppliers with possible negative impacts with which the Company has decided to terminate work relations based on the results of the conducted analyses	-	-

Action taken in 2025

1. Awareness was raised amongst tomato producer organisations (POs) regarding the obtainment of GLOBALG.A.P. GRASP certification for the implementation of agricultural and social best practices;
2. KRAV certification was retained for organic pulses;
3. Training was provided on the use of e-mail addresses to report situations at risk anonymously;
4. Tomato and pulse suppliers were provided gadgets in support of sustainable farming.
5. QR codes containing information on contractual aspects were introduced in different languages for agricultural operators;
6. "Friend of the Earth" certification was maintained for tomatoes and chickpeas (Italy). The initiative promotes a model of agricultural production based on integrating innovations that reduce the environmental impact of agriculture, as well as respect for workers at every stage of the production chain.
7. A sustainable agriculture project was launched in Portugal for tomatoes to be processed into concentrate. The goal was to optimise water and pesticide consumption.

Further control schemes and awareness-raising activities will be progressively introduced also in other supply chains through collaborations with local raw material suppliers.

All our facilities are registered with the SEDEX platform and were subject to a SMETA audit. In 2025, we continued the SMETA ethical certification process. Also in 2025, 20 hours of training were provided to farmers, as detailed in the table opposite.

NUMBER OF FARMERS INVOLVED BY REGION	
Lazio	50
Apulia	90
Campania	50
Basilicata	40

LDH - The Human Rights Commitment

LDH has adopted policies and procedures to develop and support the management of responsible behaviour within supply chains. LDH’s responsible sourcing strategy continues to be refined each year. In 2025 LDH designed and developed an integrity risk assessment which highlights at-risk areas in relation to fraud, human rights, climate, and supply chains across all value chains and for all stakeholders. This integrity risk assessment was defined using a Resilience vs. Risk Prioritisation tool, developed internally using publicly available data sources to identify risks at the country and commodity levels.

LDH adopts a framework that also considers the human rights aspect when evaluating supplier performance. Risk assessments are conducted annually to identify the highest-risk suppliers and the areas they need to focus on to improve their performances. LDH creates action plans on the basis of the findings of its risk assessments. Constant dialogue and performance monitoring are designed to reduce the risk class of suppliers to at least a medium or low level

In addition, all of LDH’s suppliers are required to become members of the Supplier Ethical Data Exchange (SEDEX), a non-profit organisation committed to the promotion of ethical principles in global supply chains. The organisation is the broadest platform in Europe collating and processing data on the ethical conduct of supply chains.

The SEDEX Members Ethical Trade Audit (SMETA) methodology, implemented by SEDEX, gathers together best practices in ethical and social audit practices. LDH accompanies the use of this methodology with a series of audits conducted directly by the company’s own technicians. In fact, it has developed the “Responsible Sourcing Programme” based on the Sourcing Assessment Framework, the purpose of which is to understand and improve social and environmental impacts throughout the supply chain. This programme translated into a series of social audits of suppliers at medium and high risk according to the Ethical Trade Initiative Base Code (SMETA method). The suppliers found to be at high risk are the first to be subject to an improvement plan. According to the framework used, all suppliers are reassessed annually or as soon as new information becomes available. In addition, the Supplier Sedex and Audit Compliance Tracker keeps track of all cases of non-conformity resulting from ethics audits, the corrective actions taken and the reports on the audits conducted. LDH works closely with its suppliers to support them and ensure that improvement actions are taken.

It uses various methods to monitor working practices and conditions:

1. The LDH Social Audit Tracker, which records first-level suppliers’ performances in SMETA audits and highlights audits that have identified the most significant cases of non-conformity. This tool helps identify negative current and potential working processes and keep up a dialogue with suppliers to support them in improving;
2. The Responsible Sourcing Assessment, which aids in understanding indicators of potential negative working practices within the supply chain. A supplier assigned a “high risk” assessment requires more attention to workers’ well-being;
3. The Horizon Scanning process, which performs weekly searches for any relevant alerts in the supply chain. This provides the opportunity to take action on problems identified or prevent potential issues;
4. Grievance Mechanisms, by collecting data on existing grievances at the site level and also introducing data collection from growers through supply chain mapping activities;
5. Additional requirements for suppliers on human rights due diligence, which are designed to gather information on policies and processes along the value chain to identify gaps and high-risk areas.

A corrective measure is associated with each of the methods:

1. Where a SMETA audit indicates a case of critical non-conformity or the auditor reports negative behaviour towards a worker, LDH immediately contacts the supplier to understand the cause and take corrective action;
2. Where a direct supplier is deemed to be at high risk, LDH helps it develop and implement an action plan;
3. When a problem is detected it is recorded and reported to the internal technical team, who will inform the supplier of an investigation to analyse the root cause and/or identify possible corrective action;
4. In the absence of effective grievance mechanisms, the site or relevant stakeholder will be required to introduce a grievance handling, training and enforcement procedure within an agreed time period;
5. If inadequate or non-existent human rights due diligence or effective controls are identified, a collaborative approach is required to support the stakeholder in developing robust processes and procedures to mitigate risks and achieve continuous improvement, which will be monitored periodically.

In 2025, no potentially at risk situations emerged from the SMETA audit.

POTENTIAL NEGATIVE IMPACTS IDENTIFIED BY THE LDH MONITORING SYSTEM

	2024	2025
Percentage of high-risk suppliers (SMETA Audit) evaluated	100%	100%
Percentage of high-risk suppliers (SMETA Audit) of total number of suppliers	14%	20%
Number of suppliers that have negative, potential or existing, impacts concerning labour practices	0	0
Percentage of suppliers with possible negative impacts with which the Company has agreed specific actions to mitigate such impacts	-	-
Percentage of suppliers with possible negative impacts with which the Company has decided to terminate work relations based on the results of the conducted analyses	-	-

LDH - HUMAN RIGHTS TRAINING

LDH examines grievance mechanisms for migrant workers on Italian farms, and collects data on health and safety procedures.

Data	2024	2025
Number of training hours on human rights policies and procedures	10	10
Percentage of white-collar workers involved in training activities	1%	1%

Through Food Defence certificate assessments (TACCP/VACCP) and SMETA customer/audit assessments, LDH evaluates potential incidents of corruption.

LDH sends the Human Rights Policy and Supplier Code of Conduct to all suppliers.

GRI 414-1 (2016)		Percentage of new suppliers assessed according to human rights criteria	
Metric	2024	2025	Comments
Percentage of new suppliers assessed	100	100	All new suppliers were assessed according to their working practices

LDH has also joined the Food Network for Ethical Trade (FNET), along with major British retailers and many food sector companies. The goal of this organisation is to respond to ethical issues in the sector through the collaboration of all of its members. In 2025, LDH also engaged an external consultant to conduct a **maturity assessment**. This used frameworks such as the **UN Guiding Principles on Business and Human Rights (UNGPR)** and the **FNET HREDD reporting tool** to assess the maturity of seven topic areas - policy, traceability, risk, action, remedies, communication - to develop a structured assessment and action plan.

LDH has a number of policies and procedures in place to promote responsible conduct in its supply chains, including: the Human Rights Policy, the SEDEX Supplier Guidance Tool, the Seafood Sourcing Policy, and the **Modern Slavery Statement**. The Modern Slavery Statement has been updated with the inclusion of useful reporting elements to demonstrate project progress over time.

G4-FP2		Percentage of purchase volumes verified according to internationally recognised responsible, credible production standards, broken down by standard	
Metric			
Name of standard 1	RSPO (Roundtable on Sustainable Palm Oil)		
Name of standard 2	MSC (Marine Stewardship Council)		
Name of standard 3	Cocoa Rainforest Alliance		
Percentage of product purchased per standard	2024	2025	Comments
Percentage for standard 1	100	100	All palm oil used is RSPO certified
Percentage for standard 2	35	51	% of total amount of fish (tuna, salmon and anchovies) certified by MSC
Percentage for standard 3	100	100	All products containing cocoa are RFA certified



Packaging sustainability

[GRI 301-1; GRI 301-2]



928 mln
No. of cans self-produced by La Doria (98.6% of 2025 requirements)

Product packaging plays an important role in our industry as it protects food and safely preserves it during transport and storage.



100%
Of corrugated cardboard from recycled material

Today, however, consumers are very sensitive to packaging sustainability, which is increasingly regarded as a key purchasing factor. The demand for sustainable packaging and for a reduction in unnecessary packaging is constantly growing.



76%
Of polyethylene from recycled material

Cognisant of the need to take actions which integrate sustainability into the company decision-making process, we follow sustainable packaging guidelines. For us, packaging sustainability means:

- self-producing a significant quantity of packaging, reducing costs and transport related impacts and avoiding storing large quantities of packaging;
- increasing the use of packaging made using renewable sources and recycled materials;
- reducing packaging volumes and unnecessary packaging.

The main categories of product packaging that the Group uses are cans, glass containers, cartons (Tetra Pak) and composite cartons (both of which are polycoated).

The Group has also made a commitment for the coming years to contribute to developing the circular economy through the procurement of packaging from renewable sources, from reused and recycled, recyclable or biodegradable materials, in turn based on a circular production chain for the manufacturing and consumption aspects. This model reduces market demand for non-renewable and sometimes scarce resources, in addition to reducing the quantity of waste and removing system inefficiencies.

Over the years, La Doria has increased the use of recycled materials, in order to reduce local environmental and food chain impacts to benefit the entire community. In collaboration with one of its main suppliers, La Doria uses packaging made from renewable and plant-based raw materials, and also reduce the surface area of this packaging. We will increasingly focus on reducing the use of fossil-based plastic and move towards plant-based materials, without compromising food safety requirements.

Our “La Doria” brand packaging provides suggestions to the consumer on the ideal kitchen use of the product, and detailed information on how to properly dispose of each package.



In-house production of the most used packaging

La Doria's main commitment to the sustainability of its packaging lies in its own production of a large proportion of cans - by far its most used packaging. In 2025, the Sarno and Angri facilities produced approximately 98.6% of all company requirements for this type of packaging. These two facilities are also the main users of this type of packaging, since the bulk of the production of tomato-based products and canned pulses is concentrated there, although a portion of the cans is also sent to other nearby facilities. The production of “easy open” cans and lids allows the Company to simultaneously limit outsourced costs for packaging and transporting products and contributes significantly to sustainability.

100% of the cans are entirely recyclable and the steel with which they are made maintains its properties over time despite repeated recycling, which does not require the use of additives or other primary materials. The properties of this material are therefore unchanged through recycling, allowing it to be recycled several times without progressive degradation.

In recent years, in agreement with several major customers, La Doria has reduced the thickness of its cans, a further step in making the packaging of its most sold products more sustainable.



Focus on other materials

La Doria's glass principally comes from Europe. The weight of glass bottles and jars has also reduced over recent years.

Cartons and composite cartons, used mainly for the packaging of fruit juices, beverages, some tomato sauces, other sauces and pulses are both recyclable materials and 100% FSC-certified.

For paper and cardboard, La Doria has committed to procuring FSC-certified packaging.

Over the last few years, several projects have been carried out to replace secondary plastic packaging with certified cardboard.

In the coming years, the Company’s attention will be focused on making increasing use of packaging with a percentage of recycled materials.

PACKAGING QUANTITIES AND ORIGINS³⁷ (2025)

Material	Unit	Quantity	NORTH AMERICA	SOUTH AMERICA	ASIA	ITALY	REST OF EUROPE	TURKEY	OTHER COUNTRIES
CANS	KG	48,517,519	-	-	17.66%	6.71%	51.98%	-	23.64%
GLASS CONTAINERS	KG	60,126,186	-	-	-	42.84%	31.72%	25.45%	-
PAPER CARTON BRICKS	KG	2,200,698	-	-	-	46.66%	53.34%	-	-
COMPOSITE CARTONS	KG	2,311,928	-	-	-	-	100%	-	-

Packing for transport

Our commitment to packaging sustainability also encompasses the materials used for the packing of raw materials received and for the finished products sent to clients.

Pulses are transported in large sacks that are often thrown away after use. La Doria and its sack supplier have agreed on the manufacturing of sacks that can be reused approximately 20 times before being discarded. When La Doria receives pulses at its facilities, it sends the sacks back to the sack supplier to be cleaned and repaired of any tears caused by transport before sending them on to bean suppliers, who use them again for the collection of the raw material.

A similar project has been introduced in relation to the boxes used for the transport of tomatoes from the field to facilities. In this case, they are plastic containers that are used a number of times until they break. Once they can no longer be used, they are sent to a specialised company that breaks them into pieces and reuses the plastic.

Other initiatives have been introduced in the packaging and transport of products in order to reduce the quantity of materials used or to select more sustainable materials that derive from recycling. 76% of the polyethylene that the Group purchases is made from recycled material; the cardboard interlayers that are inserted between stacks of products on transport pallets are used approximately five times, resulting in an annual saving of more than 1,000 tonnes of cardboard. A project is underway to reduce the thickness of the extendible film covering the finished and semi-finished product pallets and for the coming years a different form of palletising is under study, also involving the use of hot-melt adhesives, to increasingly limit the use of extendible film.

³⁷ The data refer to production facility countries.

In addition, for the transport of finished products, La Doria has proposed to an increased number of customers the use of CHEP pallets, limiting the use of the exchange.

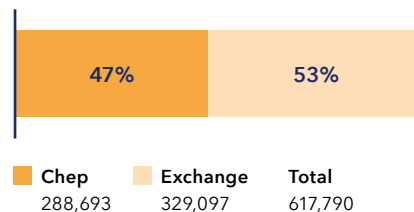
The CHEP pooling solution, based on a circular economy concept, allows for the reutilisation of a greater number of pallets compared to exchange, in order to minimise the use of the resource, waste, CO₂ emissions and consequently environmental impact.

Specifically, by using this system La Doria has saved 224 m³ of wood, or 216 trees, reduced CO₂ emissions by 729 tonnes - the equivalent of 18 truck trips around the Earth - and saved 23 tonnes - or five trucks' worth - of waste.

The reduced environmental impact is due to a combination of factors, such as the extensive presence of the company CHEP across the country, reducing therefore transport costs to recover pallets, continued maintenance and repair, extending the life cycle of the pooled pallets, and the exclusive use of wood from sustainable forests.

The environmental benefits have been quantified through the certified LCA "Life Cycle Assessment" calculator.

DELIVERY QUANTITIES 2025³⁸

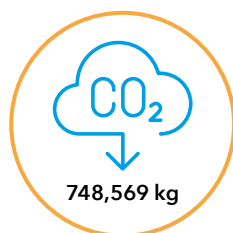


Wood resource savings



232 trees

Diminishing emissions



17 truck trips around the world

Reducing waste



5 trucks of waste

The type of transport can also affect packaging sustainability, as some transport means reduce the number of pallets and packaging volumes required, such as in the case of shipping.

The increasing focus of the Group's clients on this issue, not only for ethical reasons, but also due to the high costs of waste disposal, has led to constant demands to use less packaging material for transport, for example, by reducing storage tray sizes, by optimising cardboard use, by reducing plastic wrapping weight and by using trays that do not require shrink-wrapping.

³⁸ The figure refers to La Doria facilities only. It does not include the newly acquired companies CLAS, LDP, Pasta Lensi or Fegé.



Logistics optimisation and efficiency



Logistics is increasingly a key element in ensuring reliability and the reduction of costs and environmental impacts associated with the transport of raw materials, semi-finished products and finished products.

Accordingly, we are constantly committed to making all of our transportation needs more sustainable, by favouring the shipment of finished products directly from the final production facilities, by reducing the movement of materials and semi-finished products between facilities and by limiting the use of external warehouses. The proximity of the La Doria facilities to the ports of Naples and Salerno is also a strategic advantage that the Group has decided to exploit in order to increase intermodal transport and progressively reduce road transport.



17 km

All external warehouses used are within an average radius of approximately 17 km of production facilities



OVER 42,000

Pallet spaces at the Sproughton warehouse (LDH-La Doria Ltd)



OVER 38,000

Pallet spaces at the Parma automatic warehouses

Optimisation begins at our facilities

There are three main approaches to logistics optimisation through which the Company can gain more control: by increasing storage capacity at final production sites, by minimising the movement of materials and semi-finished products between Group facilities, in order to maximise shipment to our clients directly from final production sites, and by the Group's in-house production of a considerable portion of its packaging, which reduces the transport of such materials from third-party facilities to those of La Doria.

Significant investments have been made in recent years in the development of the Group's warehouses, with the aim of expanding storage capacity within production facilities and reducing the use of external warehouses. We work on optimising product stocking and packaging. A semi-automated compactable warehouse was installed to better manage the Sarno label supply, improving the use of existing space and the quality of storage in recent years.

Continuing its strategy of seeking constant optimisation and improvement in logistics service efficiency, the subsidiary LDH (La Doria) has over the years developed a logistics platform designed specifically to meet the needs of the UK supply chain. The facility has a total capacity of more than 42,000 pallet spaces and is based on a fully automated vertical (42 metres) racking system. Adopting this design solution enabled the construction of a 27,000 m² building that occupies a smaller area than traditional sites with the same capacity. Automating pallet transfer within the warehouse has also reduced the number of forklifts on site, resulting in energy savings.

The platform provides more efficient management of inbound and outbound flows by utilising 30 unloading points and 11 dedicated loading bays. Its strategic location, 17 miles (27 km) from the Port of Felixstowe - one of the UK's major container handling ports - and close to major arterial roads, enables LDH to maintain high road transport efficiency for both imported and distributed goods.



LDH Sproughton Warehouse, the automated warehouse built in Ipswich, UK.

In addition to the logistics efficiency aspect, in the design of LDH's warehouse there was also a focus on reducing energy consumption and environmental impacts through the installation of automatic lighting management systems that are sensitive to sunlight and the presence of personnel. Energy-efficient electrical systems for stacker cranes and photovoltaic solar panels were also installed.

This automatic warehouse was added to the existing ones at the Parma facility. In the wake of these positive experiences, we plan on installing new automatic systems over the coming years, to improve the density and efficiency of finished product storage and support the growth of volumes, without the need for increased external storage that comes with goods transfer impacts.

Despite the Company's commitment to leveraging as far as possible its own warehouses, at several peak times of the year it is necessary to make use of external warehouses for temporary product storage. In such cases, in order to minimise movements between internal and external warehouses, the latter are located within a certain cut-off radius from the production facility. During peak periods, facilities must use external warehouses, which are located 17 km away on average.



Commitment to reducing the environmental impacts of transport

The proximity of the La Doria facilities to local ports is also a strategic advantage that the Group has decided to leverage to increase intermodal transport and progressively reduce road transport. Additionally, the Company is committed to developing intermodal logistics, favouring not only maritime transport but also rail transport as a substitute for road transport, where possible, in order to reduce the negative impacts of this form of transport on the environment.

Our commitment regarding international shipping involves prioritising intermodal transport wherever possible. Road transport is the most commonly used mode of transport in Italy. We raise awareness among hauliers using road vehicles of the search for technological and organisational solutions to prevent environmental damage, including maintaining an efficient, up-to-date vehicle fleet.

In 2023, the intermodal route connecting the facilities in Campania with the Italian Railway Company (CFI) (now FHP Intermodal) was opened in Parma. In partnership with FHP, we opened an external warehouse along the intermodal transfer route between Fisciano and Parma. This warehouse permits a portion of the Fisciano facility's production, destined for northern regions, to be temporarily stored to avoid congestion in internal warehouses and delays at intermodal railway hubs. The depot is able to store up to 3,000 pallet spaces. For 2025, this action led to a 189-tonne reduction in CO2 emissions, by reducing our reliance on road transport.

We also work closely with our transporters with a view to cutting emissions and protecting the climate. In 2025, our co-operation with GTS to prioritise rail over road transport saw CO2 emissions cut by 445,852 tonnes.



Economic sustainability

[GRI 201-1] [GRI 204-1] [GRI 207-1]
[GRI 207-2] [GRI 207-3]



93%

Economic value generated and distributed to the various stakeholders



52%

Raw material spend relating to local suppliers



77%

Services spend relating to local suppliers

Economic sustainability for us means acting responsibly to ensure the long-term stability of the business.

With this in mind, we commit to generating value over time through a high quality and competitive product range, alongside high standard services within a continually evolving market.

Economic stability also means for the Company supporting local growth and all parties involved in the company's value chain. The value generated by La Doria is indeed distributed throughout the regions in which it operates, principally Southern Italy, through the creation of employment and the engagement of a high percentage of local suppliers - in this sense going against the grain and actively supporting employment and investment growth.

Financial highlights

2025 saw a 7.7% increase in sales over the previous year, due to the increase in volumes sold due to the acquisition of new companies during the year; in turn, gross margins also increased by 6.2% on the previous year.

These results were made possible by the La Doria Group's leading market positioning. This meant that the Group was able to contain the effect of price drops while also seeking to improve procurement and productivity.

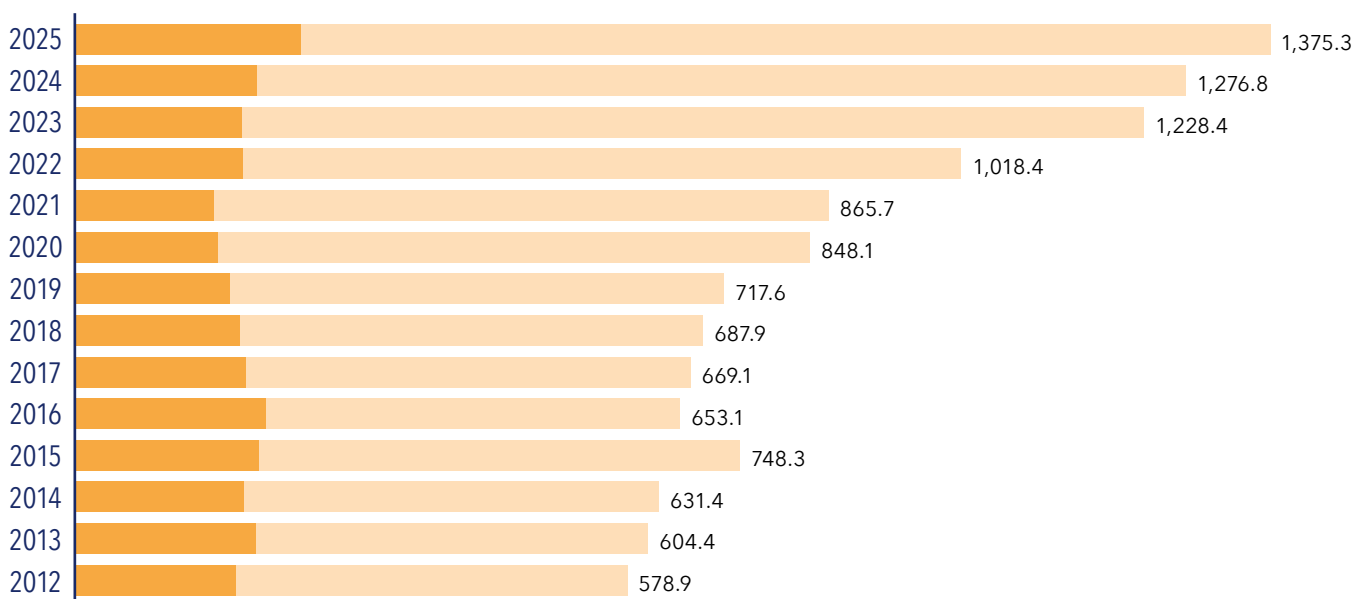
The most significant sales increases were reported in the sauces line (+23.7%), due to the acquisition of Clas, and the pasta line (+323%), due to the acquisition of La Doria Pasta, which reported 12 months of business compared to only three months in the previous year.

A Euro 59 million investment plan was approved in early 2026. The plan centres around three main areas, each with its own set of specific interventions: production capacity and efficiency, environmental impact, and digital transformation.

ANNUAL REVENUES

Data in Euro millions

Italy Overseas



Direct economic value generated and distributed

As the figures indicate, over the last two years the breakdown of distributed economic value has remained stable (0.2%). In the percentage breakdown of this value, we note an increase in value distributed to the Public Administration halved, due to a normalisation of taxes following the cessation of the Agreement signed by the parent company with the Tax Agency for the purposes of the Patent Box. There was also a stabilisation (to 4%) in the value distributed to capital providers, due to a bond issue for Euro 675 million, and a 1.3% increase in the value distributed to employees. The economic value retained remained almost unchanged (0.2%).

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

Data in Euro thousands

	2024		2025	
Economic value generated	1,312,522	100%	1,451,749	100%
Economic value distributed	1,221,981	93.1%	1,348,040	92.9%
Reclassified operating costs	1,073,213	81.8%	1,147,312	79.0%
Value distributed to employees	75,792	5.8%	102,670	7.1%
Value distributed to providers of capital	59,126	4.5%	57,822	4.0%
Value distributed to Public Sector	12,768	1.0%	37,202	2.6%
Value distributed to shareholders	0	0%	1,600	0.1%
Value distributed to the community	1,062	0.1%	1,434	0.1%
Economic value	90,561	6.9%	103,709	7.1%

In order to enhance and promote the socio-cultural aspects of the local area, La Doria donates to non-profit organisations, voluntary associations and local authorities.

The majority of the economic value generated concerns the purchase of raw materials and services, which in the specific case of La Doria has a significant impact on the company’s regions, considering the close connection with the suppliers of the raw materials produced in Italy and the local service providers. This is a distinctive feature of La Doria, which is committed to investing in Italy, particularly in Southern Italy (the “Mezzogiorno”), in spite of the market tendency to look overseas.

This local investment model rooted in the region in which the Company was founded and has grown contributes to the distribution of value to local communities which otherwise would exist in challenging economic-social conditions.

Analysing specifically the location of raw material and services providers, principally with regards to logistics and plant maintenance, the Company’s contribution to the local, national and regional (Campania, Emilia-Romagna, Basilicata, Liguria, Lombardy) economic fabric is evident. This is a major commitment by the Group which is afforded ongoing focus.



PROPORTION OF SPEND TO LOCAL SUPPLIERS

	Cost	% of economic value generated	Suppliers	2024		2025	
					Of which regional		Of which regional
% of raw material procurement spend	974,897	67%	Local	48.10%	33.47%	52.30%	33.30%
			Non-local	51.90%		47.70%	
% of services spend (maintenance, logistics, etc.)	168,307	12%	Local	73.70%	36.81%	76.70%	45.10%
			Non-local	26.30%		23.30%	

La Doria is part of the Filiera Italia Foundation,³⁹ an association established to support and promote 100% Italian food. This is a robust alliance between agricultural production - represented by Coldiretti - and more than one hundred of Italy's most important food processing companies, major organised distribution chains and strategic partners.



The *Fondazione Filiera Italia* (Italian Supply Chain Foundation) intends to be the central spokesperson for a new model to reinforce the sustainability approach, combatting imitation and "Italian-sounding" products, transmitting the value of authentic "Made in Italy" around the world, promoting good business practices such as supply chain contracts, developing a fair production model that valorises products of 100% Italian origin, and strengthening research and innovation.

It is an alliance that seeks to put the focus on people and on the community, to protect their rights and ensure them accessible, healthy and high-quality food.

In 2025, value distributed to the Public Administration in the form of taxes and duties totalled Euro 34,189 million.

While the Group's fiscal strategy is not formalised for La Doria, it plays an important role in the internal control system. It is designed to ensure that legally owed taxes are correctly and promptly determined and paid, that related obligations are met, and that tax risk - understood as the risk of violating tax regulations or the abuse of the principles and purposes of the tax system - is minimised. The Group's tax strategy is aligned with its sustainability objectives - themselves integrated into its business strategy - and is based on the principles set out in the Ethics Code. These include transparency and correctness in dealings with the tax authorities.



³⁹ <https://www.filieraitalia.it/>

The Company shall therefore apply the tax laws of the countries in which it operates, ensuring that the spirit and purpose of the rule or regulation in question is observed. Where the interpretation of tax regulations is unclear, or where they are difficult to apply, the Group pursues a reasonable line of interpretation based on the principles of legality, employing external professionals where necessary and implementing the appropriate procedures for dialogue with the tax authorities. The Subsidiary LDH (La Doria) Ltd, in accordance with the requirements of Schedule 19 Finance Act 2016, has published its tax strategy⁴⁰.

In order to consolidate transparency in its dealings with the tax authorities, the Company adheres to the provisions regarding transfer pricing documentation, in compliance with the OECD Transfer Pricing Guidelines. This approach of openness and transparency in dealings with the tax authorities is designed to ensure communication that is transparent, accurate and timely.

Roles and responsibilities in the tax management process are clearly assigned, ensuring that the principles of segregation of duties are properly observed. A formal procedure is in place to govern relations with the public administration and identify the corporate functions that are authorised to deal with public sector bodies.

In pursuit of the objectives of minimising tax and reputational risk, the Group does not carry out transactions that primarily pursue a tax advantage and does not set up businesses and/or investments in territories classified as tax havens with the primary aim of reducing its tax burden.

With a view to continually improving its governance system and strengthening its Internal Control and Risk Management System, La Doria has added the part of the Special Section of the Organisation, Management and Control Model dedicated to Tax Offences (Article 25-quinquiesdecies of Legislative Decree No. 231/01).

In the coming years, the Company undertakes to encourage the development of a culture and values that prize the correct application of tax regulations by organising training activities for all staff. The Group is aware that taxation is an important source of revenue and is vital for the macroeconomic stability of the country.



⁴⁰ <https://www.ldhltd.com/document/tax-strategy/>





PASSION

Innovation
Quality of the organisation
Italian identity



Innovation



We view innovation and sustainability as two issues which are central to the present, and above all, crucial to building a future of greater well-being for all.

Innovation has two main pillars for us: the creation of new product lines and adapting existing lines to new market trends; and recipes and facility streamlining through innovation of IT systems and the production process.

We are producers of private labels, so for us product innovation necessitates close collaboration with our clients. Nonetheless, we make it a priority to identify market trends and consumers' expectations and propose new products and processes to our clients and commercial partners.

In product innovation, we have focused in particular on packaging, with the aim of meeting the growing demand on the market for sustainable products with a reduced energy/environmental impact by exploring new materials and new application technologies.

For production process innovation, we focus on production optimisation and the mitigation of production environmental impacts.



149

New product development projects launched in 2025



PRODUCTION PROCESSES

Versatile and efficient production processes

The Italian and international food products markets are increasingly affected by societal transformations, by changes in eating habits and by a growing focus on the environment. Consumers are increasingly able to recognise the intrinsic value of what they buy, from technological aspects and the attention paid to the correct environmental use of natural resources, to logistics and packaging, as part of a concept of global quality and shared responsibility. For La Doria, investing in innovation means making a concrete contribution to modernising the country and improving competitiveness.

Recipes for all needs

Product development is entrusted to a specialised team that analyses customer needs and proposes the best possible recipes to meet those needs. Innovative product design is entrusted to a dedicated team tasked with identifying new consumer trends and needs and improving and differentiating the range of products to be offered to clients.

Over the last few years, La Doria has seen an increase in demand for organic, vegan and free-from products and those in the healthy range, ranging from low-salt and low-sugar items to more complex formulations.

In 2025, 149 innovation projects were launched, involving all product lines.

The work carried out over the last few years has resulted in the introduction of several new La Doria products, including vegan pestos, ready-to-eat pulses, white sauces for the US market, and various low-sugar products. We offer our clients recipes linked to local culinary traditions on the basis of an analysis of shifting consumer tastes. For the sauces category, we developed innovative recipes using new ingredients and raw materials with a strong local identity, including cacio e pepe and Mediterranean sauces.

In 2025, new product development projects involved modifying and improving the quality of the recipes already in production and pitching existing recipes to new clients (the latter referred to as "association" in the table), but the majority of the activities was dedicated to product innovations viewed as the use of innovative, new ingredients and packaging.

In product innovation, we have focused in particular on packaging, with the aim of meeting the growing demand on the market for sustainable products with a reduced energy/environmental impact by exploring new materials and new application technologies.

The subsidiary Pasta Lensi also maintains a constant focus on evolving market trends, seizing new opportunities and proactively responding to customer needs.

Versatile and efficient

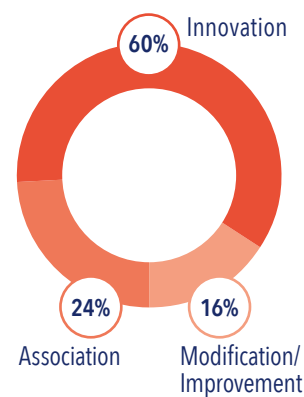
In the field of innovation, a very important role is also played by the organisation of production processes and facilities in order to guarantee more production flexibility, cost reduction and the mitigation of environmental impacts.

Flexibility in format changes

At La Doria facilities, production processes are characterised by a high degree of versatility. Indeed, each production line must be able to vary its operations according to the different product formats required by clients.



NEW PRODUCT DEVELOPMENT PROJECTS⁴¹



⁴¹ The monitoring and data collection systems in place do not include the subsidiaries Fegé, Fegé Logistica, or Pasta Lensi.

Due to the importance of this aspect, over the years every one of the Group's facilities has been involved in a Kaizen improvement project dedicated to optimising format changes, with the additional goal of simplifying the product range. Kaizen is a Japanese management strategy meaning "change for better", or "gradual and continuous improvement", which encourages many little day-to-day improvements. To implement the project, a special team was formed, composed of staff from all the facilities, who, on the one hand, analyse the relevant data in detail, including the mapping of all format changes and theoretical switching times, and, on the other hand, make direct observations on the lines, analysing the actual switching times and interviewing line operators. The project allowed the Company to draw up procedures to improve processes and to make the approach homogeneous across the different facilities.

Technological innovation

La Doria has over the years followed a continuous path of innovation, seizing the opportunities offered by new technologies to support its business and its people. Its performance in recent years confirms that innovation is a strategic lever for the Group's competitiveness. Today we look to ambitious projects that will drive constant evolution, with targeted investments in production technologies, digitalisation and the development of increasingly sustainable lines that anticipate and draw on changing market trends.





Quality of the organisation

[GRI 2-7; GRI 401-1; GRI 403-1 a GRI 403-9; GRI 404-1; GRI 405-1; GRI 405-2]



10 YEARS

18 top Italian and overseas clients with us for at least 10 years



21.5%

Increase in workforce (excluding growth from acquisitions)

The quality of the corporate organisation is what appeals to clients and provides an ecosystem for the growth and consolidation of corporate expertise.

Over time, we have been able to build a solid relationship with our clients, gradually gaining their trust by constantly listening to them and responding to their needs quickly and efficiently through the delivery of quality products and services.

To do this, in an extremely competitive market, the daily contribution of everyone is required in order to be responsive enough to face challenges positively, aware that tomorrow further new competences will be needed. This is inseparable from the attention that the Company needs to dedicate to its people, their safety and their well-being. A responsible food system has the capacity to be strong and resilient.

A failure to satisfy clients and employees (two key stakeholders) can have financial repercussions and an adverse effect on a company's reputation. La Doria devises programmes and projects that promote a culture of sustainability and improve the workplace, starting with compliance with relevant regulations. This commitment increases productivity and operational effectiveness. As a result, our clients are more loyal.

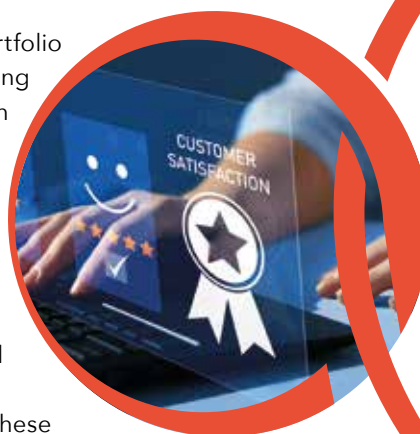
Loyalty of our clients

The quality of our corporate organisation is what clients first notice about La Doria, in terms of product quality, know-how, capability, reliability and integrity and the transparency of our corporate governance.

Working in the private labels market with a large customer portfolio spread throughout the world is an ambitious challenge. Varying consumer preferences demand constant collaboration with clients and great production flexibility in terms of recipe formulation and format changes, all without compromising the very highest standards of quality and safety. However, these qualities alone cannot guarantee success and must be paired with efficient and effective services giving clients the fullest confidence that, year after year, requested product volumes can be realised and delivered within agreed timeframes.

The commitment and dedication with which the Group faces these challenges is reflected in the market leads achieved in Italy and abroad and in the confirmed loyalty of our main clients.

All of La Doria's top 10 Italian clients, accounting for 70% of turnover in the last year, have been our clients for at least 10 years.



LOYALTY OF MAIN LA DORIA CLIENTS IN ITALY

ITALY	2024	2025
Percentage of turnover from top 10 clients	72%	70%
Years of loyalty of the 10 top clients		
Between 0 and 6 years	2	
At least 10 years	8	

Regarding overseas markets, and excluding the subsidiary LDH, which alone accounts for more than 40% of La Doria's foreign turnover, the top 10 clients account for 62% sales abroad. Of these, 10 clients have been loyal to La Doria for at least 10 years.

LOYALTY OF MAIN LA DORIA OVERSEAS CLIENTS

OVERSEAS EXCLUDING LDH	2024	2025
Percentage of turnover from top 10 clients	63%	62%
Years of loyalty of the 10 top clients		
At least 10 years	10	

LOYALTY OF TOP LDH CLIENTS (LA DORIA PRODUCTS)

OVERSEAS TURNOVER FROM LDH	2024	2025
Percentage of turnover from LDH	39%	40%
Percentage of turnover from LDH's top five clients	90%	89%

Years of loyalty of the top 5 clients	Number of clients
Loyal for at least 10 years	5

The top five clients of the subsidiary LDH accounted for 89% of the overseas sales of La Doria in the past year. All five clients have been loyal to LDH for at least 10 years.

To maintain these levels of competitiveness, La Doria has to be ready, every day, to respond to changing customer needs for new product lines, such as premium and organics lines, for packaging optimisation, for quality controls along the whole supply chain and for the simplification of product distribution.



Our people

The quality of the corporate organisation is bound to the work that, every day, our people with well-being and competence commit to the Group.

At December 31, 2025, the Group has 1,398 employees in Italy and 121 in the United Kingdom, of whom 1,334 under permanent contracts. These people are the solid base on which the Company is founded⁴². The peculiarities of production cycles, however, demand the use of seasonal workers during peak production periods, mainly during the tomato season (from July through to September). In the last year, the Company hired 1,337 seasonal workers on temporary contracts. Such workers enjoy the same protection as others on our production lines and receive all necessary training to carry out their work in a safe way to the highest quality standards of the Company. As a confirmation of the attention that La Doria reserves for these workers, a high percentage work with us on an annually repeating basis, during peak production periods, or are offered longer-term contracts.

The type of work at our facilities, where most staff are employed, dictates a predominance of males and a gender imbalance. Women, indeed, account for approx. 21% of the total workforce. The net imbalance is only partially offset in some professional categories other than manual workers.

⁴² The GRI Content Index gives more detailed information on average training hours (indicator GRI 2-7).

GROUP PERSONNEL BY ROLE, GENDER AND AGE BRACKET

Qualification / Range	2024					2025				
	Total	Male	Female	Total	Female	Total	Male	Female	Total	Female
Executives	25	23	92%	2	8%	27	25	93%	2	7%
< 30	0	0	0%	0	0%	0	0	0%	0	0%
30-50	10	8	80%	2	20%	10	9	90%	1	10%
> 50	15	15	100%	0	0%	17	16	94%	1	6%
Managers	55	36	65%	19	35%	74	45	61%	29	39%
< 30	0	0	0%	0	0%	0	0	0%	0	0%
30-50	23	15	65%	8	35%	37	18	49%	19	51%
> 50	32	21	66%	11	34%	37	27	73%	10	27%
White-collar	316	170	54%	146	46%	466	250	54%	216	46%
< 30	43	18	42%	25	58%	78	34	44%	44	56%
30-50	190	101	53%	89	47%	263	140	53%	123	47%
> 50	83	51	61%	32	39%	125	76	61%	49	39%
Blue-collar	601	547	91%	54	9%	952	882	93%	70	7%
< 30	142	130	92%	12	8%	189	172	91%	17	9%
30-50	317	289	91%	28	9%	512	478	93%	34	7%
> 50	142	128	90%	14	10%	251	232	92%	19	8%
TOTAL	997	776	78%	221	22%	1.519	1.202	79%	317	21%

La Doria is committed to ensuring a workplace environment free of discrimination, as per statutory law upon equal opportunities in the workplace.

La Doria complies with the salary levels established by the national collective bargaining agreement. In addition, supplementary company agreements providing more favourable company benefits, in addition to bonuses on the basis of objectives achieved, have been established.

The average female-to-male wage ratio at La Doria is provided below. The differences in the Executive and white-collar categories are only partly due to the presence of longer-serving men, whose remuneration is consequently higher. The gap is greater at the foreign subsidiary.

AVERAGE FEMALE/MALE SALARY RATIO, LA DORIA GROUP ITALY

	2024	2025
Executives	52%	61%
Managers	98%	97%
White-collar	81%	88%
Blue-collar	95%	97%

AVERAGE FEMALE/MALE SALARY RATIO, LDH

	2024	2025
Executives	57%	51%
Managers	72%	66%
White-collar	78%	82%

We recognise the value of diversity and acknowledge that there is considerable room for improvement in this regard. We therefore continue to be a signatory to the UN Women Empowerment Principles (WEPs), confirming our commitment to promote gender equality and women's empowerment in the workplace,

business practices, and society as a whole. Determined to continue in this direction, in 2024 we have obtained gender certification (UNI Pdr 125:2022), knowing that only by making a constant, shared commitment can we build a fair and respectful work environment for all. In addition, once again in 2025 we took measures to maintain our connection with our employees by supporting them through this period of significant cost-of-living hikes. We achieved this by providing them with a financial contribution of Euro 500 net, which we disbursed at the start of the Christmas holidays. The company continued to allow smart-working, in favour of work flexibility and work-life-balance.

Importance of the local community and opportunities for young people

Another element of the quality of La Doria’s corporate organisation is its commitment to contributing to local growth and the community. Indeed, most of the company’s staff come from the facilities’ neighbouring communities. In recent years, this commitment has most of all focused on creating job opportunities for young people through the “Rosso d’Estate” initiative.

DATA ON TURNOVER OF PERMANENT PERSONNEL IN ITALY

	Annual hires			2024			2025			Annual departures			2024			2025		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female			
Total new hires	79	61	18	121	95	26	Total departures	39	32	7	105	84	21					
< 30	46	33	13	64	48	16	< 30	5	5	0	35	28	7					
30-50	30	25	5	45	37	8	30-50	20	15	5	44	37	7					
> 50	3	3	0	12	10	2	> 50	14	12	2	26	19	7					
New hire rate (%)	9.7%	9.2%	11.8%	10.0%	9.5%	12.1%	Departures rate (%)	4.8%	4.8%	4.6%	8.6%	8.4%	9.8%					

DATA ON TURNOVER OF PERMANENT AND FIXED-TERM PERSONNEL IN ITALY

	Annual hires			2024			2025			Annual departures			2024			2025		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female			
Total new hires	290	233	57	505	414	91	Total departures	231	184	47	392	320	72					
< 30	171	138	33	253	201	52	< 30	127	104	23	190	158	32					
30-50	99	76	23	215	188	27	30-50	72	53	19	151	129	22					
> 50	20	19	1	37	25	12	> 50	32	27	5	51	33	18					
New hire rate (%)	32.6%	32.2%	34.3%	36.1%	35.9%	37.0%	Departures rate (%)	26.0%	25.4%	28.3%	28.0%	27.8%	29.3%					

DATA ON TURNOVER OF PERMANENT AND FIXED-TERM PERSONNEL IN THE UNITED KINGDOM

	Annual hires			2024			2025			Annual departures			2024			2025		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female			
Total new hires	22	6	16	29	10	19	Total departures	19	5	14	17	8	9					
< 30	10	2	8	10	5	5	< 30	7	2	5	4	3	1					
30-50	9	3	6	12	2	10	30-50	5	2	3	8	5	3					
> 50	3	1	2	7	3	4	> 50	7	1	6	5	0	5					
New hire rate (%)	20.6%	12.8%	26.7%	24.0%	20.0%	26.8%	Departures rate (%)	17.8%	10.6%	23.3%	14.0%	16.0%	12.7%					

The project is part of the company's strategy of continuously investing in human capital and is a key tool for recruiting, training and developing new staff to be employed at Group facilities. Participants complete a training course to acquire basic skills about the world of work and business operations, culminating in a hands-on experience during the summer tomato campaign.

In 2025, the company renewed the Rosso d'Estate programme, extending it to vulnerable and disadvantaged people. Collaboration with an Employment Agency and La Tenda - Solidarity Center led to the delivery of an orientation and training course designed to encourage the participants' autonomy and facilitate job placement.

Of the 25 people involved, six concluded the course with a placement through seasonal contracts at the Sarno facility, confirming the company's commitment to creating concrete opportunities for vulnerable segments of the community.

Another major investment by La Doria supporting the right to study, now in its 11th edition, is our "Anna and Diodato Ferraioli" scholarships for employees' children. Through this initiative, the Company awarded a Euro 1,000 contribution each to 12 students.

As part of initiatives dedicated to social inclusion, 2025 saw financial support continue for the association "I Bambini delle Fate" and, through it, to the local association "Insieme si può". Both operate with exclusively charitable goals and are committed to providing inclusion and autonomy projects for families who live every day with the challenges of autism and disability. Renewing this agreement confirms the Company's commitment to supporting approaches that foster improved quality of life and greater social participation for the most vulnerable members of society.



In 2025, the Company renewed its membership of UNHCR Italy's programme Welcome - Working for Refugee Integration, which recognises companies that are committed to employing refugees. The collaboration that began with CIAC Onlus at the Parma facility was bolstered by the involvement of the association NEXT - Networking for Inclusion, which works to support and train the most vulnerable people.

In 2025, these partnerships project saw an additional five employees placed on temporary contracts. On June 19, the company also received the Welcome logo in recognition of its efforts in the previous year.

Again in 2025, La Doria supported the Mus-e project, promoted by the Mus-e Italia ETS Foundation, to promote various artistic disciplines among children, stimulating creativity, inclusion and personal development, particularly in disadvantaged socio-cultural contexts. The project saw theatre, expressive movement and ceramic workshop courses launched in two schools in the Province of Salerno. Now in its third consecutive year, the project involves 200 primary and secondary school students.

Training and development

The Company’s ability to be competitive on the market and continue to grow in both quantitative and qualitative terms depends on the development of its human capital. Product diversification and the speed of technological development, which provide businesses with increasingly effective and efficient solutions, would have a limited impact if it were not for a strong investment in professional growth. In this regard, in 2025, La Doria paid great attention to maintaining and developing skills in five major areas: 1) Transversal and managerial skills; 2) Workplace safety; 3) Language skills; 4) Food safety, and 5) Specialised training for maintenance workers.

In 2025, Doria incurred costs for training activities of approximately Euro 186,000. The online training platform was a central tool for spreading and expanding company knowledge. 20.4% of employees were involved in Human Rights training in 2025.

This type of learning proved beneficial and consistent with the need for flexibility expressed by employees, who had the opportunity to learn without conflicting with their work commitments, to consult online materials as needed and to monitor their learning. The use of these technologies also made it easy for the Company to share its content and update it promptly.

ANNUAL HOURS OF TRAINING⁴³

	2024	2025
Hours of training	17,437	21,607

The new La Doria Academy e-learning platform was introduced in 2025. This is a cutting-edge tool integrated into Skilla library, the e-learning content library that has been in operation for several years.

The project established in 2024 to promote and maintain a positive food safety culture within the Group, as defined by “The Global Food Safety Initiative” (GFSI) was renewed. Having launched the Food Safety Culture Training Course on an e-learning platform, the Company created a tool that is accessible to all: a web application for managing suggestions to improve Food Safety. The project, which was introduced at the Parma facility, incentivises employees who send in helpful suggestions to improve food safety at the site, through the monthly distribution of vouchers.

2025 also saw the continuation of the STEP programme, which began in spring 2022. This is a Leadership Evaluation system that seeks to develop leadership within the organisation, define the Company’s priorities and organisational behaviour, measure both personal and organisational growth, and consolidate relationships between management and staff by sharing objectives and providing feedback. The programme involved executives and their direct reports.

In conjunction with the STEP UP programme, a series of training events were organised with the help of external consultants, to engage the company population in exploring topics of skills, appraisal, and personal and professional development. The strictly in-person events, involving both appraisers (executives) and appraised (first reports), stimulated important discussion and exchange on a range of leadership issues.

⁴³ The monitoring and data collection systems in place do not include the subsidiaries Fegé, Fegé Logistica, or LDH.

In 2025, the sustainable mobility programme launched in 2023 at the Parma facility was renewed, following the presentation of the Home-Work Commute Plan (PSCL). This plan was introduced in collaboration with UP2GO, an Italian SME that specialises in sustainable corporate mobility services. The UP2GO app allows employees to carpool to work and report sustainable journeys made by bicycle (Bike2Work).

The digital system also enables users to accumulate credits, which can be converted into sustainable rewards through the Green Apes (BankoNuts) platform. The Company also supplemented the initiative with an additional incentive: at the beginning of the year, the five best-performing employees in this area were rewarded with a shopping voucher worth Euro 200.

Safety

With regard to the health and safety of workers, La Doria has made a significant commitment in recent years through initiatives focusing on greater worker involvement. La Doria is increasingly focused on supporting and establishing an effective safety culture at its facilities.

To formalise its commitment to this issue, La Doria has obtained UNI EN ISO 45001:2023 Certification for all its facilities. The Pasta Lensi Company, acquired in 2025, is also UNI EN ISO 45001 certified. An integral part of the System is the Policy, which is available to all workers and stakeholders online. The documentation supporting the Safety Management System includes:

- a) the Manual of Occupational Health and Safety, which describes and illustrates the Occupational Health and Safety Management System and the characteristics and strategic and market aspects of the Company;
- b) analysis of Context, stakeholders, risk and opportunity analysis;
- c) the Occupational Health and Safety Procedures, which cover all the points of the UNI ISO 45001:2023 Standard and ensure that it is correctly applied to guarantee full compliance.



In order to ensure the correct implementation of this System, further audits were planned and conducted in all facilities by the Integrated Prevention and Protection Service in order to raise awareness around worker conduct, involving also Senior Executives and work supervisors.

Specific occupational health and safety objectives allow company performance to be continuously improved and, once approved by the Management, are communicated to everybody directly involved in applying them.

In line with the commitments undertaken, La Doria involves employees in Safety management, through the Facility Committees, at which Worker Safety Representatives take part, and through specialised training.

In accordance with law, La Doria has a Prevention and Protection Service with Managers and Focal Points appointed at each facility, supporting the relative assigned roles. HSPPO's (Health and Safety Prevention and Protection Officers) are formally assigned to provide operational support for all facilities. The Prevention and Protection service produces the Risk Assessment Document (RAD), identifies Prevention and Protection measures and training and education

needs, prepares an annual Programme to coordinate prevention activities, organises and implements periodic workplace visits and meetings, and liaises with the Appointed Doctor.

The documentation created for the implementation, management and checking of Occupational Health and Safety Prevention and Protection (P&P) activities comes from the Risk Assessment, and is collected in a designated list attached to the Risk Assessment Document (RAD).

Those workers who are exposed to specific occupational environmental risk factors in the course of their duties are subject to periodic health checks, carried out by specialised doctors, in order that their health is constantly monitored.

Any event that may cause injury or damage to property, equipment, or the surrounding environment is governed by a specific procedure (Accident and injury investigations and corrective and preventive measures). This procedure calls for an accident/injury report and a systematic analysis of the causes of the event. The fundamental aim of this investigation is to identify and evaluate possible:

1. Critical conditions and any responsibilities;
2. Non-Compliance with or deviation from regulatory and legal standards;
3. Undocumented hazardous conditions and need for risk assessment;
4. possible disciplinary actions;
5. possible obligation to report to the authorities;
6. formal drafting of a Corrective, Preventive and Improvement Action Plan.

Workers may report any hazardous conditions to their health and safety representative, or do so anonymously using any of the designated boxes in each facility.

Worker involvement has contributed to the development of an active attitude in terms of reporting hazardous conduct ("near misses"), consistently monitored by the integrated Prevention and Protection Service in order to improve the prevention of injuries. The near misses are appropriately analysed and, where required, corrective actions are taken in order to avoid repetition.

Training and work to raise awareness among employees and seasonal workers continued in 2025, with programmes defined in line with the Risk Assessment Documents. This work was conducted according to the 2011 National-Regional Agreement and provide for verifications through questionnaires. Seasonal workers receive basic health, safety and business systems training before production work begins.

INJURY RATE

Injury rate ⁴⁴	2024	2025
Total	13.42	17.61
- male	12.40	20.19
- female	18.22	7.04

⁴⁴ The injury rate is calculated is follows: (injuries/hours worked) *1,000,000.



Italian identity



The agro-food sector is the undisputed linchpin of “Made in Italy”, ensuring Italian success internationally and playing its part in presenting to the world the eminent quality produced by our country.

All of our raw materials are processed at the Italian facilities, ensuring our “Made in Italy” guarantee.

For the Tomato Line products, Italian raw materials are used.

Pear, Peach, Apricot and Apple Nectars use exclusively Italian fruit.

Where the raw materials for other products are not available in the quantity required or due to climatic conditions, they are sourced from overseas but with processing in Italy.

We are committed to exporting the values and typical flavours of Italy - in particular Southern Italy - to a broad base of consumers across the world.



MADE IN ITALY

100% of products are produced at our Italian plant



100%

Fresh tomatoes are 100% Italian



100%

The pears, apricots, peaches and apples in our nectars are sourced 100% from Italy

The strength of Made of Italy

Italy has a gastronomic heritage which few can match, largely featuring products and styles which are based on the Mediterranean diet, as a healthy and balanced dietary model which is increasingly recognised and appreciated also overseas. The food sector over recent years has become a pivotal aspect of Made in Italy, as associated with high quality and authentic products, while also guaranteeing the important competitive levers of safety, healthiness and origin.

Tomatoes, a core vegetable of the Mediterranean diet (and in general the entire packaged tomato segment), represent an area of major excellence for the Italian food industry. They play a driving role in the domestic economy and particularly in Southern Italy, where the majority of cultivators are based. The climatic and territorial characteristics of certain regions - in particular Campania, Apulia, Basilicata and Molise - in fact are unique, with this reflected also in the organoleptic and nutritional characteristics of the tomatoes.

The same focus on origin is placed also on other agricultural products, in particular on certain fruit varieties utilised for the production of juices. The fruit purees used for the "nectars" are made with fruit entirely sourced from Italy.

For all those raw materials which may not be sourced from Italy in the quantities necessary for industrial processing - as is the case for pulses - the Made in Italy guarantee is based on industrial production carried out entirely in Italy according to high quality and safety standards.

The La Doria Group feels a sense of responsibility to its native land and its tradition to reflect in its products that which makes Italy truly unique. The business model is therefore based on the quality of the product and on a constant commitment to improving environmental sustainability. La Doria every day therefore proudly contributes to developing the Italian and Campanian agro-food sector.

Italian excellence across the world

For true Italian flavour when you Cook Italian... Cook Italia!

With a goal of exporting not only products, but Italian values and flavours, the "Cook Italia"⁴⁵ brand was launched on the British market almost a decade ago, distributed by the British subsidiary LDH. The Company was therefore able to not only promote the taste and tradition of the Italian agro-food sector, but also extend its range to British supermarkets. www.cookitalia.co.uk



Encompassing the best tradition of the Italian food industry

"Tradizione Italiana - Italian food tradition" is a consortium company, with La Doria as one of the key founders, representing Italian culinary excellence and promoting the quality of Italy's agro-food sector. In addition to strengthening Italy's presence on the international markets, the consortium provides an opportunity to develop synergies among members both at production and commercial and distribution levels.

The Consortium is composed of 16 leading companies in the Italian food industry, and has aggregate revenues of Euro 3 billion, with an export market of 45%.

The product portfolio is extremely broad, covering a range of food categories, including pasta, tomato-based products, olive oil, dairy products, dried fruit, coffee, wine and other traditional products. A vast range of Italian tradition specialised products are offered, exporting the taste and flavours of the Mediterranean.



⁴⁵ The brand markets a series of Italian products on the British market, not only those produced by La Doria, but also by other Italian companies.







Origins of this report

Methodological Note

[GRI 2-1; GRI 2-2; GRI 2-3; GRI 2-4; GRI 2-5]

The definition of the material topics for the La Doria Group (hereafter also the “Group”) and for the stakeholders, is undertaken on the basis of a materiality analysis, as described in the “Definition of material topics” paragraph of this document.

For 2025 (January 1, 2025 - December 31, 2025), the Sustainability Report’s reporting scope relates to La Doria and its subsidiaries Eugea Mediterranea, Fegé, Fegé Logistica (acquired in July 2025), Pasta Lensi (acquired in April 2025) and LDH. La Doria Pasta PL and Clas were merged by incorporation on December 31, 2025, with retroactive effect for accounting and tax purposes effective January 1, 2025.

For further information on the corporate structure, please refer to the Company’s website.

The 2024 figures are reported for comparative purposes, in order to support an assessment of the performance. Any restatements of the comparative data previously published is clearly indicated as such. Furthermore, the use of estimates has been limited as much as possible to give a correct representation of performance and to ensure data reliability. Where use has been made of estimates these are based on the best available methodologies and are reported appropriately.

In 2025, there was a change related to the Group’s size, consolidation scope, and supply chain following the acquisition of new companies.

The 2025 Sustainability Report was drawn up in line with the Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021 Edition, in application of the “With reference to” option. The “Food processing sector Disclosures” published by the GRI in 2014 were also taken into consideration. The presence

of content responding to the guidelines is indicated in the text by means of identification codes shown at the beginning of the relevant paragraphs. As required, we abide by the key concepts of the Standards, adopting the GRI 2021 reporting principles (accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability), which we have factored into all stages of the document writing process.

In order to integrate sustainability into strategy and all of our operational processes, La Doria has developed a 2023-2031 Sustainability Plan. Its objectives are in line with those set out in the United Nations Agenda, and it is organised into operational objectives and specific targets.

The update to the Sustainability Plan was approved by the Board of Directors on March 10, 2026.

Since 2018, the La Doria Group has also adopted a **reporting procedure**, which describes the activities required for the planning, creation, approval, dissemination and presentation of the Sustainability Report.

The Group remains committed to ongoing improvements on all sustainability aspects in order to increasingly comply with best sector practices and to support dialogue with its stakeholders.

Combatting bribery and corruption

This matter is overseen by the Parent Company and its Italian subsidiaries within the framework of the Organisation, Management and Control Model pursuant to Legislative Decree No. 231/2001, and by LDH through the adoption of an anti-bribery policy. Finally, the legality rating assigned to the Parent Company by the Antitrust Authority should be noted. With regards to training on Legislative Decree No. 231/01, reference should be made also to the offences covered, including Public Sector corruption, Corruption among private parties and Incitement to corruption. All new hires are trained on the Ethics Code.

Social aspects, personnel and respect for human rights

The Group operates in a sector - the tomato and fruit and vegetable chain in general - which over recent years has been the subject of significant pressure related to field worker conditions (undeclared labour, illegal recruitment, migrant workers, safety). In this regard, a "Human rights policy" was formalised and made official. Together with the "Modern day slavery policy", this defines the commitment and rules which the Group has adopted to manage these aspects. La Doria monitors the tomato and pulses supply chain according to the ISO 26000 Social Responsibility Guide.

With regards to product quality and safety, critical aspects to operate successfully in the food sector, an initiative to refresh skills on the Quality Assurance and Control Area continued, through the organisation of a series of specialist courses in collaboration with an external company.

In addition, a "Sustainability Policy", updated in March 2025, and a "Gender Equality, Diversity and Inclusion Policy", updated in 2024, were issued, involving education and action initiatives.

In December 2024, we obtained gender certification.



Environment

Aware of the environmental impact of its production processes, the Group has adopted policies and practices aimed at the correct management of its aspects and associated environmental impacts by adhering to the UNI EN ISO 14001 standard on Environmental Management Systems and the UNI EN ISO 50001 standard Energy Management Systems for all La Doria production facilities.

This Sustainability Report is prepared annually and was submitted to the Control, Risks and Sustainability Committee and was subsequently approved by the Board of Directors of La Doria S.p.A. on March 10, 2026.

The Report is also subject to limited examination ("limited assurance engagement" according to the criteria indicated by the ISAE 3000 Revised standard) by Deloitte & Touche S.p.A., which, at the end of the work performed, issues a specific report on the truthfulness of the information provided.

The 2025 Sustainability Report is also available publicly on the website www.gruppoloria.it/en/

For any clarification or further information on the contents of this Sustainability Report, please contact:

**La Doria S.p.A.
via Nazionale, 320
Angri (SA) Italia**

sustainability@gruppoloria.it



Definition of material topics

[GRI 2-2; GRI 2-4; GRI 3-1; GRI 3-2; GRI 3-3]

The 2025 Sustainability Report has been structured in accordance with the material topics identified by La Doria, as reported in the list provided in this section of the document. The issues represent the most significant aspects on La Doria's business and for its stakeholders.

To reach the definition of the material topics, La Doria adopted a process envisaging:

1. an initial prioritisation of ESG aspects;
2. an analysis of the impacts generated by our business (actual and potential, positive and negative) on the economy, the environment, people and human rights, according to the "inside-out" impact materiality approach;
3. identification of the relevant issues, or all those issues that might potentially be significant for the Company.

To prioritise the relevant topics, an analysis of various contextual documents and sector research was conducted. Specifically, material topics for the sector identified by the Sustainability Accounting Standards Board (SASB) were considered⁴⁶, and analysis was carried out of the expectations and key points highlighted by La Doria's main clients⁴⁷, both national and international, and the majority shareholder's strategy guidelines. In addition, a benchmark analysis was conducted on the sustainability communications of a panel of national and international players. This contributed to gathering useful information for La Doria to assess the impacts generated by its business. Taking into consideration the analysis of contextual documents and sector research, the impact materiality assessment was carried as per GRI 3 of the standards (2021). Specifically, the impacts generated by our business (actual and potential, positive and negative), on the economy, the environment, people and human rights, were analysed according to the "inside-out" impact materiality approach, which considers the severity of the impact generated and the probability of its occurrence. Recent years have seen a gradual maturation in the process for involving stakeholders in sustainability issues: from a first phase focussed solely on listening, to a second stage based on consultation conducted through questionnaires. Over the next few years, efforts will be focused on stimulating further stakeholder engagement.

In 2025, La Doria has retained the material topics that emerged from the assessment carried out in 2023.







The material topics were submitted for examination by the Technical Sustainability Committee, the Control, Risks and Sustainability Committee, and the Chief Executive Officer and approved by the Board of Directors on December 12, 2023.

The materiality matrix was confirmed by the Control, Risks and Sustainability Committee at its meeting on December 10, 2025. These are listed on the next page.

⁴⁶ The matrices for the following sectors were considered: "Agricultural Products", "Processed Foods", "Non-Alcoholic Beverages", "Food Retailers & Distributors".

⁴⁷ Through analysis of specific requests received or of their sustainability documents.

Listed below are the material topics, their summary description, and their relevance along the value chain.

	Material topics for La Doria	The value chain					
							
Product quality and safety	Guaranteeing high product quality and safety, also in consideration of certifications and reference standards (e.g. IFS, BRC, organic).	●	●	●		●	●
Traceability	Guaranteeing the maximum traceability of products, from agricultural origin to the shelf, also in consideration of internationally recognised certification standards.	●	●	●	●	●	●
Food loss and waste	Contributing directly to the reduction of food losses during production and to raising awareness among both suppliers and downstream stakeholders in the value chain, also helping to reduce consumer-related waste, and correctly minimising and managing impacts associated with facility production processes.	●		●		●	●
Environmental impact on production	Minimise and correctly manage the impacts of the production processes: energy consumption, water consumption and waste.			●	●	●	●
Climate change	Commitment to managing the impacts of GHG emissions related to the production process and supply chain as a whole.	●	●	●	●	●	
Human rights and responsibility throughout the supply chain	Commitment to promoting and ensuring responsible conduct along the supply chain, with particular reference to the protection of human rights, to working conditions, to raw material supplier health and safety, to raw material prices and other aspects related to ethical conduct and relations with producers and suppliers.	●	●	●	●	●	
Packaging sustainability	Paying attention to the environmental footprint of packaging used in terms of the efficiency of materials used (packaging reduction), the origin and sustainability of the materials and consumer packaging recyclability.		●	●	●	●	●
Logistics optimisation and efficiency	Guaranteeing logistics efficiency and consequent reduction of environmental impacts deriving from product distribution activities.		●	●	●	●	
Economic sustainability	Economic results of the Company and distribution of generated value to stakeholders.			●		●	
Innovation	Product innovation: working constantly on the search for new products and on responding to the ongoing evolution in consumer food habits and customer needs. Some areas of particular interest are: organic, free-from and halal products, etc. Process innovation: replacement of machinery and renewal/innovation in production facilities with the aim of streamlining processes and reducing/minimising the negative impacts of facilities.	●		●		●	●
Quality of the organisation	Attention paid to human resources and their safety and well-being. Corporate know-how, efficiency and responsiveness in meeting customer needs. Consolidation of customer relations and perceived quality of products and services.			●		●	
Italian identity	The importance of the origin of our products such as our 100% Italian tomatoes, Italian fruit pulp (apricot, peach, pear and apple), and, for all products made with raw materials of non-Italian origin, the importance of their processing in Italy.	●		●		●	

CORRELATION BETWEEN THE MATERIAL TOPICS AND GRI ASPECTS

Material topic	GRI Aspect	Scope of impact
Product quality and safety	Customer health and safety Procurement practices	Upstream/Downstream/Group
Innovation	-	Group
Traceability	-	Upstream/Downstream/Group
Environmental impacts of production	Materials Energy Water Effluents and waste Transport	Group
Climate Change	Emissions	Upstream/Downstream/Group
Human rights and responsibility throughout the supply chain	Supplier assessment for labour practices Labour practices and grievance mechanisms Supplier Human Rights assessment Human rights grievance mechanisms	Upstream/Group
Food loss and waste	-	Group
Packaging sustainability	Materials	Upstream/Downstream/Group
Logistics optimisation and efficiency	-	Upstream/Downstream/Group
Economic sustainability	Economic performance Procurement practices Income taxes	Group
Quality of the organisation	Employment Health and safety ⁴⁸ Training and education Diversity and equal opportunity	Group
Italian identity	-	Upstream/Group

⁴⁸ With regards to the monitoring of non-employee worker injuries, the Company shall assess the possibility of undertaking analysis on the number of other non-employee workers, in order to assess the need to collate data at the employer of outside collaborators and suppliers operating at the Group sites and/or under the control of the Group, assessing the quality and accuracy of this data over which direct control is not exercised.

GRI Content Index

GENERAL STANDARD DISCLOSURES

GRI Standard	Disclosure	Description	Page number (or link)																																																																																																																					
GRI 1 Foundation 2021		La Doria has drafted this document in reference to the GRI Standards for the year 2025																																																																																																																						
ORGANISATION AND REPORTING PRACTICES																																																																																																																								
GRI 2 General Disclosures 2021	2-1	Organizational details	p. 14; 30-31; 116 For more information, refer to the information on the company website at www.gruppoladoria.it/en/																																																																																																																					
	2-2	Entities included in the organization’s sustainability reporting	p. 14; 16-27; 30-31; 119																																																																																																																					
	2-3	Reporting period, frequency and contact point	p. 116-118																																																																																																																					
	2-4	Restatements of information	p. 16-27; 64; 73; 130																																																																																																																					
	2-5	External assurance	p. 116-118; 130-132																																																																																																																					
ACTIVITIES AND WORKERS																																																																																																																								
GRI 2 General Disclosures 2021	2-6	Activities, value chain and other business relationships	p. 14-15; 28-29																																																																																																																					
	2-7	Total number of employees by employment contract, employment type, region and gender	<p>In addition to the information reported at page 105 the table with the other data required by the indicator follows.</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Workforce at 31-12</th> <th colspan="2">Facilities in Italy</th> <th colspan="2">LDH</th> </tr> <tr> <th colspan="2">(by type of contract)</th> <th>2024</th> <th>2025</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Permanent contract</td> <td>812</td> <td>1,216</td> <td>105</td> <td>118</td> <td></td> <td></td> </tr> <tr> <td>- male</td> <td>660</td> <td>1,001</td> <td>47</td> <td>49</td> <td></td> <td></td> </tr> <tr> <td>- female</td> <td>152</td> <td>215</td> <td>58</td> <td>69</td> <td></td> <td></td> </tr> <tr> <td>Fixed-term contract</td> <td>78</td> <td>182</td> <td>2</td> <td>3</td> <td></td> <td></td> </tr> <tr> <td>- male</td> <td>64</td> <td>151</td> <td>0</td> <td>1</td> <td></td> <td></td> </tr> <tr> <td>- female</td> <td>14</td> <td>31</td> <td>2</td> <td>2</td> <td></td> <td></td> </tr> <tr> <td>Full-time contract</td> <td>865</td> <td>1,374</td> <td>95</td> <td>113</td> <td></td> <td></td> </tr> <tr> <td>- male</td> <td>719</td> <td>1,149</td> <td>46</td> <td>49</td> <td></td> <td></td> </tr> <tr> <td>- female</td> <td>146</td> <td>225</td> <td>49</td> <td>64</td> <td></td> <td></td> </tr> <tr> <td>Part-time contract</td> <td>25</td> <td>24</td> <td>12</td> <td>8</td> <td></td> <td></td> </tr> <tr> <td>- male</td> <td>5</td> <td>3</td> <td>1</td> <td>1</td> <td></td> <td></td> </tr> <tr> <td>- female</td> <td>20</td> <td>21</td> <td>11</td> <td>7</td> <td></td> <td></td> </tr> <tr> <td>Total employees</td> <td>890</td> <td>1,398</td> <td>107</td> <td>121</td> <td></td> <td></td> </tr> <tr> <td>Total male</td> <td>724</td> <td>1,152</td> <td>47</td> <td>50</td> <td></td> <td></td> </tr> <tr> <td>Total female</td> <td>166</td> <td>246</td> <td>60</td> <td>71</td> <td></td> <td></td> </tr> </tbody> </table>		Workforce at 31-12		Facilities in Italy		LDH		(by type of contract)		2024	2025	2024	2025	Permanent contract	812	1,216	105	118			- male	660	1,001	47	49			- female	152	215	58	69			Fixed-term contract	78	182	2	3			- male	64	151	0	1			- female	14	31	2	2			Full-time contract	865	1,374	95	113			- male	719	1,149	46	49			- female	146	225	49	64			Part-time contract	25	24	12	8			- male	5	3	1	1			- female	20	21	11	7			Total employees	890	1,398	107	121			Total male	724	1,152	47	50			Total female	166	246	60	71	
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GRI Standard	Disclosure	Description	Page number (or link)								
GRI 2 General Disclosures 2021	2-7	Total number of employees by employment contract, employment type, region and gender	The table below indicates the total percentage of new hires on seasonal contract.								
			<table border="1"> <thead> <tr> <th>Seasonal contracts</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Number of seasonal workers hired in the year</td> <td>1,337</td> </tr> <tr> <td>- Male</td> <td>630</td> </tr> <tr> <td>- Female</td> <td>707</td> </tr> </tbody> </table>	Seasonal contracts	2025	Number of seasonal workers hired in the year	1,337	- Male	630	- Female	707
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The number of personnel hired at the facility (p. 16-27) are period-end figures.											
GOVERNANCE											
GRI 2 General Disclosures 2021	2-9	Governance structure and composition	p. 32-33								
	2-10	Nomination and selection of the highest governance body	p. 32-33								
	2-11	Chair of the highest governance body	https://www.gruppoloria.it/en/about-us/corporate-governance/								
	2-12	Role of the highest governance body in overseeing the management of impacts	p. 32-33								
	2-14	Role of the highest governance body in sustainability reporting	p. 32-33								
STRATEGY, POLICIES AND PRACTICES											
GRI 2 General Disclosures 2021	2-22	Statement on sustainable development strategy	p. 9-11; 32								
	2-23	Policy commitments	p. 2-3; 32-36								
	2-24	Embedding policy commitments	p. 2-3; 32-36								
	2-25	Processes to remediate negative impacts	p. 36-38								
	2-26	Mechanisms for seeking advice and raising concerns	p. 34								
	2-27	Compliance with laws and regulations	p. 32-36 In the reporting year, there were no significant instances of non-compliance with regulations and laws.								
	2-28	Membership associations	p. 40-41								
STAKEHOLDER ENGAGEMENT											
GRI 2 General Disclosures 2021	2-29	Approach to stakeholder engagement	p. 40-41								
	2-30	Collective bargaining agreements	100% of workers are hired under collective contracts.								
INFORMATION ON MATERIAL TOPICS											
GRI 3 Material topics - 2021 version	3-1	Process to determine material topics	p. 119-121								
	3-2	List of material topics	p. 119-121								

SPECIFIC STANDARD DISCLOSURES

DMA and Indicators	Disclosure	Description	Page number or specific information
CATEGORY: ECONOMIC			
MATERIAL TOPIC: ECONOMIC PERFORMANCE			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 90
GRI 201 Economic Performance 2016	201-1	Direct economic value generated and distributed	p. 91-94
MATERIAL TOPIC: PROCUREMENT PRACTICES			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 91-94 https://www.gruppoloria.it/en/about-us/quality-and-safety/
GRI 204 Procurement practices 2016	204-1	Proportion of spending made in favor of local suppliers	p. 92-94
MATERIAL TOPIC: CORRUPTION			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 34-36 https://www.gruppoloria.it/en/about-us/corporate-governance/
GRI 205 Anti-corruption 2016	205-1	Operations assessed to determine the risks related to corruption	p. 34-36 La Doria has identified risk areas related to corruption in its Organisational Model. The risks associated with corruption are analysed in the development of the 231 Model.
	205-2	Communication and training on regulations and anti-corruption procedures	p. 34-36; 117
MATERIAL TOPIC: INCOME TAXES			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 35; 93-94 https://www.gruppoloria.it/wp-content/uploads/2024/01/La-Doria_OMC-General-SectionEng.pdf
GRI 207 Tax 2019	207-1	Approach to tax	p. 35; 93-94
	207-2	Tax governance, control and risk management	p. 35; 93-94
	207-3	Stakeholder engagement and management of concerns related to tax	p. 35; 93-94

CATEGORY: ENVIRONMENT

MATERIAL TOPIC: MATERIALS

GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 50; 82-85 https://www.gruppoloria.it/en/sustainability/
GRI 301 Materials 2016	301-1	Materials used by weight or volume	p. 82-85
	301-2	Recycled input materials used	p. 82-85

MATERIAL TOPIC: ENERGY

GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 60 https://www.gruppoloria.it/en/sustainability/
GRI 302 Energy 2016	302-1	Energy consumption within the organization	p. 61-64
	302-3	Energy intensity	p. 61-64
	302-4	Reduction of energy consumption	p. 61-64

MATERIAL TOPIC: WATER

GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 60 https://www.gruppoloria.it/en/sustainability/
GRI 303 Water and Effluents 2018	303-1	Interactions with water as a shared resource	p. 16-27; 65-69
	303-2	Management of water discharge-related impacts	p. 65-69
	303-3	Water withdrawal	p. 68-69
	303-4	Water discharge	p. 68-69
	303-5	Water consumption	In 2025, the La Doria Group in Italy consumed 706 ML.

MATERIAL TOPIC: EMISSIONS

GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 70-73 https://www.gruppoloria.it/en/sustainability/
GRI 305 Emissions 2016	305-1	Direct (Scope 1) GHG emissions	p. 16-27; 72; 73 Emissions were calculated according to the Emission Trading 2003/87/CE. - FDE da MInAmbiente 2025 o MASE (2025)
	305-2	Energy indirect (Scope 2) GHG emissions - Location-based	p. 16-27; 72; 73 The emissions are calculated on the basis of the ISPRA 2024 conversion factors.
		Energy indirect (Scope 2) GHG emissions - Market-based	p. 116-27; 72; 73 The emissions are calculated on the basis of the conversion factors outlined in the document: AIB "Residual Mix" Report 2025.
	305-3	Other indirect (Scope 3) GHG emissions	p. 72; 73
305-4	GHG emissions intensity	p. 72; 73	

MATERIAL TOPIC: WASTE

GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 60-61 https://www.gruppoloria.it/en/sustainability/
GRI 306 Waste 2020	306-3	Waste generated	p. 64-66
	306-4	Waste diverted from disposal	p. 64-66
	306-5	Waste directed to disposal	p. 64-66

MATERIAL TOPIC: SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 74 https://www.gruppoloria.it/en/about-us/quality-and-safety/
GRI 308 Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	All our key suppliers of raw materials are assessed on environmental factors.

CATEGORY: SOCIAL

SUB-CATEGORY: LABOUR PRACTICES

MATERIAL TOPIC: EMPLOYMENT

GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 104 https://www.gruppoloria.it/en/sustainability/																																																																																			
GRI 401 Employment 2016	401-1	New employee hires and employee turnover	<p>p. 106</p> <p>GROUP TURNOVER (EMPLOYEES ON FULL-TIME AND PART-TIME CONTRACTS)</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">2024</th> <th colspan="3">2025</th> </tr> <tr> <th>Total</th> <th>Male</th> <th>Female</th> <th>Total</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Total new hires</td> <td>312</td> <td>239</td> <td>73</td> <td>534</td> <td>424</td> <td>110</td> </tr> <tr> <td><30</td> <td>181</td> <td>140</td> <td>41</td> <td>263</td> <td>206</td> <td>57</td> </tr> <tr> <td>30-50</td> <td>108</td> <td>79</td> <td>29</td> <td>227</td> <td>190</td> <td>37</td> </tr> <tr> <td>>50</td> <td>23</td> <td>20</td> <td>3</td> <td>44</td> <td>28</td> <td>16</td> </tr> <tr> <td>New hires rate</td> <td>31.3%</td> <td>31.0%</td> <td>32.3%</td> <td>35.2%</td> <td>35.3%</td> <td>34.7%</td> </tr> <tr> <td>Total departures</td> <td>250</td> <td>189</td> <td>61</td> <td>409</td> <td>328</td> <td>81</td> </tr> <tr> <td><30</td> <td>134</td> <td>106</td> <td>28</td> <td>194</td> <td>161</td> <td>33</td> </tr> <tr> <td>30-50</td> <td>77</td> <td>55</td> <td>22</td> <td>159</td> <td>134</td> <td>25</td> </tr> <tr> <td>>50</td> <td>39</td> <td>28</td> <td>11</td> <td>56</td> <td>33</td> <td>23</td> </tr> <tr> <td>Departures rate</td> <td>25.1%</td> <td>24.5%</td> <td>27.0%</td> <td>26.9%</td> <td>27.3%</td> <td>25.6%</td> </tr> </tbody> </table>		2024			2025			Total	Male	Female	Total	Male	Female	Total new hires	312	239	73	534	424	110	<30	181	140	41	263	206	57	30-50	108	79	29	227	190	37	>50	23	20	3	44	28	16	New hires rate	31.3%	31.0%	32.3%	35.2%	35.3%	34.7%	Total departures	250	189	61	409	328	81	<30	134	106	28	194	161	33	30-50	77	55	22	159	134	25	>50	39	28	11	56	33	23	Departures rate	25.1%	24.5%	27.0%	26.9%	27.3%	25.6%
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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	All Executives, almost all Group Managers and a number of Employees are provided with a company car. The daycare/pre-school contribution is provided only to permanent employees at the Parma facility as based on the level II agreements in place before the acquisition. Meal vouchers were issued in 2025 to all permanent employees of the La Doria Group companies in Italy, except for the newly acquired companies: Clas, Pasta Lensi, Fegé and Fegé Logistica.																																																																																				

DMA and Indicators	Disclosure	Description	Page number or specific information																																									
MATERIAL TOPIC: HEALTH & SAFETY																																												
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 102 https://www.gruppoloria.it/en/sustainability/																																									
GRI 403 Occupational Health and Safety 2018	403-1	Occupational health and safety management system	p. 109-111																																									
	403-2	Hazard identification, risk assessment, and incident investigation	p. 109-111																																									
	403-3	Occupational health services	p. 109-111																																									
	403-4	Worker participation, consultation, and communication on occupational health and safety	p. 109-111																																									
	403-5	Worker training on occupational health and safety	p. 109-111																																									
	403-6	Promotion of worker health	p. 109-111																																									
	403-8	Workers covered by an occupational health and safety management system	p. 109-111 94% of employees at Italian facilities.																																									
	403-9	Work-related injuries	In addition to the information reported at page 111 we present the following summary. <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th rowspan="2"></th> <th colspan="2" style="text-align: center;">Italian facilities</th> </tr> <tr> <th style="text-align: center;">2024</th> <th style="text-align: center;">2025</th> </tr> </thead> <tbody> <tr> <td>Number of recordable injuries⁴⁹</td> <td style="text-align: center;">21</td> <td style="text-align: center;">51</td> </tr> <tr> <td>- male</td> <td style="text-align: center;">16</td> <td style="text-align: center;">47</td> </tr> <tr> <td>- female</td> <td style="text-align: center;">5</td> <td style="text-align: center;">4</td> </tr> <tr> <td>of whom temporary</td> <td style="text-align: center;">2</td> <td style="text-align: center;">1</td> </tr> <tr> <td>- male</td> <td style="text-align: center;">2</td> <td style="text-align: center;">1</td> </tr> <tr> <td>- female</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Rate of recordable work-related injury</td> <td style="text-align: center;">13.42</td> <td style="text-align: center;">17.61</td> </tr> <tr> <td>- male</td> <td style="text-align: center;">12.40</td> <td style="text-align: center;">20.19</td> </tr> <tr> <td>- female</td> <td style="text-align: center;">18.22</td> <td style="text-align: center;">7.04</td> </tr> <tr> <td>Rate of lost work days</td> <td style="text-align: center;">892.11</td> <td style="text-align: center;">687.13</td> </tr> <tr> <td>- male</td> <td style="text-align: center;">929.98</td> <td style="text-align: center;">819.71</td> </tr> <tr> <td>- female</td> <td style="text-align: center;">714.08</td> <td style="text-align: center;">144.25</td> </tr> </tbody> </table> <p>The main types of injuries that occurred were due to collisions, bruises and cuts. In 2025, 10 commuting injuries occurred (not considered in the summary table). In 2025, five injuries involving outside company employees occurred.⁵⁰ There were no recordable injuries at LDH in 2025.</p>		Italian facilities		2024	2025	Number of recordable injuries⁴⁹	21	51	- male	16	47	- female	5	4	of whom temporary	2	1	- male	2	1	- female	0	0	Rate of recordable work-related injury	13.42	17.61	- male	12.40	20.19	- female	18.22	7.04	Rate of lost work days	892.11	687.13	- male	929.98	819.71	- female	714.08	144.25
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GRI 403 Occupational Health and Safety 2018	403-10	Work-related ill health	In 2025, nowork-related ill health was recorded amongst employees. ⁵¹ <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th rowspan="2"></th> <th colspan="2" style="text-align: center;">2024</th> <th colspan="2" style="text-align: center;">2025</th> </tr> <tr> <th style="text-align: center;">Male</th> <th style="text-align: center;">Female</th> <th style="text-align: center;">Male</th> <th style="text-align: center;">Female</th> </tr> </thead> <tbody> <tr> <td>Cases of work-related ill health</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> <tr> <td></td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> </tbody> </table>		2024		2025		Male	Female	Male	Female	Cases of work-related ill health	0	0	0	0		0	0	0	0																						
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⁴⁹ Calculated excluding injuries during commute.

⁵⁰ The Company's data monitoring and collation systems do not allow for the calculation of third-party company injury rates.

⁵¹ The data monitoring and collation systems at the Company do not allow the calculation of rates of employee work-related ill health at other companies.

DMA and Indicators	Disclosure	Description	Page number or specific information																															
MATERIAL TOPIC: TRAINING AND EDUCATION																																		
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 102; 108 https://www.gruppoloria.it/en/sustainability/																															
GRI 404 Training and Education 2016	404-1	Average hours of training per year per employee	<p>In addition to the information reported at page 108 below the tables. Average training hours.⁵²</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th colspan="2">2024</th> <th colspan="2">2025</th> </tr> </thead> <tbody> <tr> <td colspan="2">16.4</td> <td colspan="2">15.1</td> </tr> <tr> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> </tr> <tr> <td>16.1</td> <td>17.4</td> <td>14.6</td> <td>16.8</td> </tr> </tbody> </table> <p>Average hours of training by role</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th></th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Executives</td> <td>1.7</td> <td>6.0</td> </tr> <tr> <td>Managers</td> <td>18.3</td> <td>20.7</td> </tr> <tr> <td>White-collar</td> <td>16.4</td> <td>15.1</td> </tr> <tr> <td>Blue-collar</td> <td>16.6</td> <td>15.0</td> </tr> </tbody> </table> <p>These figures refer to Group personnel in Italy, with the exception of the subsidiaries Fegé and Fegé Logistica. In 2025, 263 training hours were provided at the subsidiary LDH.</p>	2024		2025		16.4		15.1		Male	Female	Male	Female	16.1	17.4	14.6	16.8		2024	2025	Executives	1.7	6.0	Managers	18.3	20.7	White-collar	16.4	15.1	Blue-collar	16.6	15.0
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MATERIAL TOPIC: DIVERSITY AND EQUAL OPPORTUNITY

GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 33 https://www.gruppoloria.it/en/sustainability/
GRI 405 Diversity and equal opportunity 2016	405-1	Diversity in governance bodies and among employees	p. 32-33
	405-2	Ratio of basic salary and remuneration of women to men	p. 105; 106

MATERIAL TOPIC: LABOUR PRACTICES AND GRIEVANCE MECHANISMS

GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 35; 74 https://www.gruppoloria.it/en/about-us/the-tomato-supply-chain/ https://www.gruppoloria.it/en/sustainability/
GRI 406 Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	p. 75-80 No cases of discrimination were reported in 2025.

SUB-CATEGORY: HUMAN RIGHTS

MATERIAL TOPIC: SUPPLIER ASSESSMENT FOR LABOR PRACTICES

GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 74 https://www.gruppoloria.it/en/about-us/the-tomato-supply-chain/ https://www.gruppoloria.it/en/sustainability/
GRI 414 Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	The percentage of new raw material suppliers subject to control for working conditions is 100%.
	414-2	Negative social impacts in the supply chain and actions taken	p. 75-80

⁵² The average training hours were calculated on the basis of the average workforce.

DMA and Indicators	Disclosure	Description	Page number or specific information
SUB-CATEGORY: PRODUCT RESPONSIBILITY			
MATERIAL TOPIC: CUSTOMER HEALTH AND SAFETY			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 44-45 https://www.gruppoloria.it/en/about-us/quality-and-safety/
GRI 416 Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	p. 44-48 100% of product and service categories assessed on the basis of their health and safety impacts.
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There were no cases of non-compliance with regulations and/or self-regulation codes relating to the impact on product health and safety.
GRI 417 Marketing and Labeling 2016	417-1	Requirements for product and service information and labelling	p. 50-53
	417-2	Incidents of non-compliance concerning product and service information and labelling	No cases of non-compliance with regulations and/or self-regulatory codes on information and labelling of products were recorded in 2025.
MATERIAL TOPIC: TRANSPORT			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 86 https://www.gruppoloria.it/en/sustainability/
MATERIAL TOPIC: INNOVATION			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 98
MATERIAL TOPIC: ITALIAN IDENTITY			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 112

G4 SECTOR DISCLOSURES

DMA and Indicators	Disclosure	Description	Page number or specific information
G4-FP1		Percentage of purchased volume from suppliers compliant with company's sourcing policy	100% of purchases are from suppliers complying with company policies.
G4-FP2		Percentage of purchase volumes verified according to internationally recognised responsible, credible production standards, broken down by standard	p. 80
G4-FP5		Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognised food safety management system standards	p. 44 100% of production volumes.



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INDEPENDENT AUDITOR'S REPORT ON THE SUSTAINABILITY REPORT

To the Board of Directors of La Doria S.p.A.

We have carried out a limited assurance engagement on the Sustainability Report of La Doria S.p.A. (hereinafter also the "Company" or "Parent Company") and its subsidiaries (hereinafter also the "La Doria Group" or the "Group") for the year ended December 31st, 2025.

Responsibilities of the Directors for the Sustainability Report

The Directors of La Doria S.p.A. are responsible for the preparation of the Sustainability Report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" established by the GRI - *Global Reporting Initiative* (hereinafter "GRI Standards"), as stated in the "Methodological Note" paragraph in the Sustainability Report.

The Directors are, also, responsible for such internal control as they determine is necessary to enable the preparation of the Sustainability Report that is free from material misstatement, whether due to fraud or error.

The Directors are, moreover, responsible for setting the Group's goals, with respect to sustainability performance, as well as for the identification of the Company' stakeholders and significant aspects to be reported.

Auditor's Independence and Quality Control

We have complied with the independence and other ethical requirements of the *International Code of Ethics for Professional Accountants (including International Independence Standards)* (IESBA Code) issued by the *International Ethics Standards Board for Accountants*, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our auditing firm applies *International Standard on Quality Management 1* on the basis of which it is required to set up, implement and operate a quality management system that includes directives or procedures on compliance with ethical principles, professional principles and applicable law and regulations.

Auditor's responsibility

Our responsibility is to express our conclusion based on the procedures performed about the compliance of the Sustainability Report with the GRI Standards.

Ancona Bari Bergamo Bologna Brescia Cagliari Firenze Genova Milano Napoli Padova Parma Roma Torino Treviso Udine Verona

Sede Legale: Via Santa Sofia, 28 - 20122 Milano | Capitale Sociale: Euro 10.688.930,00 i.v.

Codice Fiscale/Registro delle Imprese di Milano Monza Brianza Lodi n. 03049560166 - R.E.A. n. Mi-1720239 | Partita IVA: IT 03049560166

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We conducted our work in accordance with the criteria established in the “*International Standard on Assurance Engagements ISAE 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information*” (hereinafter “*ISAE 3000 Revised*”), issued by the *International Auditing and Assurance Standards Board (IAASB)* for limited assurance engagements.

The standard requires that we plan and perform the engagement to obtain limited assurance whether the Sustainability Report is free from material misstatement.

Therefore, the procedures performed in a limited assurance engagement are less than those performed in a reasonable assurance engagement in accordance with *ISAE 3000 Revised* (“*reasonable assurance engagement*”), and, therefore, do not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures performed on the Sustainability Report are based on our professional judgement and included inquiries, primarily with Company personnel responsible for the preparation of information included in the Sustainability Report, analysis of documents, recalculations and other procedures aimed to obtain evidence as appropriate.

Specifically, we carried out the following procedures:

- analysis of the process relating to the definition of material aspects disclosed in the Sustainability Report, with reference to the methods of analysis and understanding of the context, identification, evaluation and prioritization of actual and potential impacts and the internal validation of the process results;
- comparison between the economic and financial data and information included in the “Economic Sustainability” paragraph of the Sustainability Report with the Group's consolidated financial statements as of December 31st, 2025;
- understanding of the processes underlying the generation, collection and management of significant qualitative and quantitative information included in the Sustainability Report.

In particular, we carried out interviews and discussions with the management of La Doria S.p.A. and with the personnel of its subsidiary LDH (La Doria) Ltd and we have carried out limited documentary verifications, in order to gather information about processes and procedures, which support the collection, aggregation, elaboration and transmittal of non-financial data and information to the function responsible for the preparation of the Sustainability Report.

In addition, for material information, taking into consideration the Group's activities and characteristics:

- at the Parent Company level and for its subsidiary LDH (La Doria) Ltd:
 - a) with regards to qualitative information included in the Sustainability Report, we carried out interviews and gathered supporting documentation in order to verify its consistency with the available evidence;

- b) with regards to quantitative information, we carried out both analytical procedures and limited verifications in order to ensure, on a sample basis, the correct aggregation of data.
- For certain performance indicators at a consolidated level and their locations, we carried out remote meetings, during which we have met the management and have gathered supporting documentation on a sample basis with reference to the correct application of procedures and calculation methods used for the indicators.

Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the Sustainability Report of the La Doria Group as of December 31st, 2025 is not prepared, in all material respects, in accordance with the GRI Standards as stated in the "Methodological Note" paragraph in the Sustainability Report.

DELOITTE & TOUCHE S.p.A.

Signed by
Stefano Maria Santoro
Partner

Naples, Italy
April 1st, 2026

This report has been translated into the English language solely for the convenience of international readers.

