



Sustainability
Report
2023

Table of Contents

Letter to Stakeholders	2
Chairman	2
Chief Executive Officer	3
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1. The Amadori Group	6
Evolving in line with the new Purpose	8
Amadori Group 2023 Figures	10
Supply Chain Management	12
Our History	14
Stakeholder Network	16
Governance	18
Our Supply Chain	22
Products	24
Innovation in the Company	26
<hr/>	
2. Building a responsible future	28
Our Main Values	30
Integrity and Corporate Ethics	32
The Code of Ethics	33
Commitment to Sustainability	38
<hr/>	
3. A Quality Offer	46
Continuous Focus on Product and System Quality	50
A Safe and Controlled Supply Chain	52
<hr/>	
4. An Integrated Supply Chain with Reduced Environmental Impact	68
Objectives	72
The Supply Chain	74
Certifications and Compliance with Environmental Regulations	75
Fighting Climate Change: Clean Energy and Efficiency	77
Management of Environmental Aspects	89
Amadori Group Emissions	98
<hr/>	
5. Focus on Communities and Enhancing Territories	108
Creating Value throughout the Territory	111
<hr/>	
6. The People of Amadori	120
Attention to Employees	124
Health and Safety throughout the Supply Chain	128
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7. Methodological Note	136
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8. Appendix	144
GRI Content Index	162
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Letter to Stakeholders

Chairman

In a complex geopolitical and market context, the publication of our fourth Sustainability Report is a source of pride, as it testifies to the Group's renewed focus on sustainable development.

2023 has clearly shown the face of climate change, testing the tenacity of communities and the effectiveness of our infrastructure. The flood in Romagna was an unprecedented extreme event, which left deep wounds, upsetting lives and bringing the local economy to its knees, but it is in facing these difficulties that our land has demonstrated extraordinary recovery capabilities.

It is our duty to build on this experience, not only for a greater awareness of the changes taking place and the vulnerabilities of our territories, but above all to emphasise, now more than ever, the importance of prevention, social cohesion and sustainability as an opportunity to rethink our development model, focusing on solutions with a reduced environmental impact.

We have been able to manage difficult moments, and we have never lowered our guard.

We are looking positively at the results achieved in 2023, where, despite the need to absorb cost increases, we recorded a turnover of 1,780 million, representing an increase of 2.5% compared to the previous year. The EBITDA of EUR 126 million testifies to our responsiveness and efficiency, a result made possible by the continuous commitment of the management and the entire workforce.

This report is a tribute to all those who build our future every day with passion and dedication. Employees, suppliers, collaborators: our shared commitment allows us to direct our work towards a more sustainable future. With everyone's contribution, it will be possible to tackle the most complex challenges with innovation and responsibility.

Our history is made of people, passions and a constant commitment to excellence.

Flavio Amadori

Chairman Amadori S.p.A.

Chief Executive Officer

In an era marked by major global challenges, Amadori reaffirms its commitment to sustainability. We are aware of our social and environmental responsibility and we are committed to operating in an ethical and transparent manner, contributing to the sustainable development of the territory.

Over the past year, Amadori has strengthened its growth by investing in innovation and implementing virtuous practices to offer high-quality products. These strategies, combined with a renewed focus on communication, have allowed us to consolidate our position on the market and increase the trust of those who choose us every day.

Consumers play a crucial role in promoting sustainability: by choosing certified products, they support companies that are committed to sustainability and contribute to creating a more conscious market. Together with our customers, consumers and stakeholders, we engage in constant and collaborative dialogue to take a significant step forward towards the future we have designed, responding to the needs and expectations that our era imposes on us.

In 2023, our Group made significant progress in combating climate change, committing to promote human well-being and pursue animal welfare. These efforts demonstrate our willingness to lead the agri-food sector towards a supply chain that is not only a supplier of products, but also a promoter of well-being and conscious nutrition, positively impacting the environment and the social fabric.

To be able to overcome future challenges, we must continue on this path, consolidating the results achieved. The Strategic Plan Ama Moving forward to 2028 will guide us in this direction. We are heading towards a phase of deep transformation, during which we will strive to grow, both as people and as a company, making the most of our supply chain culture, aiming for operational efficiency, and pursuing environmental, social and economic sustainability. Our goal is to build a future together in which food is increasingly healthy, sustainable and accessible to all.

Denis Amadori
Chief Executive Officer Amadori S.p.A.

Introduction

The Amadori Group's fourth Sustainability Report covers the 2023 financial year (1 January to 31 December) and the reporting perimeter is, in particular, represented by the parent company Amadori S.p.A. and all the consolidated companies.

For this Sustainability Report, the Amadori Group has confirmed its decision to use the GRI Sustainability Reporting Standards, one of the most internationally recognised reporting standards, according to the "in accordance" option as set out in the new edition of the GRI Standards 2021.

In accordance with the GRI Standards, the contents of this Report are defined and constructed based on the Group's material topics which are identified through the materiality analysis.

For further details on the reporting methods and methodology used for the materiality analysis and for the information included in the Report, please refer to the "Methodological Note" section (p. 136).



1. The Amadori Group

Growth and progress according to an integrated, innovative and sustainable supply chain logic





Evolving in line with the new Purpose

Amadori's path to renewal

In 2023 Amadori continued on its path to renewal which had started in 2022. Firstly, it defined the company Purpose, i.e. the Group's raison d'être and subsequently developed a new Vision and a new Mission.

Corporate Responsibilities in a Changing World

The rapid changes in a constantly evolving world require companies, especially those in the agri-food sector, to take on new responsibilities and face new commitments, in order to contribute to tackling environmental and social issues of global importance in line with the commitments made by the international community and to ensure a sustainable future for future generations.

Amadori's Commitment to Sustainability

Amadori's commitment as a company is being renewed and expanded: objectives such as all-round sustainability, the well-being of all those involved in the supply chain (from the people who work in it to the animals raised), and the circular use of resources used are becoming priority topics.

More specifically, the limited nature of available resources requires us to use them more consciously and, if possible, regenerate them.

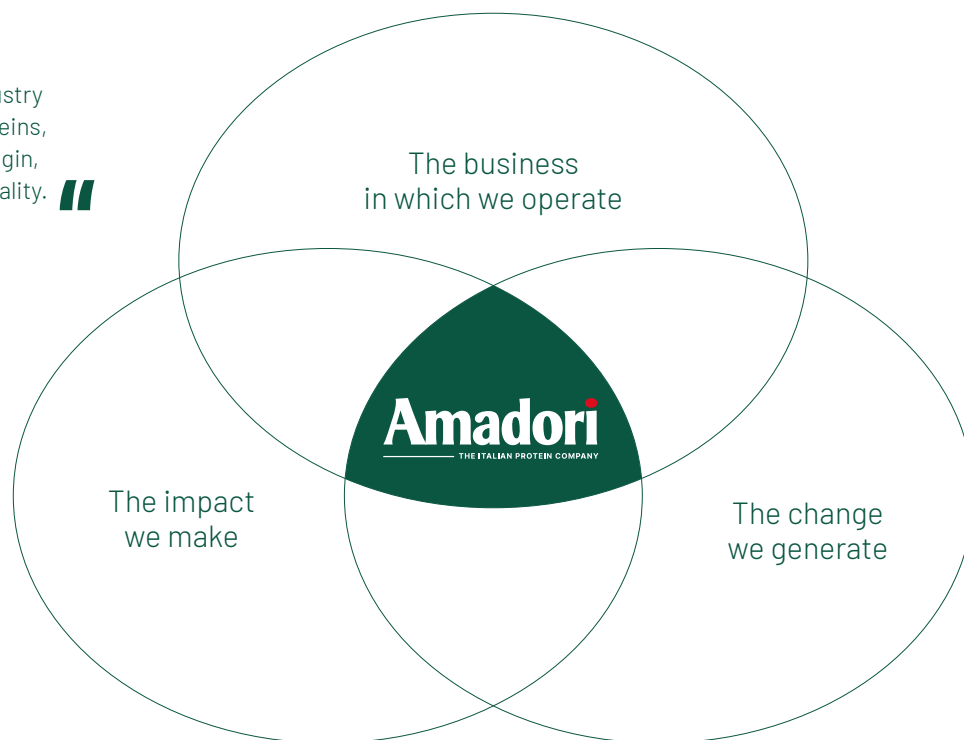
The Five-Year Strategic Plan

In this sense, we need to move towards a new eco-socioeconomic model. That is why, in 2023, the Group started a systematic process aimed at incorporating sustainability issues into the company's strategic orientation and included them in the five-year Strategic Plan, which was subsequently launched in mid-2024.

From Poultry to Proteins

“ We want to lead the agri-food industry throughout the entire field of proteins, whether of animal or vegetable origin, guaranteed by Italian taste and quality. ”

Denis Amadori



Purpose

Feeding the communities of today and tomorrow with good proteins for all, taking care of the ecosystems of which we are part.

Vision

Being the most sustainable and innovative Italian protein company, leveraging our supply chain culture.

Mission

Generating shared value through the evolution of branded protein offerings and integrated supply chains, guaranteeing the quality, goodness and accessibility of our products to promote the well-being of people, the environment and animals.

Amadori Group 2023 Figures

Officially founded in 1969, Amadori is currently one of the leading groups in the Italian agri-food industry.

The Group operates in various distribution channels, responding to diverse needs in relation to the type of products and services offered and to logistics management.

Highlights

Turnover

1,780

million euros

Total generated value

1,880

million euros

Economic value distributed

1,781

million euros

Shareholders' equity

377

million euros

EBITDA

126

million euros

Investments

69

million euros during the financial year



Sales channels

Large-Scale Retail Trade

Traditional Retail Trade

Ho.Re.Ca. (Hotels, Restaurants, Catering)

Wholesale

Export

E-commerce

Main areas of activity

chicken · turkey
eggs · pork
vegetable protein

Market share in the poultry sector

about
30%

Products

2,500¹

Employees

9,315

company workforce in the consolidated perimeter as at 31.12.2023



of which

49.9%

Women



7.5

Average training hours for each employee

¹ Fresh references based on chicken, turkey, processed foods, eggs, beef and pork, plant-based protein



Supply Chain Management

Amadori stands out in the market for the integrated management of its Italian poultry supply chain, with a widespread presence throughout the country, with production plants and distribution centres located all over the peninsula that guarantee accurate distribution in every part of Italy.

The company also directly manages a pork supply chain, which is gradually integrating following the acquisition of the Rugger company and the Lenti brand.

19²

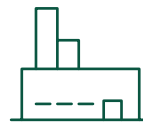
Plants and production sites

around

800

Farms directly managed and under agreements

7²



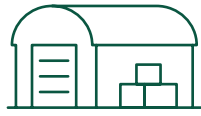
food processing plants

5



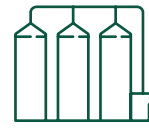
hatcheries

16



distribution centres including branches and agencies

4



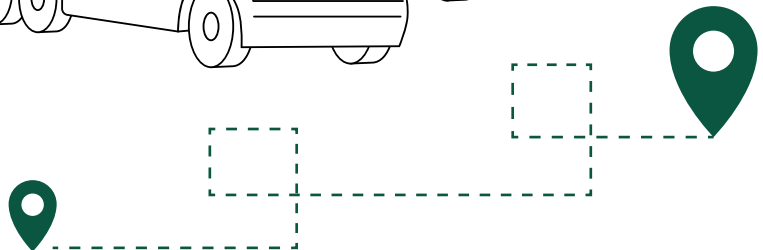
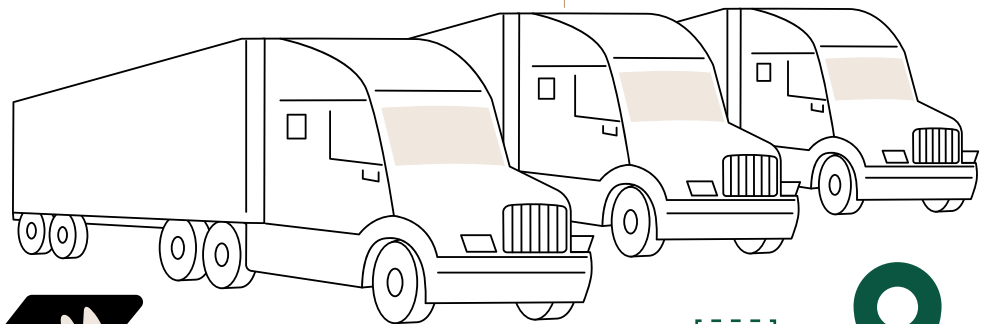
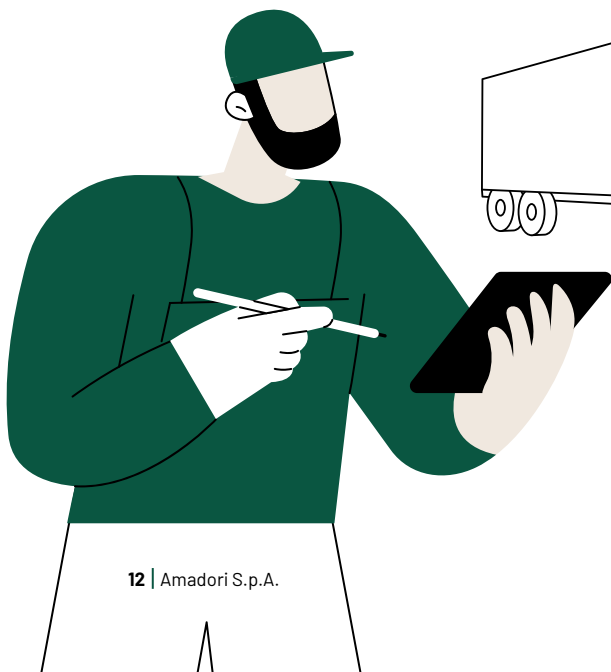
feed mills + 1 outsourced

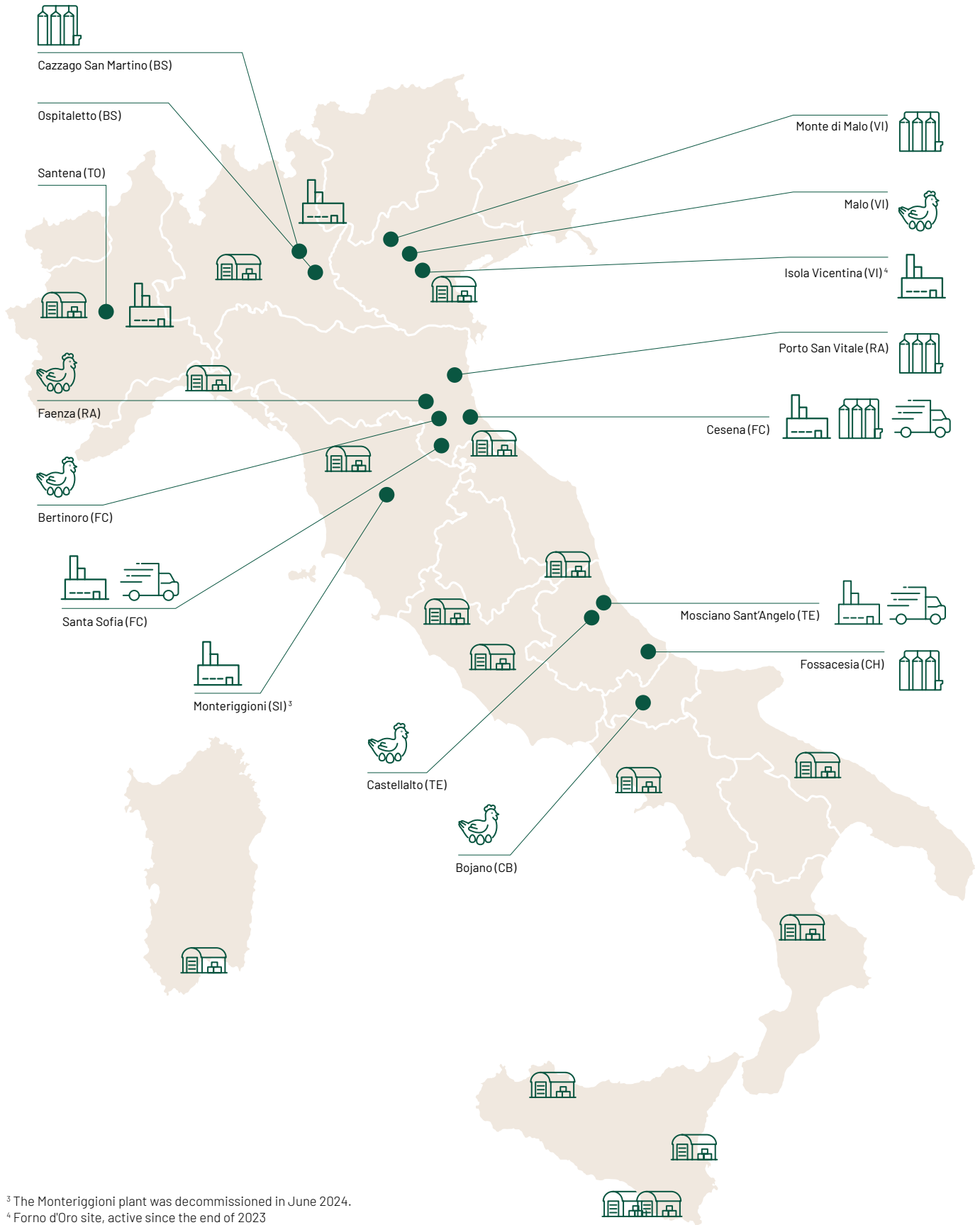
3



main logistics platforms

² The data on factories and sites includes both Forno d'Oro (active since the end of 2023) and Monteriggioni (decommissioned in June 2024)





³ The Monteriggioni plant was decommissioned in June 2024.
⁴ Forno d'Oro site, active since the end of 2023

Our History

1930s

The Amadori family began marketing poultry and farmyard animals.

The history of Amadori has its roots in Romagna in the 1930s. In that decade, Ondina and Agostino Amadori, together with their sons Adelmo, Arnaldo and Francesco, began marketing poultry and farmyard animals locally.

Beginning in the 1950s, the Amadori brothers decided to focus more on breeding, setting out on a path of entrepreneurship that would lead Amadori to transform itself over the years into a managerial company, becoming one of the main leaders in its sector and one of the excellences of the Italian food industry. Strengthened by this continuous drive towards innovation, the company continues to be driven by a deep-rooted passion, rooted in its founders' homeland of Romagna.



1950s

The brothers Francesco and Arnaldo expanded the family business from sales to animal husbandry.

1960s

The Amadori integrated supply chain took shape.

1965

First feed mill.

1966

First hatchery.

1968

First slaughterhouse.

1970s

Distribution became national.

1979

First farms in Abruzzo.

1980s

The first processed products were launched on the market and the first advertising campaigns aired.

1981

First production plant in Abruzzo.

1969

Official founding of the company.



1990s

Specialisation and development followed, thanks to the acquisitions of other important players in the Italian poultry industry (Cibus in Brescia, Avichianti in Siena).

1993

New breaded product plant in Teramo.

1996



1998

New frankfurter plant in Cesena.

2000s

Amadori is a benchmark in Italy for meat-based dishes.

2001

Start of the project Il Campese in Apulia.



2005

Acquisition of the company Pollo del Campo in Romagna.

2009

The company celebrated its 40th anniversary and launched Peopoll, a communication project that began with the commemorative book of the same name dedicated to employees.

2010s

Growth continued thanks to increasingly innovative products attentive to new consumer trends and investments focused in particular on environmental sustainability and enhancing every resource.

2017

Il Campese, chicken bred free-range and with vegetable, GMO-free feed, raised without the use of antibiotics.

2018

Inauguration of the new chicken processing plant in Cesena (Sala Taglio). The chicken of the new Qualità 10+ line was raised without the use of antibiotics.

2019

Amadori celebrated its 50th anniversary.

2020s

Amadori confirmed its standing as one of the leading groups in the Italian agri-food sector. As a poultry specialist sector, it focused on extending its offer to the whole range of proteins.

2021

First Sustainability Report.

2022

Acquisition of Rugger Srl, a historic Piedmont-based company, owner of the "Lenti" brand. The launch of the plant-based range marked the entry into the market of vegetable protein-based main courses. Opening of the new processing centre in Cesena.

Amadori

2023

New logo and launch of communication campaign «Gente che Ama» (People who Love).

Industrial partnership (70%) with Forno d'Oro, a Vicenza-based company specialised in the processing and production of high-end poultry products.

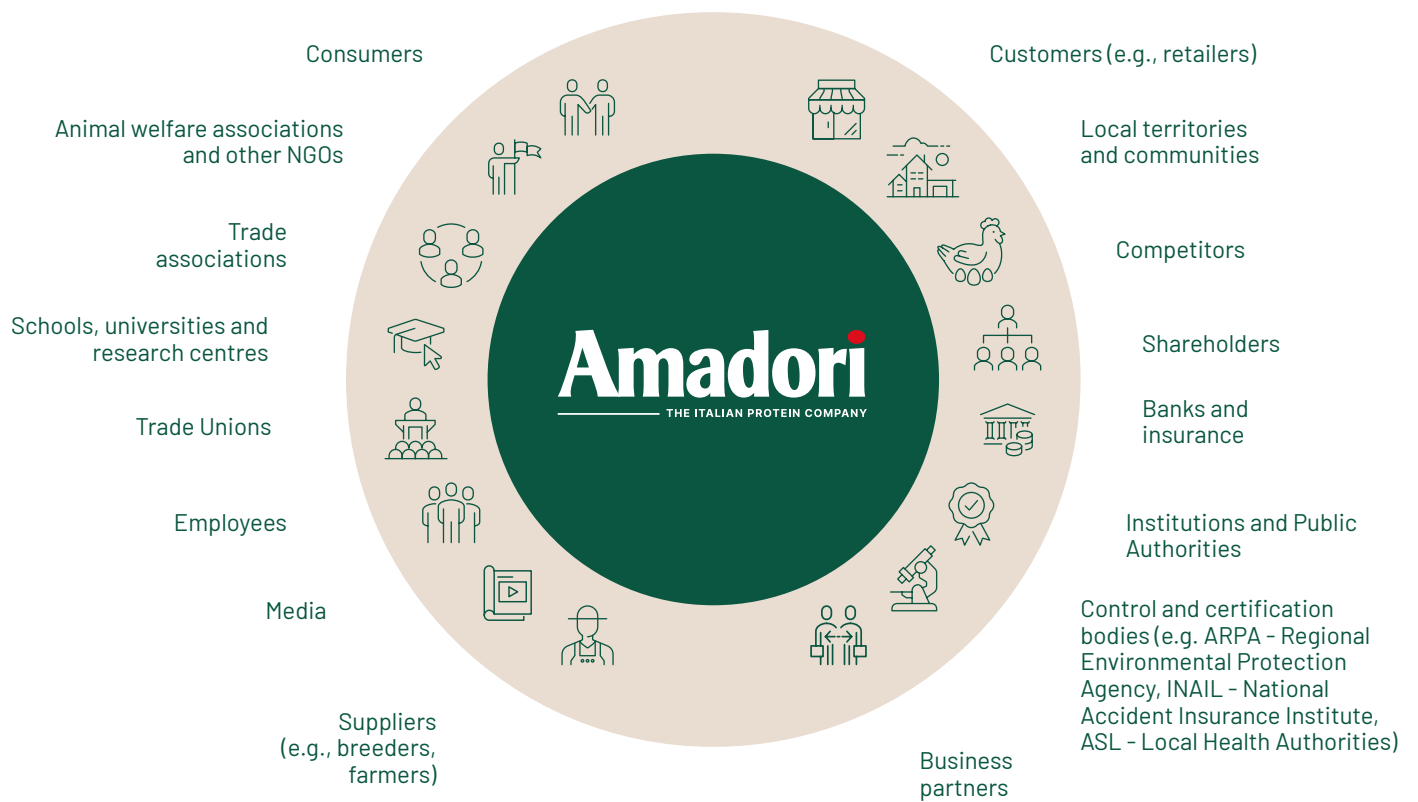
The brand architecture and brand image were renewed for the entire brand offering.

Stakeholder Network

Following a detailed analysis of the Group's activities, both in the corporate and external context, and detailed mapping of its organisation and integrated supply chain, Amadori's main stakeholders were identified.

Stakeholders include all individuals or entities that may be reasonably influenced or significantly impacted by the operations, products and services of Amadori and its value chain, or whose actions may affect the Group's ability to effectively implement its strategies and achieve its business objectives.

Based on the different types of needs, expectations and existing relations with the Group, Amadori's stakeholders were organised into 16 categories and homogeneous groups.



Amadori promotes a variety of initiatives and channels to connect with its stakeholders, aiming to build lasting relationships of trust and constant dialogue over time. This approach carefully considers stakeholders' objectives and expectations.

Stakeholders	Main modes of communication and engagement
Consumers	Products, marketing and communication activities, media, website, social media, customer service, events and activities throughout the country
Customers	Corporate events, institutional public events, company visits and private meetings
Institutions in local territories and communities	Media, sponsorships, institutional public events, private meetings
Competitors	Trade associations
Shareholders	Corporate events, private meetings
Banks and insurance	Institutional meetings, corporate events, private meetings, media
Institutions and Public Authorities	Institutional meetings, media, sponsorships, public events, private meetings
Control and certification bodies	Meetings with associations, institutional meetings, audits
Business partners	Private meetings, institutional meetings, public events
Suppliers	Private meetings, institutional meetings, public events
Media	Press conferences, press releases, public events, editorial meetings, press tours
Employees	Internal communication channels (corporate app, emails, noticeboards, newsletters), corporate events, recruiting activities
Trade Unions	Private and institutional meetings
Schools, universities and research centres	Institutional meetings, company visits, sponsorships
Trade associations	Public events, internal meetings
Animal welfare associations and other NGOs	Trade associations, private meetings

Governance

Pursuant to the Articles of Association and in compliance with Article 2380 of the Italian Civil Code, Amadori S.p.A. has adopted a traditional corporate governance model.

Constituent bodies of the company Amadori S.p.A.

Shareholders' Meeting

Representing the sovereign body of the company with a decision-making function on the matters specified in Article 2364 of the Italian Civil Code, the Shareholders' Meeting is one of the company's main stakeholders and its aim is to maximise the company's overall value in the long term.

Administrative Body

The Administrative Body is responsible for decision-making in relation to company management, and includes both non-executive and executive directors; the latter represent the company and carry out the functions delegated to them. The Administrative Body currently consists of four members, three of whom are from the founding families of the Group. The other members of the Administrative Body are independent, since they have no shareholdings in companies belonging to the Group. The current Board of Directors will be in office until the approval of the financial statements for the year ending 31 December 2024.

Members of the Board of Directors

Flavio Amadori	Chairman of the Board of Directors and Chief Executive Officer
Denis Amadori	Chief Executive Officer
Andrea Amadori	Director
Riccardo Pinza	Director

An Honorary Chairman is also appointed. Cav. Francesco Amadori, who is also in office until the approval of the financial statements for the year ending 31 December 2024.

Board of Statutory Auditors

As the company's internal control body, it monitors compliance with the law and the Articles of Association, compliance with the principles of proper administration and, in particular, the adequacy of the administrative and accounting organisation adopted by the company and its actual operation. Appointed in 2023, and appointed until the approval of the financial statements for the year ending 31 December 2025, it consists of three standing auditors and two alternate auditors, and also checks the adequacy of the internal control system.

Members of the Board of Statutory Auditors

Giorgio Rusticali	Chairman
Michele Bocchini	Standing Auditor
Edmondo Maria Granata	Standing Auditor

External control body of the company

In accordance with legal requirements, this body is appointed by the Shareholders' Meeting in order to carry out the legal and accounting audit of the company and its subsidiaries. The entrusted company is one of the Big Four in the international audit market: Deloitte & Touche S.p.A.

Auditing Company

Deloitte & Touche S.p.A.

Supervisory Body

Appointed pursuant to Italian Legislative Decree 231/2001 during 2023 and expiring with the approval of the financial statements for the financial year ending 31 December 2025, it consists of two members with proven experience in inspection and advisory matters and reports to the highest operational management level, i.e., the Administrative Body as a whole. It is responsible for regularly monitoring and checking the effectiveness of the Organisational Model, for reporting any shortcomings in the Model to the Board of Directors, and for proposing any updates following regulatory or organisational changes.

It also promotes the key role of the Code of Ethics, which is an essential part of the company's 231 system and ensures the correct and consistent involvement of employees, suppliers and whoever works for the company in any capacity. This commits all staff, members of management bodies, auditors, consultants, and in general, all those to whom the Code is addressed, to reading the document and undertaking to abide by the rules and requirements set out in it.

The Supervisory Body is personally involved in a business ethics training course - a real "educational process" aimed at whoever works or collaborates with Amadori.

Members of the Supervisory Body

Member acting as Chairman	Giovanni Catellani
Member	Fabio Barnabè

Specifically, the Board of Directors may vary in number from a minimum of three to a maximum of nine members, who are appointed at the Ordinary Shareholders' Meeting in accordance with the procedures established in the Articles of Association. These directors are not necessarily members of the organisation and their term of office is maximum three financial years, with the expiry set at the moment of their appointment. Their term of office ends when the Shareholders' Meeting is called to approve the financial statements for the last financial year of their term, but they may be re-elected.

The Board of Directors is vested with all powers necessary to manage the company's ordinary and extraordinary operations, with the exception of acts requiring prior authorisation by the Shareholders' Meeting, as set out in Article 17 of the Articles of Association. In addition, the Board of Directors has the following specific responsibilities:

-
- Decide on the opening or closing of branch offices;
-
- Appoint which directors are authorised to represent the company;
-
- Manage the reduction of share capital in the event of a shareholder's withdrawal;
-
- Adjust the Articles of Association to applicable regulations;
-
- Decide to transfer the registered office to another municipality within Italy;
-
- Reduce the share capital in the event of a loss of more than one third of the share capital and if the company has issued shares without nominal value;
-
- Consider the possibility of a merger in the cases referred to in Articles 2505 and 2505-bis of the Italian Civil Code.
-

The Board of Directors also has the power to appoint a general manager, who may or may not be a member of the Board, defining his/her powers and responsibilities at the time of appointment.

It should lastly be noted that, in accordance with Article 2381 of the Italian Civil Code, the Board of Directors is authorised to delegate its powers, either individually to one or more of its members, including the Chairman, or to an Executive Committee consisting of some of its members. The proxy must clearly specify its content and limits of competence.

It is important to note that proxies may not be granted to employees, members of the company's Supervisory Bodies or the Administrative Body. Furthermore, no proxies may be granted to companies subject to control, either to their employees or to members of their Supervisory Bodies or Administrative Body.

It should be noted that the organisation also includes directors with proxies, as documented in the Certificate of Incorporation.

If appointed, the Executive Committee consists of a minimum of two up to a maximum of four members. The appointment of members of the Executive Committee may be revoked or changed by the Board of Directors at any time.

The Ordinary Shareholders' Meeting is responsible for resolving on the following matters:

- Approving the annual financial statements;
- Appointing and dismissing directors, as well as appointing statutory auditors and the Chairman of the Board of Statutory Auditors. If necessary, also appointing the statutory auditor;
- Determining the remuneration for directors and statutory auditors;
- Resolving on the liability of directors and statutory auditors;
- Authorising the approval of resolutions to increase capital in subsidiaries, in accordance with Article 2359, para. 1, no. 1) of the Italian Civil Code;
- Resolving on other issues assigned to the authority of the Shareholders' Meeting by law.
- It is important to note that the Ordinary Shareholders' meeting is also responsible for resolutions concerning the acquisition of shareholdings that entail unlimited liability for the company's obligations.

The Extraordinary Shareholders' Meeting is responsible for resolving on the following matters:

- Amending the company's Articles of Association;
- Appointing, replacing and defining the powers of liquidators;
- Approving the issuance of convertible bond;
- Approving the issuance of financial instruments;
- Examining any other matter expressly provided for by law as falling within its competence.

In addition, Amadori S.p.A. has a management and coordination role over the corporations within its consolidation perimeter, holding the authority to decide on extraordinary transactions involving the Group's companies.

Our Supply Chain

The chicken and turkey supply chain

Amadori focuses its activities on the complete and integrated management of the chicken and turkey supply chain, taking responsibility for all production phases. This includes the supply of raw materials to produce feed, animal management and growth (including breeding, fertilisation and rearing), and food processing stages. Lastly, the Group also handles the distribution, marketing and sale of the finished products.

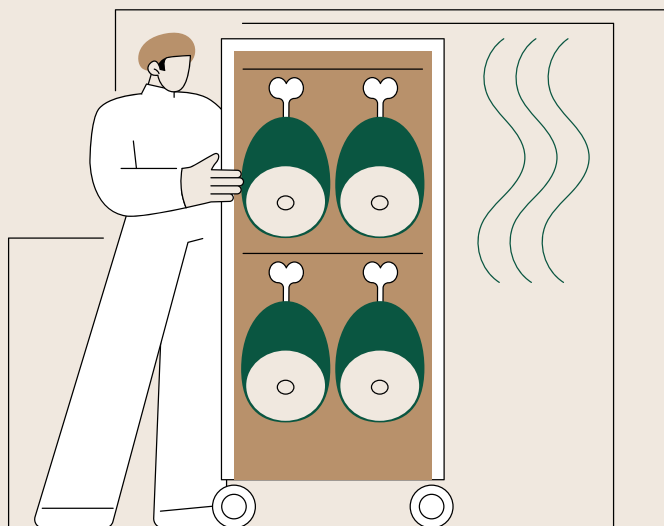
The pork, egg and plant-based supply chains

Amadori is also active in the management of a pork supply chain, which is gradually being integrated following the acquisition of the Rugger company and the Lenti brand, in addition to dealing with eggs and egg-derived products and, from 2022, with the plant-based sector.

Specifically, the Group's operations can be divided into the following business sectors:

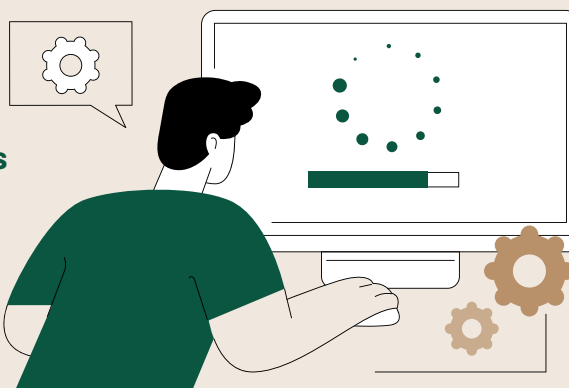
Agricultural/livestock sector

Rearing chickens, turkeys and pigs for fattening; hens for eggs; hens, turkeys and pigs for breeding; other related activities;



Industrial and commercial sector

Mainly food processing, marketing and distribution of finished products, both meat- and plant-based;



E-business corporate services

In both the agricultural/livestock and industrial/commercial fields.



Feed mills

This is where feed based on wheat, maize, barley, soy and mineral salts is produced. Expert nutritionists study the ideal diet for ensuring the adequate growth, health and welfare of our animals.



Breeding

In the breeding farms located in protected areas, roosters and hens are reared to lay eggs for the hatcheries.



Hatcheries

These are dedicated structures where the development of the fertilised eggs takes place, and the parameters of humidity, temperature and ventilation are kept under constant control according to strict health and hygiene standards.



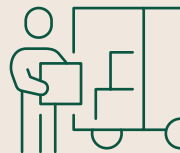
Farms

The animals grow up on farms that ensure the best climatic conditions, where they have ground to peck in and, in the case of Il Campese and the BIO organic chicken, also roam outdoors.



Processing

All the food processing plants in the Amadori supply chain are recognised by the relevant public authorities, ISO 9001 certified and equipped with cutting-edge technologies to produce a wide range of products.



Distribution

Thanks to technologically advanced logistics platforms, most deliveries take place within 24 hours of receiving the customer's order, thus protecting the freshness of our products.

Products

The Amadori offer

Over the years, Amadori has gradually expanded its range of products based on 100% Italian meat and high-quality ingredients to guarantee good, nutritious products.

Currently, the Amadori catalogue includes over 2,500 products, ranging from traditional options (first and second meat-based processing) to more modern ones (including raw and cooked specialties, roasts and breaded products) made with fresh and frozen chicken, turkey and pork, as well as eggs and egg-based products, meat preparations with vegetables and the recent addition of vegetable-based protein products, a range introduced by Amadori - the first in its sector - in 2022.

New products launched in 2023

Also in 2023, the Group confirmed its role as leader in innovation and differentiation of the offer:

- The launch of **“Le Birbe Rings”**, crunchy chicken rings wrapped in a delicious breading with flakes, reaffirms Amadori's leadership in the category of breaded poultry snacks after “Le Classiche” and “Le Pops”, continuing to ride the finger food trend.
- The new **“Tocco da Chef”** line gives a contemporary twist to the unbreakable love that Italians have for cooking, making it an “easy” experience associated with moments of relaxation and happiness. The new line combines the naturalness of 100% Italian white meat with the service content of processed products, to make chicken the protagonist of original gourmet recipes.
- With **“Polpette Veggy”**, the Group continues to expand the offer of its top “plant-based” products with the aim of broadening the range of its consumers in this category that continues to be appreciated by a large number of Italians.



The product range includes unique and highly appreciated specialities from Amadori's high-quality supply chains:

- **Il Campese**, certified slow-growing, free-range, antibiotic-free and plant-fed chicken - the excellence of the brand's offering
- **Quality 10+ chicken and turkey** from animals raised without the use of antibiotics and with vegetable feed and, for the chicken supply chain, with additional requirements in terms of animal welfare compared to conventional farming
- **BIO (organic) chicken**, raised free-range according to natural growth rhythms, without the use of antibiotics and organically fed.

High-quality poultry supply chains

The entire range of products offered by Amadori provides a comprehensive and timely response to modern consumers' needs, who are attentive to price, especially in this complex socio-economic context, but above all to product quality and safety, service levels and the variety of the offer for different opportunities of consumption.

The right balance between price, quality and range of choice



Free-range chicken



Cage-free chicken and turkey



Free-range chicken



Without antibiotics



Without antibiotics



Without antibiotics



Plant-based feed
No GMOs



Plant-based feed
No GMOs



Organic feed

Innovation in the Company

The challenge of innovation as an opportunity

Staying abreast of technological, regulatory, process and market developments is a particularly complex challenge for companies due to the large number of variables affecting business.

Over the past few years, Amadori has taken on the challenge of transforming these changes into opportunities, initiating an innovation process within the company and harnessing technological innovation as a tool for managing business activities and processes.

The Innovation Office

An Internal Innovation Office was therefore established a few years ago, which currently reports to the CEO, the three General Managers (Operations, Corporate and Market), and the Strategic Central Marketing Director.

The Innovation Manifesto

The first stage of this journey saw the creation of a manifesto based on three fundamental principles guiding the company's innovative actions:

- Spreading the culture of innovation;
- Structuring a governance model based on lean and flexible roles and operational models;
- Opening company boundaries also to external expertise in an Open Innovation perspective, creating an innovation "ecosystem".

The Innovation Team

For Amadori, the three key principles of the manifesto were the starting point of a path which has given rise to several innovative initiatives over the years. These include involving the entire company population through the "Spazio alle Tue Idee" [Space for Your Ideas] project. This process then led to the creation of the Innovation Team, a permanent multi-functional team of 12 members as of 2023, dedicated to stimulating and promoting new innovation projects within the company.

Collaboration with external partners and start-ups

In addition, the company involved its business partners in initiatives aimed at renewing and reinventing key aspects of its value chain. Amadori also collaborated with external partners who are experts in the field and with start-ups in the food sector to promote corporate acceleration programmes. These programmes target the most promising start-ups globally, with the aim of providing innovative solutions to improve the core business of corporate partners and create new business opportunities.

The partnership with FoodSeed

Of particular note is the programme developed with FoodSeed, the FoodTech accelerator of the CDP National Network. This project allows Amadori to create contacts and start new collaborations with start-ups operating in its areas of interest.

The Horizon Europe Waste4Soil project

Amadori participates in the Waste4Soil project funded by the European Union. The project focuses on the study and implementation of technological solutions to utilise food industry processing residues and recycle them into soil conditioners beneficial for soil health.

Animal welfare

In an effort to adopt innovative technologies to improve animal welfare, Amadori is implementing advanced animal welfare monitoring systems in slaughterhouses, in collaboration with BeanTech.

These models allow monitoring Key Welfare Indicators (KWI) through the use of hardware and software technologies such as Artificial Intelligence. A preliminary test was conducted in 2023 to assess the technology and evaluate its potential. This phase was followed by the industrialisation phase, completed in 2024 with the creation and installation of the first system that will be gradually

replicated within the production plants. Through these technologies, any critical issues can be identified faster, more accurately and more objectively.

Innovation in training

One relevant aspect concerns the improvement of workers' skills: for example, a project arose from a training need specifically emphasised by the Covid-19 pandemic. Due to restrictions that prevented training and direct visits to breeding facilities, a digital version of a breeding farm in the Il Campese supply chain was created, thus allowing a training experience in a virtual environment. The intention is to extend this virtual training to the entire Amadori supply chain. The virtual tour is currently hosted on the Innovation Office's internal platform and has several sections, including one dedicated to collecting new ideas and assessing whether they can create benefit for the business.

The new training tools

2. Building a responsible future

The sustainable approach in Amadori





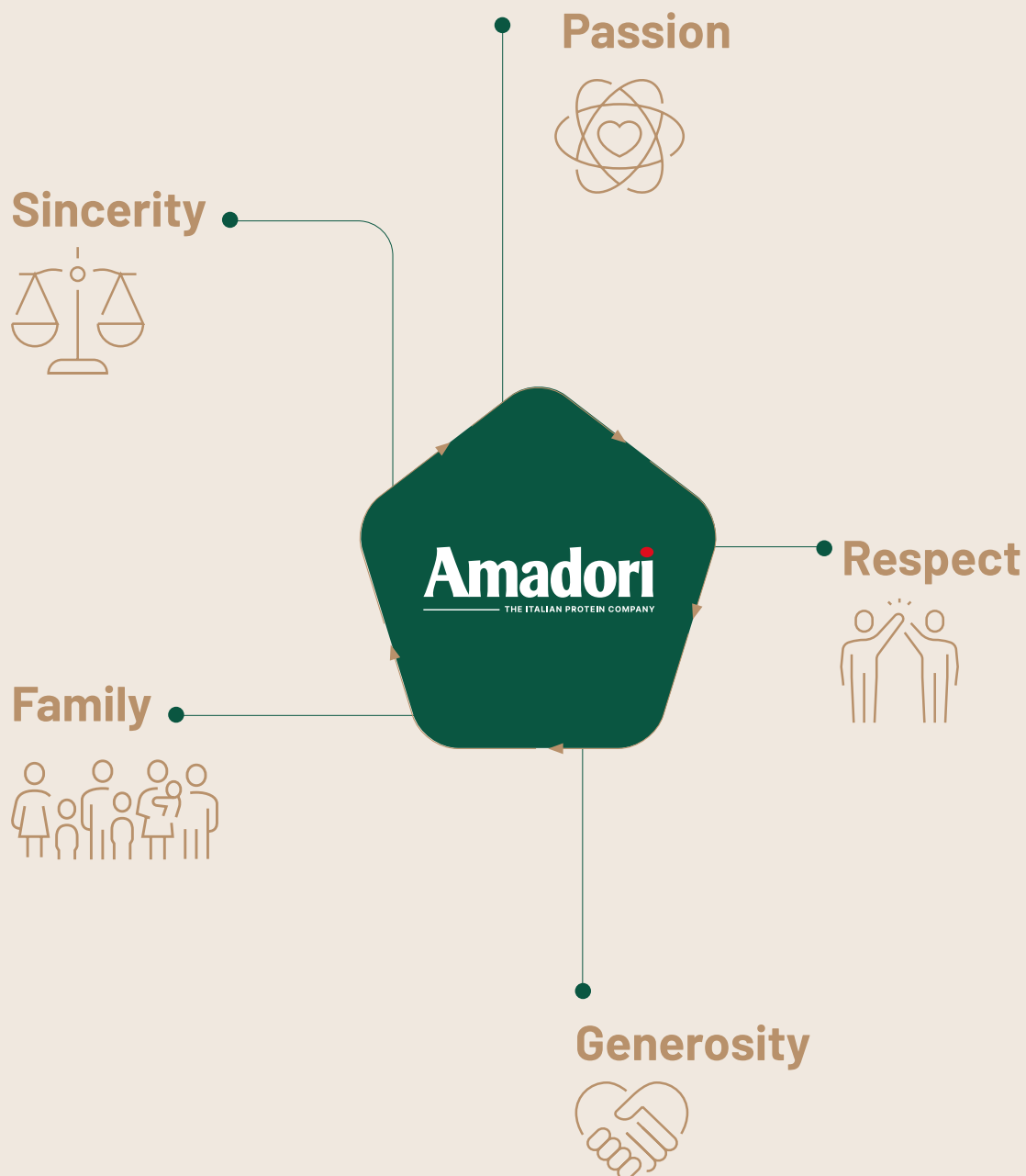
Our Main Values

One of the leading companies in the Italian agricultural and food sector, Amadori has always promoted and confirmed certain essential values through its business, which have characterised the Group since its origins.

In building a solid development trajectory, the assumption of responsibility towards all stakeholders plays a key role, driven by a clear and shared vision of the project that guides the entire Group.

It is precisely for this reason that Amadori believed it essential to define a map of values which, for a company operating in extremely complex contexts, is the result of performance linked to reputation and to the expression of all its operations, which the Group submits to the judgement of external parties: in particular, their development is strongly bound to the consent of stakeholders.

Today, Amadori's main values can be summarised in five keywords





Integrity and Corporate Ethics

In addition to the system of values, the Group gives great importance to respecting integrity and corporate ethics, supported by a governance system designed to ensure legality, transparency and fairness in all its business activities.

Compliance with Decree 231

This system is the result of a Group adaptation process that began in 2013, in compliance with the provisions of Italian Legislative Decree 231/2001, also known as "Decree 231", concerning the "administrative liability of legal persons, companies and associations".

Several companies that are part of the Amadori chain have gradually adhered to this process, operating under the supervision of their respective Supervisory Bodies and implementing the control system⁵. These companies regard the system as an essential tool for protecting the company, its employees and collaborators.

At Amadori, Decree 231 has been fully integrated in the Corporate Social Responsibility System. The presence of governance based on this Decree enables the organisation to establish a structured system of procedures and control activities, which assists management at all levels in preventing offences, such as those relating to anti-corruption, anti-competitive behaviour, occupational health and safety and environmental protection.

Training on Decree 231

The Decree 231 compliance process is constantly accompanied by a training and communication campaign to disseminate its knowledge at all levels, both inside and outside the company.

The recipients of the Codes of Ethics of the Group companies that have adopted their own Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001 include all those who are involved in governance, including members of management departments, employees, collaborators, consultants, third parties and, in general, anyone who establishes direct or indirect relations or interactions, on a stable or temporary basis, with the companies themselves.

In particular, the Board of Directors plays a central role in the organisation's governance system, being responsible for managing strategic directions and ensuring the system's proper functioning.

Furthermore, it is important to emphasise that the verification activity carried out by the Supervisory Body through continuous meetings with the managers and employees of the various corporate functions is an opportunity to renew and enrich the training aspects concerning 231 compliance issues, which involve the corporate processes managed by them.

To conclude, it is important to emphasise that the 231 system is based on the regulatory compliance of the processes mentioned and, therefore, training specifically dedicated to the regulations in force in the various fields of operation (e.g., occupational health and safety, environment, IT security, etc.) can be considered fully integrated into 231 training.

⁵ To date, the Group companies that have adopted their own Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001 are: Amadori S.p.A., Alimentare Amadori S.p.A., Agricola Amadori S.p.A., GESCO s.c.a., AVI COOP s.c.a., ALL.COOP s.c.a., RIPRO-COOP s.c.a., Società Agricola Santamaria S.r.l., AVI.PUGLIA s.c.a., Società Agricola Mantovana S.r.l. Rugger S.r.l. and Forno D'Oro S.r.l. The Codes of Ethics, which are an integral part of the Organisation, Management and Control Models pursuant to Italian Legislative Decree 231/2001, form the foundation on which the Organisation, Management and Control Models pursuant to Italian Legislative Decree 231/2001 of the companies belonging to the Group are built. They embody the manifesto of values and principles that guide the Group's operations and outline the ethical and social responsibility of each member of the business organisation.

The Code of Ethics

“ The Code of Ethics represents the charter of values and guiding principles on which the activities of the Group's companies are based ”

The main objective of the Code of Ethics is to promote a cultural and regulatory environment that not only discourages any behaviour that might constitute an offence, but also ensures that the company is perceived and appreciated as a benchmark for moral and social responsibility.

In addition, the Codes of Ethics aim to place the Organisation, Management and Control Models within the context of Corporate Social Responsibility, including ethical and operational rules of conduct that guide the company's activities in explicitly preserving social and environmental aspects.

The principles set out in the Code of Ethics form an essential part of the working conditions within the company. Any breaches give rise to the application of sanctions in accordance with the punishment system in force for employees, managers, directors and auditors, with the extent of the sanctions proportionate to the severity of the breaches committed.

The Code of Ethics is addressed to all those entrusted with the governance of Group companies, including employees, collaborators, consultants, third parties and, in general, all persons who directly or indirectly, permanently or temporarily, hold dealings or relationships with the companies.

In accordance with what has been defined internally, Amadori does not intend to establish or continue any type of relationship with whoever proves that they do not share either the content or the spirit of the Codes of Ethics of the Group companies, or breaches the relative principles and regulations. Given the possible implications of suppliers' actions on the company's reputation, the Group requires that whoever signs supply contracts with such companies, undertakes to comply with the standards of the respective Codes of Ethics.

As is well known, Amadori Group companies hold numerous certifications, usually accompanied by a "policy" that represents Management's intention and commitment to the relevant Management System.

The relative policy commitments are made available to internal staff through a special digital platform and posted on company notice boards. These commitments are made available on a case-by-case basis.

With regard to the Organisation, Management and Control Models pursuant to Italian Legislative Decree 231/2001, approval takes place at the level of the Board of Directors and, in its absence, at the level of the Shareholders' Meeting.

Objectives of the Code of Ethics

Sanctions system

Recipients of the Code of Ethics

Supplier relations

Commitment of the Board of Directors

The management of the strategic guidelines and the proper functioning of the organisation's governance system are entrusted to the Board of Directors⁶, which plays a central role within the corporate structure. In 2023, the Board of Directors of Amadori S.p.A. was made up of four members, all men, in the age group of 50 and over.

For a more in-depth look at the management of environmental and occupational health and safety aspects, also aimed at complying with current regulations, please refer to the specific chapters dedicated to these issues (see "Management of Environmental Aspects" and "Health and Safety throughout the Supply Chain").

Conflicts of Interest

Management of Conflicts of Interest

Conflicts of interest are managed and regulated within the Organisational, Management and Control Models, pursuant to Italian Legislative Decree 231/2001, adopted by numerous companies operating within the Amadori chain.

Conflicts of Interest and Codes of Ethics

Moreover, the Codes of Ethics of the Amadori Group companies that have adopted 231 Models further regulate conflicts of interest. The Recipients of the Code are required to avoid situations or activities that could conflict with the company's interests or compromise their ability to make impartial decisions in the best interests of the company, in compliance with the rules of the Code of Ethics. They must also refrain from taking personal advantage of dispositions of company assets or business opportunities of which they become aware in the course of their duties.

Personnel with top management responsibilities

With regard to staff with top management responsibilities, in the event of an obvious conflict of interest between their personal interests and those of the company, they must:

- Notify the Supervisory Body and hierarchical superiors of this conflict;
- Refrain from exercising their decision-making role and delegate this responsibility to others within the company organisation;
- If abstention or delegation is not possible, involve other parties in the decision-making process to ensure greater transparency in the process.

Declaration of Compliance with the 231 Model

Employees of Group companies that have adopted their own Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001 are required to sign a declaration of compliance with the 231 Model at the time of employment.

Finally, with regard to the "231 clause" in procurement contracts, the model implemented by the company provides for the use of a specific contractual clause or the possibility of using an equivalent addendum, for instance when a different contractual format has been previously entered into. This document is known as the "Declaration of Acknowledgement and Acceptance of the 231 Model and Compliance with Italian Legislative Decree 231/01."

⁶ Reference is made to the Board of Directors of Amadori S.p.A.

Implementation of the Whistleblowing Decree: Whistleblower Protection

With the entry into force of Italian Legislative Decree 24/2023, which concerns the protection of whistleblowers reporting crimes or irregularities they have become aware of during their employment relationship, the Amadori Group companies involved have adapted their own whistleblowing system, which already existed in the companies that had adopted the Organisational Model pursuant to Italian Legislative Decree 231/2001, conforming it to the new requirements of the regulation.

Specifically, in 2023, Group companies with more than 50 employees⁷ established or updated a reporting channel as required by law. Furthermore, the Group Companies that established a reporting channel as required by law and that did not adopt their own Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/01, adopted their own Code of Ethics.

Reports can be made through the following channels:

- EQS IT platform accessible by connecting to the website www.amadori.integrityline.com;
- In-person meeting, through a request for a meeting with the report manager.

Adaptation of whistleblower protection

Reporting channels

Directors' Reimbursement, Compensation and Benefits Policy

With regard to directors' compensation, the provisions of Article 2389 of the Italian Civil Code apply. The Shareholders' Meeting may set an overall amount for the remuneration of all directors, including those holding special offices.

In addition, the Shareholders' Meeting may also provide, in such forms as it deems appropriate, for an indemnity for the termination of the office of director, to be paid at the end of their term of office. It should be noted that a Remuneration Committee has not been established to deal with these issues.

⁷ In 2023, the companies that established or updated a reporting channel as required by Italian Legislative Decree 24/2023 were: Gesco s.c.a., Avi.Coop s.c.a., All.Coop s.c.a., Avipuglia s.c.a., Amadori S.p.A., Agricola Amadori S.p.A., Alimentare Amadori S.p.A., Ripro-Coop s.c.a., Società Agricola Santamaria S.r.l., Rugger S.r.l., Società Agricola Picena S.r.l., Fast Road S.r.l., Società Agricola Ripro-avicola S.r.l., Società Agricola Vicentina S.r.l., Società Agricola Mantovana S.r.l., Società Agricola Alimentare S.r.l., Società Agricola Romagnola S.r.l. Avicola Vicentina Soc. Agr. S.r.l., Mangimificio Romagnolo S.r.l., Società Agricola Ambra S.r.l., Società Agricola Interzoo S.r.l., Guaralde Società Agricola S.s., Avicola San Buono S.a.s., Forno d'Oro S.r.l.

2023 ERM (Enterprise Risk Management) Framework including ESG Risks

The objectives of risk management

Amadori promotes and maintains an adequate internal control and risk management system consisting of a set of tools, organisational structures and corporate procedures to ensure:

- the protection of company assets;
- efficient and effective business processes;
- reliable financial reporting;
- compliance with laws and regulations;
- compliance with the company's Articles of Association, regulations and procedures.

The Risk Management Model

In this regard, Amadori internally promotes - in a logic of continuous improvement - the development of a Risk Management model which is an integral part of the internal control and risk management system. The aim of the model is to achieve:

- a systematic and overall vision of the main business risks that can impact the company's strategic and management objectives;
- greater consistency of methodologies and supporting tools;
- reinforcement of the sharing and knowledge, at all levels, that adequate identification, assessment and management of risks can positively affect the achievement of objectives and the company's value.

The structure of Amadori's internal control system is an integral part of the company's organisation and management model and involves, with different roles, the administrative bodies, supervisory bodies, control bodies, management and all personnel, drawing inspiration from the principles laid down in the Codes of Ethics adopted.

The ERM Framework

The Framework "Enterprise Risk Management – Aligning Risk with Strategy and Performance" (2017) emphasises the central role of risk management and risk assessment processes and of the internal control system, which enable the organisation to optimise the risk exposure-opportunity ratio and strengthen its ability to create and preserve value.

Also in 2023, the Group continued applying the ERM framework to identify, manage and mitigate risks, preserving value creation and ensuring the achievement of Group objectives.

ESG risk analysis

The ERM process was also supplemented with an ESG risk analysis, based on the guidelines defined by the World Business Council for Sustainable Development (WBCSD), the Committee of Sponsoring Organisations (COSO Framework) and in line with the most rigorous and most widely recognised international guidelines on the matter, adopted according to the sector and business model in question.

National guidelines

The Group is also guided by the principles and recommendations provided by national guidelines (e.g. the Corporate Governance Code of Borsa Italiana S.p.A.) in order to maintain an adequate internal control and risk management system.

The Group has therefore defined rules, procedures and organisational structures geared towards effectively identifying, measuring, managing and monitoring the main risks, in order to contribute to the company's sustainable success (ref. art. 6 – principle XVIII of the Corporate Governance Code).

The international community is increasingly sensitive to ESG issues, including, for example, the soon-to-be adopted new European Union CSRD regulation, which requires a description of the company's business model and strategies, including information on sustainability strategy, as part of the governance information to be reported.

The Group has decided to pay attention to these issues in its corporate objectives by including sustainability criteria in its strategic guidelines, which can both mitigate ESG risks and seize new business opportunities.

The aim is, in fact, to ensure consistency between instruments, organisational structures and company procedures, formalising ESG issues:

- in risk assessment;
- in the Business Plan.

The correlation to ESG topics is an attribute of some of the risks in the corporate risk universe as well as of some of the projects and initiatives in the strategic plan. Put another way, risk management and strategic planning (closely related general processes) comprise the ESG sphere, which is more limited yet significant and characterised by its own reporting and disclosure activity.

The new European CSRD regulation

Integrating ESG into Strategic Planning

Commitment to Sustainability

The "From Farm to Fork Strategy": Opportunities for a Sustainable Food System

The geopolitical, economic and market context

The global health crisis caused by Covid-19 and the conflict between Russia and Ukraine have had disastrous effects on the health of citizens, the global economy and supply chain continuity, in addition to the poultry industry in the three-year period 2020-2022.

This sector has faced challenges related to the availability and quality of raw materials, reduced demand and increasing costs. However, a gradual improvement in supply and trade flows was observed in 2023.

These situations confirmed the vulnerabilities of today's food supply chains, made even more complex by the rising costs of raw materials and energy sources. However, these crises have also created opportunities to increase the resilience and reliability of these chains.

The European Union's From Farm to Fork strategy

At the heart of the European Green Deal⁸, the "From Farm to Fork" strategy addresses the challenges of the transition to sustainable food systems.

It recognises the strict correlation between the food system and the environmental, health and social benefits ensuing from it, especially in such a complex and instable period as the one that has continued to mark Italy and the rest of the world since 2020.

This strategy also plays a central role in the European Commission's agenda to achieve the UN Sustainable Development Goals (SDGs).



⁸ The European Green Deal unveiled in December 2019 is a new growth strategy aimed at transforming the EU into a fair and prosperous society with a modern, resource-efficient and competitive economy that will generate no net greenhouse gas emissions by 2050 and in which economic growth will be decoupled from resource use. It also aims to protect, preserve and enhance the EU's natural capital and to protect citizens' health and well-being from environmental hazards and their consequences.

“ The From Farm to Fork Strategy addresses the challenges posed by the transition to sustainable food systems ”

The strategy is a call to reduce impacts related to the food supply chain, including soil, water and air pollution, as well as greenhouse gas emissions. It also promotes the following objectives:

From Farm to Fork objectives



This strategy is an opportunity for all meat producers (poultry or other meats) and for Amadori specifically.

An opportunity for sector and company

Amadori's products are a source of affordable, lean protein of high nutritional value, accurately tracked and manufactured according to high standards of food safety, animal welfare and environmental protection.

During the pandemic as well as during the subsequent critical phases experienced over the past few years, the Group and the entire poultry sector has demonstrated remarkable resilience, ensuring a stable supply of high-quality, safe and affordable food for millions of European citizens.

Adopting a production approach based on the principles of sustainability will enable Amadori to increasingly align itself with the objectives of the From Farm to Fork strategy, thus contributing to the achievement of the results it promotes.

This system will foster the development of a business model that is fully consistent with Amadori's new Purpose and aims at business development, while constantly focusing on the impact generated by its activities to the environment, people and animals.

Thus, Amadori strives to play an active role in the change generated both inside and outside the company, towards its stakeholder network, while ensuring the supply of safe and high-quality products.

The Group's Sustainability Path

Sustainability reporting

In a global context in which issues relating to climate change, the environment and social factors inside and outside the workplace are becoming increasingly important and attracting growing attention, companies have the opportunity to demonstrate their commitment to these issues through sustainability reporting.

This reporting allows for a systematic and structured mapping of all sustainability initiatives and aspects related to Amadori's business, showing stakeholders the company's actual commitment to these issues.

Disclosure tools

Amadori has adopted disclosure tools for quite some time now, with the aim of illustrating the various initiatives it has developed over the years, aligning them with sustainability goals at both international and EU level.

The Corporate Responsibility Report

The Group published a corporate responsibility document between 2014 and 2019 that was shared internally and made available to its key stakeholders. This document highlighted the Group's commitment to all aspects of the supply chain, describing its evolution and highlighting its business approach focused on people (employees, consumers and communities), the environment and territories, as well as animal welfare.

The Climate Change and Forest questionnaires

Amadori began compiling CDP - Climate Change and Forest - questionnaires in 2019, providing quantitative and qualitative information on the management of climate change and deforestation issues. These issues represent key points associated with the Group's business.



In 2022, Amadori made a significant commitment to the Science-Based Targets initiative (SBTi), aiming to set environmental sustainability targets and indicators that are scientifically validated and aligned with global climate change mitigation goals. This initiative underlines the Group's strong commitment to contributing to the fight against climate change and promoting sustainable and environmentally responsible business practices.

The first report

Thanks to the experience gained in reporting these aspects, Amadori started a structured sustainability reporting process involving all the main corporate functions.

This commitment led to the publication of the first Sustainability Report at the end of 2021, in line with the Global Reporting Initiative's GRI Sustainability Reporting Standards ('GRI Standards'), one of the most widely used international reporting standards.

This new 2023 Report provides an in-depth account, both quantitative and qualitative, of the key elements that characterise the environmental, social and economic spheres of Amadori. The aim is to fully and transparently communicate this information to all stakeholders who deal with the Group every day.

Sustainability Report
2023

The Group's Materiality Analysis

In preparing this Report, Amadori adopted the new methodology introduced by the GRI Standards 2021, producing an Impact Materiality consisting of an analysis of materiality based on impacts.

Analysis methodology

The primary objective of this analysis is to identify the material environmental, social and economic impacts, including those related to human rights, that are generated or potentially generated by Amadori and its value chain. The aforementioned impacts generated by the Group can be either negative or positive.

In order to determine these impacts, the mapping used in the previous Report, i.e., a comprehensive analysis of all stages of the Group's value chain, was re-examined.

Mapping the value chain
and defining impacts

This mapping includes activities performed directly and those performed by upstream or downstream suppliers or partners. This detailed examination allows us to identify the significant impacts generated by the Group's direct or indirect operations.

Subsequently, these impacts were supplemented by means of an analysis focused on Amadori's operating sector, relevant sustainability topics in the media and a benchmark with the Group's main competitors, in order to obtain a more comprehensive picture. The analysis also considered the criteria of GRI Sector Standard 13: Agriculture, aquaculture and fisheries sectors 2021, used as a sectoral reference. This assessment identified a wide range of actual and potential impacts, both positive and negative, generated by the entire value chain in which Amadori operates.

The impacts were then assessed in terms of significance, considering severity, spread along the value chain, likelihood of occurrence and the possibility of restoring the effects of the impact (irreparability).

Impact assessment

Then, by integrating the analysis activities with the evaluation and classification procedures, the impacts were prioritised and those which are material were identified through the definition of a materiality threshold capable of simultaneously reflecting the most significant economic, social and environmental impacts for Amadori.

The following tables list the material topics, covered by the positive and negative impacts identified, which represent the reporting topics of this Report, summarising the main environmental, social and economic externalities of the Group and its value chain.

Material topics

As there were no changes to the methodology indicated by the GRI standards, nor structural or significant changes in the Group's activities, compared to the analysis carried out in the previous Report, the previous impacts were reconfirmed and no new elements were reported.

Negative Impacts

Material topics	Impacts and description	GRI Disclosure and Sector Standard
Generation of GHG emissions	The food industry generates significant greenhouse gas (GHG) emissions from both the farming and transport of raw materials and finished products and from energy-intensive industrial processes.	<p>GRI 201 – Economic performance</p> <p>GRI 305 – Emissions</p> <p>GRI Sector Specific: The impact includes the topics Emissions and Climate adaptation and resilience required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.</p>
Energy consumption	Amadori's activities involve significant energy consumption, both in relation to directly managed activities and as a consequence of the Group's supplier and customer operations.	GRI 302 – Energy
Impact on biodiversity	The activities that characterise Amadori's supply chain, especially the sourcing of raw materials, may affect neighbouring ecosystems, causing loss of biodiversity and depletion of ecological assets.	<p>GRI 304 – Biodiversity</p> <p>GRI Sector Specific: The impact includes the topic Biodiversity required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.</p>
Consumption of plastics and packaging materials	Amadori's activities are characterised by a large use of plastics and materials for primary and secondary packaging. The production of these materials, as well as their final disposal, may generate negative environmental impacts.	GRI 301 – Materials
Animal care and welfare	The Amadori Group is principally characterised by a supply chain focused on animal breeding and subsequent processing. Improper farm management and transport of livestock upstream of the production phase could have negative effects on animal welfare.	<p>GRI Sector Specific: The impact includes the topic Animal Health and Welfare required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.</p>
Waste production	Hazardous and non-hazardous waste is generated along Amadori's entire value chain. Their management, if incorrect, may have impacts on people and the surrounding ecosystem.	<p>GRI 306 – Waste</p> <p>GRI Sector Specific: The impact includes the topic Waste required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.</p>

Material topics	Impacts and description	GRI Disclosure and Sector Standard
Exploitation of raw materials	Companies belonging to the food sector may generate significant impacts in relation to the exploitation of raw materials, mainly of organic origin. The use of these resources may give rise to impacts both on neighbouring local communities and on the ecosystem, which may be depleted by such use.	<p>GRI 301 – Materials</p> <p>GRI Sector Specific: The impact includes the topics Land and resource rights, Supply chain traceability required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.</p>
Use of water resources	The poultry industry requires a great deal of water in both livestock breeding and industrial processing. Furthermore, companies in the sector commonly generate wastewater, or effluent, from both animal production and processing activities.	<p>GRI 303 – Water and Effluents</p> <p>GRI Sector Specific: The impact includes the topic Water and Effluents required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.</p>
Noise and odour emissions	Production activities (both those directly managed by the Group and those of suppliers) may generate noise and odour impact in neighbouring outdoor areas.	N/A – Non-GRI topic
Food waste	The loss of food or food resource characterises the entire food production chain and represents those materials that are discarded before they enter the final product. This loss of resources may occur either in the procurement phase, in the processing phase or in the final consumption phase.	<p>GRI Sector Specific: The impact includes the topic Food Security required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.</p>
Workers' health and safety	Industrial and logistics activities carried out along the entire Amadori value chain may have negative impacts on the health and safety of workers, whether direct employees or suppliers.	<p>GRI 403 – Occupational Health and Safety</p> <p>GRI Sector Specific: The impact includes the topic Occupational Health and Safety required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.</p>
Impacts on local communities	Local communities include people who live or work near the areas where the Amadori value chain is developed. These areas may be negatively impacted by the Group's activities, from a socio-economic, cultural, health, employment and human rights perspective.	<p>GRI 413 – Local Communities</p> <p>GRI Sector Specific: The impact includes the topic Local Communities required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.</p>
Consumer health and well-being	The end product sold by the Group may generate negative impacts on the health of the end consumer if not properly controlled (e.g., the use of antibiotics in livestock production is of growing concern due to potential impacts on the health of the end consumer).	<p>GRI 416 – Customer Health and Safety</p> <p>GRI Sector Specific: The impact includes the topic Pesticide use, Food Safety required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.</p>

Positive Impacts

Material topics	Impacts and description	GRI Disclosure and Sector Standard
Job creation	The Amadori Group creates and encourages the creation of new jobs, contributing to the recruitment of people both within its corporate perimeter and with its suppliers or customers.	<p>GRI 401 – Employment</p> <p>GRI Sector Specific: The impact includes the topic Employment Practices required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.</p>
Developing workers' skills	Business is based on the development of employees' technical skills and soft skills, which are key ingredients for a company's success.	<p>GRI 404 – Training and Education</p>
Impact generated on the economy and turnover	Amadori's business allows the invoicing of huge amounts of money and provides employment for thousands of people. In addition, it is a magnet for investors and financiers who, relying on the stability of the brand, invest sums of money. Group investments along the entire value chain may also generate positive impacts on local communities.	<p>GRI 201 – Economic Performance GRI 203 – Indirect Economic Impacts</p> <p>GRI Sector Specific: The impact includes the topic Economic Inclusion required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.</p>

Other topics reported

As described above, the materiality analysis distinguishes non-material impacts from material impacts and their associated topics, which are addressed in the Report. It should be noted that some issues that were relevant but not classified as material were included in the report, such as: Organisational well-being and corporate welfare, Corruption and Anti-competitive behaviour⁹.

⁹ For an in-depth description of each topic, please refer to the "Methodological Note" section.

The Group's International and EU Objectives

The Amadori Group combines its commitment to impacts relevant for the company and its stakeholders with support for the SDGs¹⁰ defined by the United Nations in 2015, as well as the objectives identified within the European "From Farm to Fork" strategy. This demonstrates the Group's contribution towards sustainable development and the creation of a healthy, fair and zero impact food system.

Commitment to sustainable development

Within these objectives, the Group has chosen to focus its efforts on those most closely aligned with its sustainability vision and business activities, in order to optimise efforts and maximise results.

Amadori's objectives

The correlation between Amadori's impact categories, the Sustainable Development Goals and the objectives of the "From Farm to Fork" strategy is presented below.

Amadori's Contribution to International and EU Objectives

Amadori impact areas	Amadori's contribution	Sustainable Development Goals	Strategy Objectives "From Farm to Fork"	
Product and customers	Amadori is committed to ensuring high-quality and safety standards of products that are affordable, healthy and a source of protein, through research and development aimed at continually improving the products it offers and protecting animal welfare.		Ensuring that European citizens have affordable sustainable food products	
Environmental impact	Amadori is committed to pursuing a strategy of energy efficiency and energy production/ procurement from renewable sources in order to reduce greenhouse gas emissions and contribute to the fight against climate change.		Fighting climate change	
People	Amadori is committed to ensuring a positive working environment by promoting the well-being of all employees and guaranteeing work-life balance and the health and safety of Amadori employees and its collaborators.		Ensuring fair economic returns in the food supply chain	
Governance and value for the territory	Amadori is committed to holding stable, transparent and trusting relations with all players in the supply chain. It prefers suppliers and collaborators who are as local as possible, thus generating an indirect impact on the creation of value in the territory and the distribution of wealth to stakeholders.		Ensuring fair economic returns in the food supply chain	

¹⁰ The SDGs are 17 goals, divided into 169 targets, and are a systematisation of the lines of action for a more sustainable world to be achieved by 2030; they cover all the macro-environments of modern sustainability, such as combating climate change, protecting ecosystems and fighting hunger and poverty.

3. A Quality Offer

Customer care, animal welfare
and continuous innovation





Amadori

Food Quality and Safety



Resources for Quality Assurance

59 employees covering the supply chain, 28 of which in test laboratories

5.7 million euros dedicated to the Quality Assurance system in 2023



Breeding technicians, supporting breeders

51 people covering the livestock area

Constant monitoring to support the application of Good Breeding Practices



Company and Public Veterinarians

9 internal veterinarians covering the livestock area

ASL veterinarian coverage for every production plant



Nutrition experts

2 nutritionists responsible for formulating and optimising feed, combining raw materials in the appropriate proportion to cover the nutritional needs of animals at various stages of development

Collaboration and synergy with in-house Purchasing, Quality Assurance and Production to ensure consistency in the quality of the raw materials chosen and ensure the best growth of the species bred



Testing and controls

over **557,000** microbiological, serological, chemical, molecular biological and diagnostic tests carried out by 7 in-house laboratories in a single year

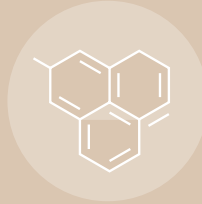
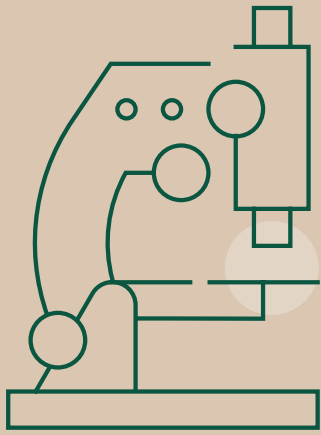
over **132,000 tests** on finished products carried out by 7 in-house laboratories in a single year



Complaints Management

An increasingly broad and effective system to collect reports from our customers

Timely feedback updated weekly to respond to all quality complaints with effective action



Innovative Real Time PCR molecular biology technique used in all in-house laboratories for accurate and targeted testing

Product freshness



95%

of products delivered within 24 hours of the order in the year 2023

A Quality Offer



Complete exclusion of antibiotics in breeding

Higher animal welfare standards than in conventional chicken farming

Reduction¹¹ of antibiotic use in all Amadori poultry supply chains



-97%

in the consumption of mg of active ingredient of antimicrobials in the poultry supply chain



-89%

in the turkey supply chain

¹¹ Comparative figure 2023 vs. 2011

Continuous Focus on Product and System Quality

Excellence at the service of consumers

The Amadori Group is committed to producing and distributing food products of excellent quality and safety every day, paying utmost attention to sustainability through the constant innovation of its business processes. This commitment aims to effectively meet the needs and new eating habits of consumers, who are showing an increasing focus on food quality, traceability and sustainability, as well as animal welfare issues.

The quality management system

This is achieved thanks to Amadori's daily efforts to create a well-structured quality management system. This system ensures constant testing and control throughout the supply chain, thereby guaranteeing high standards of authenticity and food safety for the products offered.

Certifications

All of the Group's food processing plants have had a quality management system certified according to the international standard ISO 9001 since 1999. Over the years, the Group has obtained further certifications, depending on the distinctive features of each production site. Specifically, supply chain certifications are valid for the productions relied upon by GESCO SCA¹².

¹² Since the Lenti ham factory was acquired in 2023, it should be noted that to date it is not included in all the GESCO SCA certifications. The gradual adoption of the listed certifications is expected in the coming years.



Certifications held by Amadori

ISO 14001:2015

for the environmental management system.

ISO 50001:2018

for the energy management system.

UNI EN ISO 45001:2018

for the occupational health and safety management system.

ISCC EU

for the poultry fat produced in the Cesena by-product processing plant, which can be used as biofuel.

UNI/PdR 43.2:2018

Certification of the Personal Data Protection System.

International Food Standard (IFS Food)

standard for the conformity assessment of products and processes in relation to food safety and quality, internationally recognised by major retail chains.

BRC (British Retail Consortium) Global Standard for Food Safety

product and process hygiene management standard recognised by UK retailers

UNI EN ISO 17025:2005

general requirements for the competence of testing and calibration laboratories. Accreditation of laboratories by ACCREDIA.

UNI EN ISO 22005:2008

traceability management system in agri-food chains.

DTP CSQA 035

production process hygiene management system through the supply chain, from the breeding phase to the product's marketing phase.

DTP CSQA 126

sanitary management system of the production process through the supply chain, from the incubation phase to the product's marketing phase.

DTP CSQA 134

product hygiene management system throughout the pork supply chain - from live pigs (fattening phase - 3 sites) to the marketing of the product.

DTP CSQA 030

no-GMO animal feed guarantee system.

DTP CSQA 049

system guaranteeing animal feeding with vegetable characteristics (no animal meal or fat on meat)

DTP CSQA 042

system guaranteeing animal feeding with vegetable characteristics (no animal meal or fat on feed).

DTP CSQA 116

absence of antibiotic treatments in the housing phase of chicks no older than 72 hours.

Voluntary labelling of poultry meat

production system in compliance with Italian Ministerial Decree of 29 July 2004 - Compliance with the voluntary poultry meat labelling specification UNAITALIA

IRA

Antibiotic Reduction Inspection.

BIO

certification guaranteeing the conformity of organically produced products at all stages of the production chain.

HALAL

Compliance with the specifications of Islamic law for the production of food products.



Certification for gluten-free products.

A Safe and Controlled Supply Chain

The Food Quality & Safety Department

The Quality & Food Safety (QFS) team plays a major role in ensuring that consumers receive excellent quality products, focusing on the application of all the procedures required by the AMADORI Quality System throughout the Production Chain.

The AMADORI Quality System

The AMADORI Quality System has been certified for years and includes control plans for each production phase, a highly accurate traceability system and efficient promotion of the culture of quality within the company. The aim is to pursue excellence through the adoption of the highest production standards.

To this end, the Quality & Food Safety department was reorganised in 2023, making it more responsive to changing needs through an integrated approach based on inter-department collaboration.

Investments in quality and safety

Every year, Amadori invests an average of 5.7 million euros in these management and control activities, relying on the expertise of a team of 59 experts. These experts are responsible for ensuring high quality levels along all production stages and in the in-house testing laboratories.



Self-control of the supply chain

Amadori has adopted an organisation model with strong integration between the various sectors of the livestock supply chains. The supply chain manager directly manages the crucial phases of the production process. Management by a single party, with all the necessary skills, means that a highly detailed risk analysis can be conducted and activities are highly reliable and fluid.

The role of suppliers

In the production system, a central role is also played by suppliers (raw materials, ingredients, packaging, services, etc.) who are selected and qualified according to the company's Quality System and monitored through auditing and analysis activities. Strategic suppliers are engaged in partnership relationships and contribute effectively to achieving food safety and innovation goals.

Laboratory tests

All of the Group's laboratories use accredited methods to perform most of the tests needed to keep products and processes under control at all stages of the supply chain.

Over the last four years, Real Time PCR¹³, an innovative and constantly evolving testing technique, has been implemented in all laboratories, which has improved accuracy (precision and sensitivity) while reducing the time required to perform certain crucial tests.

¹³ Polymerase chain reaction, or PCR for short.

The laboratories carried out over 557,000 microbiological, serological and chemical tests in 2023. The implementation of appropriate testing plans in combination with strict operational controls ensure that quality is achieved and maintained at every stage of production, right up to delivery to the customer. More than 132,000 tests were carried out on finished products in 2023, 21% more than in the previous year.

over **557,000**

microbiological, serological
and chemical tests conducted in 2023

over **132,000**

tests on finished products.
+21% compared to 2022

In the course of 2023, the Group underwent frequent audits by official control bodies, certification bodies and customers, both announced and unannounced. All findings raised during the audits were effectively and promptly addressed.

Amadori strives to maintain an open and proactive dialogue with all Customers, which is why it has adopted a complaints management system that values any input received as an opportunity for continuous improvement. The system ensures the prompt and thorough collection of every complaint/report, while providing detailed and timely feedback. An element that increases customer collaboration and trust.

No significant consumer health issues were reported in connection with the company's products in 2023. The Group is attentive and committed to maintaining the quality and safety of its products, promptly intervening when necessary to ensure maximum protection for consumers.







The year 2023 marked the start of an important initiative for Amadori in the field of sustainable logistics: the adoption of intermodal rail transport. This new logistics flow will allow the company to significantly reduce CO₂ emissions associated with the transportation of raw materials. To date, it has been possible to use intermodal transport for 20,000 tonnes of raw materials (approximately 2% of total raw materials). By replacing road transport with rail transport for this quantity of raw materials, Amadori has achieved a 90% reduction in this type of emissions, demonstrating its commitment to more eco-friendly and responsible practices. Furthermore, the Group has released an official statement quantifying the amount of CO₂ avoided, calculated according to recognised international standards. This step is an important starting point on the path towards reducing climate-altering emissions and emphasises the dedication to minimising the environmental impact of Amadori's operations.

The tests conducted in
2023

Third-party audits and
customer feedback

The Complaints
Management System

Transport of raw materials

					
Feed mills	Breeding	Hatcheries	Farms	Food processing	Distribution
Nutrition experts	Company and Public Veterinarians	Company and Public Veterinarians	Company and Public Veterinarians	Public Veterinarians	Resources for Quality Assurance
Resources for Quality Assurance	Breeding technicians, supporting breeders	Resources for Quality Assurance	Breeding technicians, supporting breeders	Resources for Quality Assurance	Complaints Management
Testing and Controls	Resources for Quality Assurance	Testing and Controls	Resources for Quality Assurance	Testing and Controls	
	Testing and Controls		Testing and Controls		

Feed mills

Research and development of animal diets

In order to ensure that production is in line with consumer requirements, animal welfare and the desired intrinsic product qualities, the Group directs considerable investment and resources into the research and development of optimal diets every year.

Central coordination of feed mills

The diets are mainly based on soya, maize, barley, wheat and mineral salts, and are produced in the chain's feed mills. One of the Group's main distinguishing features is the presence of a central unit that plays a key role in coordinating all the feed mills. In synergy with other company departments, the inhouse formulation department focuses on developing combinations of different raw materials in appropriate proportions.

Nutritional efficiency and waste reduction

The aim is to obtain a range of "complete feeds" that meet the nutritional needs of animals during the different stages of development and growth and that enhance the genetic potential of the different species. Furthermore, the correct formulation of diets minimises raw material waste and increases nutritional efficiency. Through this approach, nutritional optimisation becomes an important vehicle for environmental sustainability.

Alternative raw materials and reduction of environmental impact

Committed to reducing environmental impact and atmospheric emissions, Amadori's Formulation and Nutrition office is actively working to optimise protein titres in diets, which also has a positive effect on the welfare of the animals. The Group is stepping up research to identify alternative raw materials to reduce the import of soya in formula,

thus seeking to reduce dependence on this source and promote greater sustainability.

The selection of raw materials is the result of an accurate self-control plan, which is subject to an annual review in cooperation with the Food Quality & Safety and Purchasing Departments, aiming to constantly enhance the quality of the raw materials used.

Quality control of raw materials

The self-control plan is divided into several stages:

1

Raw material monitoring:

the plan starts with monitoring the raw materials used for feed production. The plan defines what to check and how often, and is shared with all control and certification bodies.

2

Evaluation of the production process:

once the mixture of raw materials has been composed, we analyse the indications on the finished product label. This information will be crucial in enabling consumers to make informed choices about a product's purchase and consumption. Relevant information includes the product name and the complete list of ingredients. It is of crucial importance to ensure that all tolerances established by current regulations are met. The production process is carefully monitored, with particular attention paid to the various steps such as grinding, blending and pelleting, to ensure compliance with established standards.

3

Quality assurance:

quality management plays a central role in ensuring the high quality of raw materials, feed formulation and control of production processes. These aspects are managed in close cooperation with the plant managers, who may be in different locations. Each plant has its own peculiarities, and the Quality Assurance Department defines detailed operating instructions for each site, taking into account their specific production characteristics.

4

Self-control and monitoring plan:

the self-control plan is designed to check the specifications of the raw materials and promptly intercept any deviations that may arise during the production process. On certain occasions, specific or extraordinary surveillance plans are implemented to monitor specific aspects that could affect the quality of the finished product.

The Group strongly and dynamically collaborates with various external feed mills. The supply relationship is subject to the adoption of self-control plans in line with the Group's policies. During product delivery, systematic sampling is carried out to make sure that the feed meets the agreed specifications. These checks are carried out by accredited laboratories both inside and outside the Group.

Collaboration with external feed mills

Bio-safety and animal welfare

Breeding and Hatcheries

In breeding farms located in protected areas isolated from possible sources of external contamination, operating procedures are in place to ensure the highest bio-safety standards, as well as the utmost attention to animal welfare.

The implementation of the practices is monitored by qualified technical staff. Similarly, procedures have been put in place in the hatcheries to ensure high levels of bio-safety, a key element for obtaining healthy chicks to be introduced into the subsequent growth phase.

The quality control team

Farms

A team of veterinarians, breeding technicians and quality technicians works closely with the breeders in the supply chain.

These experts work in a coordinated way both in directly managed farms and in agistment farms, ensuring constant monitoring of quality and animal welfare criteria.

Collaboration with "agistors"

Approximately one third of the sector is made up of directly managed farms, while the remaining two thirds operate through "agistment", a contract aimed at constituting an agricultural undertaking of an associative nature, in which an economic collaboration takes place between the person who has the livestock (agistor, grantor) and the person who rears them (agistee, breeder), in order to rear and exploit a certain quantity of livestock and carry out related activities, sharing the expenses and profits related to both the growth of the livestock and the products (milk, cheese, etc.) that result from them. The breeding methods of all poultry farmers are constantly controlled, in accordance with the company's quality standards, providing the agistment farms with chicks and different types of feed suited to the type and age of the animals.

Environmental conditions and animal welfare

The breeding farms are mainly located in rural areas and are designed to provide optimal climatic conditions, allowing the animals to move freely on the ground. This practice has been established in Italy for more than 50 years. In the case of "Il Campese" and BIO chicken, the animals also have the opportunity to live outdoors.

Compliance with the rules and the Amadori Quality System

Food processing

Each plant is officially authorised by the Ministry of Health to carry out specific activities, from slaughter to processing and storage of finished products. All the plants operate in compliance with the mandatory regulations and with the provisions of the Amadori Quality System, in compliance with the highest standards applied in the food and meat industry in particular.

Product types

The production lines of the plants are divided into traditional products (such as whole chicken and cuts such as thighs, sliced breast and wings) and innovative products (including meat-based preparations, breaded products, frankfurters and roasts).

In recent years Amadori has invested in the efficiency of its production phases, adopting the Lean Manufacturing methodology¹⁴ with the aim of constantly improving collaboration between the various production plants. This process was successfully completed in 2019, involving all Group plants.

The Lean Manufacturing method

Distribution

The Group has made significant investments to ensure the preservation and freshness of products during storage and distribution.

In addition, a cold chain control system has been developed which constantly checks temperatures, from the logistics platforms, during transport, through to delivery to the customer. Respecting the cold chain is an essential requirement for ensuring high product quality standards and strict compliance with European and Italian food safety regulations.

The cold chain

Thanks to the cooperation with a pool of competent and reliable carriers, and targeted investments to optimise routes and distances, the Group has achieved significant improvements in distribution efficiency, ensuring high standards in terms of order delivery times. In 2023, approximately 95% of orders were delivered within 24 hours after the customer placed the order.

Distribution efficiency and delivery times

Care and Respect for Animals

The concept of the "Five Freedoms of Animal Welfare" was formulated by the Brambell Committee, a British committee established in 1965 under the chairmanship of Roger Brambell, to investigate the welfare of farm animals. These freedoms are essential to ensure that animals have a dignified life without suffering. These are the five freedoms:

The "5 Freedoms" of animal welfare

- freedom from hunger, thirst and poor nutrition;
 - freedom from inappropriate physical environments;
 - freedom from pain, injury and disease;
 - freedom to express species-specific behaviour;
 - freedom from fear and discomfort.
-

These principles represent the five pillars defining the animal's ability to be comfortable in its environment, as established by the European community.

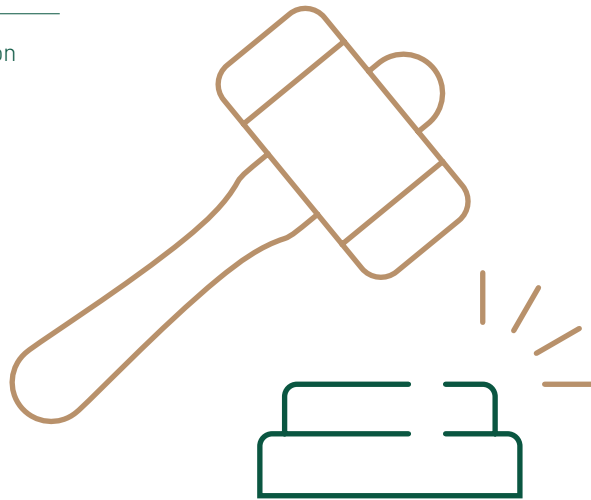
The protection of animal welfare is crucial for ensuring high standards of food safety and final product quality. Amadori is firmly committed to complying with all current national and EU regulations on animal welfare.

¹⁴ For a more in-depth look at Lean Manufacturing, see the section on "Training and Professional Development" in Chapter 4.

Amadori's commitment

The Group's priority is to ensure the care and respect of animals through strict compliance with current national and European regulations, which ensure appropriate conditions at every stage of the integrated supply chain. The Group's commitment to these practices is evidenced by the fact that no significant non-compliances with animal welfare regulations were found during 2023.

Reference legislation



Italian Leg. Decree 146/2001

Implementation of Directive 98/58/EC on the protection of animals on farms

Italian Leg. Decree 181/2010

Implementation of Directive 2007/43/EC establishing minimum standards for the protection of chickens reared for meat production

Decree EC 1/2005

Animal welfare during transport

Decree EC 1099/2009

Protecting animals during slaughter

Collaboration with trade associations

The company takes the lead in identifying opportunities and stimuli to improve and broaden the standards and regulations of its business, also by cooperating with industry associations operating in the sector. A tangible example of this commitment is the high-quality poultry chain, which includes "Il Campese", "Qualità 10+" and "BIO".

Training and Innovation to Protect Well-being

Training for all staff

Amadori regularly carries out compulsory training on animal welfare for all internal staff, from veterinarians - the meeting point between companies in the sector and public institutions within the epidemiological surveillance network systems - to workers.

Specific learning for different supply chains

To ensure targeted training, specific training days are set up for each supply chain (chickens, turkeys, laying birds and pigs) and by sector (fattening and breeding). Going beyond regulatory requirements, staff are trained every two years, and information is kept for each employee.

Broiler Chicken Welfare Training

In line with 2022, remote-learning training days were organised in 2023 on broiler chicken welfare legislation (Italian Legislative Decree 181/2010).

Furthermore, in 2023 there was a regulatory change that will have repercussions on the year 2024. Following this evolution, there are plans to offer training courses for other types of animals as well.

Finally, the Amadori Veterinary Committee, which involves all the veterinarians of the supply chain, continued its training and updating activities. An average three hours per month were dedicated to the in-depth study of European and national regulations concerning animal welfare and issues were addressed relating to the management of specific problems on commonly non-integrated farming practices, such as the pig supply chain.

Training of the Amadori Veterinary Committee

Training for technicians and veterinarians was also ensured in 2023 through the organisation and participation in seminars and conferences held by both Italian and international experts. These events covered topics of great relevance, focusing on new breeding methods and practices, as well as structural innovations affecting the livestock sector globally.

Industry events

Amadori staff involved in slaughtering regularly attend specific training courses on animal welfare. These courses are organised in close cooperation with the Local Health Authorities (ASL). They provide participants with the "Certificate of Competence" which is required to work in the processing sector, in accordance with EU Regulation 1099/2009.

The Certificate of Competence

A well-established innovation in the livestock sector is the ClassyFarm system, a significant advance in ensuring optimal animal welfare in livestock operations.

ClassyFarm system

Since 30 March 2018, ClassyFarm has reinforced the central role of the company veterinarian in animal welfare advocacy and in ensuring high standards of care and attention for animals in the poultry supply chain. The system has been undergoing expansion for the poultry supply chain since 2020 after its launch for the Italian pig supply chain and allows all farms to be coded and assessed according to nationally predefined criteria. These criteria cover important issues such as animal welfare, bio-safety and the responsible use of medicines.

The role of veterinarians and the assessment criteria for farms

Through ClassyFarm, competent authorities such as the Local Health Authorities and the Ministry can constantly monitor both individual farms and the entire national system. The tool is accessible to official veterinarians, company veterinarians and pig farmers, facilitating collaboration and dialogue between all parties involved. This collaborative approach seeks to raise product safety and quality levels within the food supply chain.

Collaborative approach

Amadori has been committed to reducing the use of antimicrobials in a responsible manner for years now. The Group is well below the national threshold for the poultry sector in its use of antimicrobials and has not received penalties for their presence in its products.

Amadori's commitment

The Group intensified its efforts to continue reducing the use of antibiotics and to further improve breeding standards in 2023. The number of caged farms for the production of eggs for consumption is gradually being reduced, with the adoption of cage-free farming systems. With regard to the pig sector, a restructuring process of the breeding farms has been initiated. Multiple stalls for the gestation phase and farrowing crates that meet high animal welfare standards have been introduced, doubling the space available to the animals.

Improving breeding standards

The vaccine against haemorrhagic enteritis in turkeys

In 2023, Amadori continued studies to evaluate the efficacy of a vaccine against haemorrhagic enteritis in turkeys, extending the intervention area to all of Lombardy, Veneto and Emilia-Romagna. The positive results then led to the authorisation by the Ministry of Health for the use of this vaccine throughout Italy, in September 2024.

Antibiotics: European guidelines

The analysis of the Minimum Inhibitory Concentration (MIC), according to European guidelines, revealed a decrease in resistance to certain bacterial strains, confirming the effectiveness of reducing the use of antibiotics.

Transport phase

The Group is dedicated to maintaining high animal welfare standards, a commitment that goes beyond the breeding stage and extends to transport and processing. The Group has implemented several initiatives over the years, aimed at improving animal welfare during transport from farms to plants. These measures include reducing transport times, which are currently considerably less than the maximum 12 hours stipulated in the regulations. To ensure proper comfort during transport, covers are installed on the vehicles used, which provide protection from the weather, and ventilation systems have been implemented to ensure optimal air circulation. In addition, fastening systems are used to facilitate loading and unloading and to ensure the animals' stability during the journey.

Amadori Excellence: a Symbol of Safety and High Quality

In order to offer customers high-quality options, special lines dedicated to selected products have been developed over the years, including "Il Campese" free-range chicken, "Qualità 10+" chicken and turkey, and "BIO" chicken. These lines feature the adoption of additional requirements at the level of supply chain management and animal welfare issues, going beyond the standard regulations and protocols used on conventional farms.

Breeding without antibiotics

The company has been pursuing a path of significant added value for several years now, culminating in the achievement of important milestones. Without doubt, one of the most significant is having obtained certification for chicken raised without the use of antibiotics. This requirement was initially fulfilled by Amadori's flagship product, Il Campese, starting in 2017 and subsequently also achieved for Qualità 10+ chicken at the beginning of 2018 and Qualità 10+ turkey as of February 2019. The Amadori organic chicken supply chain was also added last year, which can boast its compliance with organic farming standards, as well as being reared without the use of antibiotics.

Slow-growing breeds

In 2023, evaluations were carried out on the issues related to slow-growing breeds. The use of a breed reared outdoors respecting natural growth rates and recognised by the competent Ministry was evaluated also for the BIO supply chain. This choice, already applied for some time for the Il Campese supply chain, was then implemented in 2024 for Amadori BIO chicken, strengthening the company's market position, which is confirmed by constant consumer appreciation. The economic, organisational and productive implications of adopting a slow-growing breed for other types of production are being evaluated through field trials.

Egg line and recyclable pack

There were also significant innovations in the egg lines with a focus on excellence, including the relaunch of the range of pasteurised egg products. These products boast new product visuals and a focus on sustainability, thanks to 100% recyclable packaging.

This choice has allowed a 21% reduction in CO₂ emissions compared to the previous packaging.

<p>Free-range chicken</p>	<p>Cage-free chicken and turkey</p>	<p>Free-range chicken</p>
<p>Without antibiotics</p>	<p>Without antibiotics</p>	<p>Without antibiotics</p>
<p>No GMOs</p>	<p>No GMOs</p>	<p>Organic feed</p>

A Quality Offer

Il Campese Supply Chain

The excellence of the Amadori offer is represented by Il Campese, the free-range, antibiotic-free, slow-growing certified chicken.

Amadori excellence

The breeding densities within the Il Campese chain are regulated by an ad hoc specification, guaranteeing more space than in conventional breeding.

Each animal has 13 square metres inside the shelters, with a density of no more than 27.5 kg per square metre. What makes Il Campese unique is the access to outdoor spaces: the animals have the opportunity to enjoy a fenced-in outdoor park covered by vegetation, where they can move freely for at least half of their life cycle. The park is designed to ensure at least one square metre is available to each animal. Thanks to strategically placed windows, the chickens can easily access the outside environment and return inside for the night.

The animals are given exclusively vegetable feed, without the use of GMOs, animal meal or fats. During the final fattening phase, at least 70% of their diet consists of grains.

Feed

The focus on animal welfare is also reflected in the length of the rearing process: chickens are reared for at least 56 days, ensuring gradual and steady growth.

Slow growth and certifications

The Il Campese supply chain adheres to EU Regulation 543/2008, which qualifies Amadori chicken as "free-range". Every aspect of the Il Campese supply chain is also subject to verification and certification by CSQA, an accredited third party.

Qualità 10+ Supply Chain

Without the use of antibiotics and GMO-free feed

The chickens and turkeys in the Qualità 10+ line are reared in the farms of the chain without the use of antibiotics, giving full attention to their welfare and to the quality of the final product. Amadori is committed to using only GMO-free vegetable feed.

Breeding spaces

In addition to these higher standards compared to conventional breeding, Amadori strives to meet other requirements in terms of animal welfare for the Qualità 10+ line of chickens. One of these is to ensure breeding densities that provide more space for the animals and ensuring more exposure to natural light through rationally distributed windows. To encourage natural behaviour and provide a stimulating environment, environmental enrichments such as straw bales are introduced to allow the animals to express their typical species behaviour.

Unaitalia Guidelines and certifications

All the requirements of the Qualità 10+ line follow the methodologies established by the Unaitalia Guidelines, acknowledged and authorised by MASAF. Every aspect of production is verified and certified by CSQA, an accredited third party, to ensure maximum transparency and highest quality of the final product.

BIO Supply Chain

Organic feed

The Group has bred organic chicken since 2018, following a dedicated supply chain. One of the distinctive features of this type of breeding lies in the diet, which is based exclusively on feed consisting of organically grown legumes and grains, such as wheat, maize, sorghum and soya, and ensures a sustainable and environmentally friendly supply chain.

European legislation and breeding spaces

Organic chicken farming is regulated by specific European legislation (EC Reg. 889/2008) laying down strict and detailed requirements.

The breeding facilities include a dedicated shed and an outdoor grazing area, both in accordance with the provisions of the EU regulation. The maximum permitted density is 21 kg/m², with lots of no more than 4,800 animals, ensuring ample space for the animals' well-being. An important aspect is the possibility for the animals to enjoy outdoor grazing for at least one third of their lives. Each chicken is provided with four square metres of outdoor lawn, allowing them to express their natural behaviour.

Exclusion of antibiotics

Lastly, the minimum rearing time for organic chicken is set at a minimum of 81 days. The Amadori organic chicken chain can also pride itself on the important requirement of antibiotic-free rearing since June 2022, which is a differentiating factor if we consider that regulations allow one antimicrobial treatment per cycle, for therapeutic purposes.



Antibiotics: More Significant Reduction

The problem of antibiotic resistance is recognised globally. Poultry farming has long been committed to playing its part in the fight against antibiotic resistance (AMR) by bacteria.

In the Italian poultry sector, veterinary practitioners use them exclusively for therapeutic purposes and only to treat confirmed diseases of bacterial origin, following a specific diagnosis. Once treatment is complete, use is suspended for a fixed period according to strict scientific protocols to ensure that the animal has completely eliminated the active ingredient before being sent for slaughter. The adoption of electronic prescriptions and data records in the Classyfarm system has made it possible to implement proper antibiotic management on poultry farms.

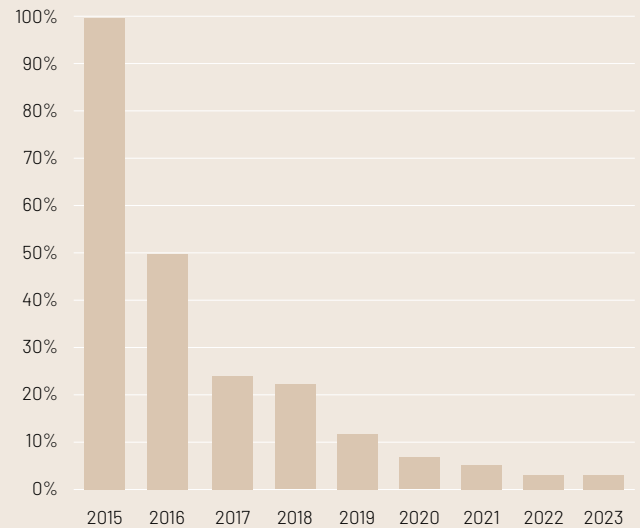
In accordance with Unaitalia's Plan for the Rational Use of Veterinary Medicines, the poultry sector has seen further significant improvements. In particular, a -12% reduction was recorded between 2021 and 2020, bringing the total reduction over the period 2011-2021 to -93.5% for chicken and -83% for turkey.

As a result of the constant efforts to improve poultry farms, the continuous training of farmers and the implementation of monitoring and self-control activities, Amadori has achieved significant results in reducing the use of antibiotics in its poultry supply chains.

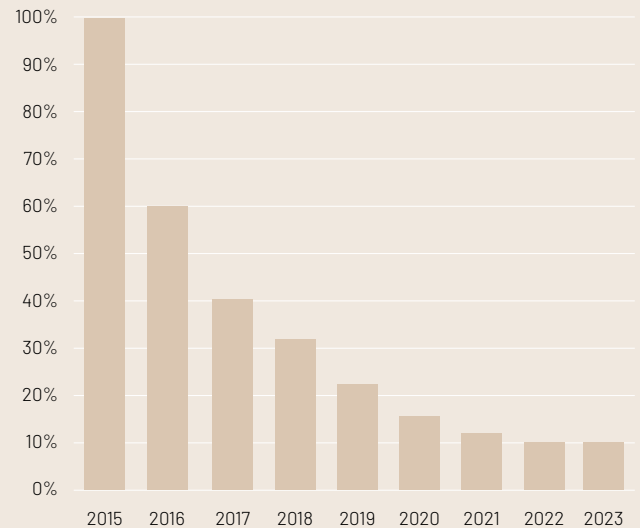
Compared to 2011, at the end of 2023 Amadori confirmed the 97% drop in the consumption of mg of active ingredient of antimicrobials in the chicken chain and 89% in the turkey chain, with the use of antimicrobials in farming for therapeutic purposes now at a minimal level and rationally managed by the people working in the chain.

To ensure the transparency and reliability of data on the use of antibiotics, since 2015 all the information on Amadori's use of antibiotics has been validated and certified by CSQA, an independent and certified third party.

Decrease in the use of antibiotics in the chicken supply chain



Decrease in the use of antibiotics in the turkey supply chain



Traceability and Transparency: the Importance of Monitoring and Communicating

Amadori constantly invests in transparent and informative communication to describe the quality and characteristics of its products in detail, seeking to provide customers with all the necessary information for conscious consumption based on clear and complete data. Product communication is always carried out in compliance with current marketing and labelling regulations.

The Group has adopted the voluntary labelling of poultry meat for several years, in accordance with Italian Ministerial Decree 29/07/2004. This form of communication makes it possible to provide consumers with a range of additional information not required by law concerning breeding, nutrition and animal welfare.

The labels are approved in form and content by Unaitalia, the association that publishes the Labelling Guidelines. They are also checked by CSQA, a third-party certification body, through periodic audits established within a control plan approved by the Ministry.

There have never been any significant instances of non-compliance with legislative requirements in relation to the information disclosed by the Group.

For some time now, the Group has had an ISO 22005-certified traceability system for its agrifood chains. This certification enhances the characteristics of Amadori products and accurately describes the different stages of the supply chain to the consumer or customer.

Although the safety of the food products is not directly guaranteed, this certification is an important tool for pursuing this goal, protecting customers and consumers as much as possible. In the event of any health and hygiene non-compliance, the traceability system makes it possible to go back to the point in the chain where the problem originated and, if necessary, recall the non-compliant product.

In the field of communication, Amadori has made significant investments to support brand visibility, using TV spots and an intense digital and social media strategy.

Last year, the Group's new website was launched, completely revised in terms of content organisation to highlight Amadori's distinctive values. The site layout features many images and videos that tell the story of the whole Amadori world in an engaging and immediate way. The site has also been designed to allow for continuous evolution of content and form, starting with the new company logo introduced in mid-2023.

The objectives of
Amadori communication

Voluntary labelling

ISO 22005 certified
traceability

The new website
and communication
initiatives

Software and Digitisation for Better Traceability

The computerisation strategy

Innovations in processes and systems not only bring benefits in terms of production efficiency, but can contribute to the improvement of an organisation's traceability performance.

Amadori has long adopted a computerisation strategy to ensure the complete traceability of its products. This covers all areas of the supply chain, from livestock and feed (with the Breeder's Portal, which reaches all farms - both directly managed and in agistment) to the more industrial ones.

The SMART FACTORY programme

The SMART FACTORY programme was launched by the company in 2016 with the implementation of Manufacturing Execution System (MES)¹⁵ solutions at its core. It was implemented for the first time in the Mosciano S. Angelo (TE) plant, specialised for breaded products.

The project then continued in the processed product lines produced in the Santa Sofia plant and in the raw processed products department in San Vittore di Cesena. It reached the completion of the frankfurter department last year and continued into 2023.

Supply Chain Monitoring

Sharing production standards

The efficiency and transparency of the Group's procurement process enables Amadori to provide its customers with high-quality products of certified origin.

The Group requires its suppliers to commit to maintaining the same production standards on which Amadori's processes are based:

- High level of technology
- Sustainability and respect for the environment¹⁶
- Health, safety and respect for workers' conditions¹⁷
- High product quality
- Innovative approach to products and production
- Competitive prices
- Punctuality and professionalism
- Transparency in processes and payments

¹⁵ The new software allows integrated and efficient control and management of the entire production process, from the receipt of raw materials to the packaging of the finished product. Thanks to the MES, all the activities carried out in the plant are recorded in detail, monitoring the input and output of products and semi-finished products, consumption and withdrawal of raw and ancillary materials, thereby guaranteeing the timely traceability of batches and warehouses. The use of the MES guarantees total product conformity, as the operator is guided through the tasks to be performed step by step. Thanks to the use of PC Panels/ Tablets, operators have a clear view of the recipes to be produced directly on the line and has all the necessary operational information, such as the sequence for loading ingredients, nominal quantities and tolerances for each component. Any missing, expired or out-of-tolerance ingredients are promptly reported through system blocks. Moreover, thanks to the integration between the MES and the scales for real-time weight retrieval, the manual tasks to be carried out have been reduced. In conjunction with the implementation of the MES, a project was started to digitise quality controls that had previously been recorded on paper. These controls cover both the reception phase to check product conformity, and process controls through HACCP forms. Thanks to this digitisation process, the MES serves as a single repository in which to verify product conformity, both in terms of compliance with the recipe and the checks carried out. Practical guides have been introduced to facilitate and support operators in filling in the forms. The forms are generated directly by the system, notifying operators of the checks that must be carried out in the precise moment required.

¹⁶ For a more in-depth look at how the Group manages relations with suppliers in the environmental field, see the chapter "Fighting Climate Change: Clean Energy and Efficiency".

¹⁷ For a more in-depth look at how the Group manages health and safety relations with suppliers, see the chapter "Health and Safety throughout the Supply Chain".

The Quality & Food Safety Department plays a key role in the selection and qualification of suppliers, while the Code of Ethics is the main engagement tool. Amadori requires suppliers to sign the Code of Ethics as proof of their reliability. It outlines the guiding principles on which the company's operations are based, including the protection of human resources, occupational safety, environmental protection and animal welfare.

As for the sustainability assessment of suppliers, Amadori has set increasing targets year after year. In the two-year period 2022-2023, it sent ESG questionnaires to 181 of its suppliers through the Cerved platform. The questions focused on environmental issues (climate change, waste, raw materials, etc.), social issues (diversity, training, health and safety, etc.) and governance issues (diversity, anti-corruption, compliance, etc.). The company undertook to involve its lowest-scoring suppliers in an educational and training programme.

Furthermore, Amadori carries out reconnaissance and monitoring of sustainability KPIs for certain product categories, such as packaging. It collaborates with important companies that have dealt with these aspects for several years and actively provide the Group with information on their sustainability performance.

As far as suppliers of live animals are concerned, the Group uses official, nationally-certified documentation required at the purchase stage to determine the exact origin and breeding methods, thereby ensuring the accurate traceability of every animal purchased.

Signing of the Code of Ethics and supplier evaluation

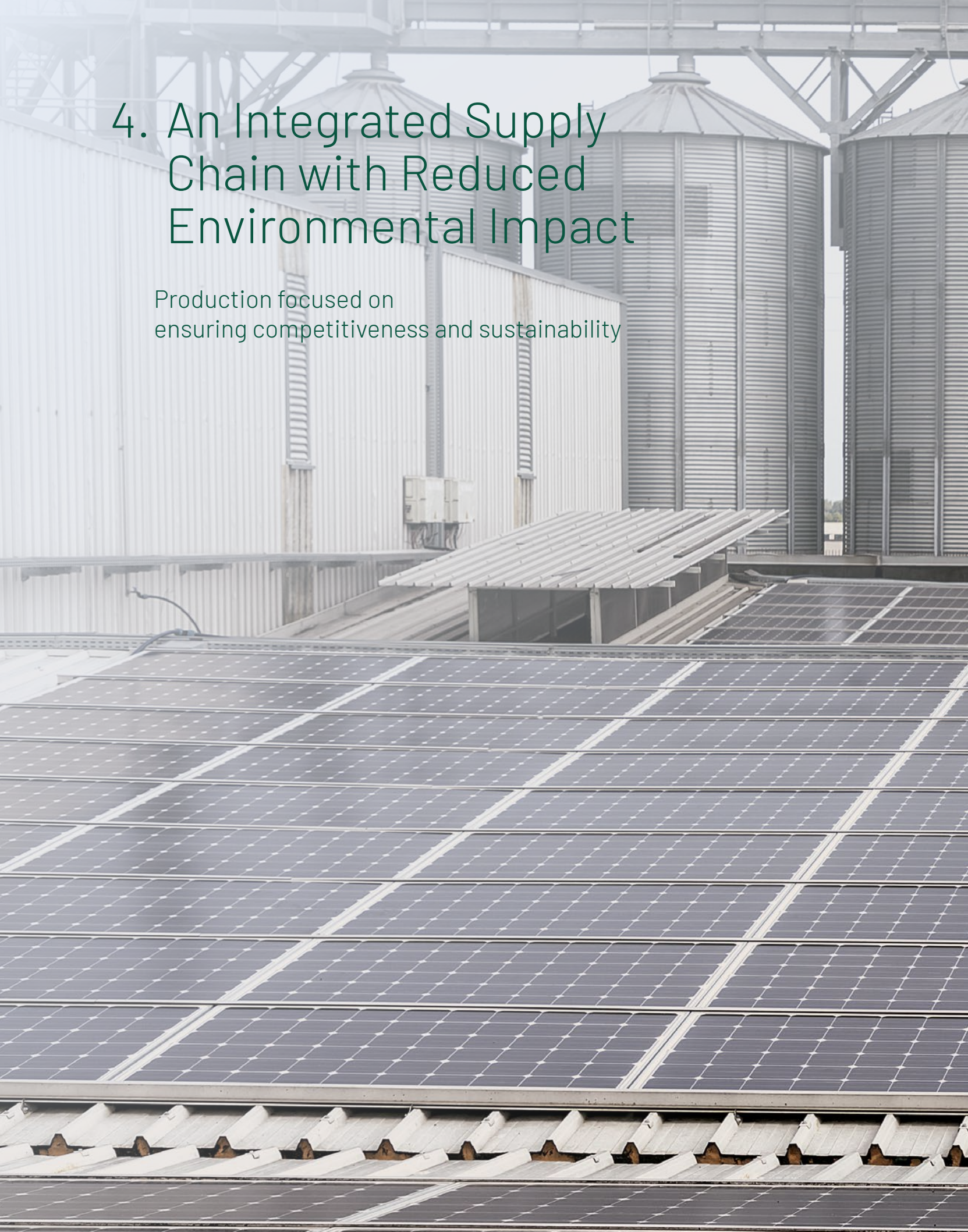
Supplier sustainability assessment

The supply of packaging

The supply of live animals

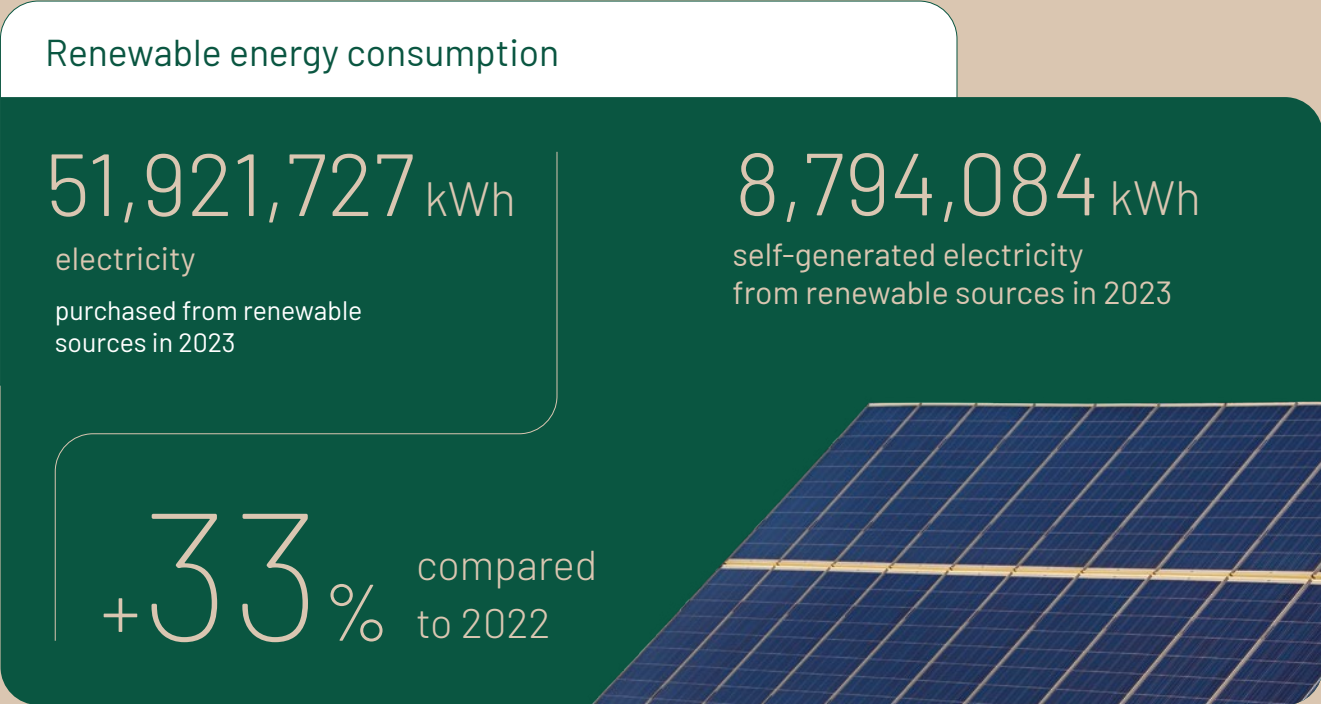
4. An Integrated Supply Chain with Reduced Environmental Impact

Production focused on ensuring competitiveness and sustainability





Commitment to environmental sustainability



Emissions



2,918,565 tonnes of CO_{2eq}
emissions in 2023

Water consumption

More water reused



2,325,083 m³
total water consumption

799,024 m³

reused, out of a total of 5,293,201 m³
of total withdrawals

Packaging

Optimisation and recycling

From 6 to 7 tonnes

of savings in packaging
material thanks to film
grammage reduction

60%

use of recycled
PET, with an
increase of
70-100%,
where possible

Use of
mono-material film
replacing
multiple-material film

Waste management

Recovery and circularity

112
tonnes

Total hazardous waste
produced
in 2023

-9%
compared to 2022

39,175
tonnes

Non-hazardous waste
sent for recovery in
2023

+15%
compared to 2022

76
tonnes

Hazardous
waste sent for
recovery in 2023

+38%
compared to 2022

Recovery
of animal by-
products (ABP)

For the production of:

- Flours used as pet food
- Poultry oil used for pet food, aquaculture and as biofuel
- Organic soil conditioner or fuel biomass

Objectives

The Amadori Group's Commitment

Safeguarding the environment is a constant priority for Amadori, ranking high in its actions and as a management priority. The Group is committed to continuous improvement of its environmental management system, adopting production processes, technologies and practices to minimise environmental impact. This is essential to achieve the company's objectives and to ensure high competitiveness and sustainability in the long term. All the companies involved in the integrated supply chain operate with a commitment to preserve and protect the environment, strictly complying with all applicable environmental regulations.

The company strives to spread ecological awareness, check that specific environmental and energy targets are met, manage waste wisely and optimise resource recovery, favouring the use of energy from sustainable and renewable sources when feasible.

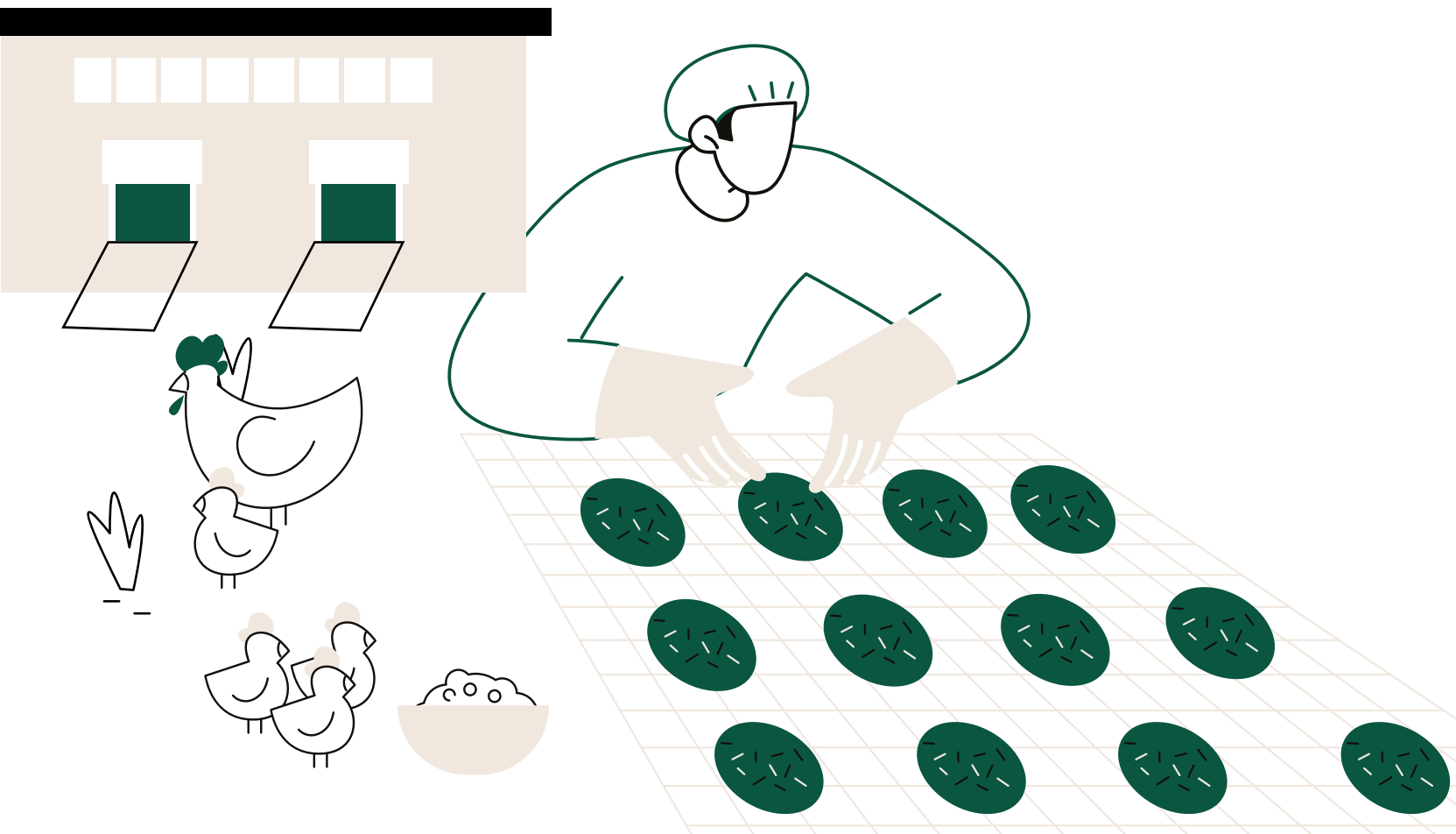
Amadori stands out as a model in its commitment to environmental sustainability, demonstrated by its fight against climate change through energy optimisation and the choice of renewable sources, as well as its precise assessment of climate-impacting emissions. The company also focuses on careful environmental management, starting with the selection of raw materials and adopting a circular strategy for the disposal and reuse of waste, by-products and effluents.



The Group is also engaged in the reduction of pollutant emissions, sustainable water management and the preservation of biodiversity. These are essential elements for companies aspiring to a prosperous and responsible future.

Amadori strives to constantly monitor environmental and energy aspects and to pursue a range of objectives, including:

- promoting the dissemination of an environmental culture;
- continuously monitoring and evaluating the degree to which preset environmental and energy targets are met;
- applying careful waste management, with a focus on reducing waste at the source and preferring recovery to disposal;
- optimising the use of natural resources, taking into account the possibility of using clean technologies or renewable energy sources when economically feasible.



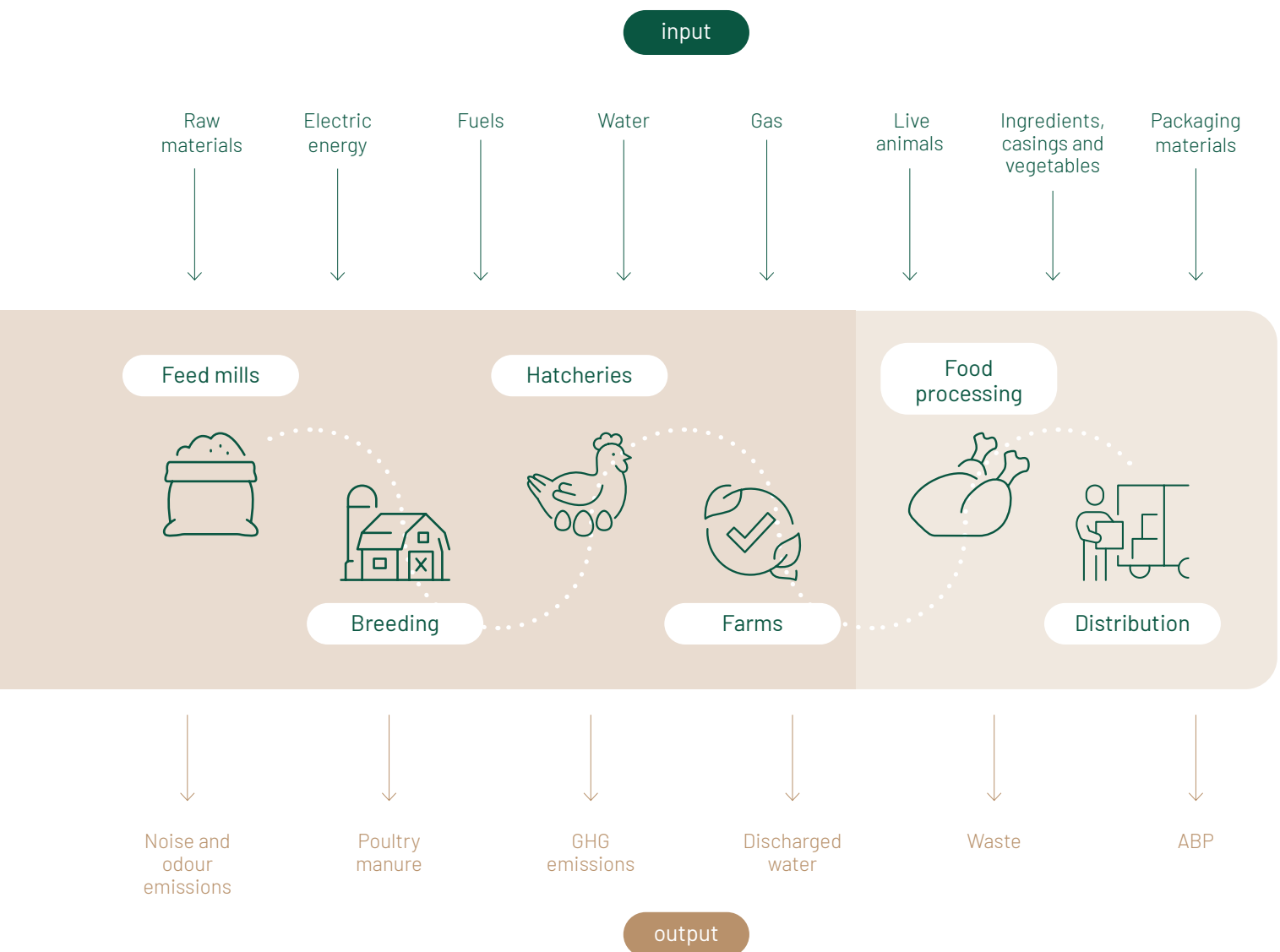
The Supply Chain

The supply chain monitoring system

The Amadori supply chain consists of several stages, each with specific inputs and production outputs that make them distinctive. In order to monitor and reduce the environmental impacts associated with each of these phases, Amadori has adopted an organised set of systems, practices and procedures aimed at specifically managing these peculiarities and differences.

The stages of the supply chain

Livestock and Feed refers to the part of the supply chain that includes breeding (rearing and reproduction) and the industrial area, comprising hatcheries and feed mills. Food processing refers to all processing plants (for further details, see the paragraph "Our supply chain" on page 22).



Certifications and compliance with environmental regulations

At the end of 2023, four food-processing plants were certified according to ISO 14001:2015 for environmental management and two according to ISO 50001:2018 for energy management, with the Mosciano Sant'Angelo (TE) plant being added later in the year. Amadori plans to extend the ISO 14001:2015 certification to feed mills and hatcheries in the coming years and the ISO 50001:2018 certification to the Santa Sofia plant in 2024.

ISO 14001 and
ISO 50001 certifications

With regard to legislation, Amadori complies with the environmental regulations of Italian Legislative Decree 152/2006, as subsequently amended, and therefore holds Integrated Environmental Authorisations (IEA)¹⁸ or Single Environmental Authorisations (SEA)¹⁹.

Compliance with
regulations

The feed used by the Group is obtained after careful dosing, processing and mixing of the purchased raw materials. The prepared feed is used in the rearing of chickens, turkeys and pigs at the farms in the chain, in both those directly managed and those contracted.

Livestock and Feed

The Group also owns the hatcheries where the fertilised eggs develop.

Feed mills are provided with the IEA while hatcheries fall under the SEA regime. Farms with a capacity greater than 40,000 animals are subject to the IEA, while the SEA is sufficient for smaller farms.

In line with the legislation, all Amadori food processing plants have the IEA except for the Lenti and Forno d'Oro plants, which have the SEA.

Food processing

These Authorisations set out all the conditions to be met for correct plant operation in order to ensure a high level of environmental protection. Of all the steps in the Amadori supply chain, food processing is the most significant and complex from an environmental point of view, since it requires a particular focus on the water footprint, waste production, energy consumption and related emissions generated.

¹⁸ The IEA is the measure which authorises the operation of an installation in which one or more activities are carried out among those indicated by Italian Legislative Decree 152/06. Its aim is to achieve a high level of protection for the environment as a whole, and to this end includes measures to avoid, or where not practicable, to reduce emissions in the air, water and soil, or to reduce the generation of waste, identified on the basis of Best Available Technologies (BAT).

¹⁹ The SEA is a measure governed by Italian Presidential Decree no. 59 of 13 March 2013 which covers all the environmental permits that a company needs to start and/or continue its activity. It replaces various communication, notification and authorisation documents required by environmental law.

Training

Amadori strives to continuously improve efficiency and the optimal use of all resources through constant investment in state-of-the-art technology. It also places its focus on the continuous training of personnel involved in the supply chain to ensure effective management of environmental aspects (for more information, see the section "The people of Amadori - Attention to employees" on page 124).



Fighting Climate Change: Clean Energy and Efficiency

Efficiency and Renewable Energy: The Group's Energy Sustainability Journey

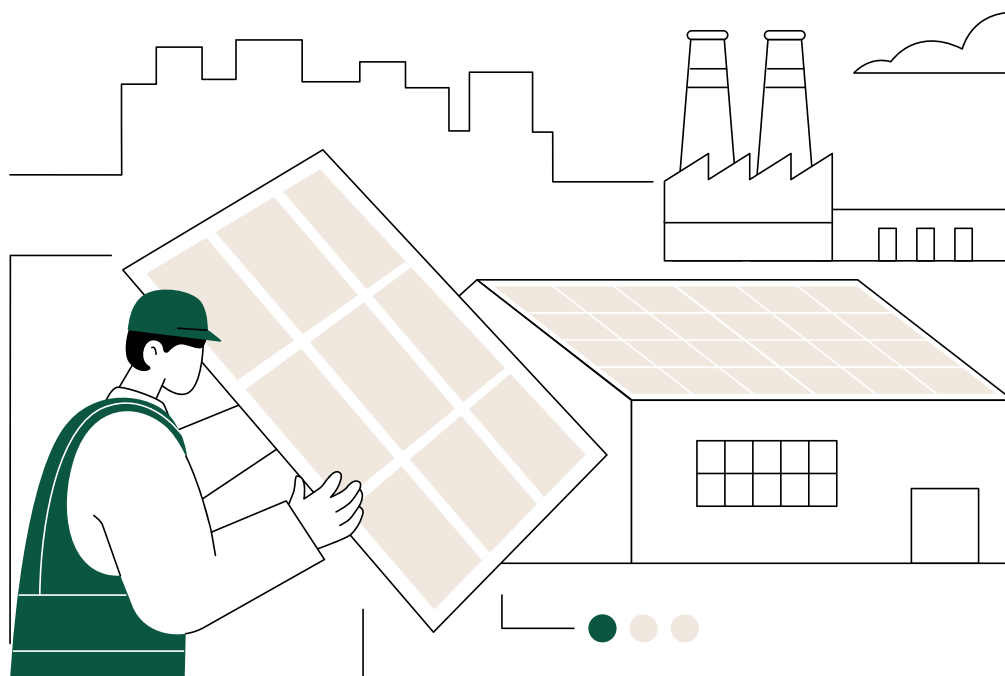
Commitment to reducing climate-changing emissions

The Amadori Group is fully aware of the effect that the energy consumption of its production activity can have on the environment.

For this reason, the energy policy adopted is based on a careful strategy to rationalise energy consumption, through both self-generated electricity and energy via plants powered by renewable sources (specifically, solar photovoltaic plants and biogas cogeneration plants), and the purchase of energy from the national electricity grid with a guarantee of origin from renewable sources (commonly referred to as G.O. certificates, or G.O.).

An emblematic example in this sense is represented by the “Il Campese” chicken, which is processed at the food processing plant in Mosciano Sant’Angelo (TE) using 100% electricity “covered” by G.O.

Self-generation and
energy with Guarantee of
Origin



Energy consumption

Total energy consumption

The Group consumed a total of 2,568,705 GJ in 2023, marking an increase of 10% over the previous year. This increase was influenced by several factors, including an increase in production activity and the expansion of the organisational perimeter.

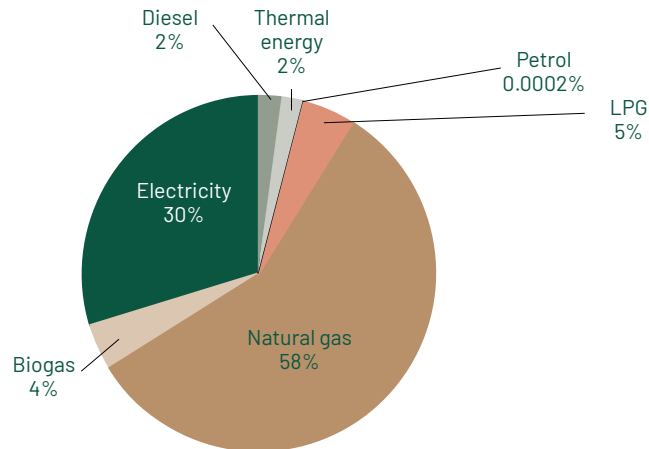
Energy carriers

Consumption comes from different energy carriers:

- natural gas taken from the grid;
- biogas, produced by anaerobic digestion of the lipid and protein fractions present in the effluents deriving from processing;
- electricity taken from the national electricity grid, generated by photovoltaic systems and cogeneration systems;
- thermal energy generated cogeneration plants;
- other fuels (diesel, LPG, petrol).

Energy used (GJ)	2021	2022	2023 ²⁰
Total energy generated and consumed by the Group	2,290,735	2,334,786 ²¹	2,568,705
of which fed into the grid	34,295	33,663	31,349
of which consumed internally	2,256,441	2,301,123 ²²	2,537,356

Fig. 1: Energy sources used by the Group in 2023 (%)



When comparing energy consumption to turnover²³, in 2023 the Group used 1.43 MJ/€²⁴, a slight increase compared to 1.33 MJ/€ in 2022.

²⁰ Starting with the reporting year 2023, a new method of converting energy units to GJ was used for the 2023 data, consistent with the methodology used for the Group's GHG emissions inventory.

²¹ The 2022 figure has been revised in this edition of the Sustainability Report as a result of a fine-tuning of the data collection methodology.

²² The 2022 figure has been revised in this edition of the Sustainability Report as a result of a fine-tuning of the data collection methodology.

²³ Starting from the 2023 Sustainability Report, energy intensity has been calculated using the turnover as a factor rather than the kg of live animals, as this is a common parameter for all the activities in the Group's production chain.

²⁴ The index is calculated by comparing the energy consumed globally by the Group to its turnover.

The main source of energy used by the Group is natural gas, accounting for 58% of the total in 2023.

It is mainly used as fuel in traditional boilers and cogeneration plants to generate thermal energy in the form of air, steam and hot water, useful in different industrial processes, and for heating spaces. The consumption of electrical and thermal energy resulting from production by cogeneration plants accounts for approximately 17.5% of the total. More specifically, the two 3 and 4 MWe natural gas cogenerators at the food processing plant in San Vittore contributed to meeting the electrical requirement of 155,006 GJ in terms of electrical energy, jointly producing 142,613 GJ of thermal energy.

Amadori has also installed two biogas-powered cogeneration plants, produced by two anaerobic biodigesters. One is 1MWe and located in the food processing plants in San Vittore di Cesena (FC), and the other, located in Mosciano Sant'Angelo (TE), is 625 kWe.

Biodigesters collect the lipid and protein fractions present in the manufacturing process effluents, transforming them into biogas, which is burned in the engines of the above-mentioned cogeneration plants for the combined production of electrical and thermal energy.

In 2023, the cogenerator at the San Vittore di Cesena plant generated 18,518 GJ of electrical energy and 4,985 GJ of thermal energy, contributing to meeting part of the energy needs.

Instead, at the Mosciano Sant'Angelo plant, compared to 12,782 GJ of thermal energy contributing to a part of thermal needs, the cogenerator generated 17,953 GJ of electric energy, sold entirely to the grid and remunerated according to the specific incentive system.

The total electrical energy consumed, also considering the self-consumption of energy generated by photovoltaic and cogeneration systems, in addition to that taken from the grid, was 933,453 GJ²⁵ in 2023, approximately 35% of total energy consumption. Therefore, this is the second most used energy carrier, after natural gas.

The Group has photovoltaic systems, for a total installed capacity of approximately 7 MWe, located on the roofs mainly of some farms and logistics branches, in addition to a hatchery. Considered individually, the size of the plants can vary from just over 50 kWe up to almost 1 MWe. Approximately 50% of the energy generated by these plants is used to meet a part of the Group's electricity needs, while the remainder is fed into the grid and remunerated according to a specific incentive system.

Natural gas

Uses and consumption

Biogas

Electricity: total consumption

Photovoltaic plants

²⁵ The calculation also includes withdrawals from the electrical production of EPC cogenerators (for details, see the paragraph relating to Thermal Energy) and of the photovoltaic system installed on the roof of the Fossacesia (CH) feed mill, owned by third parties.

The use of self-generated electricity

Of all the electricity produced in 2023 by both photovoltaic systems and owned cogenerators, the majority (over 85%), equal to 187,946 GJ, was used for self-consumption to meet approximately 20% of the Group's total electricity needs. The remaining percentage share was instead fed into the grid.

Energy purchased from the grid

In 2023, approximately 22% of the electricity taken from the grid was purchased "covered" by G.O. The increase in this percentage of coverage compared to 2022 (when it was 18%) highlights the Group's commitment to favouring renewable sources over traditional ones and consequently to reducing greenhouse gas emissions produced by its activities.

Fig. 2: Breakdown of electricity purchased by the Group in 2023 (%)

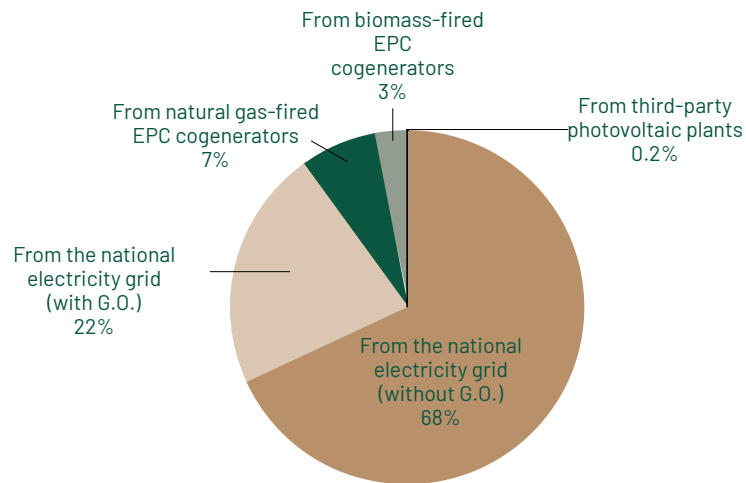
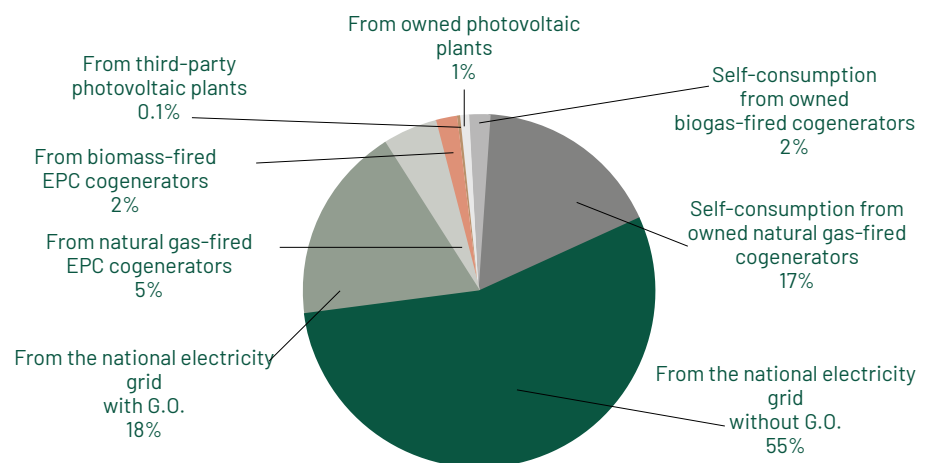


Fig. 3: Breakdown of electricity consumed by the Group in 2023 (%)

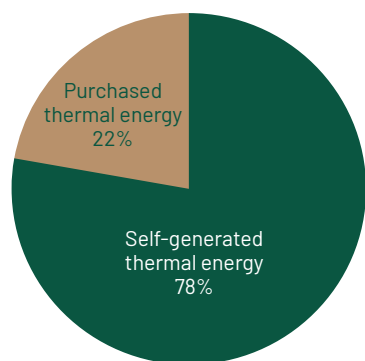


At three of the Amadori Group's production plants, cogenerators are installed under EPC ("Energy Performance Contract", i.e. an energy supply contract with minimum guaranteed performance), meeting a part of their electrical and thermal needs (in the form of steam and hot water, heat transfer fluids necessary for the production process).

EPC cogeneration

More specifically, these are the feed mills at Via Settecrociari in San Vittore di Cesena (1 MWe natural gas-fired cogenerator) and the Ravenna port area (7 MWe cogenerator, fuelled by biomass and in particular by a mix of vegetable oil and poultry fat, partly from Amadori's production process), as well as the food processing site in Santa Sofia (FC) (1 MWe natural gas-fired cogenerator). In 2023, the amount of thermal energy purchased by EPC cogenerators dropped compared to 2022, due to planned maintenance shutdowns. Thermal energy purchases accounted for about 2% of total consumption.

Fig. 4: Breakdown of thermal energy consumed by the Group in 2023 (%)



The fuels used by the Amadori Group also include, albeit with much lower contributions compared to overall energy consumption, LPG (5%), used for processing and heating, diesel (2%), mainly used in generator sets and in the engines belonging to the company fleet (cars, vehicles, agricultural vehicles), and marginally petrol (powering agricultural tractors).

Other fuels

The Group's climate-changing emissions

The Group has been actively engaged in monitoring greenhouse gas (GHG) emissions for many years, recognising the importance of proper emissions mapping and reporting.

This awareness is the basis for implementing effective initiatives to monitor and reduce emissions generated by the organisation, as it is only by carefully assessing emissions that meaningful actions can be taken to mitigate environmental impact.

Carbon Disclosure Project questionnaire

To respond to the need to track greenhouse gas (GHG) emissions, the Amadori Group has completed the CDP (Carbon Disclosure Project) questionnaire since 2019, following the guidelines of the GHG Protocol²⁶. Specifically, Amadori participates in the “Climate Change” and “Forests” programmes, responding to the related questionnaires.

What is CDP?



CDP is an international non-profit organisation that provides companies and the community with a global system for measuring, disseminating, monitoring and publishing information on environmental sustainability issues. The programme is targeted at companies and assigns a rating for the implementation of strategies aimed at gradually reducing emissions and managing environmental risks related to climate change, also involving partners along the supply chain.

Every year, companies that join CDP's Climate Change programme commit to reporting their emissions in order to monitor them and define a programme to reduce them over time.

The data reported are made public by CDP and made available to international investors, in order to guide their choices towards companies with a more environmentally sustainable profile.

The questionnaire does not simply collect quantitative data on emissions, but extends its analysis to include management practices related to climate change. This includes descriptions of dedicated governance structures, strategies put in place to address climate challenges, and initiatives to identify, manage and mitigate climate change risks.

In 2023, for both the Climate Change and Forests programmes, Amadori was placed in the “Awareness C” group, confirming the Score of previous years.

The Science Based Target Initiative (SBTi)

The Science Based Target Initiative (SBTi)



The SBTi (Science Based Target Initiative) offers companies and financial institutions the opportunity to publicly declare their intention to set near-term science-based or net-zero emissions targets by completing and submitting a commitment letter. Signing the commitment letter means that the company is publicly listed on the SBTi website as committed to setting goals.

Amadori presented its “Commitment” as early as November 2022.

After an organisation has officially committed to science-based objectives, it has 24 months to define and develop them. The development process includes identifying a “baseline” (the amount of reference emissions, calculated according to the GHG Protocol) and creating emission reduction plans aligned with a trajectory of not exceeding the 1.5°C global temperature increase as established by the Paris Agreement. By November 2024, Amadori will present its objectives, which will then be evaluated and validated by SBTi.

²⁶ The GHG Protocol is a reporting system for organisations around the world that provides tools and calculation methodologies for measuring and quantifying their GHG emissions.

GHG Protocol

The GHG Protocol is a reference guideline for the voluntary reporting of greenhouse gas (GHG) emissions. It identifies five basic principles to be followed in reporting:

- 1. Materiality principle:** this is the basis for reporting greenhouse gas (GHG) emissions. This principle requires that the information provided be meaningful and capable of influencing both internal and external decisions of the organisation. Therefore, the information must relate to a perimeter that accurately reflects the substantive and economic reality of the organisation. The organisational structure, the scope of activities (which includes both on-site and off-site activities, processes and services) and the business context (such as the nature of activities, the geolocation of sites and the industrial sectors in which it operates) must be taken into account when defining the perimeter. Only with an appropriate and well-defined perimeter can the organisation's GHG emissions be accurately and usefully reported.
- 2. Completeness principle:** within the selected perimeter, the information reported must cover the sources of emissions that are significant to the organisation. If necessary, the organisation should establish a materiality threshold to ensure that the data provided is complete and representative of the impact of emissions. This will ensure that only the most significant and relevant sources are taken into account in the reporting and that important contributions to the overall impact of emissions are not overlooked.

The GRI Standards provide valuable support for the first two principles, ensuring that the information reported is comprehensive and focuses on issues relevant to the organisation. This approach ensures that the data presented is accurate and that aspects relevant to the organisation are adequately addressed, allowing complete and accurate information to be reported on topics of interest.

- 3. Consistency principle:** information must be presented in a manner which allows a comparison of emission trends over time. To this end, any changes made to the reporting perimeter or any deviations from the previous year must be adequately justified. This approach ensures an accurate and consistent assessment of changes in emission impact over the years, allowing a clear and transparent view of the evolution of the organisation's environmental performance.
- 4. Transparency principle:** transparency concerns the level of clarity with which information is provided on processes, procedures, assumptions and exclusions concerning the reporting perimeter. Therefore, the availability of documentary support to collect the selected information is crucial to demonstrate reporting accuracy and representativeness. The application of the transparency principle allows third parties to draw the same conclusions that they could deduce on their own if they had direct access to the organisation's data. In other words, the transparent approach allows anyone to fully understand the context and basis of the reporting, helping to build trust and credibility in the information presented.
- 5. Accuracy principle:** The choice of data to be used for reporting must seek to minimise the margin of error as much as possible in order to ensure the credibility of the entire report.

Reporting according to the principles set out in the GHG Protocol allows an organisation to gain an accurate picture of its environmental impact, enabling it to identify and assess the risks and opportunities related to its activities. To this end, the reporting must be based on a perimeter that considers both the organisation's direct impact and its indirect impact, i.e., all activities that, while not directly under the organisation's control, are crucial to its functioning. The reporting will thereby provide a comprehensive and in-depth view of the organisation's overall impact on the environment, enabling informed and sustainable decisions to be made in line with environmental responsibility objectives and to make the most of opportunities that arise.

Scope 1 emissions

During 2023, the Group's Scope 1 emissions²⁷ reached 116,251 tonnes of CO_{2eq}, showing an upward trend of 16% compared to 2022, when 100,502 tonnes of CO_{2eq} were recorded.

Over 70% of Scope 1 emissions came from food processing plants in 2023. Methane gas, compared to other fuels and refrigerant gases, generated over 80% of total Scope 1 emissions.

The reasons for the increase

The increase in emissions in 2023 compared to those in 2022 is due to the expansion of the scope to all legal entities of the Group²⁸, and to the addition of the calculation of emissions related to the pork supply chain, not previously reported, as well as of GHG FLAG emissions²⁹. Furthermore, in 2023 the BAT Tool Plus was used. This application was developed within the European Life PrepAir project and is used to estimate gaseous emissions (ammonia, nitrogen oxides, methane and carbon dioxide) from livestock farms.

This operation, together with the integration of missing data within emission categories already reported in previous years, led to more accurate data and a relative increase in the calculated Group emissions.

Scope 2 emissions

Thanks to the strategic decision to increase the share of electricity purchased from the national grid with Guarantee of Origin (G.O.) from renewable sources, the company has progressively reduced its Scope 2 market-based emissions³⁰ (hereinafter Scope 2 MB) over the years.

2023 data

In detail, Scope 2 MB emissions reached 72,216 tonnes CO_{2eq} in 2023, showing a slight decrease compared to 2022 due to the expansion of the organisational reporting perimeter and the addition of the calculation of emissions related to the pork supply chain, which were not previously reported.

Instead, Scope 2 emissions calculated with the location-based method³¹ according to the GHG Protocol (hereinafter Scope 2 LB), amounting to 54,744 tonnes of CO_{2eq} in 2023, decreased compared to the previous year due to the change in the conversion factor used. In 2023, over 60% of Scope 2 MG emissions were from food processing plants.

²⁷ Scope 1 emissions are defined as direct greenhouse gas emissions from sources owned or controlled by the company.

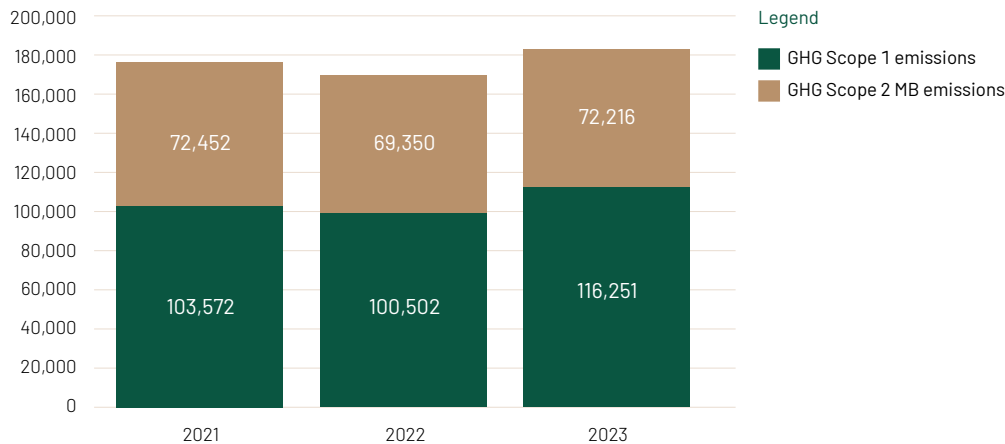
²⁸ Compared to 2022, the new companies Lenti and Forno d'Oro have been added to the perimeter.

²⁹ Emissions from the forestry, land and agriculture (FLAG) sector, also known in the scientific community as agriculture, forestry and other land uses (AFOLU). They have been included in the calculation of emissions under the Science Based Target initiative (SBTi).

³⁰ Scope 2 emissions are defined as indirect greenhouse gas emissions resulting from energy consumption from sources not owned or controlled by the company. These emissions refer to the Scope 2 emissions calculated using the market-based method, where for energy purchased and certified as renewable (e.g., GO), a virtual emission factor of zero is used.

³¹ These emissions refer to Scope 2 emissions calculated using the location-based method, where an emission coefficient is applied to all purchased energy that reflects the national energy mix, net of production from renewable energy plants.

Fig. 5: Group GHG Scope 1 + Scope 2 MB emissions in the three-year period 2021-2023 (tonCO_{2eq})³²



Scope 3 emissions

As further proof of the Group's ongoing commitment to tracking and reporting its greenhouse gas (GHG) impacts, Amadori has also been calculating Scope 3 emissions for several years. Indirect Scope 3 emissions are generated in the value chain and are not directly attributable to the Group.

Following the guidelines of the GHG Protocol, they are divided into 15 subcategories, not all of which are applicable in the specific case of the Amadori organisation. Below is a descriptive list of the applicable Scope 3 subcategories:

- 1. PURCHASED GOODS AND SERVICES:** includes all upstream emissions resulting from the production of purchased material goods (e.g. raw materials and packaging) and non-material goods (services). Emissions from water consumption are included.
- 2. CAPITAL GOODS:** includes all upstream emissions resulting from the production of purchased or acquired capital and essential goods.
- 3. FUEL AND ENERGY - RELATED ACTIVITIES:** includes emissions from the extraction, production and transport of fuels directly consumed by the company in the reporting year, or indirectly consumed to produce electricity to be consumed.
- 4. UPSTREAM TRANSPORTATION AND DISTRIBUTION:** includes emissions from third-party transportation and distribution of purchase products between the company's suppliers and its operations in vehicles not owned or controlled by the company. This includes inbound logistics, outbound logistics (e.g. of sold products), and inter-company or inter-site logistics. This subcategory

³² The 2022 "SCOPE 2 MB GHG EMISSIONS" figure has been revised with respect to the 2022 Sustainability Report to redefine the calculation methodology.

Scope 3 Subcategories

differs from 9. Downstream transportation and distribution, in terms of outbound logistics, in that it includes only services paid for by the company for the latter.

- 5. WASTE GENERATED IN OPERATIONS:** includes emissions related to the disposal and treatment of waste generated by the organisation. This includes emissions from post-use treatment of water and ABP (animal by-products) 2.
- 6. BUSINESS TRAVEL:** emissions that include the transport of employees for work purposes, such as cars, aircraft, trains, and from services used during business trips (e.g. hotel accommodation, meals).
- 7. EMPLOYEE COMMUTING:** includes emissions from the home-work transportation of employees, and emissions generated by employees working from home.
- 9. DOWNSTREAM TRANSPORTATION AND DISTRIBUTION:** includes emissions that occur in the reporting year related to the transportation and distribution of products sold, carried out through vehicles and means of transport that are not owned or controlled by the company, which is paid directly by the end customer.
- 10. PROCESSING OF SOLD PRODUCTS:** includes emissions from the processing of intermediate products purchased from third parties, i.e. products and by-products that require further processing, transformation or inclusion in another product before they can be considered as final products sold by the organisation (e.g. live animals, ABP3).
- 11. USE OF SOLD PRODUCTS:** includes emissions from the use of sold goods and services. In particular, these are emissions from the energy production of generation plants outside the organisation that are fuelled by biogas produced from poultry manure generated on farms and delivered to the same plants.
- 12. END-OF-LIFE TREATMENT OF SOLD PRODUCTS:** includes emissions deriving from waste disposal and treatment of products sold by the Group in the reporting year, once they have reached the end of their useful life. Specifically, this refers to the disposal of product packaging by end customers.

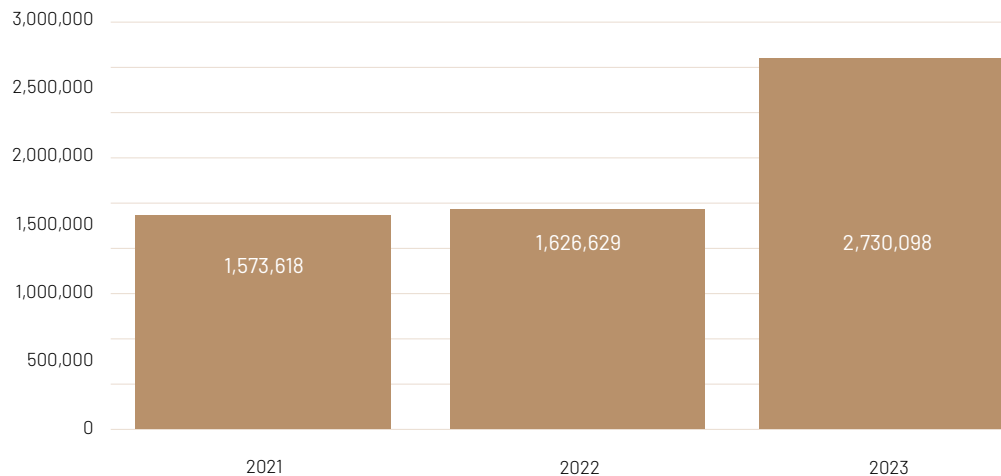
Scope 3: 2023 data

During 2023, Scope 3 emissions reached 2,730,098 tonnes CO_{2eq}, a substantial increase compared to 2022, due mainly to the expansion of the organisational perimeter and the refinement of the GHG inventory in terms of both completeness and calculation methodology.

As was done for the calculation of Scope 1 emissions, GHG FLAG emissions³³ for the Purchased goods and services category were also calculated for Scope 3 emissions in 2023. As mentioned in the previous paragraph, the calculation of Scope 3 emissions in 2023 also takes into account three new categories: Capital goods, Fuel and energy related activities and Use of sold products. Lastly, this increase is also due to the increased accuracy of the data for emission calculations thanks to the BAT Tool Plus.

³³ Emissions from the forestry, land and agriculture (FLAG) sector, also known in the scientific community as agriculture, forestry and other land uses (AFOLU). They have been included in the calculation of emissions under the Science Based Target initiative (SBTi).

Fig. 6: Group GHG Scope 3 Emissions in 2021-2023 (tonCO_{2eq})



The item “Purchased goods and services” most significantly accounts for total Scope 3 emissions (89%), especially in relation to the calculation of GHG FLAG emissions.

Emission Intensity Index

When comparing emissions with Group turnover, Amadori's emission intensity index amounts to 0.0001 tonnes of CO_{2eq}/€³⁴ (considering Scope 1 + Scope 2 market-based), showing an 8% increase compared to last year, following the changes to the emissions inventory mentioned in the previous paragraphs.

Considering the turnover, the Group's Scope 3 emission intensity index amounts to 0.0015 tonnes of CO_{2eq}/€³⁵, showing an increase compared to the 0.0009 tonnes of CO_{2eq}/€³⁶ recorded in 2022 (+59%).

³⁴ The index is calculated by comparing the Group's emissions to its turnover.

³⁵ The index is calculated by comparing the Group's emissions to its turnover.

³⁶ The index is calculated by comparing the Group's emissions to its turnover.

Increasingly Sustainable Transportation

Logistical platforms

From a logistical point of view, the Group operates through the platforms of Cesena and Santa Sofia (FC), covering central-northern Italy, and Mosciano S. Angelo (TE) for central-southern Italy. This division has led to considerable savings over the years, both economically and environmentally. The Group has taken steps to rationalise delivery frequencies and optimise routes, thus contributing to even more efficient logistics management.

Vehicle fleet

In addition, 90% of the vehicles used by Amadori meet Euro 5 and 6 standards, helping to reduce pollutant emissions into the atmosphere.

The process of promoting increasingly sustainable transport was continuously strengthened in recent years with the gradual introduction of new short- and long-haul transport vehicles that run on liquid natural gas (LNG). These vehicles ensure significantly lower emissions of CO₂, NO₂ and particulate matter, thus contributing to efforts towards more eco-friendly operations. However, following the start of the war in Ukraine, there was an increase in the price of energy, which slowed down the transition of the entire fleet to this type of fuel, so it is still in the implementation phase.

Emissions mapping

In 2023, the Group expanded the partnership started last year with the start-up Green Router, which is the first Italian management tool for accurately mapping logistics transport emissions throughout the integrated supply chain.

Specifically, it is intended to cover the entire perimeter of Amadori, including not only the poultry supply chain, but also the pork and egg supply chain.

Since the logistics activity involves interaction with an extremely ramified and diverse range of stakeholders, this collaboration embodies Amadori's commitment to equip itself with the necessary tools to accurately monitor its emission footprint, in keeping with the corporate Vision and the GHG Protocol reporting guidelines. The aim is to accurately and effectively guide future improvement strategies in order to optimise the Group's environmental impact in the logistics sector.

Management of Environmental Aspects

Purchasing raw materials

In the food industry, sustainable management of raw materials plays a crucial role, given its relevance in terms of environmental impact. In fact, the food industry generates significant greenhouse gas emissions from both the farming and transport of raw materials and finished products and from energy-intensive industrial processes. If not managed carefully, these activities can lead to a loss of biodiversity and a depletion of ecological assets.

Recognising the importance of this issue, Amadori considers the topic of raw materials a strategic part of its sustainability strategy. The company is committed to continuously monitoring and improving its procurement practices, in order to reduce environmental impact and promote a highly sustainable business model.

Managing the environmental impacts of the supply chain starts with the selection of raw materials used in the preparation of feed within the Amadori feed mills. Specifically, the Group supplies raw materials such as grains and their by-products, proteins, oils, fats and by-products from sugar processing, the confectionery and pasta industry and the fermentation of corn starch³⁷.

During 2023, the acquisition of feed raw materials reached 1,110,410 tonnes, in line with 2022.

The purchase of a wide range of raw materials, with a predominance of grains (66%), is closely related to the diets and formulations developed by the company's in-house Formulation Department. These efforts are aimed at ensuring the creation of healthy and balanced feed, promoting animal welfare and, at the same time, protecting consumer health.

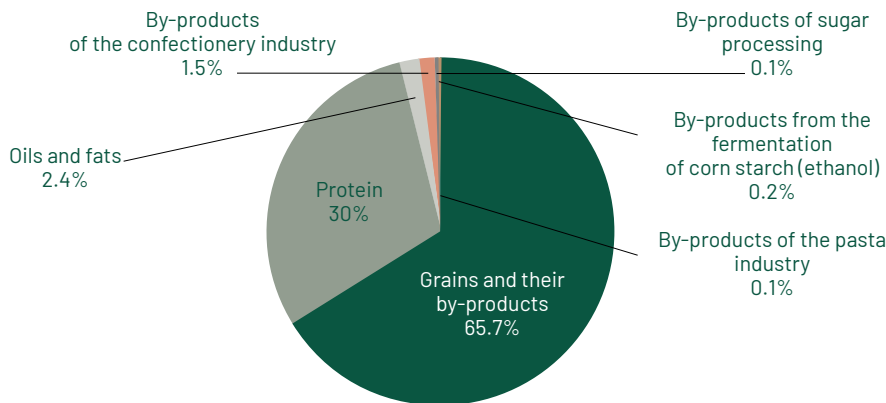
Amadori's commitment

Raw materials for
Livestock and Feed

Consumer protection
and animal welfare

An Integrated
Supply Chain

Fig. 7: Breakdown of feed raw materials used in feed mills in 2023 (%)



³⁷ Three product categories were added in 2023 that were not present in 2022: confectionery by-products, by-products from the processing of pasta, and by-products from the fermentation of maize starch (ethanol). Data for the first two categories are also available for 2022, while data for the third are available for 2023.

Contribution to the circular economy

Recently, there has been a considerable increase in the consumption of several grain by-products (bran) along with by-products of the confectionery industry, pasta production and corn starch processing, thanks to greater availability on the local market.

Furthermore, the Purchasing Department and the Formulation Department have played a key role in optimising resources, further contributing to the increased consumption of these by-products.

This virtuous approach is a step towards the implementation of a circular one, generating a positive impact on the share of raw materials used in livestock and feeding activities.

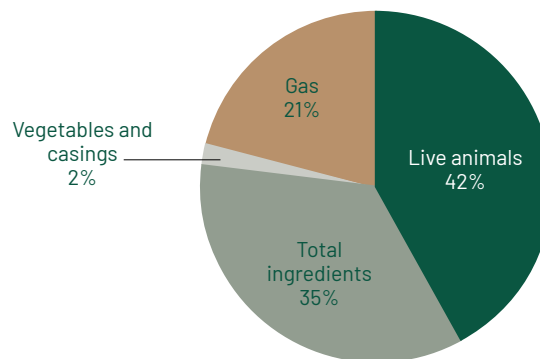
Raw materials for food processing

After the rearing and growing phases, the chickens and turkeys are sent to the food processing facilities.

Compared to 2022, there was an overall increase of 20% in products purchased for the correct operation of the establishments, due mainly to the considerable increase in the purchase of live animals (in 2022 this category accounted for 29%³⁸ of the total, while in 2023 it accounted for 42%).

In 2023, ingredients, including flavourings and spices, accounted for 35% of the total, followed by gases used for stunning animals and for preserving the atmosphere inside finished product packaging, accounting for 21% of the total. Lastly, 2% is attributed to vegetable products and casings, consisting of synthetic products, cellulose and collagen, which are essential for Amadori preparations such as sausages and frankfurters.

Fig. 8: Breakdown of materials and products purchased for food processing and branches in 2023 (%)



³⁸ This percentage differs from that reported in the 2022 Sustainability Report (28%) due to the fact that in 2023 the Group decided to analyse packaging materials separately. Therefore, they are no longer included in the total raw materials for food processing plants as was the case in the 2022 Report.

Raw packaging materials

Another strategic category in Amadori's approach to sustainability is the procurement of raw packaging materials, which are necessary for the packaging and transport of its products.

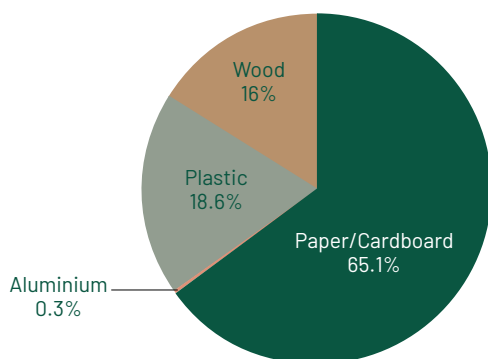
In this area, the company has been committed to environmentally friendly and responsibly managed materials for several years now. To ensure continuous improvement, Amadori conducts ongoing research and development through eco-design and the adoption of innovative solutions, such as the switch to recyclable r-PET, in line with environmental regulations.

Total raw packaging materials in 2023 amounted to 37,003 tonnes, a 1% increase over 2022.

Specifically, paper, cardboard and wood (used in pallets) were the materials that increased slightly compared to last year, at 2% each. On the other hand, plastic (-3%) and aluminium (-8%) showed an improved decrease compared to 2022. Regarding plastic, it is important to note that while the total has not changed significantly compared to last year, improvements have been made for a substantial quantity of material (over 2,000 tonnes). These enhancements have enabled a transition to a higher level of environmental performance in terms of the material's recyclability.

The most significant packaging material category in 2023 was paper and cardboard, accounting for about 65.1% of the total, followed by plastic (18.6%) and wood (16%). Aluminium constitutes a very small percentage, accounting for only 0.3% of the total.

Figure 9: Breakdown of materials and products purchased for packaging in 2023 (%)



Raw packaging materials

Environmentally friendly materials

2023 data

Protecting the Future Together: Our Commitment to Sustainable Packaging

Sustainable packaging represents a conscious commitment to the design and manufacture of packaging materials, with the aim of mitigating environmental and social impacts throughout the product life cycle. The main objective is to minimise the use of natural resources, pollution and waste generated by packaging, while promoting ethical and socially responsible practices. For some time, Amadori has been committed to researching alternative materials that are more sustainable, investing in solutions that, although more expensive than traditional ones, reflect Amadori's strong commitment to ethical and responsible practices. To improve the environmental footprint, the following solutions are considered relevant:

1

Implementation of a flexible approach through projects to reduce film weight and the volumes of material used, with a saving of 6,000-7,000 kg;

2

The use of a wide range of materials, including transparent trays with recycled content. Amadori's secondary raw material utilisation system focuses mainly on PET, with an average use of 20% on products;

3

Transition towards the use of mono-material flexible vacuum films, replacing the previous films made with multiple materials. This change was challenging both technically and economically.

Although some active packaging solutions were excluded due to industrialisation difficulties and regulatory restrictions, the concept of eco-design was adopted, focusing on environmentally friendly packaging. In addition, consideration was given to replacing virgin PET with r-PET, or exploring more sustainable material alternatives. Amadori has worked with eco-innovation experts specialised in Life Cycle Assessments (LCA), enabling it to assess the environmental impact of its products and to implement environmentally friendly solutions.

In 2023, Amadori defined the pillars of its evolutionary strategy for packaging materials, which will evolve in the coming years:

- Elimination or reduction of multiple-material film, replacing it with mono-material film;
- Replacement of non-recyclable materials with recyclable ones;
- Reduction of the use of fossil-based materials;
- Introduction of the highest possible percentage of recycled material;
- Establishment as an Opinion Leader in sustainable packaging among customers and consumers;
- Anticipation of market innovations to enhance the brand's distinctiveness.

Some of the actions undertaken in 2023 include:

- Heat-sealed LID trays, already 60% R-PET, will increase the percentage of recycled plastic to between 70% and 100% where possible;
- LID top films with 30% recycled and/or recyclable material are being tested and will be implemented on all lines.

These updates illustrate Amadori's relentless pursuit of increasingly sustainable solutions, even in the area of packaging materials.

The “circular” approach to the management of waste, by-products and effluents

Animal By-Products (ABP)

Animal By-Products (ABP) are materials not meant for direct human consumption, but they can be used in various sectors, aiding companies in their environmental and economic sustainability efforts. The ABP management approach at Amadori is a key element that underscores the commitment to a circular economy and the reduction of environmental impact.

The Group is dedicated to improving the value of ABPs by adopting innovative and responsible methods that turn these by-products into valuable resources as part of its sustainability efforts. This approach not only decreases the amount of waste generated but also contributes to the creation of new products and services, such as animal feed, compost, biofuels, and other industrial materials. It demonstrates a comprehensive approach to resource management and a strong commitment to sustainability.

In terms of livestock and feed, a notable example of our commitment is the installation of candling machines in three of the four Amadori poultry hatcheries. The machines in Bojano and Marzeno are already operational, while in Castellalto they will be operational from 2024.

This innovative process makes it possible to separate fertile eggs (which will continue their productive cycle) from infertile eggs and rotten eggs in advance. The infertile eggs can be used in several ways, including in pet food production, depending on their degree of certification. This contributes to improving the hygiene of the production process and greatly reduces pre-treatment costs. Moreover, the use of infertile eggs in these applications encourages a more circular and sustainable approach within the production cycle.

In its commitment to sustainability and circular economy, Amadori also utilises animal by-products (ABP) within its own farms.

Breeding farms mainly produce animal manure, while fattening farms generate poultry manure, a mixture of animal manure and litter. These materials are not considered simple waste, but resources that are transformed into organic soil conditioner or combustible biomass, thus contributing to soil fertility and the production of renewable energy. Through an efficient collection and treatment system, Amadori ensures that manure is handled responsibly and is spread in the fields by farmers in compliance with current regulations, ensuring a positive impact on the territory and promoting sustainable agricultural practices.

For food processing plants as well, a number of virtuous examples demonstrate our approach focused on recovery and circularity in the transformation phases.

For example, ABPs (Animal By-Products) from the slaughter and processing of animals are processed in Group plants specifically dedicated to their treatment. In these plants, they are processed for the production of flours used as pet food, and for the production of poultry oil, which is also used in pet food, as well as in aquaculture and as a bioliquid, thus enabling a sustainable use of resources and reduced environmental impact.

Animal By-Products (ABP)

Sectors of use

Livestock and feed: ABPs in Hatcheries

Livestock and feed: ABPs in Hatcheries

ABPs in food processing

ABPs acquired from other companies in the sector

Amadori not only treats its own waste, but it also treats waste from other companies. For example, the Teramo plant acquires ABPs generated by slaughterhouses in southern Italy (e.g. from Campania). This approach shows Amadori's commitment to promoting local sustainability practices and enhances collaboration among regional companies, improving the efficiency and effectiveness of ABP management strategies and positively impacting the region's economy and environment.

Management of livestock effluents in farms

Livestock effluents

On the livestock side, a very important aspect concerns the correct management of livestock effluents. They are not managed simply as waste, but are either used in the agronomy sector or sold to third parties. In particular, swine sewage is mainly used for agronomic purposes, while the rest is disposed of as waste or by-product, following a conscious and ecologically sustainable practice.

Waste management and recovery

Amadori works proactively to reduce waste production through recovery activities and proper waste disposal. When it comes to waste management, the Group constantly strives to reduce the environmental impact resulting from the activities of the entire integrated supply chain, in accordance with regulations.

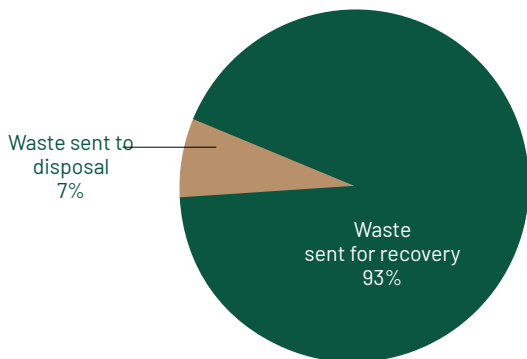
Livestock and Feed: types of waste

In livestock and feed activities, the waste generated is mainly divided into two categories: packaging materials such as paper, plastic, wood and other materials, which make up 29% of the total waste generated in this part of the chain, and animal manure, such as faeces, urine and used bedding, which account for 21%. Most of this waste is non-hazardous (more than 99%) while hazardous waste accounts for less than 1% of the total. Both hazardous and non-hazardous waste are treated through either recovery or disposal.

Waste by type (kg)	Recovery	Disposal	Total
Total non-hazardous waste	2,526,894	183,146	2,710,040
Total hazardous waste	3,161	16,012	19,173
Total waste	2,530,055	199,158	2,729,213

During 2023, the Group generated a total of 2,729,212 kg of waste from livestock-feed activities. In general, the percentages of waste destined for recovery (93%) and proper disposal (7%) confirm the already improved trend from the previous year.

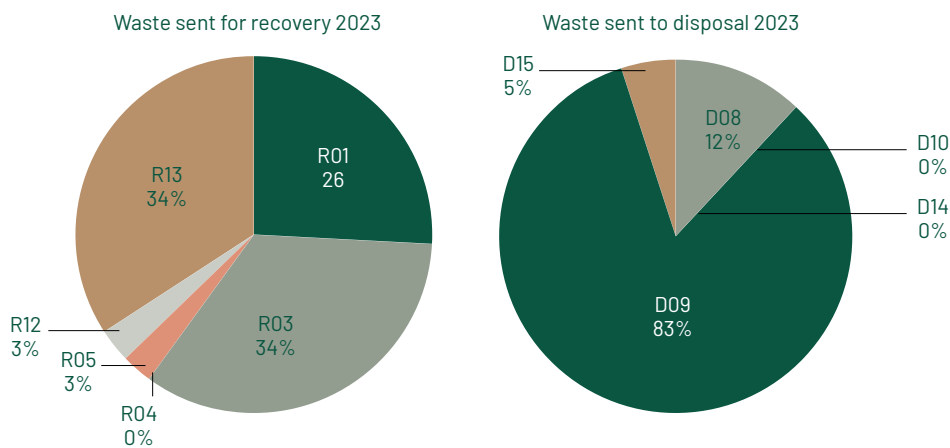
Fig. 10: Destination of waste generated in 2023 for livestock-feed activities (%)



Most of the waste destined for recovery is sent to the R03 and R13 categories (34% for both), fully in line with the nature of the activities that are characteristic of this part of the chain. As regards waste for disposal, the majority, 56%, is sent to D09. This percentage consists mainly of aqueous waste solutions.

Waste categories

Fig. 11: Disposal method of waste produced in 2023 for livestock-feed activities (%)³⁹



³⁹ **Recovery:**
 R01: use principally as a fuel or other means to generate energy
 R03: recycling/recovery of organic substances not used as solvents
 R04: recycling/recovery of metals and metal compounds
 R05: recycling/recovery of other inorganic substances
 R12: exchange of waste for submission to any of the operations numbered R10 (spreading on land for the benefit of agriculture or ecology) to R11 (use of waste obtained from one of the operations numbered R1 to R10)
 R13: storage of waste for submission to any of the operations numbered R01 to R12

Disposal:
 D08: biological treatment not specified elsewhere, which results in compounds or mixtures which are discarded by any of the processes listed in D1 to D12
 D09: chemical/physical treatment not specified elsewhere in this annex, which results in compounds or mixtures which are discarded by any of the processes listed in D1 to D12
 D10: incineration on land
 D14: preliminary reconditioning prior to any of the operations under D1 to D13
 D15: Preliminary storage prior to any of the operations listed under D1 to D14 (excluding temporary storage, prior to collection, on the location where they are produced)

Hatcheries Vacuum suction systems have been implemented in the hatcheries in recent years, optimising the collection of waste generated during the hatching and processing phases. This discarded waste includes shells, organic material, carcasses and other production material.

Food processing Sludge from on-site food processing effluent treatment accounted for 62% of the total waste generated in food processing plants in 2023.

Initiatives in the plants Bio-digesters have been installed in the Cesena and Teramo plants, which have significantly reduced the amount of sludge (up to 60-70%) through anaerobic digestion and the use of biogas generated in cogeneration plants.

A similar project is underway at the Santa Sofia plant, where the biogas produced will be sent to a thermal power plant.

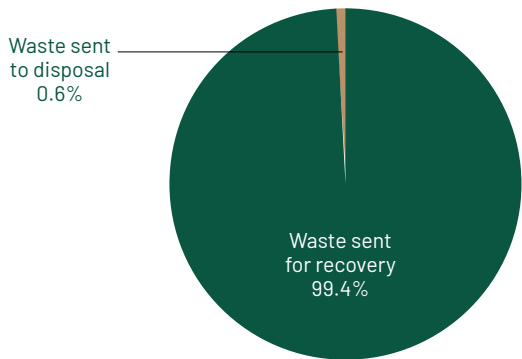
Packaging Furthermore, the Cesena plant has a sludge dryer at the bio-digester outlet that is fed with thermal waste from the biogas cogenerator, which further reduces the percentage of moisture present in the sludge, so as to minimise the amount of waste produced and consequently also the trips for its transport.

Packaging materials such as paper, plastic, wood, mixed materials, etc. make up 23% of the total waste. Currently, Amadori is exploring methods to further utilise plastic packaging waste with blood residue, which is currently destined for energy recovery. The aim is to evolve towards material recovery and therefore allow the recycling of plastic. This process is currently in the process of obtaining the necessary authorisations.

Types of waste Almost all of the waste generated in these phases (99.4%) is classified as non-hazardous and is sent for recovery. Only a small residual portion, corresponding to about 0.6%, comprises both hazardous and non-hazardous waste, which is sent to disposal. Although there was a 60% reduction in the amount of hazardous waste for disposal compared to the previous year, there was a slight increase in the amount of waste disposed of in 2023 (+16% compared to 2022).

Waste by type	Recovery	Disposal	Total
Total non-hazardous waste	36,270,712	193,997	36,464,709
Total hazardous waste	73,243	19,466	92,709
Total waste	36,343,955	213,463	36,557,418

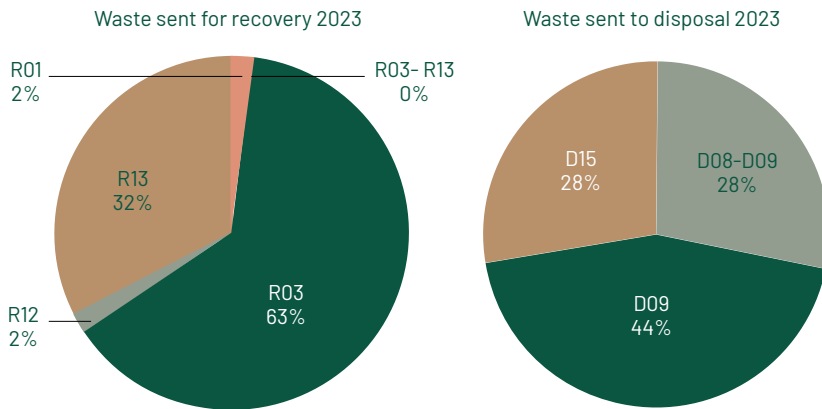
Fig. 12: Destination of waste generated in 2023 for TRAL and branches (%)



During 2023, 63% of waste destined for recovery was sent to the R03 category, fully in line with the nature of the activities that are characteristic of this part of the chain. As regards waste sent to disposal, 42% was sent to category D09, which mainly consists of waste from sand disposal.

Waste categories

Fig. 13: Disposal method of waste generated in 2023 for TRAL and branches (%)



Amadori Group Emissions

Reduction of noise, odour and dust emissions

An Integrated Supply Chain

Within the scope of the entire integrated supply chain, the management of noise, odour and dust emissions represents a significant challenge for Amadori, for both livestock and feed and food processing plants. If not properly controlled, these emissions can have negative impacts on the environment and the quality of life of surrounding communities.

The Group is aware of these issues and has adopted a proactive and innovative approach to address these emissions and reduce their impact by implementing advanced technological solutions and strategies, such as shielding tools. These measures are accompanied by constant engagement and dialogue with local communities, ensuring that residents' needs and concerns are heard and taken into account.

Livestock and Feed

As regards livestock and feed, Amadori has focused on reducing emissions in the Monte di Malo feed mill and in the hatcheries. In addition to the introduction last year of the new dust collector to reduce the dust generated in the Monte di Malo (VI) feed mill, in 2023 the drainage pit system was also replaced: a series of boxes that filter the dust when the vehicle is unloaded. This technological upgrade has not only reduced dust emissions but has also greatly improved the health and safety of workers, demonstrating the Group's commitment to both the well-being of its staff and the environment.

As for the hatcheries, Amadori has planned a strategy to reduce dust emissions: the hatcheries have been equipped with advanced technology to prevent the dispersion of down. The down collected is conveyed to specific abatement units that prevent the dispersion material into the surrounding environment during the vacuum process. At the Marzeno site, the old scrubber was replaced with a new vacuum cleaner and filter, which was necessary in order to comply with the Single Environmental Authorisations (SEA).

Food Processing

One of Amadori's most significant initiatives in 2023 to reinforce its commitment to reducing noise and odour emissions was the introduction of new odour abatement systems in the Santa Sofia and Teramo food processing plants.

For Teramo, a regenerative afterburner and a wet scrubber were installed. This new technology has replaced the old rendering plant, helping to reduce methane consumption and improve energy efficiency. The regenerative afterburner has reduced natural gas consumption compared to the standard solution, while guaranteeing the same performance in terms of odour emissions abatement. The operation of these systems, which became effective in 2023, is a crucial aspect of the Group's commitment to reducing its environmental impact.

In addition, the Cesena plant is equipped with a purifier with covered tanks whose air is sent to a biofilter, further improving odour control.

As far as noise emissions are concerned, Amadori has maintained a holistic approach to design, in order to minimise the acoustic impact of new installations, including through the implementation of sound-absorbing barriers. The Group's dedication to the environment is also reflected in the employment of specialised technicians for field analyses and simulations, ensuring an accurate assessment and management of acoustic impacts.

Pollutant Emissions

In addition to climate-changing gases, which have a global impact and contribute to climate change, the Group also emits pollutants into the atmosphere that have a local effect, typical of its sector of activity. Among these substances, the main ones belong to the following categories:

- Air pollutants: these include substances such as nitrogen oxides (NO_x), sulphur oxides (SO_x), carbon monoxide (CO) and volatile organic compounds (VOC). These pollutants are often produced during the combustion process of fossil fuels;
- Particulate materials: these are small solid or liquid particles that may be released into the atmosphere from industrial activities, vehicular traffic and other sources. The fine particles can be harmful to human health and can contribute to air pollution.

Monitoring pollutant emissions

Industrial feed mills are subject to the provisions of the IEA and, consequently, are required to carry out regulated self-monitoring to control pollutant emissions. A special focus is placed on the presence and containment of dust in this sector.

The livestock sector is also subject to the IEA regime and does not require self-monitoring or direct monitoring of pollutant emissions because there are no direct ducted emissions. However, indirect monitoring is carried out for the main emission components, such as ammonia. These emissions are accurately calculated using nationally recognised software, in full compliance with the provisions of the IEA.

As far as the food processing sector is concerned, a self-monitoring plan is mandatory under the IEA. This plan includes annual atmospheric sampling. Emission variations depend on the type and nature of the pollutants and the characteristics of each plant. The specific monitoring is adapted to the different emissions and the specific emission points indicated in the self-monitoring plan, depending on each plant's specific needs and requirements.

Pollutants

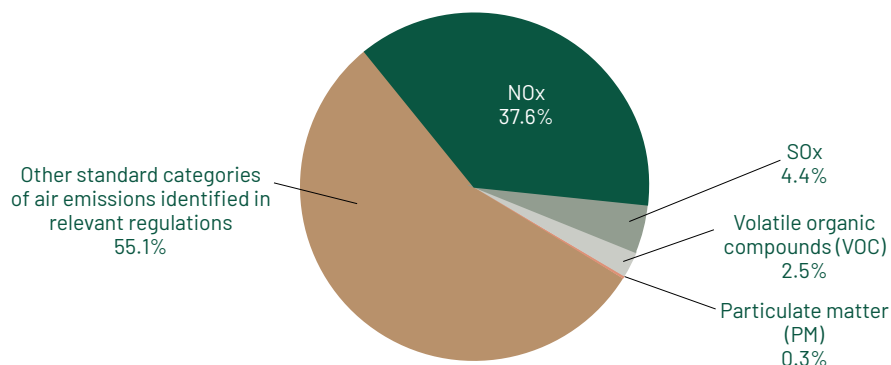
Monitoring in
Livestock and Feed

Monitoring in
Food Processing

Calculation methods

Specifically, the calculation (similar also for feed mills) is based on the concentration detected during annual self-monitoring, multiplied by the flow rate detected in the same self-monitoring and by the number of hours authorised by the emission framework. The average of the individual values is calculated for some emissions operating alternately (such as afterburners and boilers). The emissions from EPC cogenerators are not taken into account, as they are not attributable to Amadori. In addition, even if VOC (Volatile Organic Compounds) data are available, Amadori surveys VOCs as indicated by UNI EN 12619:2013, where the parameter is expressed as TOC (Total Organic Carbon).

Fig. 14: Breakdown of the Group's other atmospheric emissions in the various supply chain stages in 2023 (%)⁴⁰



The Group's emission quantities

The Group's polluting emissions in 2023 totalled 398,284.20 kg, with a fairly balanced distribution between livestock and feed (42%) and food processing (58%). Of the emission sources, the nitrogen oxides component accounts for 37.6% of the Group's total pollutant emissions, while emissions from other standard air emission categories identified in relevant regulations contribute 55.1%.

⁴⁰ It should be noted that, due to necessary rounding, the sum of the figures shown in graphs or tables may not always coincide with the reported total or 100%.

Management of water resources

In the context of livestock-feed and food processing activities, sustainable water management is essential to ensure environmental protection and production efficiency.

Operations related to livestock and feed require less water withdrawal than food processing operations. Therefore, Amadori must balance the need for a sufficient water supply to meet its operational needs with the goal of minimising environmental impact through responsible consumption practices and water treatment and recovery systems.

Although livestock and feed sites require less water use, Amadori is committed to implementing water resource efficiency measures. Starting last year, a monitoring system was introduced in the hatcheries to evaluate the efficiency of the plants. This system involves monthly reporting that analyses production costs, with a focus on measuring the total water consumption per 100 chicks.

In addition, a rainwater collection basin was built at a chicken farm. The system has a storage capacity of approximately 250^m³ and allows the collection of rainwater from the roofs of the sheds. The collected water can be reused for various purposes within the production cycle, helping to reduce the withdrawal of water from aquifers or from the municipal water network.

The main water withdrawals are associated with a variety of activities, such as producing steam for thermal purposes in feed mills, watering the farmed animals, operating the cooling systems, and washing the sheds that house the animals at the end of the production cycle.

In 2023, total water withdrawals for activities related to livestock and feed amounted to 1,063,244 m³, with an increase of 19% compared to the previous year. This increase can be attributed to the inclusion of pig farms in the reporting perimeter, in addition to the poultry farms already considered in previous years. Furthermore, the Marzeno plant was affected by the flood that hit Emilia-Romagna in May 2023, leading to an increased need for water supplies in the plant's washing operations.

With regard to water supply sources in this part of the supply chain, 38% of the total quantity was taken from surface water in 2023. These surface waters come mainly from lakes and rivers, while the Canale Emiliano Romagnolo was a significant resource in Emilia-Romagna. Another significant source of water withdrawal, accounting for 34% of the total, is aqueducts. This is used for both sanitary purposes on farms and for drinking purposes at all company sites. Lastly, the remaining 23% of water is taken from wells and used for industrial purposes in the hatcheries and feed mills.

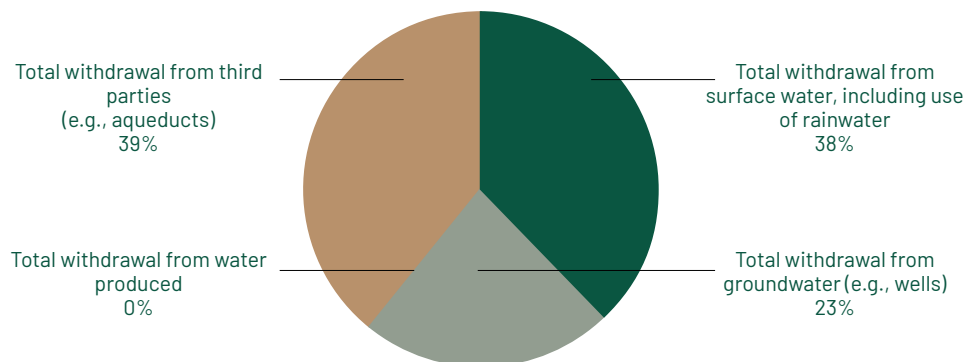
Water withdrawals in
Livestock-Feed activities

Uses

Consumption

Supply sources

Fig. 15: Breakdown of water withdrawals by source in livestock-feed activities (% , 2023)



Water withdrawal in Food Processing

Since food processing plants use large amounts of water, Amadori has implemented several strategies to optimise their use of water resources. Among the measures adopted:

- a water withdrawal monitoring system active within the plants
- the introduction of efficient washing systems that reduce water waste
- the use of recycled, treated water from the Group's purification plants, where possible
- the construction of a water purification plant in the Cesena plant, connected to the Canale Emiliano Romagnolo, which treats surface water and then uses it in production processes; a similar plant is also in operation in the Santa Sofia plant
- the completion of another water purification plant in Mosciano S. Angelo (TE), which also deals with water treatment.

Supply sources

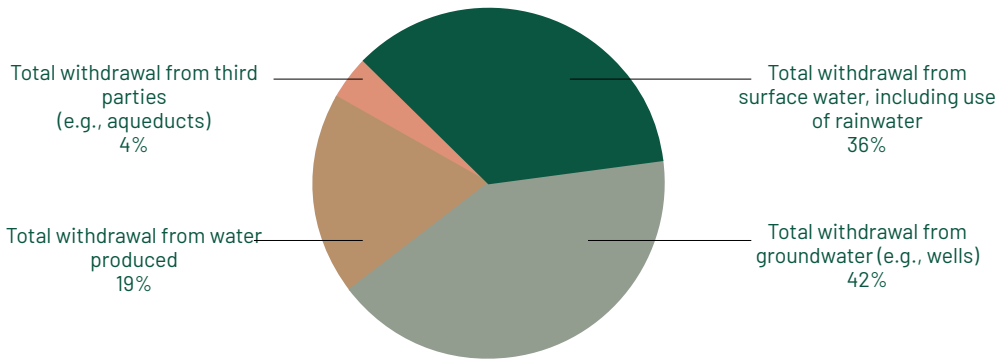
Thanks to these initiatives, in 2023 the Group was able to use 36% of its total water withdrawal from surface sources, including river water and water from Canale Emiliano Romagnolo. Furthermore, 19% of the total water withdrawn was reclaimed water, appropriately treated, from treatment plants⁴¹. In addition, 42% of the water was taken from wells, while 4% came from the aqueduct, maintaining the same proportion as the previous year.

Consumption

With regard to the use of water resources, in 2023 the Group withdrew a total of 4,229,957 m³ of water during the food processing phase, including consumption by branches. This value is substantially in line with the previous year.

⁴¹ All slaughtering and food processing plants have their own activated sludge purification plants: the San Vittore and Santa Sofia sites use recycled water from their own purification plants for less noble uses.

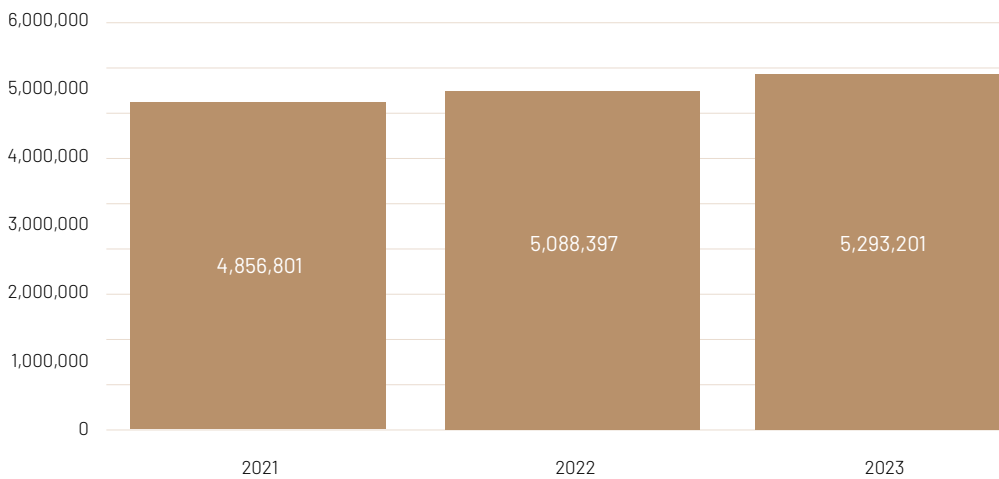
Fig. 8: Breakdown of water withdrawal by source in food processing and branches (% , 2023)



Below is a graph showing the total water withdrawal recorded for livestock-feed and food processing activities. In 2023, withdrawals increased slightly (by 4%), mainly due to the inclusion of pig farms in the reporting perimeter, in addition to the poultry farms already previously considered. Furthermore, the Marzeno plant was affected by the flood that hit Emilia-Romagna, which resulted in an increased need for water supplies in the plant's washing operations.

Total water withdrawal by the Group⁴²

Fig. 17: Total water withdrawal (m³)



⁴² Unlike other years, all poultry and pig farms were considered in the 2023 water withdrawal calculation. However, in other years the scope was limited to only poultry farms holding the Integrated Environmental Authorisation.

Water discharge
in Livestock and Feed

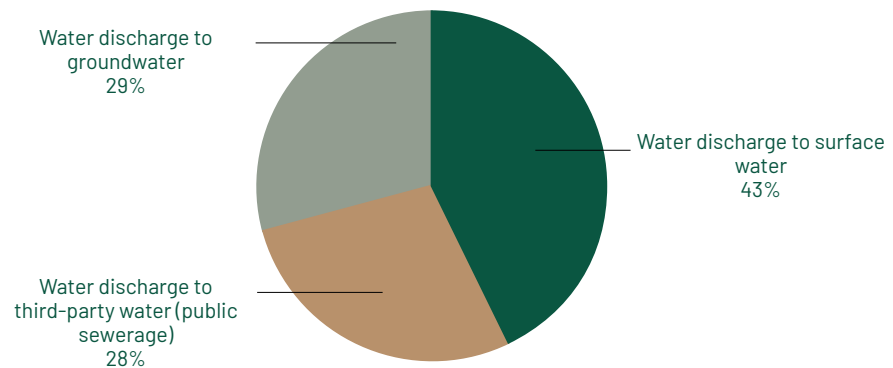
With regard to water discharges, all the feed mills are under the IEA regime, the hatcheries are under the SEA regime. The majority of directly operated farms are under the IEA regime (no. 67) and some have sectoral authorisations (no. 18). Within the farms, the water used for cleaning the sheds is treated as waste, while the remaining part is not discharged, but used for watering the animals.

Quantity and disposal
methods

Water discharges related to livestock and feed activities totalled 91,015 m³ in 2023, substantially in line with what was recorded in 2022. This discharged water is disposed of in different ways: 43% is directed to surface water, while 28% is sent to the public sewerage system after treatment in purification plants. Only a small part, 29%, is discharged to groundwater.

The company is committed to providing transparent information and reports that in 2023, the Cesena feed mill received a sanction from Arpae after an inspection revealed that levels of biochemical oxygen demand (BOD) and pH at discharge point S12 exceeded the permissible standards. Despite this, the company's prompt handling of the incident highlighted the Group's dedication to safeguarding the environment.

Fig. 18: Breakdown of water discharge by destination in livestock-feed activities (% , 2023)



Water discharge
in Food Processing

With regard to water discharges in the food processing plants, it should be noted that the entire amount of water discharged from Amadori plants is subject to treatment at the purification plants before being discharged.

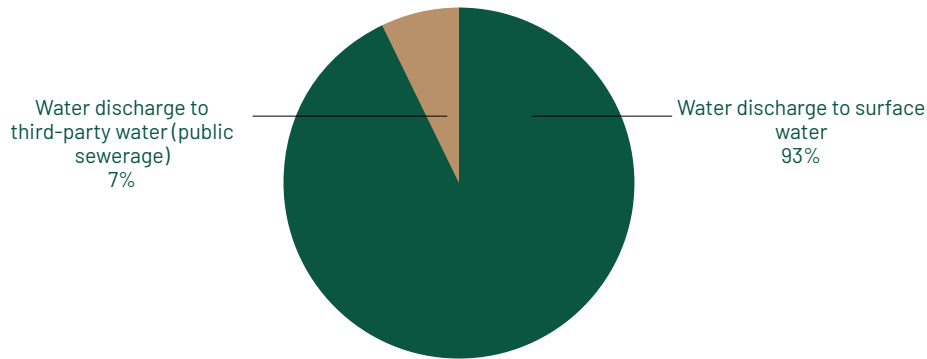
Uses

In addition, wastewater from the purification plant is exploited for secondary uses in some plants, such as washing the arrival yards of live animals, and chicken and turkey cages, as well as for cooling water in the circuits of evaporative condensers and rendering concentrator towers. This treated water is also used as booster water for transporting slaughterhouse waste to the company sewage system. Only a small portion of this water, 7,350 m³, does not undergo any treatment and is attributable to water used for domestic and sanitary purposes in the branches.

The total discharged from food processing activities and branches amounted to 2,877,103 m³ in 2023, a decrease of 2% compared to the previous year. This discharged water is disposed of both into surface water (93% of the total) and into the public sewerage system (making up the remaining 7%), after being adequately treated at purification plants⁴³.

Quantity and disposal methods

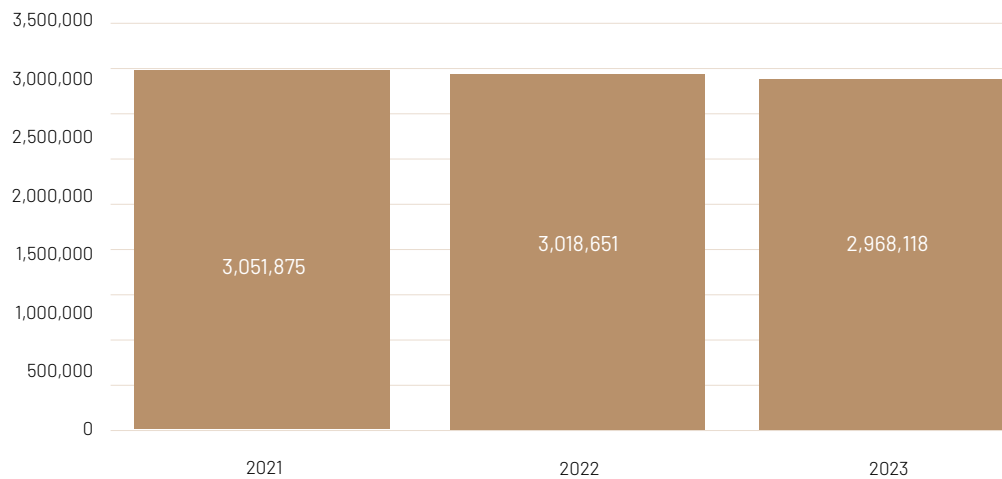
Fig. 19 - Breakdown of water discharge by destination in food processing and branches (% , 2023)



Below is a graph showing the total water discharge recorded for livestock-feed and food processing activities. It can be noted that for 2023 the water discharge figure is slightly lower compared to 2022 (by 2%).

The Group's total water discharge

Fig. 20: Total water discharges (m³)



⁴³ All slaughtering and food processing plants have their own activated sludge purification plants: the San Vittore and Santa Sofia sites use recycled water from their own purification plants for less noble uses.

Amadori's attention to biodiversity

The protection of biodiversity is a fundamental pillar to ensure the protection of animal and plant species, the preservation of biological diversity and the maintenance of natural ecosystems. These ecosystems play a vital role, providing essential services such as clean air and water, as well as contributing to human health.

Agricultural activities
and the protection of
waterways

Amadori is aware of the importance of safeguarding biodiversity and strives to carefully monitor aspects of its activities that may have negative impacts on the environment. In order to protect the soil, especially in its farming areas (cultivation of plants and production of crops and other agricultural products and livestock breeding), Amadori implements a crop rotation system. It is important to note that although the Group has some plants within protected areas, it adopts requirements and measures to protect biodiversity. One such example is the maintenance and protection of waterways adjacent to production plants, from which water is drawn and discharged, helping to preserve the surrounding environment and its ecosystem.

In particular, Amadori has 28 farms and two food processing plants in the area adjacent to or within the buffer zone of certain protected areas or areas of high biodiversity value that are not protected. Please refer to the "Appendix" section for a more in-depth discussion of this issue.

Amadori is also considering the introduction of sustainable agricultural practices in its operations, considering the aspect of geographical proximity as well. In anticipation of the EUDR coming into force on 1 January 2025, the company is actively committed to complying with this regulation. Currently, a gap analysis is being carried out with respect to the legislation to understand the position of suppliers. This is not only to fulfil legal obligations, but also to enhance and exceed the minimum requirements with the actions undertaken by the company.

Sustainable agriculture practices

Soil analysis

As part of its commitment to sustainability, Amadori has launched a project that has enabled an in-depth investigation of land assets previously outsourced to third parties. The analysis revealed that many soils, being exhausted and overexploited, needed targeted interventions to restore their use in a sustainable way.

The initiatives

The techniques introduced, such as no-till seeding that avoids tillage, promote carbon sequestration, improving soil health. A strategy has also been adopted to avoid leaving the soil uncovered, alternating two productive crops with a set of cover crops; these vary according to the specificity of the soil and include oats, vetch, horseradish, peas, sesame and triticale wheat. These practices were chosen to preserve the lands intended for agriculture and livestock farming.

The criteria of the project

The project followed well-defined criteria: maintaining the availability of land for livestock farming, using cover crops to protect the soil, increasing soil fertility and optimising the use of water resources, considering that 90% of the land does not have irrigation. More fertile soil has been found to improve water retention, with an increase of 47 litres per square metre of water reserve. In addition, soil fertility has increased significantly in one year.

Crops grown in rotation have been carefully selected, giving preference to suppliers who adopt harvesting techniques that leave residues in the field, facilitating the subsequent sowing of other crops such as soya, mustard and oats.

The strategic plan

The company's strategic plan has expanded to 2,400 hectares, including land suitable for dual cultivation, forests and olive groves, where measures have been implemented to reduce environmental impact and prevent fires. The company is investing to develop these areas and create new plots, recovering all available hectares.

The support of the European Union

The project benefits from the support of the Common Agricultural Policy (CAP) of the European Union and regional interventions. Amadori owns 1,872 hectares of land and leases another 2,400 hectares. For the management of livestock effluents, an umbilical bar spreading system has been adopted and implemented for all Santa Maria plants in 2024, as well as for companies in the Emilia-Romagna region.

The areas affected

The use of chemical fertilisers and some pesticides and plant protection products has been reduced. In 2023, no-till seeding was implemented on 37 hectares, and by 2024, this practice had expanded to 256 hectares, representing a vital step forward in promoting more sustainable and eco-friendly agriculture.

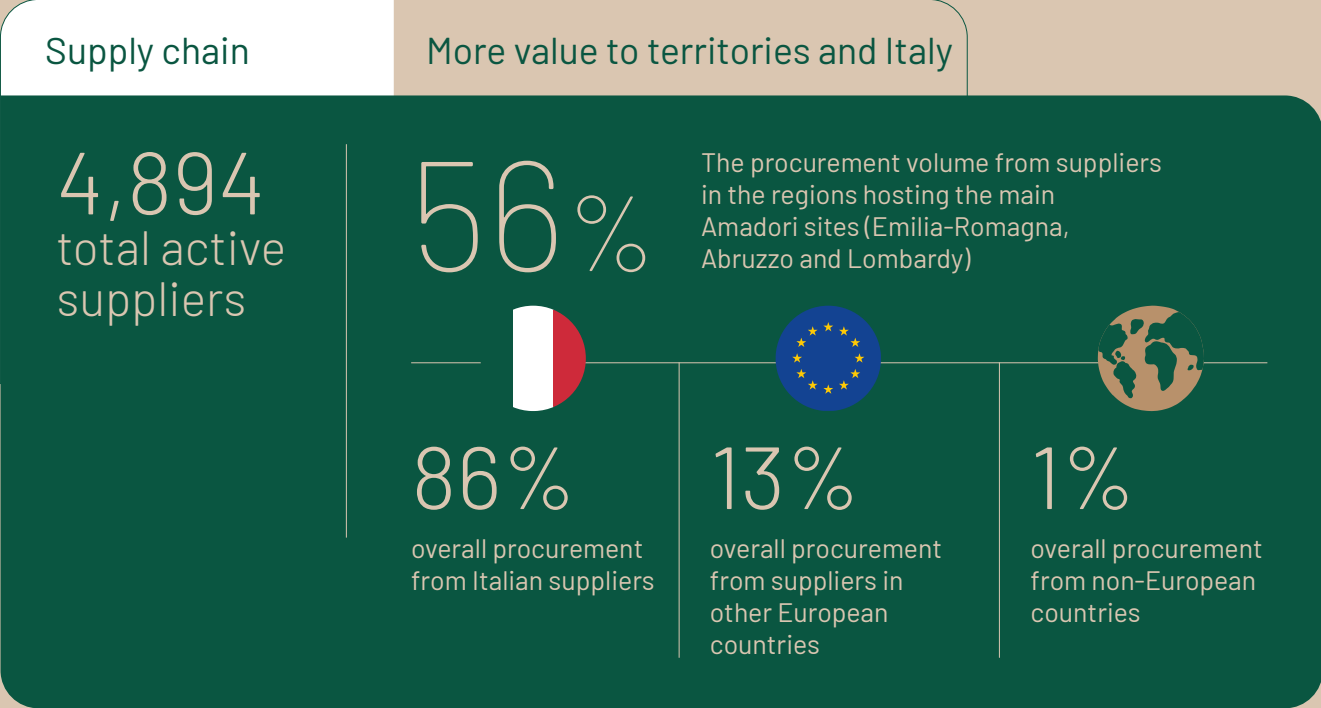
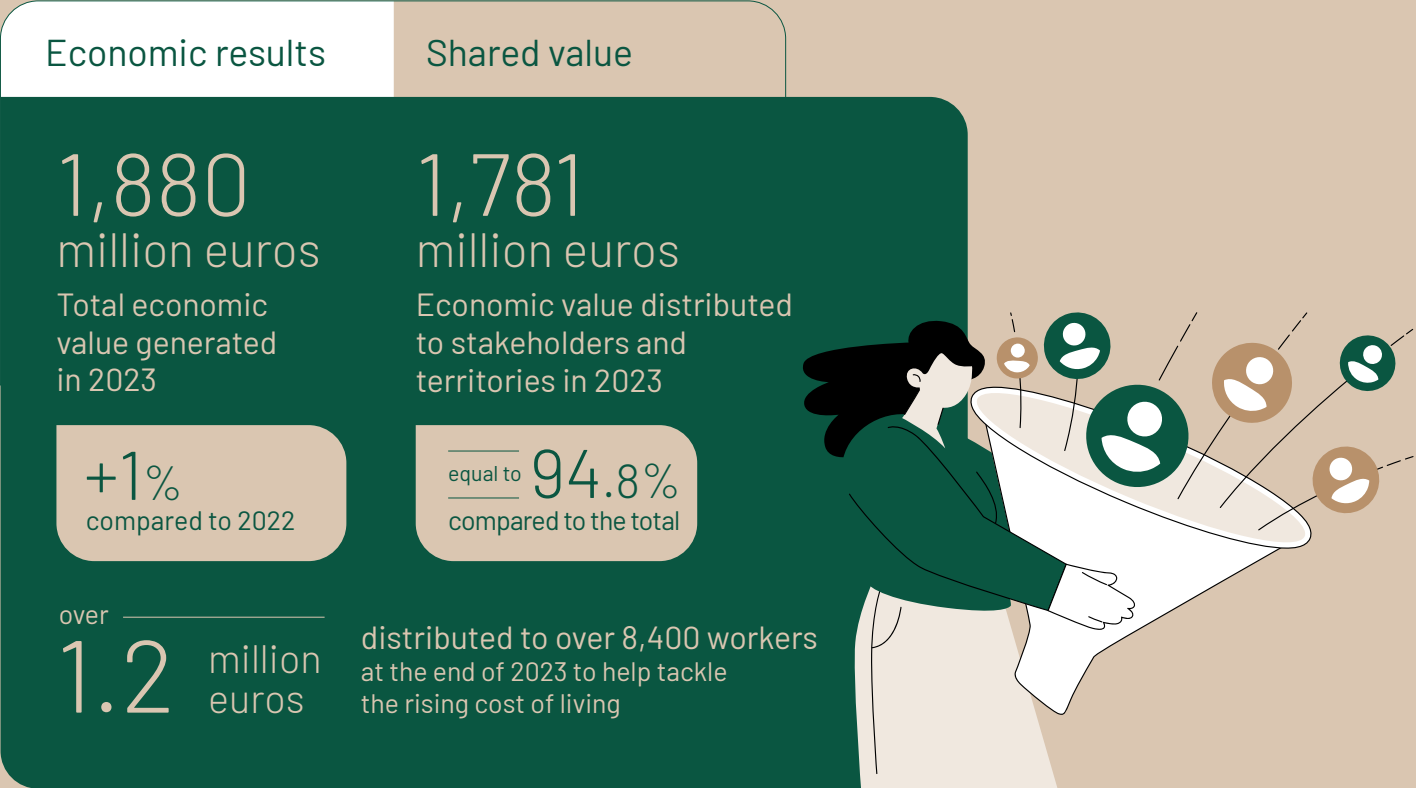
5. Focus on Communities and Enhancing Territories

Contributing to the socio-economic well-being of territories





Our Commitment to the Communities of which We Are Part



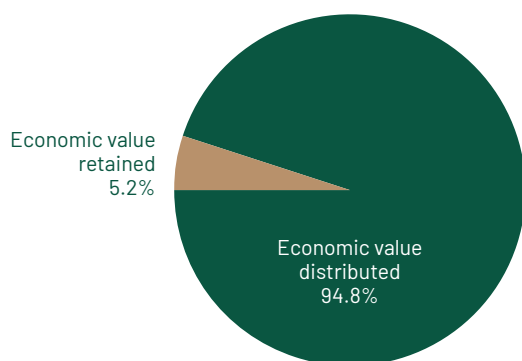
Creating Value throughout the Territory

Counting on a widespread presence throughout Italy, Amadori promotes and supports numerous initiatives in the regions where it operates every year, with a direct impact on all stakeholders involved. More generally, the Group's supply chain and its economic value generate an indirect impact on the territories, improving the well-being of the communities and bringing benefits to all stakeholders, through the creation and distribution of value along the entire local supply chain.

The value generated is largely reinvested in suppliers of goods and services, mainly of Italian origin and particularly located in the regions hosting the Group's main production plants. However, Amadori's positive impact on the territory does not only involve these regions, but also reaches out to other parts of the country, such as northern Apulia, Tavoliere, Subappennino Dauno and Molise, where important supply chains operate, such as that of free-range Il Campese chicken, which has been present in these areas for 20 years. More recently, the BIO organic chicken chain has also been launched, with dedicated facilities in Apulia and Basilicata. Amadori thus helps to support the economy in areas with fewer development and welfare opportunities.

Presence in the territory and local supply chains

Fig. 21: Breakdown of economic value generated in 2023 (%)



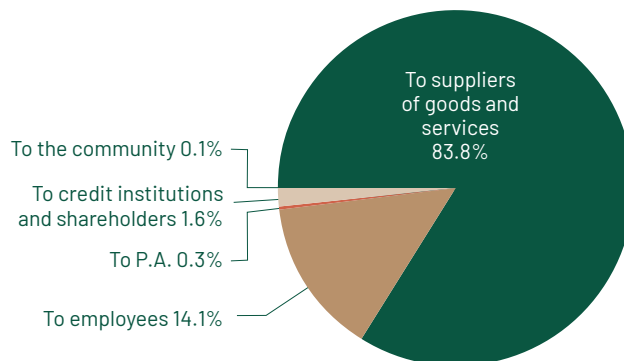
The Group generated an economic value of approximately 1,880 million euros in 2023, a slight increase of 1% compared to 2022, when the value amounted to 1,863 million euros, despite the cost of feed raw materials having increased considerably compared to the previous year. Furthermore, in 2023, the company Forno d'Oro SRL⁴⁴, which generated approximately 8 million euros in revenue, was included in the consolidation perimeter. Meanwhile, two companies were excluded from consolidation, but this did not significantly impact the overall turnover.

Generated and distributed value

The proportion of the value distributed to stakeholders (1,781 million euros) to the total generated rose from 92.3% in 2022 to 94.8%. The economic value was mainly distributed to suppliers of goods and services (83.8%), followed by employees in the form of benefits and salaries (14.1%). The remaining fraction of the distributed value was divided between Public Administration (0.3%), banks and shareholders (1.6%) and the community, through donations, sponsorships and membership contributions (0.1%).

⁴⁴ The Forno d'Oro company is excluded from all KPIs in the 2023 Sustainability Report, with the exception of the pro-rata data on the economic value generated and distributed and the calculations of energy consumption and GHG emissions.

Fig. 22 - Distribution of economic value in 2023 (%)



A Local Supply Chain

The supply chain

The total number of active suppliers decreased slightly compared to 2022, standing at 4,894. This represents a 2% decrease compared to the previous year. The main supply categories include grains, proteins and other raw materials used in feed production, as well as additives and supplements. The supply chain also includes live animals, which are then processed in the company's facilities, packaging for product packages, water and energy utilities, as well as auxiliary material for production processes and transport. Amadori renews its commitment to giving particular importance to the creation of a controlled, reliable and traceable supply chain.

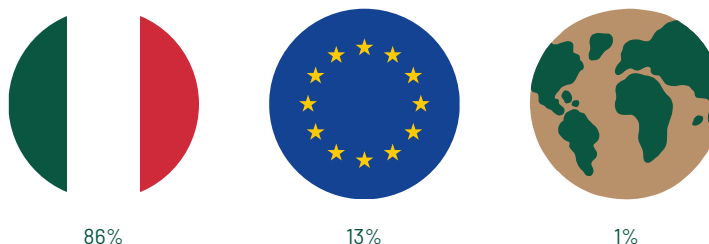
Supporting local and Italian companies

Amadori promotes collaboration with local companies to achieve this objective, thus contributing to enhancing the value of local companies and supporting the area's economic activity. The volume of procurement from suppliers located in the regions where Amadori's main sites are located (Emilia-Romagna, Abruzzo and Lombardy) accounted for 56% of the total in 2023, while sourcing from other regions increased compared to last year, to 30%. Overall, considering all Italian suppliers, the percentage in terms of overall procurement volume is 86%, confirming the Italian identity and quality of the products. Suppliers from other EU countries make up 13% of the total, while those from outside the EU amount to 1%.

Sharing the commitment to sustainability

Lastly, as confirmation of its great commitment to transparency and sustainability, for the second year in a row, the Group subjected some of its suppliers, 182 out of a total of 887 (21%), to assessments analysing environmental and social criteria.

Origin of Group procurement in percentage



Impact on the local communities

Aware of its social role and the significant economic influence it can have on the territory and communities, the Group is directly committed to creating value through a wide range of initiatives, focused on continuous dialogue and direct relations with all the communities in which it operates.



Social Initiatives

Il Germoglio Onlus is the evolution of Amadori's commitment to the Associazione Riminese Oncoematologia Pediatrica (AROP), a non-profit organisation that the company has supported over the years through several initiatives designed to help children, together with their families, suffering from oncohaematological diseases and being treated at Infermi Hospital in Rimini.

The association was established to provide stronger financial support to medical and scientific research in the field of paediatric oncology, in particular to the paediatric oncohaematology department of the Rimini hospital.

Il Germoglio Onlus has two main objectives: to raise awareness among stakeholders in the community in order to support the association, and to provide tangible support to young patients and their families.

The association is also actively involved in funding all training activities necessary to improve the quality of care provided to patients. This includes support for university master's programmes, advanced training courses, donations of essential medical equipment and participation in conferences and training events for healthcare personnel.

In addition, it has contributed together with other organisations in the area and AROP itself, to the complete renovation of the Day-Hospital of the Paediatric Oncohaematology Department of Rimini Hospital, providing a more comfortable and welcoming environment for patients.

In this context, in continuity with previous years, a charity evening was organised in June 2023 with around 200 participants in Cervia, in the premises of the Darsena del Sale, to raise funds for the completion of the financial coverage for the restoration of the Day Hospital.

Il Germoglio Onlus

In the last two years, the focus has been on renovating this unit, after the funds raised in previous years - including during the pandemic - had been mainly allocated to the construction of a home for the families of the young patients, given the generally long hospitalisation times.

Thanks to the fundraising efforts of Il Germoglio Onlus and the collaboration of partners such as CIA-Conad and AROP Odv (Associazione Riminese Oncoematologia Pediatrica), a total of 330,000 euros was raised in 2023. Of this amount, 110,000 euros was collected during an event in Cervia alone. When combined with the 320,000 euros raised in 2022, the total amount now stands at 650,000 euros. This funding will be used to cover the estimated costs for the Day Hospital project.



650,000 euros

The total funds raised for the new Day Hospital in Rimini of which 330,000 euros in 2023

Pangea ETS Foundation

Pangea ETS is the Foundation that operates in Italy and abroad in defence of women's rights and in the fight against gender violence.

Amadori's support for the Pangea ETS Foundation began in November 2023. This initiative started with an initial donation of 5,000 euros in recognition of the International Day for the Elimination of Violence Against Women, established by the United Nations General Assembly. The company's support continued with the purchase of charity panettone during the Christmas celebrations, engaging all employees in the effort. Additionally, there was a charity collection that involved the entire company community. A total of 12,500 euros was raised, which the company then doubled, for a total donation of 25,000 euros.

30,000 euros

Total contributions to the Pangea ETS Foundation

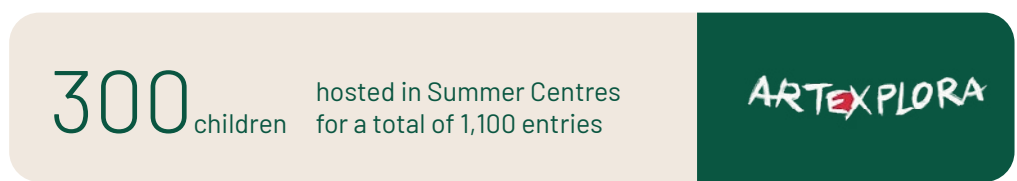


This contribution has been earmarked to support the REAMA Project (Empowerment and Self-Mutual Aid Network), which assists women who have experienced violence. It is part of a larger collaboration and reflects the values and beliefs driving the Group's actions: change must begin with everyone's daily commitment, from home to the workplace. In the case of Amadori, women represent approximately half of the company's employees.

The collaboration with Pangea continues in 2024, with the presence of Foundation representatives in meeting places within the Group's production sites, to promote activities also by means of posters with QR codes where emergency contacts and useful information can be downloaded in case of situations at risk of direct or indirect violence.

In 2023, and for the tenth consecutive year, Amadori continued its commitment to safeguarding the wellbeing of its employees and their families, with a special focus on the families living in the areas that host the company's main offices in San Vittore di Cesena, Mosciano Sant'Angelo and Santa Sofia.

In this context, it was decided to fully support the creation of three Summer Centres for the children of employees, but also open to external participation, with a financial commitment of around 350,000 euros. Amadori renewed its collaboration with Artexplora in order to reach this goal. The project involved more than 300 children, with a total of 1,100 entries, 77% of whom were children of employees.



Expanding its partnership with Artexplora with an investment of around 30,000 euros over two years, Amadori also contributed to financing the theatre season for employees' children, during the winter months, thus enriching the cultural and recreational offer for the Group's families.

During 2023, the Amadori Group distributed internally over 1.2 million euros in shopping vouchers to a total of 8,421 employees.



This contribution was made to cope with the rising cost of living in this historical and economic period and represented a tangible gesture of solidarity towards its community of workers. The initiative is one of the many corporate welfare actions and underlines Amadori's commitment to Corporate Social Responsibility in all the territories where the company operates.

Throughout the year, Amadori demonstrated its strong social commitment in response to the severe flooding that impacted various communities in Emilia-Romagna, particularly Cesena and its neighbouring municipalities.

The company offered its employees the opportunity to contribute to the rescue operations through volunteer hours and financial donations. Additionally, it provided tangible support by donating food products for the field kitchens, including Halal products for the Muslim community, and by providing two refrigerated trucks, used as storage warehouses.

Artexplora Summer Centre

Contribution for Amadori Employees

Contribution for the flood in Emilia-Romagna

Donation of products to non-profit organisations

The Group also donated the material needed for the initial cleanup and recovery operations, such as boots, shovels, reflective vests and jackets, work gloves, aprons, caps and water pumps, as well as material for the Red Cross.

In this context, the Santa Sofia plant was the most affected due to the landslides and mudslides in the area, which effectively isolated it. Consequently, products from that site which could not be delivered due to interruptions in production and delivery were generously provided to the Alpini and the Civil Defence to support the needs of evacuated people.

In 2023, the company continued to help those in need of food by donating products to non-profit organisations. A total of 26 organisations were supported, both in the areas where the Group operates and in other regions of the country, resulting in the distribution of 11,205 kg of goods.

over
11 tonnes

Products
donated to 26
non-profit
associations

22,400

The number
of equivalent
meals

The donated product, which showed a positive impact amounting to 22,410 equivalent meals, went to various beneficiaries, including: Mater Caritas Aps, Fondazione Banco Alimentare Emilia-Romagna Onlus, Associazione Opera San Francesco per i poveri, Un posto a tavola Odv, and Cooperativa sociale Il Segno.

This charitable activity was first certified through the collaboration with the Regusto platform, a portal for the management of food donations and the sale of surpluses. It is based on a model of food sharing for charity that uses blockchain technology, ensuring timely management of donations and guaranteeing maximum transparency and traceability.

Beehive

As part of its social and environmental sustainability initiatives, in 2023 Amadori maintained its commitment to protecting biodiversity by “adopting” approximately one million bees.

In collaboration with Apicoltura Urbana Srl Società Benefit - the first Italian company dealing with the installation and care of beehives in corporate, training and institutional spaces since 2016 - the Group has in fact set up 16 beehives at its production sites in San Vittore di Cesena, Santa Sofia and Mosciano S. Angelo.

The aim of the project is to contribute to the health of local ecosystems. Amadori decided to give its stakeholders honey produced over the course of the year, to raise awareness of the company's commitment to environmental protection, and to underline the symbolic as well as important value of the initiative.

Participation in RiminiWellness and support for amateur sports

In its commitment to promoting healthy and active lifestyles, Amadori's participation in RiminiWellness 2023 as the exclusive Food Partner for white meat is worth mentioning. In the FoodWell pavilion, the company emphasised the importance of a varied and balanced diet, which also includes quality proteins, essential for physical well-being.

Although it was a marketing and communication initiative, this partnership highlighted the company's goal of being a point of reference for those who seek not only nourishment in food, but also pleasure and quality.

Participation in RiminiWellness is the most "media oriented" activity in the company's commitment to promoting a culture of wellness and physical activity in the local communities where it operates. This involves collaborating with its supply chain to support local sports clubs and amateur associations.

In 2023, the Group continued to support various amateur and youth sports organisations. Examples include the Polisportiva San Vittore football (FC), the Calcio Galeata football team (FC), and the Happy Basket basketball team in Teramo. These local organisations have been active for many years and involve Group employees and their families. The Group also provided support to Pallacanestro Forlì 2.015, specifically focusing on its youth programmes.

In the cultural sector, in 2023 the company reaffirmed its support for various associations and events across different regions. One notable example is Ars Nova, the organiser of the Cesena edition of TEDx. This event is part of the American non-profit organization TED, which is recognised globally for promoting "ideas that deserve to be spread." Amadori has supported the event as a sponsor since its first edition in Cesena in 2016.

Support for cultural activities

Support for the domestic poultry and food supply chain

Amadori actively works to foster the sustainable growth of in the national poultry and rabbit sector, participating in initiatives and associations active on these issues. The Group is committed to improving its supply chain, with a special focus on economic, environmental and social dimensions.

The main sector organisations it is a member of are Unaitalia, Carni Sostenibili, Filiera Italia and Confcooperative.

In particular, Amadori is a partner and founding member of Unaitalia, an association dealing with the promotion and protection of Italian agri-food chains, with a particular focus on poultry meat and eggs. Unaitalia cooperates with Fedagri/Confcooperative, together representing over 90% of the national poultry and rabbit supply chain. The association has promoted several initiatives over the years to promote the value of poultry meat, including the scientific community, public institutions and authorities, journalists and end consumers.

Amadori is also one of the founding members of the Carni Sostenibili association, founded in 2015 on the initiative of Assica, Assocarni and Unaitalia, the three leading trade associations of Italian beef, pork and poultry meat producers.

In 2023, the Group confirmed its membership as an associate member of Centromarca and Confindustria Romagna. This membership is a further step in the company's commitment to take active part in important industry associations and organisations, demonstrating its dedication in contributing to development and to economic progress regionally and nationwide.

Trade associations

Founding member of Unaitalia

Sustainable Meats

Centromarca and Confindustria Romagna

Italia del Gusto

In 2023, the Group also joined "Italia del Gusto", a consortium founded in Parma in 2008 that unites more than thirty leading Italian food and wine producers to promote the quality and value of their products globally. Within the association, Amadori enhanced its market position and brand value internationally by participating in ANUGA, the leading European food fair held in Cologne in October 2023. Membership in "Italia del Gusto" highlights the importance of strategic partnerships and a collaborative approach to positively impact the agri-food sector and the environment.





6. The People of Amadori

A strength accompanying the company's growth every day.

Our most important value.





Amadori

Value, Safety, Training

The Amadori community

Growing recruitment

+ 326
compared to 2022

+ 3.4% compared to 2022

The value of difference

49.9%
women

50.1%
men

36.95%
foreign employees of
84 different nationalities

+ 9.7%
compared to 2022



Training and professional development

75,210 Total training hours provided in 2023
compared to **71,471 hours** in 2022

+ 5.2%
compared to 2022

15,732 Total training hours for
production operators

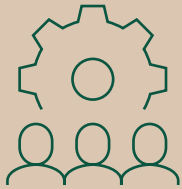
+20%
compared to 2022

Already +106%
in 2022 compared
to 2021

Health and safety

73.6%

training hours
dedicated to health
and safety compared to
the total.



Frequency rate
trend decrease in
recordable injuries,
going from

29.3 in 2021

to **28.7** in 2022

to **28.5** in 2023

Zero

cases of injuries
involving external
staff not employed but
operating in the company
in 2023



Attention to Employees

Policies and reference values

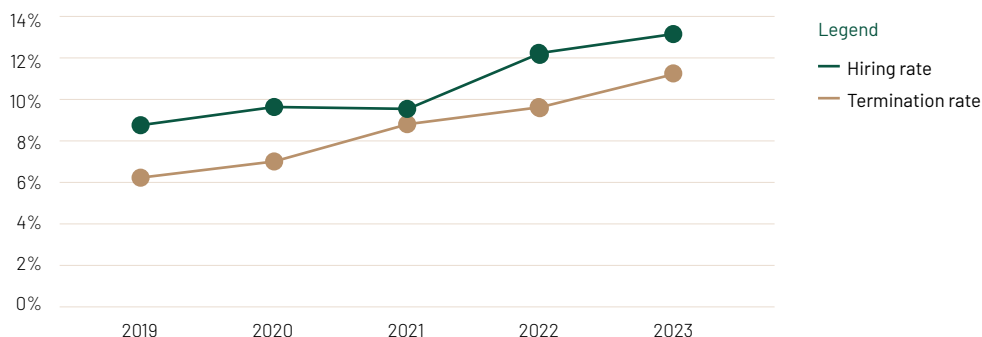
The men and women who work with us are the key contributors to Amadori's success. People are the driving force that allows the company to rank among the leaders in its sector. Each employee shares and embraces the Group's values, significantly contributing to the achievement of the Group's objectives. This awareness leads to a personnel management approach that strongly focuses on respecting each individual worker. The company's policies are based on the pillars of health and safety protection, the pursuit of the right work-life balance, professional development, active involvement in company life, and respect for gender, social and cultural diversity.

Increased recruitment

The number of employees increased by 326 compared to 2022, reaching a total of 10,050 employees as of 31 December 2023. This figure confirms the Group's steady expansion, with 3.4% growth over the previous year. Recruitment specifically concerned women and men aged between 30 and 50. The increase in recruitment was driven by the constant need for personnel in the sector, which is a result of the growing demand for poultry meat and eggs, all of Italian origin and from integrated supply chains. In fact, in 2023, poultry meat production in Italy increased by 9.9% compared to 2022⁴⁵. Additionally, the Group promotes conventions and joint activities with higher education institutions and universities, including training projects and orientation days aimed at recruiting new talent.

With regard to the number of terminations, there was a 20.7% increase in 2023 compared to the previous year. This is partly due to a more dynamic labour market and partly to a tendency of people to look for situations that allow a better work-life balance.

Fig. 23 - Hiring and termination rates (2019-2023)

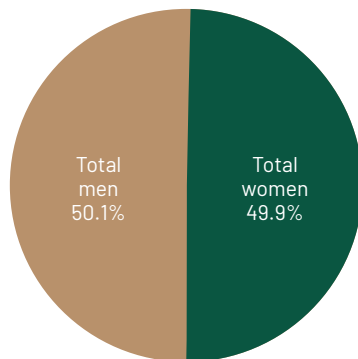


The value of diversity

Workers are equally divided between women and men, making up 49.9% and 50.1% of the total, respectively, confirming the Group's attention to the value of diversity. In addition, 36.95% of employees are foreigners, with as many as 84 different nationalities.

⁴⁵ Ismea - Qualivita Report 2023 on Italian DOP IGP STG food and wine production

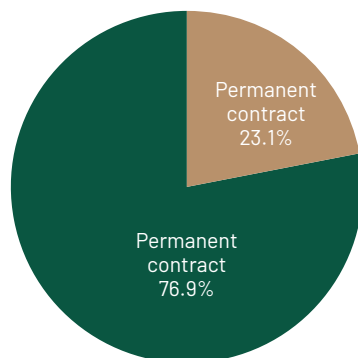
Fig. 24 - Breakdown of employees by gender (2023)



The breakdown by contract type reflects the typical structure of an organisation in the agri-food sector, with a significant percentage of fixed-term contracts, mainly employed in food processing, amounting to just over 76.9% in 2023, a slight difference from 77.9% in the previous year.

Contract types

Fig. 25- Breakdown of employees by employment contract (2023)



Finally, the Group relies on the workforce of non-employee workers such as interns (3 in 2023) and workers with collaboration contracts (5 in 2023).

Training and professional development

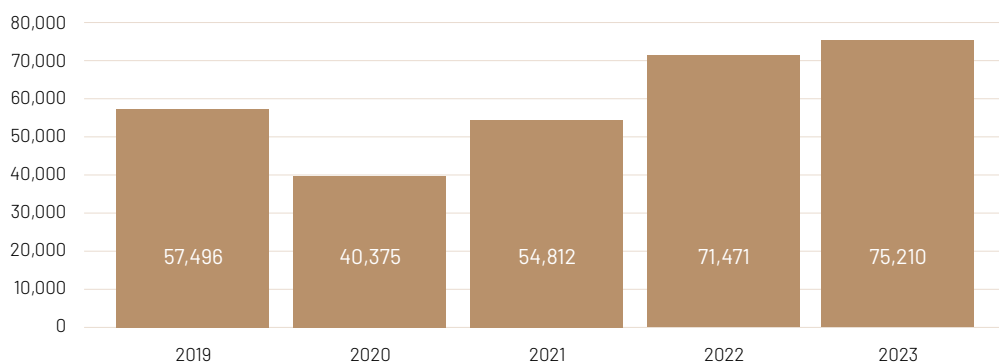
The Group is committed to creating a working environment that motivates its people, highlighting their skills and abilities and offering opportunities for professional growth and training. A key element in this process is the Amadori Academy, a well-established training programme involving all Group staff. The topics covered range from health and safety to technical aspects related to production processes, to the development of human and soft skills, as well as language training sessions that are of fundamental importance in various business contexts.

Amadori Academy

Increased training activities

There was a 5.2% increase in training hours overall in 2023. The Group provided a total of 75,210 hours of training to its employees, compared to 71,471 hours in 2022. There was a particular focus on training on managerial and management topics, with an exponential increase compared to 2022. The predominant category of workers within the Group is production operators (who make up more than 90% of the Group's internal staff), who were able to benefit from valuable professional development opportunities. This resulted in a total of 15,732 hours of dedicated technical training, representing a 20% increase over 2022, through both in-person and remote sessions.

Fig. 26 - Training hours (2019-2023)



In 2023, specific training areas were further developed, continuing from 2022, with a focus on topics related to the GDPR (General Data Protection Regulation), totalling approximately 130 hours provided. The year 2023 thus confirmed the upward and steadily growing trend of training activities, testifying to the Group's continued commitment in this area.

Collaboration with TEHA Management

During 2023, three training sessions were organised in cooperation with The European House Ambrosetti Management. The sessions covered topics related to innovation and new scenarios in the food and nutrition sector, which represent the horizon of upcoming challenges for the Amadori Group. The sessions were targeted at senior, managerial, and junior positions within the company.

Communication and Involvement of People

Internal communication: evolution and new digital channels

In a constantly evolving corporate environment such as Amadori's, internal communication projects constantly evolve, while maintaining their strategic role in disseminating news and information, sharing the company's values and reinforcing the sense of belonging that has always been one of the Group's winning strategies. Over time, the company has introduced new digital communication channels to guarantee ongoing relations with its more than 10,000 employees and provide them with information in a timely and effective manner.

The Peopoll App

In addition to the traditional notice boards in offices and plants, which are still the main means of communication for a large part of the workforce, a crucial and now essential tool to reach all employees, including those without a company computer, is the Peopoll App that was launched in February 2018 and is used by all employees. The Peopoll App offers a wide range of services, from downloading pay slips and tax forms to accessing the services of the Payroll Office, as well as information on the latest

company news. The App is constantly being updated with new content and features to improve the experience of Amadori employees.

In addition to the Peopoll App, the Group provides a further communication channel via Digital Peopoll, the company intranet that offers employees access to personal spaces, information on service announcements and a press review.

"Amadori News", published both online and on the Peopoll App, is the "direct line" with which the company shares its activities through interviews, photo reportages and insights on various topics. Its aim is to inform and involve employees in the Group's achievements with special focus on social and environmental sustainability topics.

Well-being and work-life integration

Surveys and workshops were conducted during 2023 with the participation of staff on topics concerning work-related stress and the concept of well-being in the work environment. The surveys were developed in order to collect and share needs, opinions and ideas for the creation of the new well-being platform Ama Il Benessere, officially launched in 2024. An additional bonus for all blue-collar workers was also provided for 2023, paid through shopping vouchers, and for the first year the opportunity was given to convert the production bonus into welfare initiatives.

The company confirmed and continued the implementation of remote work for all employees whose actual physical presence was not required for their role, thus continuing to develop smarter ways of working to promote better work-life integration.

Company intranet

"Amadori News"

The New Well-being Platform

Remote Work

Health and Safety throughout the Supply Chain

Employee safety and well-being is a top priority for Amadori. The Group constantly strives to manage working environments and conditions with a focus on preventing injuries and safeguarding staff health.

Strategy and objectives

In particular, the Integrated Environmental, Energy, Quality and Health and Safety Corporate Policy emphasises an ongoing commitment on several fronts:

- Strengthen the organisation by clearly delineating roles and responsibilities;
- Reduce or eliminate sources of potential danger, and mitigate risks where elimination is not possible;
- Provide in-depth education and training to all staff, promoting the dissemination of a culture of prevention and health and safety protection;
- Implement organisational, technical and procedural measures aimed at a continuous reduction of workplace injuries and work-related ill health;
- Continuously monitor system performance using appropriate indicators in order to assess the extent to which the established objectives have been achieved and periodically review the results obtained.

ISO 45001 certification

With a view to pursuing constant improvement, all of the company's food processing plants have voluntarily adopted an occupational health and safety management system compliant with ISO 45001 for all of the Group's food processing plants, including the Santa Sofia plant, which obtained the certification in 2023.

Intervention areas

The approach aimed at the continuous improvement of the health and safety management system and prevention of risk factors to protect workers is applied at various levels:

- **Structural:** improving the design of workstations to make them more ergonomic and safe;
- **Organisational:** introducing frequent rotations between different production lines and scheduling optimised working hours, with more frequent breaks of appropriate duration; working every other day to further reduce exposure;
- **Health:** closely monitoring the health status of workers and assigning them tasks in line with their physical condition;
- **Training:** offering classroom and hands-on training sessions to ensure adequate preparation and work in the most correct way to avoid health hazards.

Worker participation

The company has set up internal prevention and protection services in all the industrial areas. In accordance with applicable regulations and the standards of ISO 45001 certification, regular inspections and consultations are conducted involving employees in order to promptly identify potential risks, complete all necessary evaluations and define mitigation measures to prevent future incidents.

The active participation of employees in reporting and identifying potential hazards is a key element of the health and safety management system. Workers have the opportunity to report risky situations and suggest improvements through their safety representatives, the Peopoll App or during regular meetings directly with the prevention and protection officers at the plant.

Since the early 2000s, Amadori has introduced the OCRA (Occupational Repetitive Action) method to carry out risk assessments associated with biomechanical overload resulting from repetitive movements of the upper limbs. This method is now recognised in international technical standards⁴⁶ as being more effective than other methods defined in the literature, due to its completeness with regard to risk factors and the fact that it is constructed on the basis of epidemiological data on the correlation between risk and disease.

Occupational Repetitive Action (OCRA) method

The Group works directly with the authors of the OCRA method, Dr Daniela Colombini and Dr Enrico Occhipinti from EPMIES (International Ergonomics School of Posture and Movements). The aim is to implement improvement measures in all company plants in order to significantly reduce workers' exposure to the risks associated with repetitive tasks.

To more efficiently and promptly manage processes related to occupational health and safety, a management system was implemented that includes dedicated modules covering health surveillance, education and training, injuries, management of contract work, and risk assessment. To comply with legal obligations, company doctors have been appointed to take active part in risk assessments and conduct medical fitness examinations, taking into account the different tasks performed by employees.

The management system

The Amadori Group assigns many resources to the constant promotion of a safety and health culture within the company. In recent years, the company has implemented several initiatives to improve the organisation within its plants. These initiatives include the creation of specialised teams directly linked to the Management of each production site, actively involving workers' representatives, ASPPs (Prevention and Protection Service Officers), RSPPs (Health and Safety Officers), department heads and external consultants. The aim is to provide workers with the necessary training to adopt correct behaviour in new production lines and ensure the safe use of equipment. Training is a key element in the dissemination of a safety culture and in the prevention and reduction of work-related risks and hazards. Training hours dedicated to health and safety topics accounted for almost 73.6% of the total training hours provided in 2023, involving all categories of workers. In particular, training hours for workers increased by 48.1% compared to 2022, thanks to the update on risks from video terminals, renewed in 2023.

Safety culture, participation, training

In order to meet the different needs along the production chain, the Group has developed a set of specific procedures and protocols for the activities carried out in the feed mills and in food processing (including offices and branches) and for the breeding and hatching activities.

Highlights

73.6%

Training hours dedicated to health and safety compared to the total.

+48.1%

Hours of training delivered to workers compared to 2022, with particular reference to video terminal risks

⁴⁶ This relates to standard ISO 11228 part 3, cited by Italian Legislative Decree 81/08 in Annex XXXIII and Art. 168, par. 3. The standard is now implemented by the European Committee for Standardisation and also by UNI.

Health and Safety: Internal workers

Monitoring and analysing workplace accidents

In order to accurately identify the sources of danger and assess the risks associated with the operations conducted in the Group's plants, each incident is carefully analysed. The main objective of this analysis is to identify the causes of the accident and immediately take the necessary corrective measures to prevent a similar occurrence in the future. The heads of the departments concerned take an active part in this process. For the industrial area, in particular, each incident is recorded and categorised according to different criteria, enabling in-depth statistical analysis. Using special accident indices, accident trends are continuously monitored over time and any critical areas or specific trends are identified. In addition, the company is trying to streamline the process of reporting injuries and near misses in order to facilitate the analysis of causes and take appropriate measures to reduce risks. This analysis process is applied on an individual plant level, department by department and globally for the entire industrial area of the Group.

An incentive system has been in place for some time which rewards the achievement of certain objectives in the field of worker health and safety.

Causes of accidents

The main causes of accidents are associated with "working environment conditions", for example falls and slips, use of machinery, plant and equipment, cuts caused by the use of knives, use of material handling equipment, and may also result from ergonomic factors related to the manual activity of workers, such as injuries caused by lifting heavy loads. For the TRAL sector, chemical products and materials are also identified as material agents of accidents.

Accidents in feed mills

In the feed mills, there are specific risks associated with the unexpected start-up of machinery, operations at heights due to the presence of silos, work in confined spaces and activities in areas subject to fire and explosion hazards (ATEX).

Accidents in farms

In the farm and hatchery activities, the risk analysis identified the following main sources of danger: dragging from moving parts of machinery and equipment, falls from heights, access to confined spaces, risk of drowning, working alone, overturning with forklifts and tractors, exposure to chemicals, attacks by animals (specifically in the pig sector), insect bites and needle pricks (vaccination), and electrocution.

Risk elimination and reduction initiatives

Prevention initiatives focus on informing and training staff about the dangers in the environment, the correct procedures to follow and the use of Personal Protective Equipment (PPE). In particular, great attention is paid to regularly cleaning the floors and removing any tripping hazards, such as pallets and crates left on the floor, cables and hoses. Each employee is provided with the necessary PPE according to their job, including non-slip shoes, cut-resistant gloves, earplugs, ear muffs, goggles, hard hats, etc.

Biomechanical overload and the use of machinery

As regards the industrial sector, specific improvement plans have been developed for each production unit, including targeted actions to reduce risks, particularly those related to biomechanical overload and the use of machinery. The Group has invested in automation and mechanisation of burdensome tasks, and when this was not possible, it has taken other measures, including: redesigning workstations, training, information and instruction of staff on risks and correct behaviour, reducing the weight of manually lifted loads and the introduction of recovery breaks, rotations between different tasks and alternating shifts to limit workers' exposure.

Among the most relevant measures is the analysis of confined environments, for which specific working procedures have been drawn up and dedicated protective equipment implemented. In feed mills, guardrails and fall protection systems have been installed, along with operating procedures and appropriate protective devices. Regarding the risk of unexpected start-ups, a safety bus has been installed, i.e., a supervision system for automatic processes, compliant with high safety standards that monitors the mobile shelters and the temperature sensors installed to prevent ATEX risk. All operators have been equipped with a MAN-DOWN device since 2022: a smart watch that detects whether the person has not moved for a pre-defined time and sends alarms to colleagues on the shift.

In addition, specific procedures have been implemented on the farms to reduce risks during silo maintenance and improve the safety of operations. Thanks to these improvements on the plants, the opening system of the silos has been changed, now taking place from below instead of from above. As far as the hatcheries are concerned, industrial automation has been achieved to cover about 95% of the processes that can be managed in this logic, thereby lowering the risk threshold for ergonomics, repetitive movements and MMC. This will bring immediate and long-term benefits to the reduction of the incidence of requests for work-related ill health. Furthermore, a plant improvement plan was launched in the hatcheries in 2022 to ensure higher safety standards, especially to prevent the risk of injuries caused by moving parts of machines and equipment. This programme continued in 2023 and will be implemented gradually over the years, intervening on a priority basis according to an assessment of the highest risks.

In 2023, the number of accidents across the Group increased slightly compared to 2022, despite an increase in staff and hours worked, which is why the overall rate of recordable injuries decreased slightly compared to the previous year. However, there was an increase in the rate of injuries with serious consequences, rising from 1.06 in 2022 to 1.20 in 2023. In fact, the number of injuries with serious consequences increased from 11 in 2022 to 13 in 2023.

Initiatives in feed mills

Initiatives in farms and hatcheries

Injuries in 2023

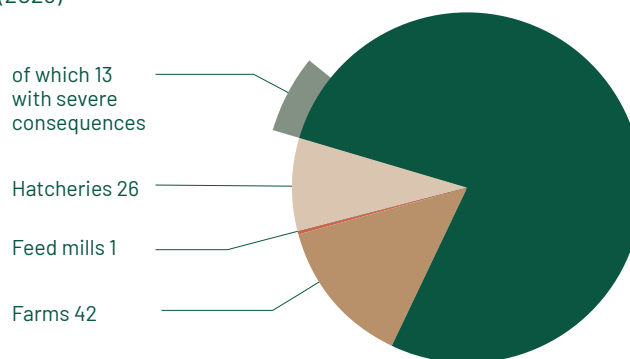
The table below shows the aggregate data of Livestock and Feed and the Food Processing sector (including data from offices, branches, laboratories):

Employee data	2021	2022	2023
Hours worked	10,004,169	10,414,737	10,808,977
Recordable injuries ⁴⁷	293	299	308
of which with severe consequences ⁴⁸	4	11	13
of which fatal	-	-	-
Commuting injuries (with transport not organised by the Group)	59	81	112
Commuting injuries (with transport organised by the Group)	3	2	0

Injury rates ⁴⁹	2021	2022	2023
Recordable injury frequency rate	29.3	28.7	28.5
Frequency rate of injuries with severe consequences	0.40	1.06	1.20

The following graph shows the injury-related data for 2023, broken down by each sector⁵⁰:

Fig. 27 - Injuries (2023)



⁴⁷ Recordable injuries are those with at least 1 day's absence and do not include commuting injuries if the transport was not organised by the Group.

⁴⁸ Injuries with severe consequences are those which lead to permanent/irreversible damage or absence from work of more than six months.

⁴⁹ The injury rates are calculated by dividing the number of injuries by the number of hours worked, multiplied by 1,000,000.

⁵⁰ Analysing the data for each sector in detail, in food processing, breeding and hatcheries, an increase in the number of injuries is recorded, in line with the Group's trend. The overall recordable injury rate for breeding farms shows an increasing trend in 2023 compared to 2022, while for food processing there is an increase in the rate of injuries with serious consequences, rising from 1.10 in 2022 to 1.51 in 2023. The number of injuries with serious consequences increased from 9 in 2022 to 13 in 2023, while in breeding farms there were no injuries with serious consequences in 2023. In feed mills, only one recordable injury occurred in 2023, dropping compared to 2022, which brought the recordable injury frequency rate from 43.4 in 2022 to 8.6, while no injuries with serious consequences were recorded in 2023. In 2023, 26 recordable accidents occurred in hatcheries, an increase compared to 2022, none of which had serious consequences. The hatchery injury rate increased from 75.6 in 2022 to 99.4 in 2023, and the serious injury rate decreased from 7.2 in 2022 to zero in 2023. Finally, in laboratories, offices and branches, there were no cases of injuries in 2023.

The most frequent cases of work-related ill health are those potentially related to biomechanical overload due to manual handling of loads or repetitive movements of the upper limbs. In 2023, 97 cases of new workers with work-related ill health were recorded across the Group, an over 30% increase compared to 2022.

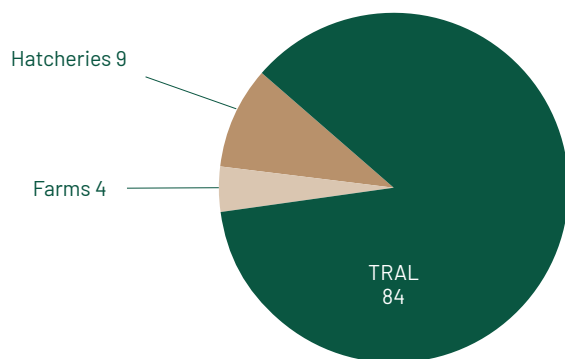
The development of work-related ill health over time is influenced, not only by exposure to risk, but by many factors (e.g. working age and even age), and may depend on factors external to the company. The Group is pursuing the goal of eliminating the manual handling of loads through the automation of work processes, including the introduction of devices such as stackers and destackers, together with organisational measures focused on the physical recovery of workers exposed to repetitive movements. Very rarely, there have been cases of ill health related to exposure to noise, dust and hazardous substances. With regard to machine noise, the Group has invested in training, information, the provision of Personal Protective Equipment (PPE) and specific health checks.

The table below shows the aggregate data of Livestock and Feed and the Food Processing sector (including data from offices, branches, laboratories):

Work-related ill health ⁵¹	2021	2022	2023
Number of registered work-related ill health ⁵²	92	73	97

Work-related ill health data in 2023 are shown in the graph below, broken down by each sector:

Fig. 28 - Work-related ill health (2023)



⁵¹ Work-related ill health data may vary from year to year as it is initially a projection, which is refined over the following years based on the recognitions by INAIL.

⁵² An estimate of the number of new workers with ill health for each year is given (projection based on the historical recognition rate, as the outcome of all reports is unknown). In addition, reports of ill health following the first report are not counted if they are of the same type (e.g., upper limb ill health related to repetitive work overload).

Work-related ill health situation

Risk factors and mitigation initiatives

Health and Safety: External workers

Safety agreements with suppliers

External companies are often entrusted in Group plants with operations such as maintenance or material handling services. In order to ensure that the employees of these companies also work in a safe environment that complies with Amadori regulations and standards, the Group has reviewed its procurement management practices and procedures. In particular, the centralised control of supplier documentation by the Purchasing Department has been set up and procedures have been implemented to ensure full compliance with regulations on supply agreements, with a special focus on safety.

Currently, the Group monitors injury rates for non-employee staff in the processing plants, feed mills and branches.

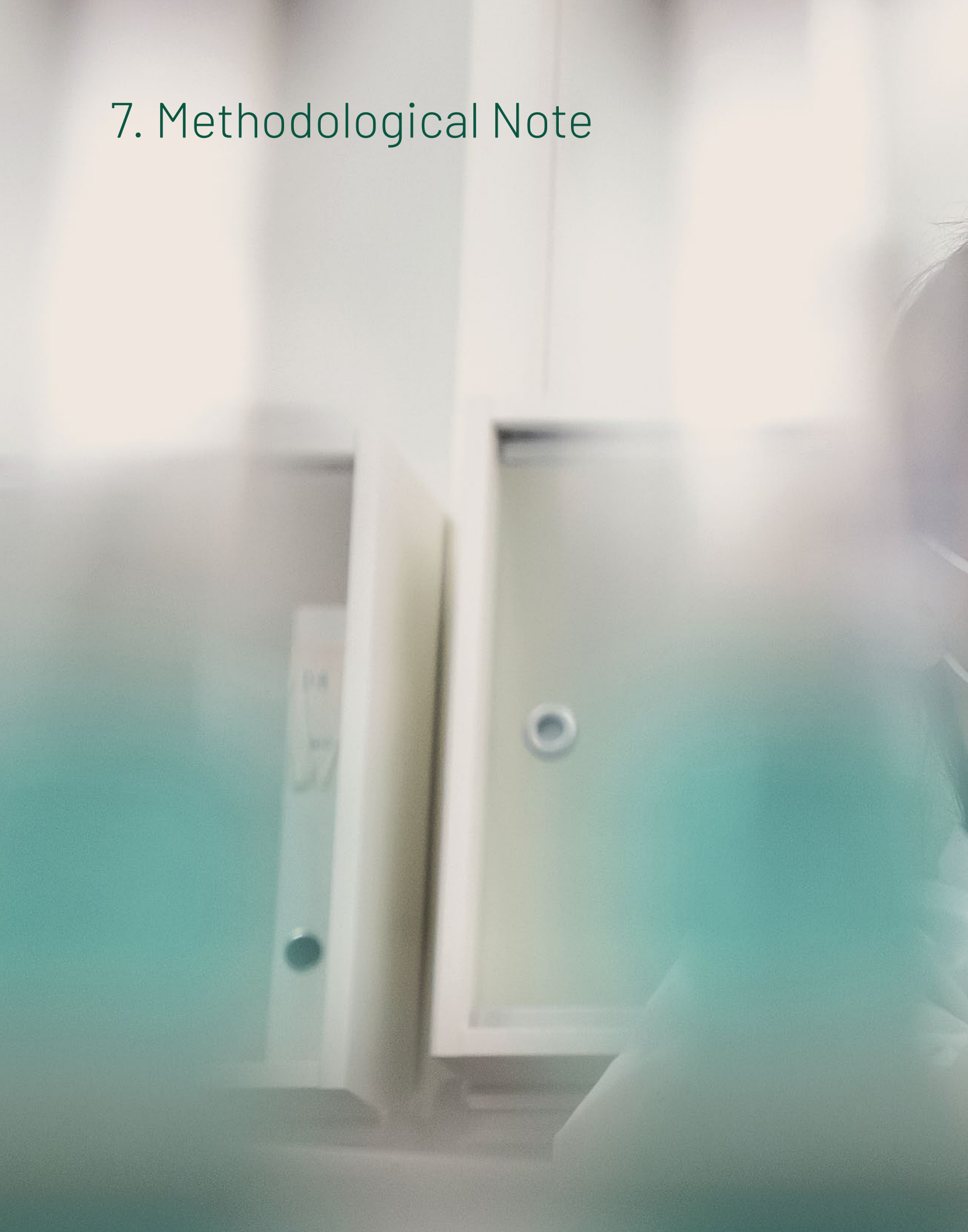
Injuries

In 2021 there was only one event, which resulted in a long-term prognosis of more than 180 days, but left no permanent injuries to the worker involved. In 2022, an accident occurred at a logistics branch, with non-serious consequences⁵³. No further cases occurred during 2023. The reporting perimeter is the parent company Amadori S.p.A. and the consolidated companies as indicated in the Consolidated Financial Statements.

⁵³ The figure for 2022 has been restated in this edition of the Sustainability Report due to a change in the calculation methodology.



7. Methodological Note





Methodological note

This Sustainability Report of the Amadori Group covers the financial year 2023 (1 January to 31 December), in line with its financial reporting. The document also contains performance data for 2021 and 2022, when available and comparable, in order to provide a comparison with previous years.

Reporting perimeter

The reporting perimeter is the parent company Amadori S.p.A. and the consolidated companies as indicated in the Consolidated Financial Statements. Please note that, with regard to the Forno D'Oro food processing plant, acquired in October 2023, only data relating to energy consumption and GHG emissions have been included. Any further limitations of perimeter are specified within the document.

Amadori S.p.A. has its registered office in Milan at Piazza Borromeo 14. The Group has a nationwide presence, with farms, plants and logistics centres throughout the country.

This document has not been audited by an independent third party company.

As of the date of publication of this Report, there are no known significant events that occurred in 2024 which are relevant for the purposes of sustainability disclosure.

The GRI standard

The Sustainability Report was prepared in accordance with the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards for short), according to the "In Accordance" option, as set out in the new edition of the GRI Standards 2021.

Analysis methodologies

In accordance with the GRI Standards, the contents of the Report relate to the relevant impacts identified through the definition of impact materiality, as described in the section "The Group's Materiality Analysis". A desk analysis was carried out to identify the Group's material impacts, divided into the following activities:

- **sustainability macro-trends:** documents and reports from the most influential non-governmental organisations were analysed in order to identify the main international sustainability topics;
- **analysis of sector-specific documents:** reports published by the most important international sustainability organisations and sustainability frameworks/ratings and documents produced by sector-specific associations and organisations were analysed;
- **benchmark analysis:** sustainability reporting published by some of the leading companies in the national agri-food sector, and especially the poultry sector, was analysed;
- **press review analysis:** publicly available articles related to the Amadori Group in terms of economic, social and environmental sustainability were analysed to identify the main topics relevant to the media and public opinion.

The topics identified in these analyses were subsequently refined by examining the strategic documents produced internally, and then evaluated by the Group's top management to determine and approve the company's priorities in terms of sustainability.

Material topics

All the impacts have been classified according to their significance, assessed as required by the GRI Standards, to determine the topics to be reported. Following the definition of a materiality threshold, the material topics were identified.

The table below lists the 16 material topics for the Amadori Group, the corresponding GRI topics (GRI Topics and GRI Sector Specific) and the relative perimeter in terms of impact and any limitations to reporting due to the non-availability of data on the external perimeter.

Material Topics	GRI Topics	GRI Sector Specific	Perimeter		Perimeter limitations	
			Internal	External	Internal	External
Consumer health and well-being	Customer health and safety	Pesticide use	Amadori Group	Consumers	-	-
Workers' health and safety	Occupational Health and Safety	Occupational health and safety	Amadori Group	Suppliers	-	Reporting not extended to suppliers
Generation of GHG emissions	Economic Performance Emissions	Emissions Climate adaptation and resilience	Amadori Group	Suppliers	-	-
Energy consumption	Energy	-	Amadori Group	Suppliers	-	-
Consumption of plastics and packaging materials	Materials	-	Amadori Group	-	-	-
Animal care and welfare	-	Animal Health and Welfare	Amadori Group	-	-	-
Waste production	Waste	Waste	Amadori Group	-	-	-
Impact generated on the economy and turnover	Economic Performance	Economic inclusion	Amadori Group	-	-	-
Exploitation of raw materials	Materials	Land and resource rights Supply chain traceability	Amadori Group	-	-	-
Job creation	Employment	Employment practices	Amadori Group	-	-	-
Impact on Local Communities	Local communities	Local communities	Amadori Group	Local communities	-	-
Use of water resources	Water and effluents	Water and effluents	Amadori Group	-	-	-
Noise and odour emissions	-	-	Amadori Group	-	-	-
Food waste	-	Food security	Amadori Group	-	-	-
Impact on biodiversity	Biodiversity	Biodiversity	Amadori Group	-	-	-
Developing workers' skills	Training and education	-	Amadori Group	-	-	-

Principles for content definition and quality assurance of the Sustainability Report

The principles used for defining the content and quality assurance of this Sustainability Report are the Reporting Principles defined by GRI Standard 1: Foundation:

- accuracy;
- balance;
- clarity;
- comparability;
- completeness;
- context of sustainability;
- timeliness;
- reliability.

Reporting and Calculation Methodology

The contents of this Sustainability Report were defined and constructed on the basis of impact materiality. Qualitative and quantitative data of a social, environmental and economic-financial nature were collected on an annual basis through special data collection forms and interviews with the active involvement of departments in the Parent Company.

The main calculation methods and assumptions for the performance indicators in this Sustainability Report, in addition to those already mentioned in the text, are:

- For environmental data, where not available, conservative estimation approaches were used, resulting in the selection of assumptions associated with the least positive environmental performance for the Group.
- As far as greenhouse gas emission data are concerned, the perimeter has been expanded from just chicken and turkey to the pork and egg supply chain.
- Greenhouse gas emissions are reported according to the guidelines defined by the main internationally recognised standards. In particular, reference is made to the GHG Protocol Corporate Accounting and Reporting Standard developed by the World Resources Institute (WRI) and the World Business Council on Sustainable Development (WBCSD). The calculation was carried out using the following formula: activity data (m³ of methane, litres of diesel, litres of petrol, kWh of purchased electricity, kWh of purchased steam and hot water) multiplied by the respective emission factor. In addition, refrigerant gas losses (kg) multiplied by the respective GWP (Global Warming Potential) and stabling resulting from the Group's activities were taken into account.

- The emission factors and GWPs used to calculate GHG emissions are as follows:
 - > **Scope 1 emissions:** for methane, diesel, LPG, biogas, emission factors from DEFRA (Department for Environment, Food and Rural Affairs) were used. The GWPs for refrigerant gases are also taken from DEFRA and, where not available, values from the FGAS database were considered;
 - > **Scope 2 emissions:** for electricity purchased from the national grid, the emission factor was taken from EEA (European Environmental Agency), while to calculate the emission impact of heat and electricity purchased from the EPC cogeneration plants, Amadori calculated the total emission impact related to natural gas to feed the plants, following the same calculation methodology as the Scope 1 natural gas emissions

Amadori allocated the emissions related to each energy carrier purchased from the EPC plants as follows:

- X is the amount of natural gas required by the EPC cogeneration plant
- K is the amount of primary energy fed to the EPC cogenerator
- Y is the amount of electricity purchased by the EPC cogeneration plant
- Z is the amount of heat purchased by the EPC cogeneration plant

A is the emission impact resulting from the combustion of the gas fed to the EPC cogenerator

$$A = \text{GHG emissions of cogenerators} = X * \text{emission factor of natural gas} * \text{GPW}$$

Compared to the amount of primary energy, the purchase of energy carriers (electricity and heat) by Amadori represents a percentage share: the emission impact A must therefore take this into account. Let us therefore call B the emission incidence due to the share of energy purchased by Amadori:

$$B = ((Y+Z)/K)*A$$

Accordingly:

$$\text{GHG emissions related to purchased electricity} = B * (Y/(Y+Z))$$

$$\text{GHG emissions related to purchased heat} = B * (Z/(Y+Z))$$

- > **Scope 3 emissions:** emission factors from DEFRA (Department for Environment, Food and Rural Affairs) were used.

- For the calculation of GHG emissions and energy consumption, the conversion factors used were taken from the databases published annually by the UK's DEFRA (Department for Environment, Food and Rural Affairs), updated annually (lower calorific value of biogas and density of diesel, LPG and biogas) and from the table of national standard parameters published annually by the Ministry for the Environment and Land and Sea Protection (lower calorific values of natural gas, diesel and LPG), the U.S. Environmental Protection Agency (EPA) and the Agrifootprint Forest, Land and Agriculture (FLAG) Database.
- The GHG Scope 2 emissions reported in the section on environmental impacts are calculated according to the Location Based method; for completeness, the amount of Scope 2 emissions was also calculated according to the Market Based method using the emission factor taken from AIB - European Residual Mixes (2023 data of 457 gCO₂/kWh, similar to the factor for 2022).
- It should be noted that, due to necessary rounding, the sum of the figures shown in graphs or tables may not always coincide with the reported total or 100%.

For information and further information on this document, please contact: Amadori S.p.A.



8. Appendix





Economic Indicators

Economic Performance

GRI 201-1 | Economic value directly generated and distributed (€)

	2021	2022	2023
Directly generated economic value	1,427,058,441	1,862,923,417	1,879,684,598
Economic value distributed	1,351,783,107	1,718,691,065	1,781,066,234
Operating expenses	1,116,038,229	1,447,445,570	1,492,572,560
Staff salaries and benefits	219,314,365	241,956,375	251,348,396
Payments to capital providers	5,107,536	6,515,692	19,018,925
Payments to Public Administration	5,132,667	16,156,721	6,198,152
Investments in the community	1,190,310	1,616,708	1,928,202
Economic value retained	75,275,334	144,232,352	98,618,363

Procurement Practices

GRI 204-1 | Proportion of spending on local suppliers (%)

	2021	2022	2023
Procurement budget spent on local suppliers ⁵⁴	90%	85%	86%

⁵⁴ Local suppliers refer to Italian suppliers.

Social Indicators

General Disclosures

GRI 2-7; 2-8 | Information on employees and other workers (no.)

	2021	2022	2023
Employees⁵⁵	9,244	9,724	10,050
Women	4,755	4,836	5,010
Men	4,489	4,888	5,040
Full-Time Contract⁵⁶	9,113	9,587	9,910
Women	4,633	4,708	4,883
Men	4,480	4,879	5,027
Part-Time Contract	131	137	140
Women	122	128	127
Men	9	9	13
Permanent contract	2,116	2,146	2,318
Women	765	778	852
Men	1,351	1,368	1,466
Fixed-term contract⁵⁷	7,128	7,578	7,732
Women	3,990	4,058	4,158
Men	3,138	3,520	3,574
Workers who are not employees	9	5	8
Internship	5	3	3
Collaboration contract	4	2	5

⁵⁵ The data relating to the 2022 breakdown by gender have been restated in this edition of the Sustainability Report due to recalculation during the 2023 data collection phase.

⁵⁶ The data relating to the 2022 breakdown by gender have been restated in this edition of the Sustainability Report due to recalculation during the 2023 data collection phase.

⁵⁷ The data relating to the 2022 breakdown by gender have been restated in this edition of the Sustainability Report due to recalculation during the 2023 data collection phase.

Employment

GRI 401-1| New employee hires⁵⁸ (no.)

	2021	2022	2023
Total hires	870	1,181	1,319
Women	421	599	662
<30 years	147	188	206
30 ≤ x ≤ 50 years	259	358	408
>50 years	15	53	48
Men	449	582	657
<30 years	218	255	250
30 ≤ x ≤ 50 years	214	259	348
>50 years	17	68	59

GRI 401-1| Turnover (no.)

	2021	2022	2023
Total terminations	807	932	1,125
Women	370	457	520
<30 years	72	95	126
30 ≤ x ≤ 50 years	183	236	260
>50 years	115	126	134
Men	437	475	605
<30 years	138	147	194
30 ≤ x ≤ 50 years	190	210	260
>50 years	109	118	151

⁵⁸ The calculation of new hire data (GRI 401-1) does not include the acquisition of new companies, nor the hiring of agricultural workers and labourers with multiple employment relationships.

GRI 405-1 Diversity among employees (no.)

Employees by job category and age group	2021	2022	2023
Total employees	9,244	9,724	10,050
Executives	28	27	30
<30 years	0	0	0
30 ≤ x ≤ 50 years	8	9	10
>50 years	20	18	20
Middle Managers	83	81	86
<30 years	0	0	0
30 ≤ x ≤ 50 years	36	37	34
>50 years	47	44	52
White-collar workers	577	585	602
<30 years	41	50	61
30 ≤ x ≤ 50 years	329	329	305
>50 years	207	206	236
Blue-collar workers	8,556	9,031	9,332
<30 years	1,265	1,292	1,096
30 ≤ x ≤ 50 years	4,434	4,593	4,686
>50 years	2,857	3,146	3,550

GRI 405-1 Diversity among employees (%)

Employees by job category and age group	2021	2022	2023
Total employees			
Executives	0.3%	0.3%	0.3%
<30 years	0.0%	0.0%	0.0%
30 ≤ x ≤ 50 years	28.6%	33.3%	33.3%
>50 years	71.4%	66.7%	66.7%
Middle Managers	0.9%	0.8%	0.9%
<30 years	0.0%	0.0%	0.0%
30 ≤ x ≤ 50 years	43.4%	45.7%	39.5%
>50 years	56.6%	54.3%	60.5%
White-collar workers	6.2%	6.0%	6.0%
<30 years	7.1%	8.5%	10.1%
30 ≤ x ≤ 50 years	57.0%	56.2%	50.7%
>50 years	35.9%	35.2%	39.2%
Blue-collar workers	92.6%	92.9%	92.9%
<30 years	14.8%	14.3%	11.7%
30 ≤ x ≤ 50 years	51.8%	50.9%	50.2%
>50 years	33.4%	34.8%	38.0%

Health and safety⁵⁹

GRI 403-8 | Workers covered by an occupational health and safety management system

	U.M.	2023
Employees		
Number and percentage of all employees covered by this system	No.	9,259
	%	99
Number and percentage of all employees covered by this system which has been subjected to internal audit	No.	8,759 ⁶⁰
	%	94
Number and percentage of all employees covered by this system that have been audited or certified by independent third parties	No.	7,854 ⁶¹
	%	84
Total number of employees	No.	9,344
Workers who are not employees		
Number and percentage of all non-employees covered by this system	No.	336 ⁶²
	%	100
Number and percentage of all non-employees covered by this system which has been subjected to internal audit	No.	336 ⁶³
	%	100
Number and percentage of all non-employees covered by this system which have been audited or certified by independent third parties	No.	175 ⁶⁴
	%	52
Total number of non-employees	No.	336

⁵⁹ The aggregate Health and Safety data at Group level are reported below.

⁶⁰ Internal audit - only workers of the Mantua agricultural company and the Santamaria agricultural company.

⁶¹ Supervisory Body - only workers of the Mantua agricultural company and the Santamaria agricultural company.

⁶² Some TRAL plants and branches are staffed by contractors. The branches have workers belonging to cooperatives that contract out the handling of goods.

⁶³ Periodic audits at branches to check contractors.

⁶⁴ Contract workers at TRAL plants (covered by ISO 45001 certification).

GRI 403-9 | Work-related injuries

	U.M.	2021	2022	2023
Employee data				
Hours worked	hours	10,004,169	10,414,737	10,808,977
Recordable injuries	No.	293	299	308
<i>of which with severe consequences</i>	No.	4	11	13
<i>of which fatal</i>	No.	0	0	0
Commuting injuries	No.	59	81	112
<i>with transport organised by the Group</i>	No.	3	2	0
Injury rates				
Recordable injury frequency rate	Rate	29.3	28.7	28.5
Frequency rate of injuries with severe consequences	Rate	0.40	1.06	1.20
Death rate	Rate	-	-	-
Workers who are not employees				
Total hours worked	hours	430,826	527,692	573,485
Recordable fatal injuries	No.	0	0	0
Number of recordable injuries with serious consequences	No.	1	0	0
Number of recordable injuries with non-serious consequences	No.	0	1	0
Total number of recordable injuries	No.	1	1	0
Number of commuting injuries	No.	0	0	0
<i>with transport organised by the Group</i>	No.	0	0	0
Injury rate	Rate	2.32	1.90	0
Severe injury rate	Rate	2.32	0	0
Death rate	Rate	-	-	-

GRI 403-10 | Work-related ill health

	U.M.	2021	2022	2023
Employees				
Number of registered work-related ill health	No.	92	73	97
Number of deaths due to work-related ill health	No.	5	0	0
Workers who are not employees				
Number of registered work-related ill health cases	No.	0	0	2
Number of deaths due to work-related ill health	No.	0	0	0

Training

GRI 404-1 | Average hours of training per year per employee (h.)

	2021	2022	2023
Gender			
Women	4.5	5.6	5.1
Men	7.5	9.1	9.8
Professional category			
Executives	99.1	9.0	6.0
Middle Managers	54.3	11.7	6.4
White-collar workers	7.2	4.4	8.2
Blue-collar workers	5.1	7.5	7.5

Environmental Indicators

Materials

GRI 301-1 | Material consumption (tonne)

	2021	2022	2023
Raw materials⁶⁵	1,122,200	1,134,830	1,110,410
Grains and their by-products	743,200	739,921	730,254
Soya-based protein	264,100	284,678	250,210
Other Proteins	72,600	69,852	83,169
Oils and Fats	27,600	23,237	26,612
By-products of sugar processing	1,300	1,202	935
By-products of the confectionery industry	12,500	15,090	16,125
By-products of the pasta industry	900	850	675
By-products from the fermentation of corn starch - Ethanol	-	-	2,430
Semi-finished products or components	73,948	61,978	74,200
Chicken	12,984	12,832	26,992
Turkey	20,744	1,059	1,062
Flavourings and spices	1,243	1,935	1,356
Ingredients	21,029	25,294	24,676
Casings	468	489	500
Vegetables	739	843	806
Gas	12,882	15,695	15,360
Pork	3,859	3,831	3,448
Packaging materials	35,661	36,682	37,003
Paper/Cardboard	23,302	23,731	24,107
Aluminium	99	103	95
Plastic	6,897 ⁶⁶	7,070	6,893
<i>Of which: band A and subcategories</i>	<i>1,189</i>	<i>1,250</i>	<i>1,244</i>
<i>Of which: band B and subcategories</i>	<i>3,375</i>	<i>1,162</i>	<i>3,462</i>
<i>Of which: band C</i>	<i>2,332</i>	<i>4,657</i>	<i>2,187</i>
Wood	5,364 ⁶⁷	5,778	5,908
Total materials	1,231,808	1,233,490	1,221,613

⁶⁵ The 2021 and 2022 data have been restated due to the addition of three new categories of purchased raw materials (by-products from sugar processing, the confectionery and pasta industry and the fermentation of corn starch - ethanol).

⁶⁶ The data relating to the 2021 breakdown by gender have been restated in this edition of the Sustainability Report due to recalculation during the data collection phase and data have been added for band A, B and C.

⁶⁷ The figure for 2021 has been restated in this edition of the Sustainability Report due to recalculation during the data collection phase.

Energy

GRI 302-1, 302-3 | Energy consumption (GJ) and Energy intensity (GJ/€ turnover)

	U.M.	2021 ⁶⁸	2022 ⁶⁹	2023
Diesel	GJ	43,576	44,123	47,232
Gas ⁷⁰	GJ	3	6	5
LPG	GJ	138,588	136,702	135,645
Natural gas	GJ	1,250,032	1,275,289	1,484,285
<i>of which fed into the grid, produced from natural gas cogeneration</i>	<i>GJ</i>	<i>(596)</i>	<i>(609)</i>	<i>(177)</i>
Biogas	GJ	112,989	105,462	97,408
<i>of which fed into the grid, produced from biogas cogeneration</i>	<i>GJ</i>	<i>(18,553)</i>	<i>(17,879)</i>	<i>(18,002)</i>
Electric energy	GJ	691,450	719,851	759,930
<i>of which fed into the grid, produced by photovoltaic systems and</i>	<i>GJ</i>	<i>(15,145)</i>	<i>(15,174)</i>	<i>(13,170)</i>
Thermal energy ⁷¹	GJ	50,748	53,353	44,201
Total	GJ	2,287,386	2,334,786	2,568,706
Energy intensity⁷²	MJ/€	1.65	1.33	1.43

Table 1 | Fuel consumption

	U.M.	2021	2022	2023
Diesel	lt	435,611	436,890	470,398
LPG ⁷³	lt	5,339,362	5,999,260	4,437,573
	kg	-	-	594,848
Natural gas	Sm ³	36,169,907	36,900,728	37,019,904
Biogas	m ³	4,430,526	4,135,383	4,235,119
Diesel for the corporate fleet	lt	884,539	899,819	856,820

⁶⁸ Some 2021 figures have been revised in this edition of the Sustainability Report as a result of a fine-tuning of the data collection methodology.

⁶⁹ Some 2022 figures have been revised in this edition of the Sustainability Report as a result of a fine-tuning of the data collection methodology.

⁷⁰ Starting from the 2023 Sustainability Report, petrol has been added to the fuels list.

⁷¹ The 2021 and 2022 figures relating to thermal energy have been restated in this Report due to recalculations during the data collection phase.

⁷² Starting from the 2023 Sustainability Report, energy intensity has been calculated using the turnover dividing factor.

⁷³ Starting with the 2023 Sustainability Report, LPG data is provided in two different units of measurement, reflecting the actual quantities purchased from suppliers.

Table 2 | Electricity consumption (kWh)

	2021	2022	2023
Electricity consumption from the grid	163,459,179	170,609,649	188,116,400
<i>of which with guarantee of origin from renewable sources (G.O.)</i>	15,400,000	30,800,000	46,200,000
Electricity purchased from EPC cogeneration	20,215,255	20,786,301	18,969,081
<i>of which produced from renewable sources</i>	6,752,136	7,729,353	5,365,812
Electricity purchased from third-party photovoltaic systems	379,322	380,320	355,915
Self-consumption of electricity produced	51,576,038	54,745,959	51,851,225
<i>of which from photovoltaic</i>	3,808,664	3,967,270	3,650,191
<i>of which from biogas cogeneration</i>	5,934,870	4,960,017	5,143,893
<i>of which from natural gas cogeneration</i>	41,832,504	45,818,672	43,057,141
Total electrical requirement	235,629,793	246,522,230	259,292,621
<i>of which produced from renewable sources</i>	32,274,991	47,836,960	60,715,811
<i>of which produced from renewable sources, as a percentage of total requirement</i>	14%	19%	23%
Electricity produced and fed into the grid	13,567,591	13,396,717	12,317,271
<i>of which from photovoltaic</i>	4,206,979	4,215,126	3,658,326
<i>of which from biogas cogeneration</i>	5,153,632	4,966,464	5,000,619
<i>of which from natural gas cogeneration</i>	165,669	169,298	49,144
<i>of which produced from renewable sources</i>	9,360,611	9,181,591	8,658,945

Table 3 | Thermal energy consumption⁷⁴ (kWh)

	2021	2022	2023
Purchased thermal energy	14,096,590	14,820,200	12,278,177
of which produced from renewable sources	4,016,590	3,488,200	1,661,960
Thermal energy self-generated and self-consumed	42,119,248	49,971,201	44,549,975
of which produced from renewable sources	4,728,234	4,739,461	4,935,283

⁷⁴ Starting from the 2023 Sustainability Report, thermal energy is expressed in kWh.

Emissions ⁷⁵

GRI 305-1 | Scope 1 emissions (tCO_{2eq})

	2021	2022	2023
Total	103,572	100,502	116,251

GRI 305-2 | Scope 2 emissions (tCO_{2eq})

	2021	2022 ⁷⁶	2023
Total Location Based	48,349	61,132	54,744
Total Market Based	72,452	69,350	72,216

GRI 305-3 | Scope 3 emissions (tCO_{2eq})

	2021	2022	2023
Purchased goods and services ⁷⁷	1,501,869	1,553,699	2,436,023
Capital goods	-	-	8,498
Fuel- and energy-related activities	-	-	29,412
Upstream transportation and distribution	14,500	14,139	109,110
Waste generated in operations	936	789	1,486
Business travels ⁷⁸	160	160	392
Employee Commuting	4,739	4,870	10,938
Downstream transportation and distribution	33,381	33,005	78,993
Processing of sold products	12,388	14,757	51,021
Use of sold products	-	-	3,644
End-of-life treatment of sold products	5,795	5,370	580
Total	1,573,768	1,626,789	2,730,098

⁷⁵ Starting from the 2023 Sustainability Report, the calculation of greenhouse gas (GHG) emissions has been modified and redefined, as explained in the specific chapter "The Group's climate emissions". As a result of these modifications, some 2021 and 2022 figures have been restated. Furthermore, compared to the previous year, calculations were made for some new Scope 3 emission categories (Capital Goods, Fuel- and energy-related activities, Use of sold products).

⁷⁶ The 2022 figures have been revised with respect to the 2022 Sustainability Report to redefine the calculation methodology.

⁷⁷ This category includes packaging, raw materials, farms in agistment, chickens and turkeys purchased for TRAL and the transport of raw materials.

⁷⁸ This category includes business trips made via plane and train. The 2021 and 2022 figures for this category have been revised in this Sustainability Report to redefine the calculation methodology.

GRI 305-4 | Total emissions (tCO_{2eq}) and GHG⁷⁹ emissions intensity (tCO_{2eq}/€ turnover)

U.M.	2021	2022	2023
Total emissions (Scope 1 + Scope 2 MB tCO _{2eq} + Scope 3)	1,749,642	1,796,481	2,918,565
Emissions intensity tCO_{2eq}/€	0.0013	0.0010	0.0016

GRI 305-7 | Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions (kg)⁸⁰

	2022	2023 ⁸¹
NOx	160,346	149,944
SOx	7,775	17,579
Volatile organic compounds (VOC)	6,159	10,033
Particulate matter (PM)	1,688	1,380
Other standard categories of air emissions identified in relevant regulations	45,838	219,349

Water⁸²

GRI 303-3 | Water withdrawal by source (ML)

	2021	2022	2023
Withdrawal from surface water	1,919	1,968	1,909
Withdrawal from wells	1,818	1,831	2,010
Withdrawal from aqueducts	371	452	799
Withdrawal from recirculated water	748	837	575
Total water withdrawal⁸³	4,857	5,088	5,293

⁷⁹ Starting from the 2023 Sustainability Report, emission intensity has been calculated using the turnover dividing factor.

⁸⁰ In line with the requirements of the GRI Standard, starting from the 2023 Sustainability Report, GRI 305-7 is reported in kilogrammes.

⁸¹ Unlike previous years, pig and poultry farms were also considered in the calculation of 2023 emissions.

⁸² The scope of the Group's water consumption and discharge data does not include the pork and egg supply chains.

⁸³ In 2021, all areas where the Group's plants are located were identified as stress areas. In particular, water stress refers to the ability or inability to meet the human and ecological demand for water. Water stress can refer to the availability, quality or accessibility of water. For the implementation of these assessments, the Aqueduct Water Risk Atlas tool was used to identify the water stress zones.

GRI 303-4 | Water withdrawal by destination (ML)

	2021	2022	2023
Discharge to surface water	2,822	2,785	2,719
Discharge to groundwater	8	10	26
Discharge to public sewer	222	224	233
Total water discharge	3,052	3,019	2,968

GRI 303-5 | Water consumption (ML)

	2021	2022	2023
Total water withdrawal	4,857	5,088	5,293
Total water discharge	3,052	3,019	2,968
Reused water	748	837	575
Total water consumption	1,056	1,233	1,750

Biodiversity⁸⁴

GRI 304-1 | Operational sites owned, leased or managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

Operational site	Geographical location of protected areas and unprotected areas of high biodiversity value	Location in relation to the protected area (within the area, adjacent to or containing portions of the protected area) or to the unprotected high biodiversity value area	Biodiversity value determined by the characteristic of the protected area or area of high biodiversity value outside the protected area	Biodiversity value characterised by the list of protection regimes
Belvedere Farm	SIC IT4080014 "Rio Mattero e Rio Cuneo"	in an adjacent position	land	Rete Natura 2000
Borello Farm	SIC IT4080014 "Rio Mattero e Rio Cuneo"	in an adjacent position	land	Rete Natura 2000
Dismano Farm	Bevano River	within the buffer zone	fresh water	river landscape protection zones
SIA-Bevano Farm	Bevano River	within the buffer zone	fresh water	river landscape protection zones
Mantello Farm	ZPS IT4060008 "Valle del Mezzano" and SIC-ZPS IT4060002 "Valli di Comacchio"	in an adjacent position	fresh water	Rete Natura 2000
Mezzano Farm	ZPS IT4060008 "Valle del Mezzano"	within the area	fresh water	Rete Natura 2000
Gualdo and Bonini Farms	Fossadon River	within the buffer zone	fresh water	river landscape protection zones
Codigoro Chick Farm	ZPS IT4060011 "Garzaia dello Zuccherificio di Codigoro e Po di Volano"	in an adjacent position	fresh water	Rete Natura 2000
Atri Cargine Farm	ZPS IT7120083 "Calanchi di Atri"	in an adjacent position	land	Rete Natura 2000
	Zone A1 - Full Conservation	in an adjacent position	land	Abruzzo Landscape Plan
Bolognano Farm	ZPS IT7140129 "Parco nazionale della Maiella"	in an adjacent position	land	Rete Natura 2000
	Enel inlet channel	within the buffer zone	fresh water	river landscape protection zones
Castellalto Farm	Fosso di Cordesco	within the buffer zone	fresh water	river landscape protection zones
Cecalupo Farm	Zone C1 - Conditional transformation	within the buffer zone	land	Abruzzo Landscape Plan

⁸⁴ Compared to 2022, two farms that passed to management external to the Amadori Group in the first half of 2023 are not present.

Operational site	Geographical location of protected areas and unprotected areas of high biodiversity value	Location in relation to the protected area (within the area, adjacent to or containing portions of the protected area) or to the unprotected high biodiversity value area	Biodiversity value determined by the characteristic of the protected area or area of high biodiversity value outside the protected area	Biodiversity value characterised by the list of protection regimes
Civitaquana Farm	Fosso del Poggio	in an adjacent position	fresh water	river landscape protection zones
Civitella Santa Croce Farm	Salinello River	within the buffer zone	fresh water	river landscape protection zones
Collebarone Farm	Fosso Defenza	within the buffer zone	fresh water	river landscape protection zones
Meschino Farm	Zone A1 - Full Conservation	within the buffer zone	land	Abruzzo Landscape Plan
	Fosso di Casoli	in an adjacent position	land	river landscape protection zones
Montorio Farm	Zone A1 - Full Conservation	within the buffer zone	land	Abruzzo Landscape Plan
	Vomano River	in an adjacent position	fresh water	river landscape protection zones
	Wooded areas	within the buffer zone	land	river landscape protection zones
Moscufo Farm	Zone C1 - Conditional transformation	within the buffer zone	land	Abruzzo Landscape Plan
	Tavo River	in an adjacent position	fresh water	river landscape protection zones
Notaresco Santa Croce Farm	Zone A1 - Full Conservation	in an adjacent position	land	Abruzzo Landscape Plan
Personato Farm	Zone A1 - Full Conservation	in an adjacent position	land	Abruzzo Landscape Plan
S. Giacomo Farm	Wooded areas	within the buffer zone	land	river landscape protection zones
S. Egidio Farm	Zone B2 - Targeted transformability	within the buffer zone	land	Abruzzo Landscape Plan
S. Omero Farm	Salinello River	within the buffer zone	fresh water	river landscape protection zones
Valle Cupa Farm	Fosso del Lupo	in an adjacent position	fresh water	river landscape protection zones
Valle Piomba Farm	Zone A1 - Full Conservation	within the buffer zone	land	Abruzzo Landscape Plan
	Zone C1 - Conditional transformation	in an adjacent position		
	Piomba River	within the buffer zone	fresh water	
Villa Lempa Farm	Fosso La Liscia	within the buffer zone	river landscape protection zones	river landscape protection zones

Operational site	Geographical location of protected areas and unprotected areas of high biodiversity value	Location in relation to the protected area (within the area, adjacent to or containing portions of the protected area) or to the unprotected high biodiversity value area	Biodiversity value determined by the characteristic of the protected area or area of high biodiversity value outside the protected area	Biodiversity value characterised by the list of protection regimes
Monteriggioni (SI) Plant	Montagnola Senese Plant IT5 190003	Partially included within the SIC area	land	SIC area
Santa Sofia Plant (FC)	Bidente River	Included within the 150 m buffer zone from the watercourse (Italian Legislative Decree 152/2006)	fresh water	river landscape protection zones

Waste

GRI 306-3, 306-4, 306-5 | Waste generated by type of disposal (t)

	2021	2022	2023
Hazardous waste	175	123	112
Recovered	126	55	76
Disposed of	49	67	35
Non-hazardous waste	34,841	34,211	39,175
Recovered	32,167	33,652	38,798
Disposed of	2,674	559	377
Total waste recovered	32,293	33,707	38,874
Total waste disposed of	2,723	626	413
Total waste	35,016	34,333	39,287

GRI Content Index

Declaration of use	Amadori S.p.A. has reported in accordance with GRI Standards for the period between 1 January 2023 and 31 December 2023
GRI 1 used	GRI 1- Foundation 2021
Relevant GRI sector standards	GRI 13: Agriculture, aquaculture and fisheries sectors 2022

GRI Standard	Disclosure	Reference	Omissions			GRI Sector Standard Ref. No.
			Requirements Omitted	Reason	Explanation	
General Disclosures						
	2-1 Organisational details	The Amadori Group in Numbers in 2023; Methodological Note	A grey cell indicates that the reasons for the omission are not permitted for disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organisation's sustainability reporting	Methodological Note				
	2-3 Reporting period, frequency and contact point	Methodological Note This document is drawn up annually				
	2-4 Restatements of information	Any restatements are clearly indicated in the body of the text				
	2-5 External assurance	Methodological Note				
GRI 2 – General Disclosures	2-6 Activities, value chain and other business relationships	Traceability and Transparency: the Importance of Monitoring and Communicating; Creating value throughout the territory; Amadori Group 2023 Figures During the reporting period, there were no significant changes to the organisation and its supply chain				
	2-7 Employees	Amadori Group 2023 Figures; Attention to Employees; Appendix - Social Indicators				
	2-8 Workers who are not employees	Attention to Employees; Appendix - Social Indicators				
	2-9 Governance structure and composition	Governance; Integrity and business ethics				
	2-10 Nomination and selection of the highest governance body	Governance				

GRI Standard	Disclosure	Reference	Omissions			GRI Sector Standard Ref. No.
			Requirements Omitted	Reason	Explanation	
	2-11 Chair of the highest governance body	The chairman of the organisation does not hold the role of manager within the organisation				
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance				
	2-13 Delegation of responsibility for managing impacts	Governance				
	2-14 Role of the highest governance body in sustainability reporting	There is no provision for the highest governing body to be responsible for reviewing and approving disclosed information, including relevant topics related to the organisation				
	2-15 Conflicts of interest	Integrity and Business Ethics - Conflicts of interest				
	2-16 Communication of critical concerns	Integrity and Business Ethics; Implementation of the Whistleblowing Decree: Whistleblower Protection				
	2-17 Collective knowledge of the highest governance body	Integrity and Corporate Ethics				
	2-18 Evaluation of the performance of the highest governance body	-	All	Confidentiality constraints	In continuity with the previous year, Amadori has decided not to report on the performance evaluation of the highest governing body for the year 2023, due to reasons of confidentiality of information.	
	2-19 Remuneration policies	Integrity and Business Ethics - Reimbursement Policy; Directors' Compensation and Benefits				
	2-20 Process to determine remuneration	Integrity and Business Ethics - Reimbursement Policy; Directors' Compensation and Benefits				

GRI Standard	Disclosure	Reference	Omissions			GRI Sector Standard Ref. No.
			Requirements Omitted	Reason	Explanation	
	2-21 Annual total compensation ratio	-	All	Confidentiality constraints	In continuity with the previous year, Amadori has decided not to report the annual total remuneration ratio for the year 2023, due to reasons of confidentiality of information.	
	2-22 Statement on sustainable development strategy	Letter to Stakeholders				
	2-23 Policy commitments	Integrity and Corporate Ethics				
	2-24 Embedding policy commitments	Integrity and Corporate Ethics				
	2-25 Processes to remediate negative impacts	Creating Value throughout the Territory				
	2-26 Mechanisms for seeking advice and raising concerns	Integrity and Corporate Ethics				
	2-27 Compliance with laws and regulations	No non-compliance with laws or regulations was found during the three year period 2021-2023				
	2-28 Membership associations	Creating Value throughout the Territory - Impact on Local Communities; Support for the Domestic Poultry and Food Supply Chain				
	2-29 Approach to stakeholder engagement	Stakeholder Network				
	2-30 Collective bargaining agreements	100% of employees are covered by collective bargaining agreements				
Material Topics						
GRI 3 – Material Topics	3-1 Process of determining material topics	The Amadori Group's materiality analysis; Methodological note	A grey cell indicates that the reasons for the omission are not permitted for disclosure or that a GRI Sector Standard reference number is not available.			
	3-2 List of material topics	The Amadori Group's materiality analysis; Methodological note				
Economic Performance						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori Group's materiality analysis; Methodological note				13.22.1

GRI Standard	Disclosure	Reference	Omissions			GRI Sector Standard Ref. No.
			Requirements Omitted	Reason	Explanation	
GRI 201: Economic Performance 2016	201-1 Economic value directly generated and distributed	Creating Value throughout the Territory; Appendix - Economic Indicators				13.22.2
Procurement practices						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori Group's materiality analysis; Methodological note				
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	Creating Value throughout the Territory; Appendix - Economic Indicators				
Materials						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori Group's materiality analysis; Methodological note				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Management of environmental aspects - Purchase of raw materials; Appendix - Environmental Indicators				
Energy						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori Group's materiality analysis; Methodological note				
GRI 302 – Energy 2016	302-1 Energy consumption within the organisation	Fighting Climate Change: Clean Energy and Efficiency - Efficiency and renewable energy: the Group's path to energy sustainability; Appendix - Environmental indicators				
	302-3 Energy intensity	Fighting Climate Change: Clean Energy and Efficiency - Efficiency and renewable energy: the Group's path to energy sustainability; Appendix - Environmental indicators				
Water and effluents						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori Group's materiality analysis; Methodological note				13.7.1
GRI 303 – Water and effluents 2018	303-1 Interactions with water as a shared resource	Management of environmental aspects - Management of water resources				13.7.2
	303-2 Management of water discharge-related impacts	Management of environmental aspects - Management of water resources				13.7.3

GRI Standard	Disclosure	Reference	Omissions			GRI Sector Standard Ref. No.
			Requirements Omitted	Reason	Explanation	
	303-3 Water withdrawal	Management of environmental aspects - Management of water resources; Appendix - Environmental Indicators				13.7.4
	303-4 Water discharge	Management of environmental aspects - Management of water resources; Appendix - Environmental Indicators				13.7.5
	303-5 Water consumption	Management of environmental aspects - Management of water resources; Appendix - Environmental Indicators				13.7.6
Biodiversity						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori Group's materiality analysis; Methodological note				13.3.1
GRI 304 – Biodiversity 2016	304-1 Operational sites owned, leased or managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Management of Environmental Aspects; Appendix - Environmental Indicators				13.3.2
Emissions						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori Group's materiality analysis; Methodological note				13.1.1
	305-1 Direct (Scope 1) GHG emissions	Fighting climate change: clean energy and efficiency - The Group's climate emissions; Appendix - Environmental Indicators				13.1.2
	305-2 Energy indirect (Scope 2) GHG emissions	Fighting climate change: clean energy and efficiency - The Group's climate emissions; Appendix - Environmental Indicators				13.1.3
GRI 305 – Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	Fighting climate change: clean energy and efficiency -The Group's climate emissions ; Appendix - Environmental Indicators				13.1.4
	305-4 GHG emissions intensity	Fighting climate change: clean energy and efficiency - The Group's climate emissions; Appendix - Environmental Indicators				13.1.5

GRI Standard	Disclosure	Reference	Omissions			GRI Sector Standard Ref. No.
			Requirements Omitted	Reason	Explanation	
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOX) and other significant air emissions	Management of environmental aspects - The Amadori Group's emissions; Appendix - Environmental Indicators				13.1.8
Waste						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori Group's materiality analysis; Methodological note				13.8.1
	306-1 Waste generation and significant waste-related impacts	Management of environmental aspects - Waste management and recovery; Appendix - Environmental Indicators				13.8.2
	306-2 Management of significant waste-related impacts	Management of environmental aspects - Waste management and recovery; Appendix - Environmental Indicators				13.8.3
GRI 306 – Waste 2020	306-3 Waste generated	Management of environmental aspects - Waste management and recovery; Appendix - Environmental Indicators				13.8.4
	306-4 Waste diverted from disposal	Management of environmental aspects - Waste management and recovery; Appendix - Environmental Indicators				13.8.5
	306-5 Waste directed to disposal	Management of environmental aspects - Waste management and recovery; Appendix - Environmental Indicators				13.8.6
Employment						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori Group's materiality analysis; Methodological note				13.20.1
GRI 401 – Employment 2016	401-1 New employee hires and employee turnover	Attention to Employees; Appendix - Social Indicators				
Occupational Health and Safety						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori Group's materiality analysis; Methodological note				13.19.1
GRI 403 – Occupational health and safety 2018	403-1 Occupational health and safety management system	Health and Safety throughout the Supply Chain				13.19.2
GRI 403 – Occupational health and safety 2018	403-2 Hazard identification, risk assessment and incident investigation	Health and Safety throughout the Supply Chain				13.19.3
GRI 403 – Occupational health and safety 2018	403-3 Occupational health services	Health and Safety throughout the Supply Chain				13.19.4

GRI Standard	Disclosure	Reference	Omissions			GRI Sector Standard Ref. No.
			Requirements Omitted	Reason	Explanation	
GRI 403 – Occupational health and safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety throughout the Supply Chain				13.19.5
	403-5 Worker training on occupational health and safety	Health and Safety throughout the Supply Chain				13.19.6
	403-6 Promotion of worker health	Health and Safety throughout the Supply Chain				13.19.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety throughout the Supply Chain				13.19.8
	403- 8 Workers covered by an occupational health and safety management system	Health and Safety throughout the Supply Chain				13.19.9
	403-9 Work-related injuries	Health and Safety throughout the Supply Chain; Appendix – Social Indicators				13.19.10
	403-10 Work-related ill health	Health and Safety throughout the Supply Chain; Appendix – Social Indicators				13.19.11
Diversity and equal opportunities						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori Group's materiality analysis; Methodological note				
GRI 405: Diversity and equal opportunities	405-1 Diversity in governance bodies and among employees	Appendix – Social Indicators				12.19.6
Training and education						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori Group's materiality analysis; Methodological note				
GRI 404 – Training and education 2016	404-1 Average hours of training per year per employee	Training and Professional Development; Appendix – Social Indicators				
Impact on Local Communities						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori Group's materiality analysis; Methodological note				13.12.1
GRI 413 – Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes					13.12.2

GRI Standard	Disclosure	Reference	Omissions			GRI Sector Standard Ref. No.
			Requirements Omitted	Reason	Explanation	
Food waste						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Group's materiality analysis; Methodological note				13.9.1
Noise and odour emissions						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Group's materiality analysis; Methodological note				

Applicable GRI Sector Standards topics determined as non-material

Topic	Explanation
GRI 13: Agriculture, aquaculture and fisheries sectors	
13.4 – Natural ecosystem conversion	The topic is not material since Amadori operates in geographical areas where ecosystem conversion is not a relevant issue. Furthermore, the operations do not involve environmentally sensitive regions.
13.5 – Soil health	The topic is not material as Amadori has assessed the risks associated with soil health and implemented mitigation measures.
13.14 – Rights of indigenous peoples	The topic is not material since Amadori does not operate in countries inhabited by indigenous peoples.
13.15 – Non-discrimination and equal opportunity	The topic is not material since Amadori implements strict management guidelines to prevent, control, and mitigate the impacts of discriminatory events that could affect its employees.
13.16 – Forced or compulsory labour	The topic is not material because Amadori operates exclusively in countries where forced labour is prohibited and considered a gross violation of human rights. Italy, in particular, abides by international human rights principles and adheres to treaties and conventions that unequivocally prohibit forced labour in all its forms.
13.17 – Child labour	The topic is not material since Amadori only conducts its activities in countries where child employment is duly regulated by laws and regulations that aim to protect the rights and welfare of young people. Specifically, the law in Italy generally prohibits the employment of minors under the age of 15.
13.18 – Freedom of association and collective bargaining	The topic is not material because Amadori offers adequate working conditions and respects workers' rights.

13.21 - Living income and living wage	The topic is not material because Amadori respects local laws on minimum wages and working conditions, ensuring that employees receive remuneration that complies with legal requirements.
13.24 - Public policy	The topic is not material for Amadori, as it does not engage in lobbying activities.
13.25 - Anti-competitive behaviour	The topic is not considered relevant, as Amadori adopts strict management policies aimed at preventing, monitoring and reducing the effects of anti-competitive situations that could jeopardise the well-being of its human resources, corporate integrity and assets.
13.26 - Anti-corruption	The topic is not material as Amadori implements strict management directives in order to prevent, monitor and reduce the effects arising from the occurrence of corrupt situations that could jeopardise the well-being of its employees, corporate integrity and assets.

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