Amadori

Sustainability Report 2022

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Letter to Stakeholders

Chairman

Presenting our third Sustainability Report is a source of great pride for the Group, but is also an opportunity for deep reflection for everyone. In reporting what our company has been able to achieve in each sustainability area, directly and for all stakeholders, a glimpse between the lines reveals all the complexities encountered in recent years, ranging from the pandemic to the Russian-Ukrainian conflict, while also witnessing the consequences of visible climate change.

We cannot deny that the future is increasingly unpredictable.

In the previous edition, when describing 2021, we referred to a year marked by hope and recovery. Likewise, 2022 proved to be another complex year full of difficult moments, which our company was however able to manage in an exemplary manner, testing its resilience every day. Despite constant challenges and rising raw material costs, we never let our guard down. The results shown in the Consolidated Financial Statements, with turnover increasing to 1,736 million euros and EBITDA to 152 million euros, confirm our efficiency and readiness to handle difficulties, obviously also thanks to the excellent work of Management and the entire workforce, spread across all our locations.

In fact, this Report is also a way of expressing our gratitude to all our employees, suppliers and collaborators with whom we share our mission, our goals and the choices necessary to pursue our shared path with innovation on a daily basis, constantly mindful of all the spheres of sustainability, whether environmental or social, that characterise our context. It is crucial that we each continue to make our contribution every day, as the most complex challenges require ever increasing responsibility.

Our story embodies the essence of passion and tradition, but at the same time turns its gaze towards the future. We seek in these pages to contribute to an ever-broader sharing of innovations, strategies and quality products to truly make a difference and show that we can make a positive impact on the world, despite the difficult times.

Flavio Amadori
Chairman Amadori S.p.A.

Chief Executive Officer

In this difficult historical moment of widespread uncertainty, we believe it is essential to discuss the values on which our company is based, the cornerstones and pillars of our daily life. Amadori's desire is, and will continue to be, to have a positive impact not only on the territory in which we operate, but also along the entire supply chain, in both social and environmental terms. This is what sustainability means to us.

In the presentation of our first Report, we described 2020 as a challenging year in which Amadori had demonstrated all its strengths. The year 2021 also confirmed our ability to overcome difficulties. We were faced with new challenges in 2022, and our commitment to meet them has remained steadfast as we look to the future with conviction.

The company's business significantly grew over the year. Our investments along the entire production chain continued with determination and a clear focus on innovation, integration, sustainability and digitisation. These elements are the pillars of our development plan, enabling us to gain the recognition of our customers and consumers who choose us every day for our high-quality and wide-ranging offer.

The word sustainability is at the heart of our daily choices and is the engine that drives all our strategic decisions, in active cooperation with our partners.

These efforts testify to our ongoing commitment to an Italian and European agri-food industry capable of fully seizing the great opportunities offered by the ecological transition. As part of an excellent system, the Amadori Group is determined to play a significant role in this process, even in the face of rapidly changing scenarios, allowing us to be aligned with the aims of the Farm to Fork strategy at the heart of the European Green Deal. Aware of our qualities and the contribution of each employee, we are determined to achieve our goals.

We emphasise once again what has been stated in previous editions of the Report: to be successful, it is essential that all the actors in the supply chain, together with our stakeholders, accompany us on our journey towards achieving our corporate Purpose, Vision and Mission. Never before have we been ready to face unforeseen challenges and seize new opportunities, knowing that we can count on the trust of those who choose us every day.

Denis Amadori

Chief Executive Officer Amadori S.p.A.

Introduction

The Amadori Group's third Sustainability Report covers the 2022 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, 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. 138).

1. The Amadori Group

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

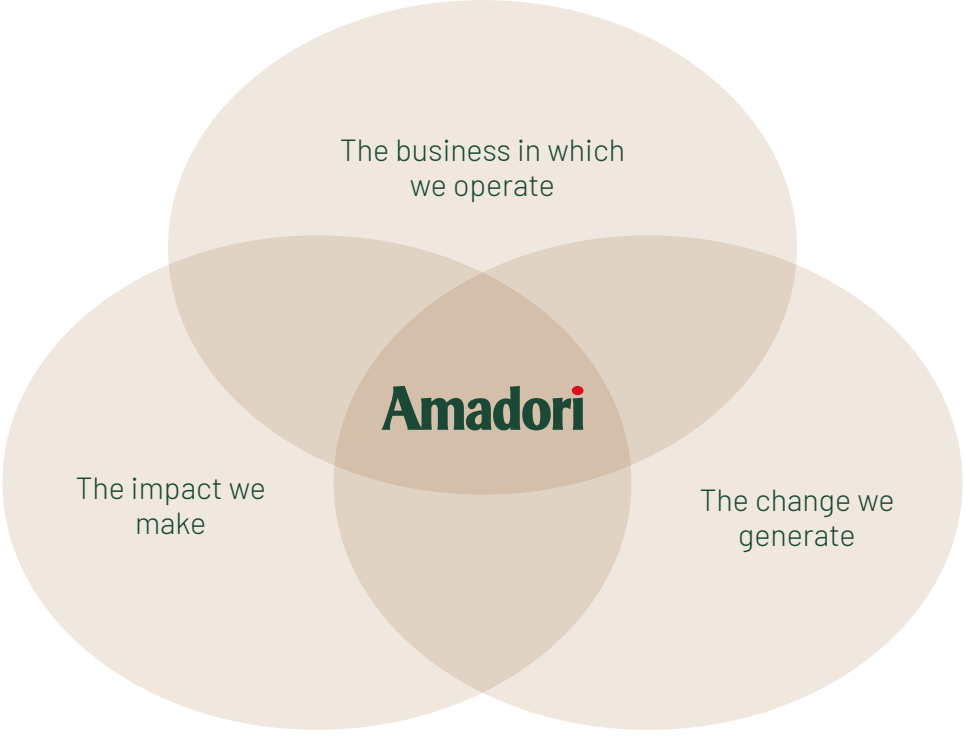
The Need to Renew and Evolve

Throughout 2022, with a path continuing into 2023 and still in progress at the time of publication of this Report, the need emerged to **renew the Amadori Purpose**, with a view to also presenting the **new Vision and Mission**.

This need arises from the rapid changes in a constantly evolving world that also requires companies to take on new responsibilities, to contribute to solving environmental protection problems and to ensure the future of the next generations.

Amadori's challenge is renewed and evolves: sustainability, animal welfare, accessibility to quality food and circularity of resources are primary objectives. In fact, the awareness that the resources available to our production systems are not endless requires us each to use them wisely and, if possible, regenerate them. In other words: we must inaugurate a new eco-socio-economic paradigm.

The Group also embarked on a methodical pathway in 2023 to incorporate sustainability issues into the company's strategic orientation, including them in the next Five-year Business Plan.



We went back to where everything started

If the chicken is good and healthy, the consumer will also be happy with the purchase made. And I'm talking about animal welfare across the board: from the water they drink to the quality of the feed, from veterinary visits to the hygiene used in production [...].
If the maize or grain fed to the chicks is not good, the chicken will not grow well and we will not have quality products.

Francesco 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.

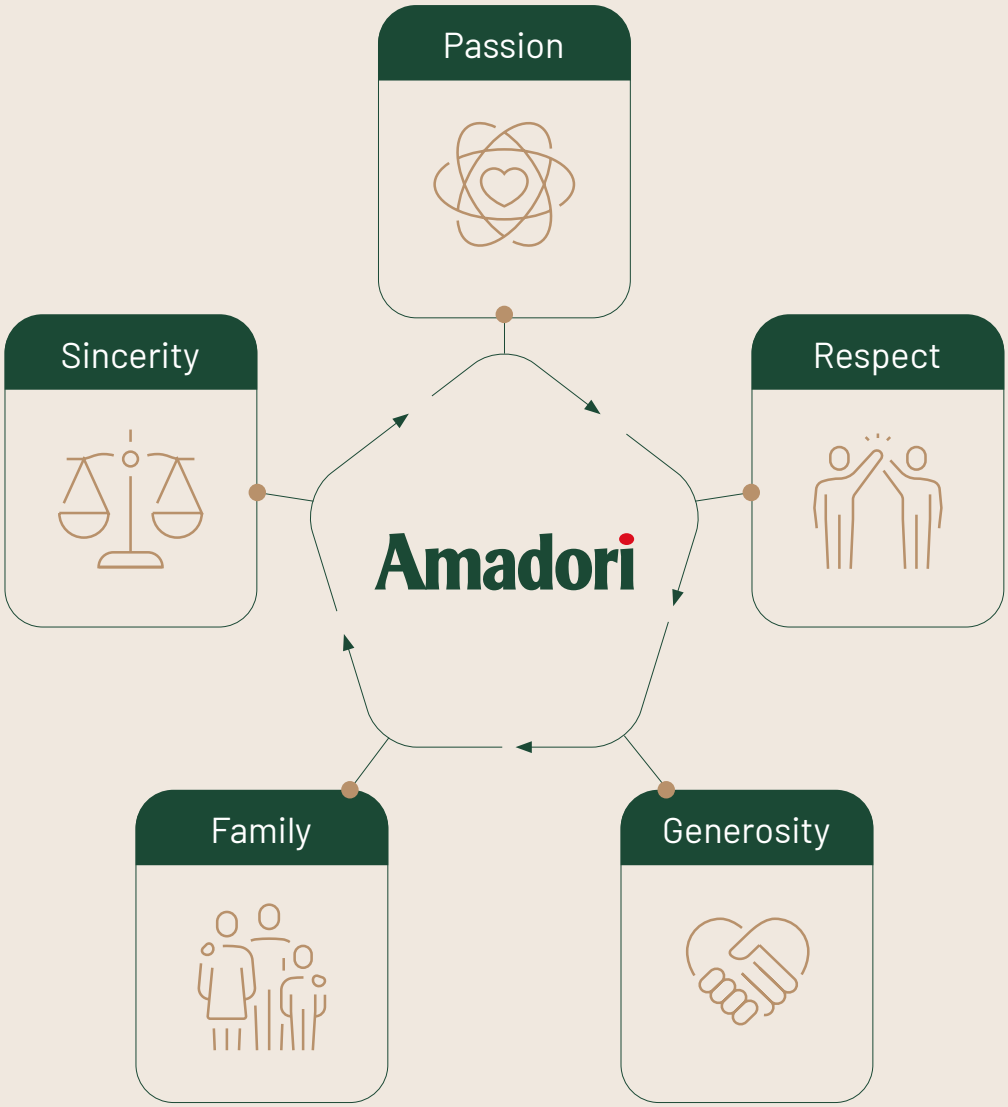
Our Main Values

Positioned among the top five most valuable food brands in Italy in the Food & Drink sector [1] in 2022, 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 **t he consent of stakeholders.**

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



[1] Source: Brand Finance Food & Drink 2022 – Brand Strength Index


Amadori
Amadori

Amadori Group 2022 Figures

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

The Group is active in several sales channels, with different needs in terms of type of products, services and logistics.

Among the top five most valuable brands in Italy in 2022[2]

Turnover
1,736
million euros

Economic value distributed
1,719
million euros

Shareholders' equity
358
million euros

EBITDA
152
million euros

Investments
97
million euros
during the financial year

[2] Sources: Brand Strength Index - www.brandfinance.com

Sales channels	
Large-scale retail distribution	Traditional retail distribution
Ho.Re.Ca. (Hotels, Restaurants, Catering)	Wholesale
Export	E-commerce

Market share in the poultry sector	30%
Main business areas	chicken - turkey eggs - pork plant-based proteins
Product codes	2,000

Employees

8,978

company workforce
in the consolidated perimeter
as at 31.12.2022

of which

50%

Women

7.3

Average training hours

Integrated Supply Chain Management

Amadori stands out in the market for the integrated management of its Italian supply chain with a widespread presence throughout the country, with plants and logistics centres throughout the peninsula that guarantee deep, targeted distribution throughout Italy.

18
Plants and production sites

over **830**
Farms directly managed and under agreements

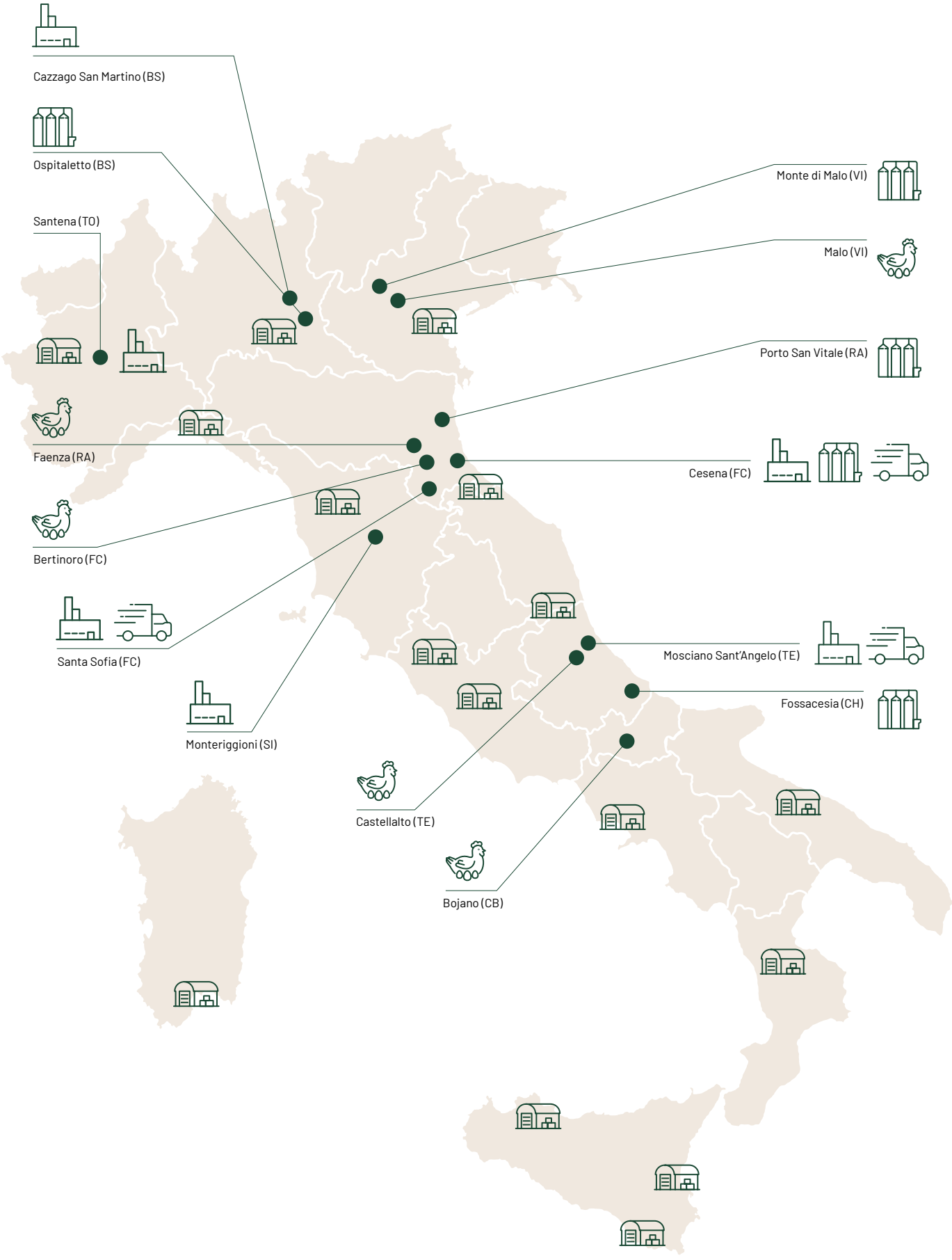
6
food processing plants

5
hatcheries

16
distribution centres among branches and agencies

4
feed mills
+ 1 outsourced

3
main logistics platforms


Cazzago San Martino (BS)
Ospitaletto (BS)
Santena (TO)
Monte di Malo (VI)
Malo (VI)
Porto San Vitale (RA)
Faenza (RA)
Cesena (FC)
Bertinoro (FC)
Santa Sofia (FC)
Mosciano Sant'Angelo (TE)
Fossacesia (CH)
Monteriggioni (SI)
Castellalto (TE)
Bojano (CB)

Our History

Amadori has followed a steady path of growth throughout its history, which began in Romagna around the 1930s. At that time, 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 and constant innovation that would lead Amadori to transform itself over the decades 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 development and innovation, the company continues to be driven by a deep-rooted and identifiable passion, rooted in its founders' homeland of Romagna.

1930s

The Amadori family began marketing poultry and farmyard animals.

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.

1969

Official establishment of the company.

1970s

Distribution became national.

1979

First breeding in Abruzzo.

1980s

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

1981

First production plant in Abruzzo.

1990s

Specialisation and development continued thanks to the acquisition 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 is 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 food industry. As a poultry specialist, it focused on extending its offer to the whole range of proteins: white, pink and green.

2021

First Sustainability Report.

2022

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

2023

New logo presentation.

Governance

Pursuant to the Articles of Association and in compliance with Article 2380 of the Italian Civil Code, Amadori 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 represents one of the company's main stakeholders and aims 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, with no shareholdings in companies belonging to the Group. The current Board of Directors is 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 is the Honorary Chairman and 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 expiring with 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.

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 BoD 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 be external to the Board, specifying his/her functions 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. In any case, the proxy must clearly specify its content and limits.

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

It should be noted 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 and 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 external 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;
- Addressing 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 instead responsible for deciding on the following matters:
- Amendments to the company's Articles of Association;
- Appointing, replacing and defining the powers of liquidators;
- Approving the issuance of convertible bonds;
- Approving the issuance of financial instruments;
- Examining any other matter expressly provided for by law as falling within its competence.

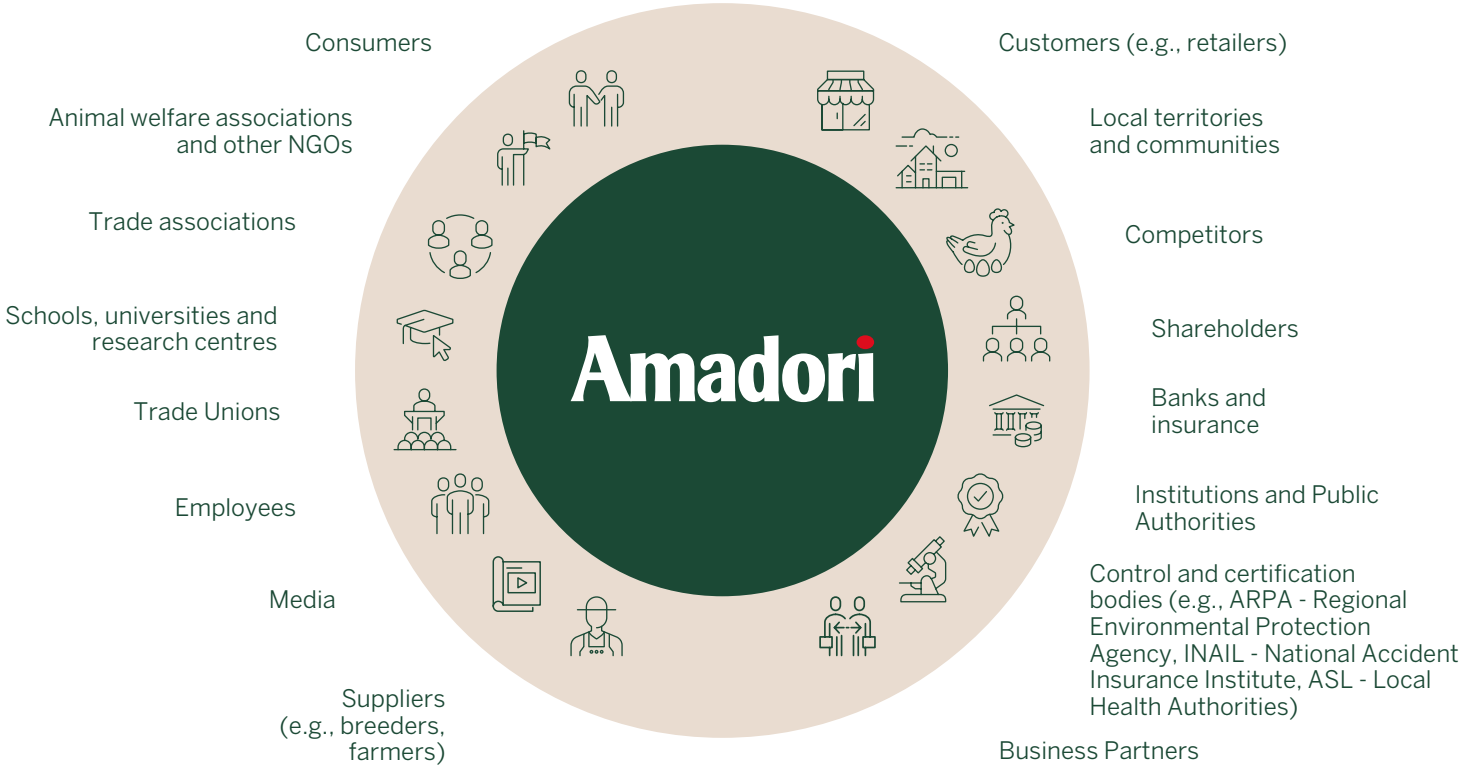
In addition, Amadori S.p.A. has a management and coordination role over the joint-stock companies within its consolidation perimeter, having the power to pass resolutions on extraordinary transactions concerning Group companies.

Stakeholder Network

After an in-depth analysis of the Group's activities, in corporate and related areas, and the detailed mapping of its structure and integrated supply chain, Amadori's main stakeholders were identified.

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

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



Amadori promotes numerous initiatives and different ways of interacting with its stakeholders, aiming to establish solid relationships of trust and maintain continuous 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
Customers	Corporate events, institutional public events, company visits and private meetings
Institutions in the territories and local 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 meetings
Schools, universities and research centres	Institutional meetings, company visits, sponsorships
Trade associations	Public events, internal meetings
Animal welfare associations and other NGOs	Trade association, private meetings

Our 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 acquisition 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 and marketing of the finished product.

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 animals.

Breeding

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

Hatcheries

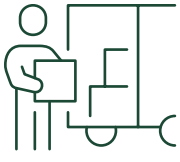
These are dedicated structures where the development of the fertilised eggs takes place, and the parameters of humidity, temperature and ventilation are kept under constant control according to strict health and hygiene standards.

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, have certified management systems and are equipped with cutting-edge technologies to produce a wide range of products.



Distribution

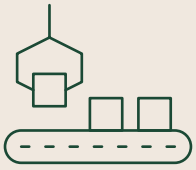
Thanks to technologically advanced logistics platforms, most deliveries take place within 24 hours of receiving the customer's order, thus protecting the freshness of our products.

Amadori is also involved in the management of a pork supply chain, in addition to dealing with eggs and egg products.

In particular, the Group's activities can be divided into the following areas of operation:

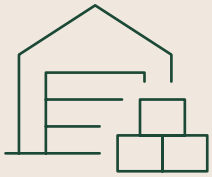
Agricultural/livestock sector

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



Industrial and commercial sector

Food processing, marketing and distribution of finished products, both meat- and plant-based.



Corporate and business services

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

Certified Reliability

Our quality management system has been certified according to the international **ISO 9001** standard since 1999.

Over the years, depending on the particular requirements of each production site and the different companies in the Amadori system, we have **obtained other certifications** as further confirmation of our reliability.

The main ones include:

UNI EN ISO 22005
Related to traceability in the agri-food supply chains.

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.

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, concerning: Free-range farms, Vegetable feed (with the addition/supplementation of vitamins and minerals), Feed without flours and fats of animal origin, GMO-free feed, Greater breeding space (compared to legal limits), Use of sunlight, Environmental enrichment, Breeding without the use of antibiotics, Slow-growing genotype (the requirements are applied in whole or in part based on the production chain).

Certification for gluten-free products

Halal certification
thanks to which we offer meat products slaughtered according to the Islamic rite.

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

UNI EN ISO 14001:2015
For the environmental management system.

UNI EN ISO 50001:2018
For the energy management system.

ISO 45001:2018
For the occupational health and safety management system.

UNI CEI EN ISO/IEC 17025
Accreditation of laboratories by Accredia.

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

DTP CSQA 030
DTP CSQA 035
DTP CSQA 042
DTP CSQA 049
DTP CSQA 116
DTP CSQA 134
DTP CSQA 126
Controlled poultry supply chain certifications.

UNI/PdR 43.2:2018
Certification of the Personal Data Protection System.

Quality: Key Figures and Data

Resources for Quality Assurance

55
employees
covering the supply chain, 25 of which in test laboratories

5.5
million euros
dedicated to the Quality Assurance system in 2022

Breeding technicians, supporting breeders

51
people
covering the livestock area

Constant monitoring
to support the application of Good Breeding Practices

Company and public veterinarians

10
internal
veterinarians covering the livestock area

ASL (Local Health Authority) 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
554 thousand
microbiological, serological, chemical, molecular biological and diagnostic tests carried out by 7 in-house laboratories in a single year

over
109 thousand tests
on finished products carried out by 7 in-house laboratories in a single year

Complaint management

An increasingly broad and effective system
for collecting reports from our customers

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

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.

The Amadori offer currently features around 2,000 products, including both traditional (first and second processes) and more innovative ones (raw specialities, roasts, breaded products) based on fresh and frozen chicken, turkey and pork, as well as eggs and egg products, other meat-based preparations with vegetables and the new vegetable protein products, the latest addition launched in 2022.

Entry in the vegetable protein segment

The strategic entry into the vegetable protein segment with "Ama Vivi e Gusta, the goodness of plants with the taste you've always loved" represents the most radical product innovation for Amadori in 2022. A "veggy" taste experience made with pea protein recipes, without added soya (more sustainable), and consisting of three best-selling products ready in minutes: Veggy Nuggets, Veggy Cutlets and Veggy Burgers.

High-quality poultry supply chains

The product range includes unique specialities from Amadori's high-quality supply chains: Il Campese, certified slow-growing, free-range, antibiotic-free and plant-fed chicken; Qualità 10+ chicken and turkey from animals raised without the use of antibiotics and with vegetable feed; BIO chicken, organically bred and fed.

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 AMADORI RANGE
OF PLANT-BASED PRODUCTS

AMADORI HIGH-QUALITY SUPPLY CHAINS

BIO

POLLO ALLEVATO ALL'APERTO
SENZA USO DI ANTIBIOTICI
IL CAMPESE
Amadori

QUALITÀ 10+

Innovation in the Company

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

The Innovation Manifesto

- 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, involving, for example, 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 in 2022, a permanent multi-functional team of 12 people 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 has 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 best start-ups in the industry internationally, with the aim of providing innovative solutions to improve the core business of corporate partners and create new business opportunities for the future. They are also working on process innovation in relation to product quality and consumer safety.

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. As it had not been possible to conduct training and site visits in the livestock facilities (especially in farms) during this period, a "virtualisation" of the farm itself was carried out, thus transforming the experience into a virtual one. 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.


Amadori

Integrity and Corporate Ethics

The Amadori Group's governance system is 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 system [3]. 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.

[3] 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. and Rugger 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 Amadori Code of Ethics represents the charter of values and guiding principles on which the Group's activities 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.

Objectives of the Code of Ethics and Sanctions System

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.

Recipients of the Code of Ethics

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 [4].

Supplier relations

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 that have adopted their own Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001, 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.

Commitment of the Board of Directors

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.

[4] To date, the Group companies that have adopted the Code of Ethics are the same as those that have adopted the Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001.

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.

The management of the strategic guidelines and the proper functioning of the organisation's governance system are entrusted to the Board of Directors [5], which plays a central role within the corporate structure. In 2022, 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 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

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.

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.

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."

[5] 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 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.

In particular, Gesco s.c.a., Avi.Coop s.c.a. and All.Coop s.c.a., companies with more than 250 employees, set up an internal whistleblowing channel within the first deadline set by the regulation. The other companies affected by the regulation will implement an updated whistleblowing system within the second deadline set by the Whistleblowing Decree, 17 December 2023.

As far as the companies Gesco s.c.a., Avi.Coop s.c.a. and All.Coop s.c.a. are concerned, reports can be sent to dedicated e-mail addresses. These e-mail addresses are on external servers other than the company servers. Access to such e-mail addresses is permitted only to specifically authorised persons. The whistleblowers may also request a meeting in person with the whistleblowing manager.

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 office of directors, 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.

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

The geopolitical, economic and market context

The health crisis of 2020 and the conflict between Russia and Ukraine in 2022 has had disastrous effects on the health of citizens, the global economy and supply chain continuity. In addition, the need to ensure the accessibility of products at adequate prices for all citizens has emerged as a key issue.
In addition to the continuing tensions caused by the conflict on European soil, the poultry sector was still affected in the first months of 2022 by the effects of the avian influenza that began in the last quarter of 2021, resulting in problems with raw material availability and service levels, falling consumption and rising prices, with a gradual recovery over the course of the year in terms of supply and trade flows.

Another strong complexity was the inflationary trend in consumer prices in all sectors, which was certainly a very critical element for consumers.

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 Deal[6], the "From Farm to Fork" strategy addresses the challenges of the transition to sustainable food systems. It recognises the interconnection 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 the early 2020s. This strategy also plays a central role in the European Commission's agenda to achieve the UN Sustainable Development Goals (SDGs).

[6] 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

Ensuring healthy, affordable and sustainable food for Europeans

Tackling climate change

Protecting the environment and preserving biodiversity

Recognising the proper economic return along the food chain

Promoting the growth of organic farming

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

An opportunity for sector and company

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 approach will foster the development of a business model that is fully consistent with Amadori's new Purpose-Vision-Mission and operates by paying constant attention to business development and to the impact generated by its activities, while respecting the environment, people and animals. The business model will also play an active role in the change generated towards the outside world and its stakeholder network, and will continue to guarantee high-quality, safe products.

The Group's Sustainability Path

The Amadori Group's 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.

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 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.

Amadori began compiling CDP[7] - 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 particular, at the end of 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.

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[8].

This new 2022 Report drafted in accordance with the new requirements of the GRI Standards 2021 provides a detailed narrative, both quantitative and qualitative, on the key elements that characterise the environmental, social and economic spheres of the Amadori universe. The aim is to fully and transparently communicate this information to all stakeholders who deal with the Group in the course of their daily lives.

[7] The CDP (formerly the Carbon Disclosure Project) is a non-profit association that manages the global disclosure system regarding the environmental impacts of investors, companies, cities, states and regions.

[8] Please refer to the "Methodological Note" section for a more in-depth discussion of the Standard and its reporting methods.


Amadori

The Group's Materiality Analysis

Analysis methodology

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.

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.

Mapping the value chain and defining impacts

To identify the impacts, a comprehensive mapping of all stages of the Group's value chain was carried out, distinguishing between activities performed directly and those performed by upstream or downstream suppliers or partners. Mapping the value chain made it possible to identify the relevant impacts generated by the Group's direct or indirect activities.

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 support tool. 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).

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 table shows the material topics that reflect the negative impacts identified and define the reporting topics of this Report, summarising the main environmental, social and economic externalities of the Group and its value chain.

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.	**GRI 201 – Economic performance** **GRI 305 – Emissions** **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.
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.	**GRI 304 – Biodiversity** **GRI Sector Specific:** The impact includes the topic Biodiversity required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.
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.	**GRI Sector Specific:** The impact includes the topic Animal Health and Welfare required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.
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.	**GRI 306 – Waste** **GRI Sector Specific:** The impact includes the topic Waste required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.

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.	**GRI 301 – Materials** **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.
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.	**GRI 303 – Water and Effluents** **GRI Sector Specific:** The impact includes the topic Water and Effluents required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.
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.	**GRI Sector Specific:** The impact includes the topic Food Security required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.
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.	**GRI 403 – Occupational Health and Safety** **GRI Sector Specific:** The impact includes the topic Occupational Health and Safety required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.
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.	**GRI 413 – Local Communities** **GRI Sector Specific:** The impact includes the topic Local Communities required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.
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).	**GRI 416 – Customer Health and Safety** **GRI Sector Specific:** The impact includes the topic Pesticide use, Food Safety required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.

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.	**GRI 401 – Employment** **GRI Sector Specific:** The impact includes the topic Employment Practices required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.
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.	**GRI 404 – Training and Education**
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.	**GRI 201 – Economic Performance** **GRI 203 – Indirect Economic Impacts** **GRI Sector Specific:** The impact includes the topic Economic Inclusion required by the GRI Sector Standard Agriculture, aquaculture and fishing sectors.

Material and non-material impacts

As explained above, the materiality analysis distinguishes non-material impacts from material impacts and their associated topics, which are addressed in the Report. In addition to the specific GRI disclosures and Sector Standards mentioned in the tables above, **GRI 308** - Supplier Environmental Assessment and **GRI 414** - Supplier Social Assessment have also been reported in this document. They are transversal throughout the supply chain and are assessed as fundamental tools for the Group to sustainably develop its business throughout the supply chain.

Similarly, some issues that were relevant but not assessed as material were included in the report, such as: Organisational well-being and corporate welfare, Corruption, Anti-competitive behaviour[9].

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

The Group's International and EU Objectives

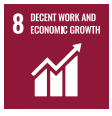
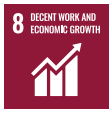
Commitment to sustainable development

The Amadori Group combines its commitment to impacts relevant for the company and its stakeholders with support for the SDGs[10] 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.

Amadori's objectives

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. 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.

2. A Quality Offer

Customer attention, care and respect of animals and continuous innovation

Food Quality and Safety

Resources for Quality Assurance

55
employees
covering the supply chain, 25 of which in test laboratories

5.5
million euros
dedicated to the Quality Assurance system in 2022

Breeding technicians, supporting breeders

51
people
covering the livestock area

Constant monitoring
to support the application of Good Breeding Practices

Company and public veterinarians

10
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

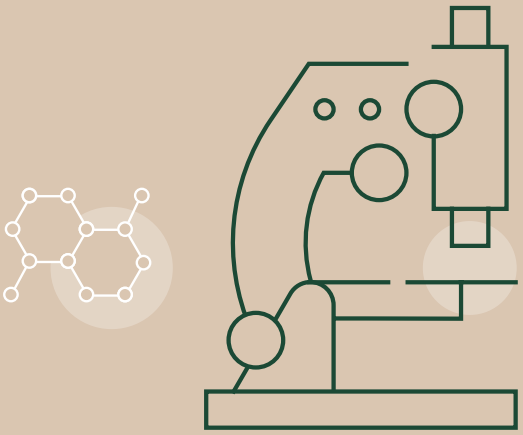
over
554,000
microbiological, serological, chemical, molecular biological and diagnostic tests carried out by 7 in-house laboratories in a single year

over
109,000 tests
on finished products carried out by 7 in-house laboratories in a single year

Complaint management

An increasingly broad and effective system
for collecting 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 years 2021-2022

Complete exclusion of antibiotics in breeding

Higher animal welfare standards than in conventional chicken farming

Reduction* 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

* Comparative figure 2022 vs. 2011

Continuous Focus on Product and System Quality

The Amadori Group is committed to producing and supplying products of excellent quality and safety every day, paying utmost attention to sustainability through the constant innovation of its processes. This commitment aims to 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.

Quality and food safety certifications

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. 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:

UNI EN ISO 22005:2008
Traceability management system in agri-food chains

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

Certification for gluten-free products

DTP CSQA 030
NO GMO animal feed guarantee system

DTP CSQA 035
Production process hygiene management system through the supply chain

DTP CSQA 049
System guaranteeing animal feeding with vegetable characteristics (no animal meal or fat on meat)

DTP CSQA 126
Sanitary management system of the production process through the supply chain

UNI EN ISO 17025:2005
General requirements for the competence of testing and calibration laboratories. Accreditation of laboratories by ACCREDIA

BRC (British Retail Consortium) Global Standard for Food Safety
Product and process hygiene management standard recognised by UK retailers

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 older than 72 hours

DTP CSQA 134
Pork supply chain management system - live pigs at fattening stage (sites 3)

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 standard for Halal conformity certification of food products

House of Islamic Culture
Compliance with the specifications of Islamic jurisprudence and Halal compliance

A Safe and Controlled Supply Chain

Team safeguarding quality and food safety

The Food Quality & Safety Department plays a major role in controlling the supply chain in order to guarantee that consumers enjoy an excellent quality product. This Department uses internal control plans based on a certified traceability system.

Every year, an average of around 5.5 million euros is earmarked for supply chain management and control activities, with a team of 55 experts working to ensure high standards along all production stages and in the in-house testing laboratories.

Procurement of raw materials

Special attention is paid to the selection and sourcing of raw materials. Decisions made by Amadori regarding the selection of raw materials and products, such as the purchase of non-GMO products, have led to the creation of a more robust control system throughout the supply chain. This strict control also involves all suppliers, who are asked for specific guarantees on the characteristics of their products. This type of process has made it possible to identify the best available technologies for the selection and introduction of raw materials into the supply chain feed mills, guaranteeing that incoming raw materials comply with the ideal characteristics to ensure the production of high-quality feed.

Laboratory tests

Over the past four years, with the aim of conducting increasingly precise and targeted tests, all of the Group's accredited laboratories have successfully adopted an innovative molecular biology technique known as Real Time PCR. This analytical methodology is characterised by its high sensitivity, specificity and accuracy. More than 554,000 tests were carried out in 2022: these included Real Time PCR, microbiological, serological and chemical tests. In addition, the finished product undergoes strict quality and safety checks to confirm that quality is maintained throughout all production stages, right up to delivery to the customer. More than 109,000 tests were carried out on finished products in 2022, 12% more than in the previous year.

Third-party audits and customer feedback

The Group underwent frequent audits conducted by institutional auditors, certification bodies and customers throughout 2022. With regard to the audits carried out by customers in 2022, the Group promptly dealt with all comments raised, and no specific food safety issues emerged in relation to raw materials. Amadori cultivates relationships with its customers based on transparency and proactivity, adopting a highly efficient complaints and feedback management system and using any input as a stimulus in the continuous improvement of its product quality. Specifically, an increasingly extensive and efficient system for collecting customer reports has been implemented, with accurate feedback requested on a weekly basis. This allows Amadori to promptly and effectively respond to all product quality complaints.

No significant consumer health issues were reported in connection with the company's products in 2022. 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.

Feed mills	Breeding	Hatcheries	Farms	Food processing	Distribution
Nutrition experts	Company and public veterinarians	Company and public veterinarians	Company and public veterinarians	Public veterinarians	Quality Assurance resources
Quality Assurance resources	Breeding technicians supporting breeders	Quality Assurance resources	Breeding technicians supporting breeders	Quality Assurance resources	Complaint management
Analysts and controls	Quality Assurance resources	Analysts and controls	Quality Assurance resources	Analysts and controls	
	Analysts and controls		Analysts and controls		

Feed mills

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. These diets are designed to best develop the genetic potential of different species while simultaneously reducing food waste. 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 in-house formulation department focuses on developing combinations of different raw materials in appropriate proportions. 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. This process makes the most of the equipment and technology available in the feed mills, in compliance with current regulations.

Research and development of animal diets

Committed to reducing environmental impact and atmospheric emissions, Amadori is actively working to reduce 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 from South America, thus seeking to reduce dependence on this source and promote greater sustainability.

Reducing environmental impact

The selection of raw materials is the result of an accurate analytical 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.

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

Adaptations and extraordinary surveillance:
the self-control plan is highly flexible and can be adapted to particular situations or to any doubts and uncertainties that may arise during the production process. In these circumstances, extraordinary surveillance plans can be implemented to monitor specific aspects or effects that could affect the quality of the final product.

The Group collaborates with a number of external feed mills, including the Ospitaletto (BS) site, with which it maintains a long-standing and active partnership. Also in this case, the raw materials used for feed production are subject to strict controls throughout the entire handling process, both during loading and unloading, and at the feed mills in the chain: these tests are conducted by accredited laboratories both inside and outside the Group.

Breeding and Hatcheries

Strict compliance with hygiene and animal welfare regulations is guaranteed in the breeding areas and hatcheries of the supply chain through constant supervision by highly specialised technical staff. To ensure high bio-safety from the beginning of the production cycle, the chicken and turkey breeding farms are located in protected areas isolated from possible sources of external contamination. Similarly, the Group also pays special attention to the egg pre-hatching phase, precisely ensuring optimal conditions of humidity, temperature, hygiene and ventilation.

Farms

A team of 10 company veterinarians and 51 breeding technicians work closely with the breeders in the supply chain. These professionals collaborate in a mutually supportive way during the growing phases, ensuring constant control of the quality requirements of the animals' breeding and growing conditions.

Collaboration with poultry farmers

Approximately 30% of the facilities in the chain are directly managed farms, while the remaining 70% are organised into "agistment" farms[11]. The breeding methods of all poultry farmers are constantly controlled, in accordance with quality standards, providing the agistment farms with chicks and different types of feed suited to the type and age of the animals.
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, and in the case of 'Il Campese' and BIO chicken, the animals also have the opportunity to live outdoors.

Food Processing

Each food processing plant is officially recognised and authorised by the Ministry of Health. These plants operate through well-structured processes, in which the Food Quality & Safety Department undertakes to ensure the implementation of strict analytical and internal control plans.

Production lines and Lean Manufacturing methodology

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 breaded, raw processed, frankfurters and roasts). The growing demand for innovative products has stimulated the search for new solutions to increase production in each plant and optimise the synergy between the different facilities, with a particular focus on the plants in Cesena, Santa Sofia and Mosciano S. Angelo. To pursue these objectives, in recent years Amadori has invested in the efficiency of its production phases, adopting the Lean Manufacturing methodology[12]. This process was successfully completed in 2019, involving all Group plants.

[11] 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.

[12] For a more in-depth look at Lean Manufacturing, see the section on "Training and Professional Development" in Chapter 5.

Distribution

The cold chain

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 by implementing temperature monitoring and recording activities along the entire route, from logistics platforms and transport, through to the point of sale. This initiative aims to ensure high product standards and strict compliance with relevant European and Italian regulations.

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 the two-year period 2021-2022, approximately 95% of orders were delivered within 24 hours after the customer placed the order.


AG trasporti
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Amadori
IN VIAGGIO
SULLA VIA
PER UN FUTURO
EMISSIONI
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Care and Respect for Animals

The "five freedoms"

The concept "Five freedoms of animal welfare" was developed to define the fundamental rights of domestic and farm animals to ensure that they live a life of dignity, free from suffering. These freedoms were 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 are the five freedoms:

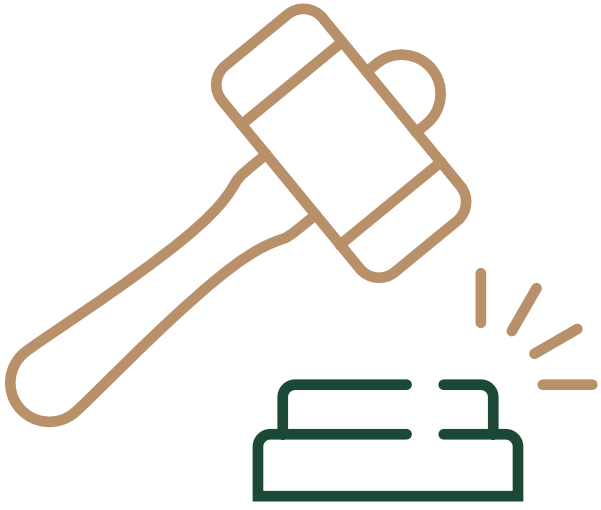
- freedom from hunger, thirst and poor nutrition;
- freedom from inappropriate physical environments;
- freedom from pain, injury and disease;
- freedom to express species-specific behaviour;
- freedom from fear and discomfort.

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 a fundamental pillar to ensure 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.

Reference legislation

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. Confirming this commitment, no significant non-compliances with animal welfare regulations were found during 2022.



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

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 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. To this end, specific training days are organised for each sector (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.

Remote-learning training days were organised in 2022 on broiler chicken welfare legislation (Italian Legislative Decree 181/2010). During the past year, 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.

Certificate of competence for food processing staff

Training for technicians and veterinarians was also ensured in 2022 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. Amadori staff involved in slaughtering regularly participate in specific training courses on animal welfare. These courses are organised in close cooperation with the Local Health Authorities (ASL) and enable participants to obtain the "certificate of competence" required to carry out processing activities, in accordance with EU Regulation 1099/2009.

ClassyFarm system

A well-established innovation in the livestock sector is the ClassyFarm system, a significant advance in ensuring optimal animal welfare in livestock operations. 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 operational since 30 March 2018 for the Italian pig supply chain and has been undergoing expansion for the poultry supply chain since 2020, allowing all farms to be coded and assessed according to nationally predefined criteria. These criteria cover important issues such as animal welfare, biosecurity and the responsible use of medicines. Through this system, 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. Regarding the use of antimicrobials, Amadori has been committed to reducing their use in a responsible manner for years now. All the antibiotics used are registered in the national ClassyFarm system. Amadori 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.

Reducing antibiotics and improving standards in breeding

The Group intensified its efforts to continue reducing the use of antibiotics and to further improve breeding standards in 2022. In particular, Amadori has completely eliminated the use of cages on its farms in the poultry chain for weaning chicks and producing eggs for consumption. Alternatively, ground-breeding systems have been implemented. With regard to the pig sector, a progressive restructuring process of the pig breeding farms has been initiated. The animals are reared here in multiple stalls during the gestation phase and set free in special farrowing crates that meet high animal welfare standards. Therefore, all breeding pig sites are being converted into ad hoc facilities, with a doubling of the space available for the animals.

Transport phase

The commitment to high animal welfare standards does not stop at the breeding stage, but also extends to those of 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 constant work to reduce 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 adopted to facilitate loading and unloading, ensuring 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.

Chicken reared 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 chain was also added in 2022, which can also boast the requirement of being reared without the use of antibiotics, in addition to the requirements already set forth in organic farming regulations.

The company continued in its mission of enhancing the value of these supply chains in 2022, with significant growth in value on Il Campese, Qualità 10+ and BIO, which consolidated its position in the market thanks to constant consumer appreciation.

Vegetable protein segment

The Group brought important new products to the market during the year, expanding its offering with innovative products and adapting to new consumer needs. The main novelty was the strategic entry into the vegetable protein segment. "Ama Vivi e Gusta", the goodness of plants with the taste you've always loved: a Veggy experience made with pea protein recipes and no added soya, which includes three products: Veggy Nuggets, Veggy Burgers and Veggy Cutlets.

The company also established its leadership in breaded snacks, launching a new recipe of the historic Le Birbe, the 100% Italian chicken breaded nuggets, and presented Salsicce Pops, a novelty in the ready-to-cook category, among the most important in its range. This innovation was accompanied by a series of product innovations for the entire branded sausage range.

There were also important new products in the egg line, with the relaunch of the range of pasteurised egg products which included new product visuals and a focus on sustainability, thanks to 100% recyclable packaging that allows -21% CO_2 consumption compared to the previous packaging.

In terms of communication, in addition to investments to support brand awareness through TV adverts and a massive digital and social plan, the new Amadori website was released at the end of the year, completely revised in terms of content organisation to highlight the distinctive values of the supply chain. The new layout features many images and videos that tell the story of the whole Amadori world in an engaging and immediate way, and is designed for a progressive implementation of content and form, starting with the new company logo introduced in mid-2023.

Processed products

Egg line and recyclable pack

The new website and communication initiatives

POLLO ALLEVATO ALL'APERTO
SENZA USO DI ANTIBIOTICI
CAMPESE
Amadori

- Free-range chicken
- Without antibiotics
- No GMOs

QUALITÀ 10+

- Cage-free chicken and turkey
- Without antibiotics
- No GMOs

BIO

- Free-range chicken
- Organic feed

Il Campese

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

Supply chain characteristics

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. This park is designed to ensure at least one square metre is available to each animal. Thanks to windows at least four metres long strategically placed around the perimeter of the structures, 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. 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. The Il Campese 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 characteristics

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 therefore to the quality of the final product. Amadori is committed to using only GMO-free vegetable feed.

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. In addition, the company is committed to providing more 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. 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 characteristics

The Group launched its own organic chicken farming chain in 2018. 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. This choice is aimed at ensuring a sustainable and environmentally friendly supply chain.

Organic chicken farming is regulated by specific European legislation (EC Reg. 889/2008) laying down detailed requirements. The facilities include a dedicated shed and an outdoor grazing area, both designed and sized 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. Another important aspect of organic livestock farming 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.
A last requirement for organic chicken is the minimum rearing time, 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: Increasing Consolidated Reduction

The problem of antibiotic resistance is recognised globally. Livestock, specifically 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.

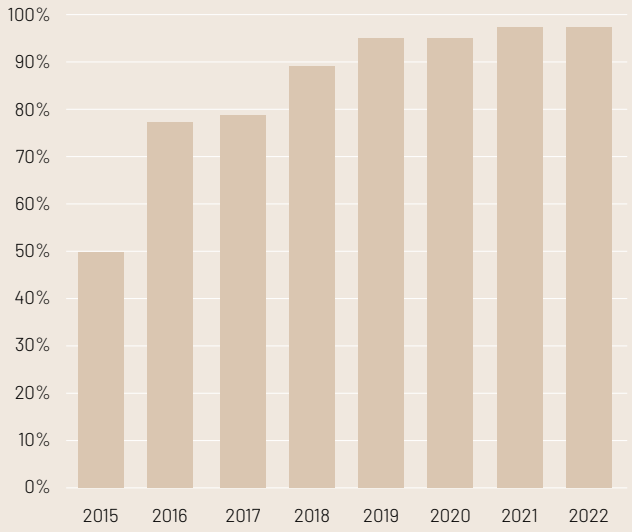
In accordance with Unaitalia's Plan for the Rational Use of Veterinary Medicines, the poultry sector has seen further significant improvements.
In particular, a -12% reduction was recorded for chicken farming between 2021 and 2020, bringing the total reduction over the period 2011-2021 to -93.5% for 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 and consolidated even more significant results in reducing the use of antibiotics in its poultry supply chains. Compared to the reference year 2011, 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, recorded at the end of 2022, 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.

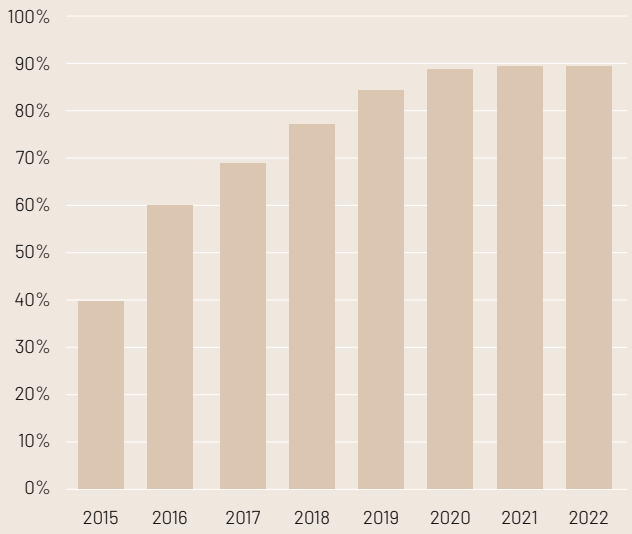
To ensure data transparency and reliability, since 2015 all the information on Amadori's use of antibiotics has also been validated and certified by CSQA, an independent and certified third party.

Reduction percentage (2015 - 2022 trend)

Chicken



Turkey



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.

Voluntary labelling

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 by Unaitalia in form and content, the association that publishes the Labelling Guidelines, and are checked by CSQA, a third-party certification body. These controls are carried out through a series of 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.

ISO 22005 certified traceability

For some time now, the Group has had an ISO 22005-certified traceability system for its agri-food 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 product is not directly guaranteed, this certification is an important tool for pursuing this goal, protecting customers and consumers as much as possible. In fact, 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.

Software and Digitisation for Better Traceability

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.

The Group has long adopted a computerisation strategy to ensure the complete traceability of its products. This covered 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.

In the industrial world, the SMART FACTORY programme was launched by the company in 2016 with the implementation of Manufacturing Execution System (MES) solutions at its core[13]. It was implemented for the first time in the Mosciano S. Angelo (TE) plant, specialised for breaded products.

SMART FACTORY programme

The project then continued in the processed product lines in the Santa Sofia plant and in the raw processed product department in San Vittore di Cesena, to reach the completion of the frankfurter department in the first half of 2022, and is continuing with further initiatives in 2023.

Supply Chain Monitoring

The efficiency and transparency of the Group's procurement process enables Amadori to consistently 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:

Sharing production standards

- High level of technology;
- Sustainability and respect for the environment[14];
- Health, safety and respect for workers' conditions[15];
- High product quality;
- Innovative approach to products and production;
- Competitive prices;
- Punctuality and professionalism;
- Transparency in processes and payments.

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.

Signing the Code of Ethics and supplier evaluation

[13] 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.

[14] 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".

[15] 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".

Only counterparty risk testing methods are currently used for the assessment of suppliers' environmental and social aspects. However, the Group has developed methods and tools to accurately assess suppliers according to ESG (Environmental, Social and Governance) criteria. The Group began sending ESG questionnaires to suppliers in 2021, according to a Gantt that refers to the cumulative risk and turnover for each supplier, with the aim of achieving total coverage of all suppliers in the coming years.

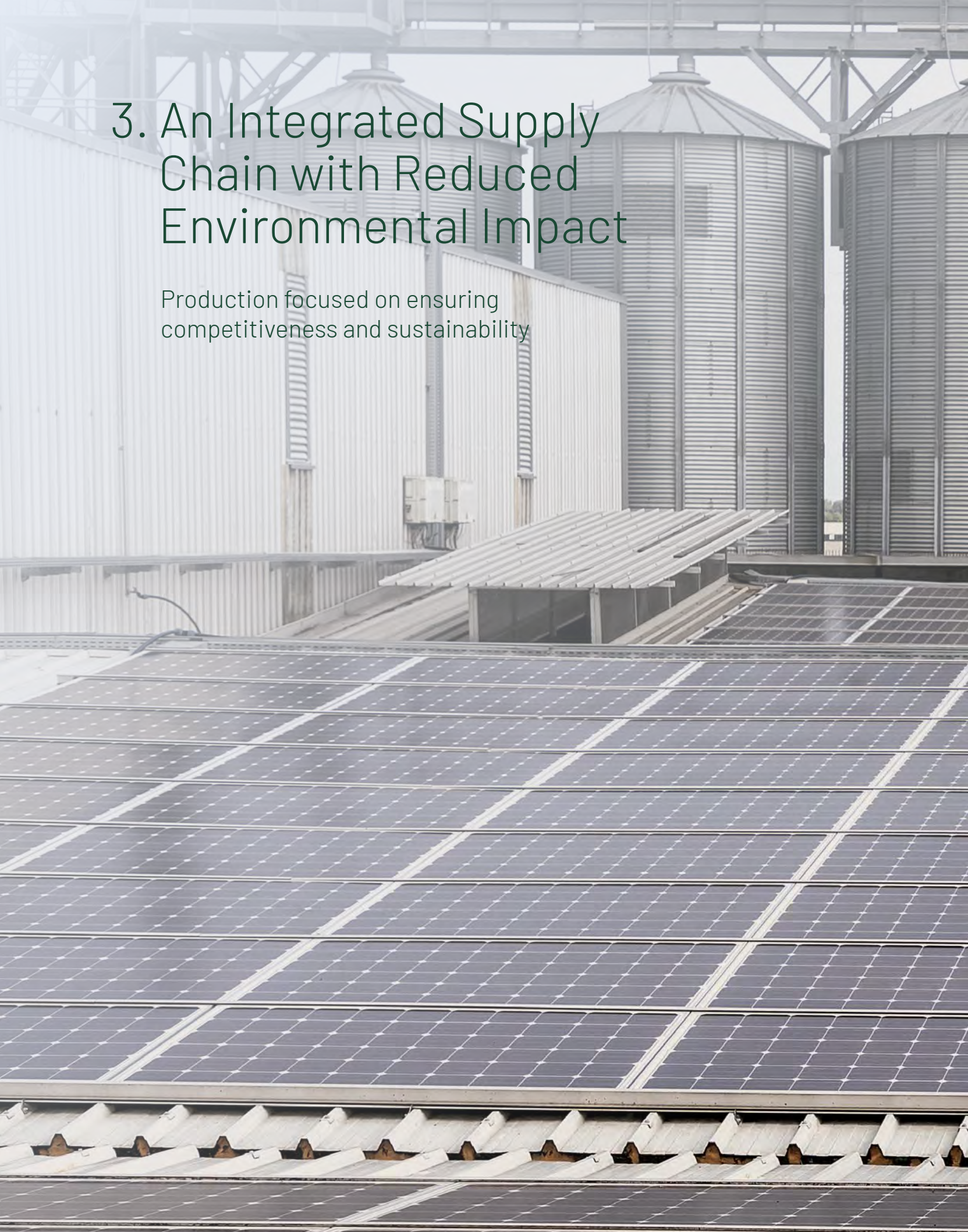
However, Amadori carries out reconnaissance and monitoring of sustainability KPIs for some product categories, such as packaging suppliers, its main suppliers being important companies that have been committed to these aspects for several years and actively provide the Group with information on their 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.

To improve sustainability, Amadori also aims to optimise the conversion ratio, reducing costs and emissions and optimising the amount of feed needed for the animals. The overall objective is to think in terms of sustainability, striving to constantly improve efficiency and reduce the environmental impact in meat production.

3. An Integrated Supply Chain with Reduced Environmental Impact

Production focused on ensuring competitiveness and sustainability



What We Do for the Planet

Feed

Use of alternative raw materials

1,118,890 tonnes

Raw materials acquired in 2022 for production of feed

66%

grains

+0.9%

compared to 2021

Increased use of derivatives
from grain by-products (middlings, wheat feed flour and bran), the baking industry (biscuits) and pasta production

Electricity

Self-generated from renewable sources

191,776,270 kWh

energy purchased

of which 30,800,000 kWh from renewable sources in 2022 compared to 15,400,000 kWh in 2021

54,745,959 kWh

self-generated electricity from renewable sources in 2022
compared to 51,576,038 kWh in 2021

Emissions

Less impact thanks to renewables*

68,383 tonnes of CO_2eq

Emissions in 2022, -6% compared to 2021

* Scope 2 market-based emissions analysis

Water consumption

More reused water

1,233 million litres total water consumption

of which

837 million litres reused

Packaging

Optimisation and recycling

From 6 to 7 tonnes

Reduced materials thanks to film grammage reduction

20% Use of recycled PET

Use of mono-material film for vacuum packaging, replacing multiple-material film

Waste management

Recovery and circularity

Total non-hazardous waste produced

2022

34,211 tonnes

2021

34,841 tonnes

Non-hazardous waste sent for recovery

2022

33,652 tonnes

2021

32,167 tonnes

Hazardous waste produced in 2022

2022

123 tonnes

2021

175 tonnes

Recovery of Animal By-Products (ABP)

Production of

- flours used as pet food
- poultry oil used for pet food, aquaculture and as biofuel

Management of Environmental Aspects

Safeguarding the environment is a constant priority for Amadori, ranking high in its actions and as a management priority. Production processes are managed with a focus on minimising environmental impact, which is essential to achieve the company's objectives and to ensure high competitiveness and sustainability. 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.

Environmental certifications

To date, four food processing plants have been certified according to ISO 14001:2015 for environmental management and one according to ISO 50001:2018 for energy management.

Objectives

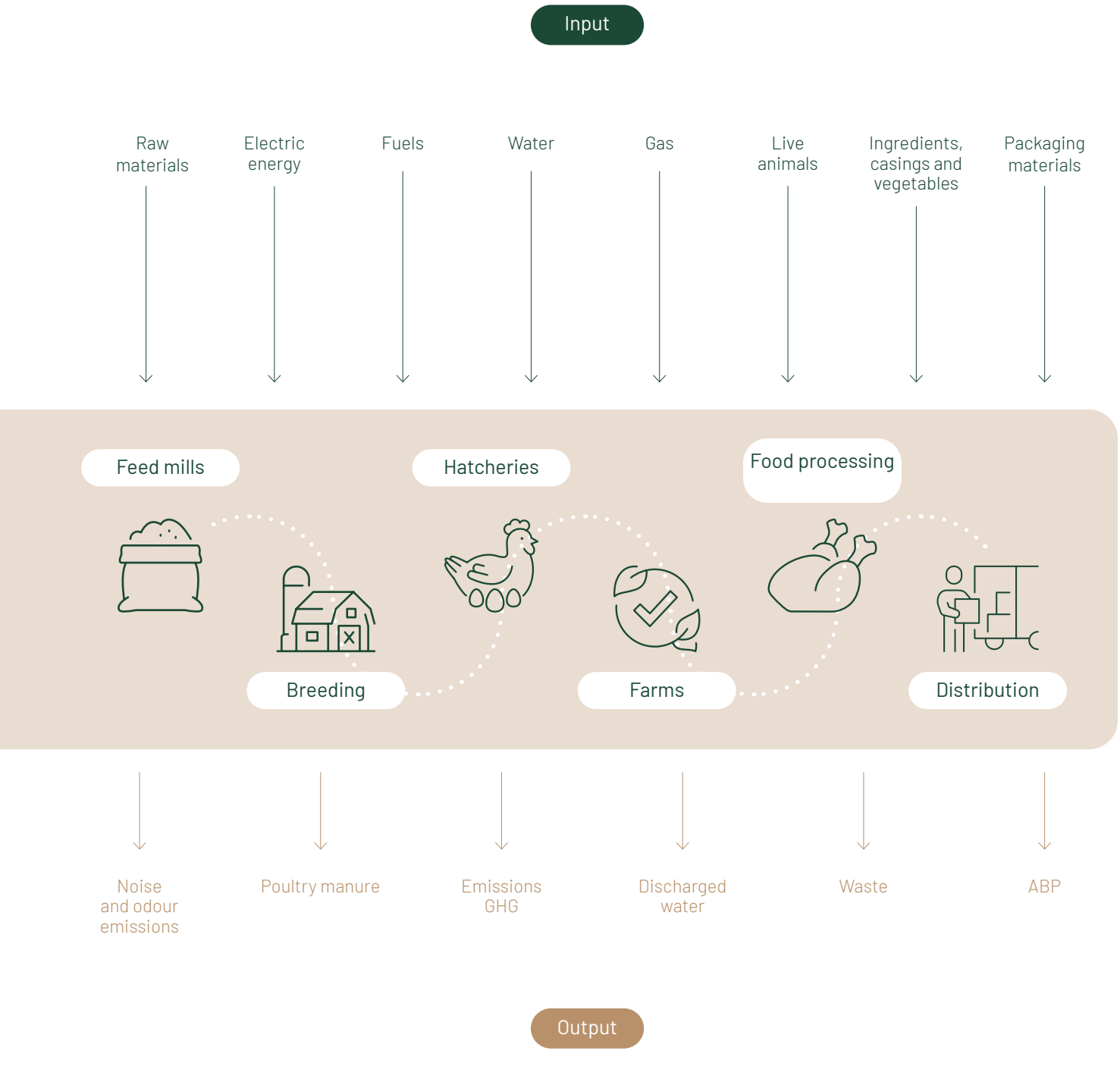
The Group strives to constantly monitor environmental and energy aspects and to pursue a range of objectives, including:

- 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.

Training

With the aim of constantly improving efficiency and optimally utilising all available resources, the Group continuously invests in state-of-the-art technology. It also promotes continuous training for all staff involved in the supply chain in order to ensure the proper management of environmental aspects. In the coming years, the Group will extend the implementation of ISO 14001 environmental management and ISO 50001 energy management systems to all food processing plants.

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.


Input
Raw materials
Electric energy
Fuels
Water
Gas
Live animals
Ingredients, casings and vegetables
Packaging materials
Feed mills
Breeding
Hatcheries
Farms
Food processing
Distribution
Noise and odour emissions
Poultry manure
Emissions GHG
Discharged water
Waste
ABP
Output

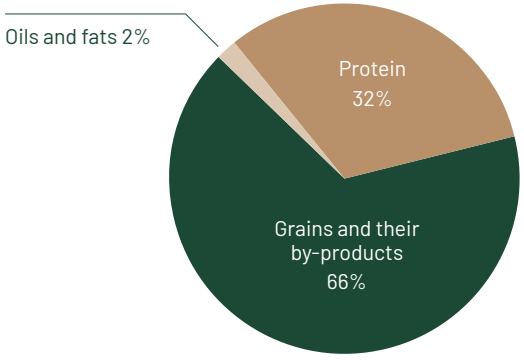
Environmental Management: Livestock and Feed Activities

This Department includes livestock and feed activities, comprising livestock farms, and industrial activities, comprising hatcheries and feed mills.

Acquisition of raw materials for feed

The process of managing environmental impacts starts directly from the selection of raw materials used in the preparation of feed within the feed mills. Specifically, the Group supplies raw materials such as grains and their by-products, proteins, oils, fats and by-products from sugar processing. 1,118,890 tonnes of feed materials were acquired in 2022, up by 0.9% compared to 2021, mainly attributable to increased production activity.

Fig. 1 - *Breakdown of feed raw materials used in feed mills in 2022 (%)*



"Circular" approach: alternative raw materials

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 thus protecting consumer health. Recently, there has been a significant increase in the consumption of several grain by-products, such as middlings, wheat feed flour and bran, along with by-products of the baking industry, such as biscuits, and pasta production. This has been possible due to the increased availability of these materials on the local market, combined with competitive prices. Furthermore, the Purchasing Department and the Formulation Department have played an key role in optimising resources, further contributing to the increased consumption of these by-products. This virtuous approach is a step towards a circular one, generating a positive impact on the share of raw materials used in livestock and feeding activities. The feed used by the Group is obtained after careful dosing, processing and mixing of the purchased raw materials.

Compliance with regulations

All these feed mills strictly comply with I.P.P.C. regulations.[16] (Italian Legislative Decree 152/2006) and therefore have an Integrated Environmental Authorisation (IEA)[17]. The prepared feed is used in the rearing of chickens, turkeys and pigs at the farms in the chain, in both those directly managed

[16] I.P.P.C. stands for "Integrated Pollution Prevention and Control", introduced by Directive 96/61/EC (known as the IPPC Directive). The IPPC directive envisaged an innovative approach to reducing environmental impacts, with the gradual application of a set of technical solutions available on the market, in order to avoid or, where not practicable, to reduce emissions in the air, water and soil, including measures concerning waste.

[17] 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).

and those contracted. These farms are subject to specific regulations, such as the IEA (Integrated Environmental Authorisation) where capacity is more than 40,000 animals, or the SEA (Single Environmental Authorisation) for farms with a smaller capacity.

Reduction of noise and odour emissions

There are peculiar environmental impacts due to noise and odour emissions in the production phase. In order to address this issue, Amadori has launched an innovation plan that includes constant engagement and dialogue with local communities. The aim is to reduce these impacts by implementing solutions such as shielding tools and other appropriate measures. A new dust collector was introduced in 2022 to reduce the dust generated in the feed mill in Monte di Malo (VI). In addition, the hatcheries have been equipped with advanced technology to prevent the dispersion of down. The latter is conveyed to specific abatement units that prevent the dispersion of the vacuum process into the surrounding environment.

Dust reduction

Enhancing Animal By-Products (ABP)

In particular, an important topic is Animal By-Products (ABP), including rotten eggs, infertile eggs and poultry manure. In this context, the Group continues to allocate significant investments to research in order to identify alternative and innovative solutions to enhance these by-products. In conclusion, the ultimate goal is to promote a circular perspective within the supply chains. Breeding farms mainly produce animal manure, while fattening farms generate poultry manure, a mixture of animal manure and litter. Both of these by-products can be used as an organic soil conditioner or as combustible biomass. Amadori is actively engaged in collecting and treating this manure, ensuring that it is always spread in the fields by farmers in compliance with current regulations.

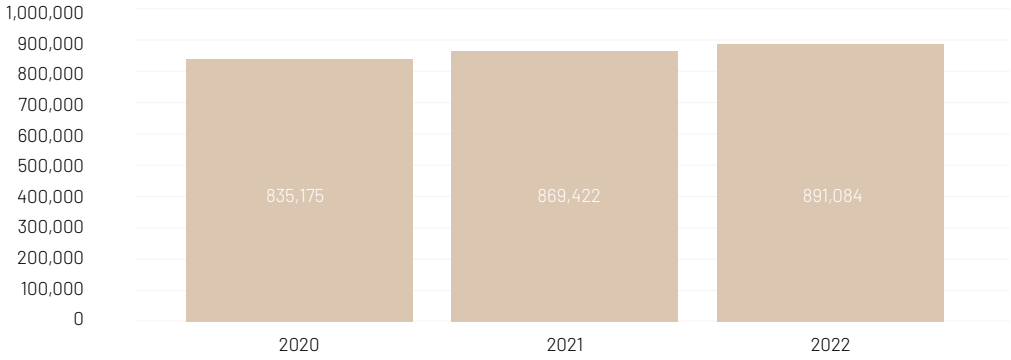
Withdrawal and management of water resources

The activities and locations related to livestock and feed[18] require less water withdrawal than processing operations. A system has been implemented within the hatcheries since 2022 to monitor their efficiency through monthly reporting that analyses production costs, with a focus on measuring the total water consumption per 100 chicks. 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[19].

[18] Livestock and Feed refers to the part of the supply chain that includes feed mills, breeding (rearing and reproduction) and hatcheries.

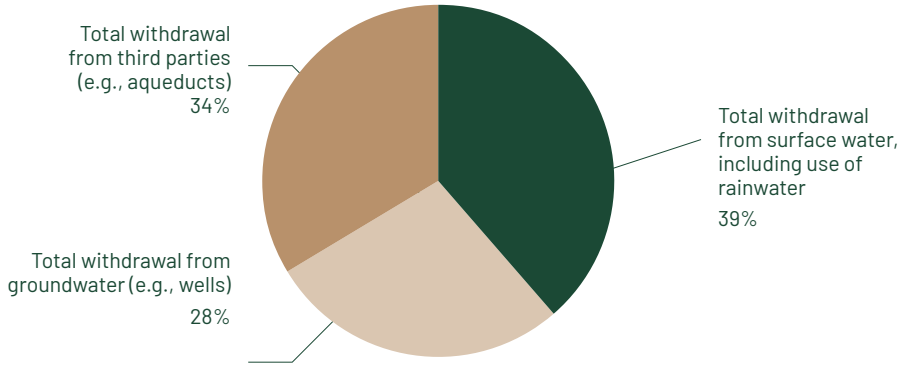
[19] The data for the years 2020 and 2021 have been restated in the 2022 edition of the Sustainability Report due to problems with the acquisition of consumption data from the various operational sites for the same years.

Fig. 2 - *Total water withdrawal (m^3)*



Livestock and feed-related activities in 2022 resulted in total water withdrawals of 891,084 m^3, marking a 2% increase over the previous year. This increase is in line with the rise in both the number of animals bred and the raw materials purchased. With regard to water supply sources in this part of the supply chain, 39% of the total quantity was taken from surface water in 2022. These surface waters come mainly from lakes and rivers, while the Canale Emiliano Romagnolo was a significant resource in Emilia-Romagna. It should be pointed out that since the previous reporting year, the Group has been able to accurately break down the sources of withdrawals for livestock. However, estimates for 50% of this consumption were based on data recorded in the three-year period 2019-2020-2021. 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 28% of the required water is taken from wells for industrial use in the hatcheries and feed mills.

Fig. 3 - *Breakdown of water withdrawals by source in livestock-feed activities (%, 2022)*[20]

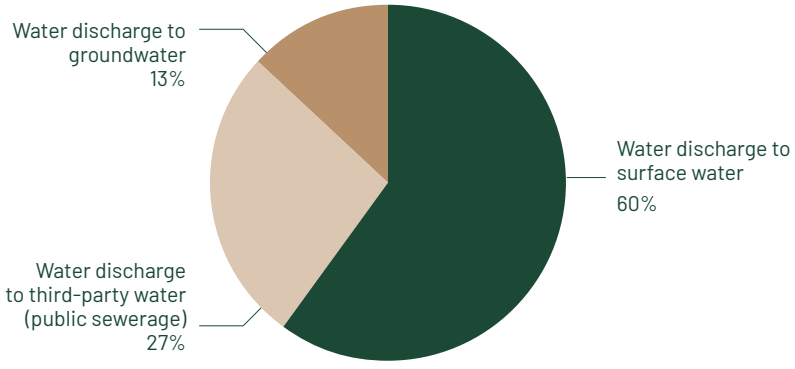


[20] It should be noted that, due to necessary rounding,te sum of the figures shown in graphs or tables may not always coincide with the reported total or 100%.

With regard to water discharges, all the feed mills are under the IEA regime, the hatcheries are under the SEA regime, most directly operated farms are under the IEA regime (no. 69) and some have sectoral authorisations (no. 19). Within the farms, the water used for cleaning the sheds is treated as waste, while the remaining quantity is not discharged, but used for watering the animals.

The total discharge related to hatchery activities reached 73,208 m^3 in 2022, accounting for 78% of all discharges related to livestock and feed, and registering a 20% increase compared to 2021. This discharged water is disposed of in different ways: 60% is directed to surface water, while 27% is sent to the public sewerage system after treatment in purification plants. Only a small part, 13%, is discharged to groundwater.

Fig. 4 - *Breakdown of water discharge by destination in livestock-feed activities (%, 2022)*



Focus on Waste

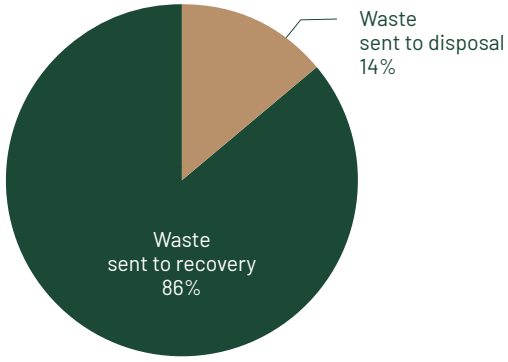
Waste from livestock-feed activities mainly consists of animal manure, such as faeces and urine, together with used litter, which accounts for 28% of the total waste generated in this part of the chain. This is followed by packaging materials such as paper, plastic, wood and others, at 25%. Most of the waste produced in these phases is non-hazardous, and 85.5% of it is sent for recovery, while 13.8% of non-hazardous waste is sent for disposal. Finally, a very small percentage, less than 1%, is made up of hazardous waste, which is treated either through recovery or disposal.

Management and recovery of waste generated by livestock-feed activities

Waste by type	Recovery	Disposal	Total
Total non-hazardous waste	2,627,297	423,478	3,050,775
Total hazardous waste	4,330	18,408	22,792
Total waste	**2,631,681**	**441,886**	**3,073,513**

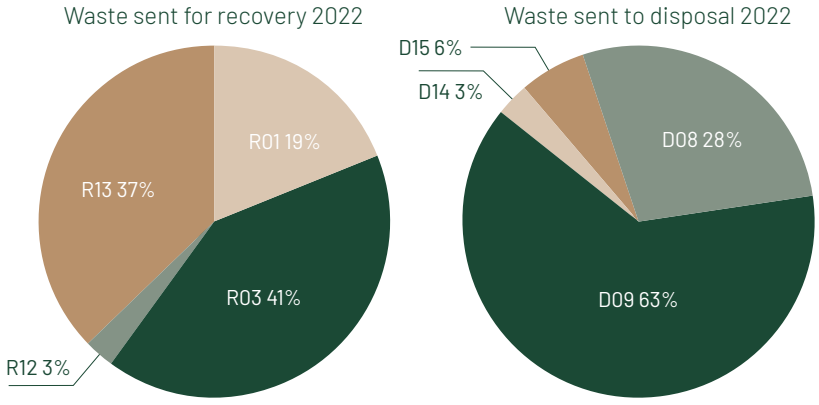
During 2022, the Group generated a total of 3,073,513 kg of waste from livestock-feed activities. In general terms, the percentages of waste destined for recovery (86%) and proper disposal (14%) confirm the already improved trend from the previous year.

Fig. 5 - *Destination of waste generated in 2022 for livestock-feed activities (%)*



Of the total waste sent for recovery, 41% is sent to R03. This percentage is in full accord with the nature of typical activities in this part of the supply chain. As regards waste for disposal, 63% is sent to D09. This percentage consists mainly of aqueous waste solutions.

Fig. 6 - *Disposal method of waste produced in 2022 for livestock-feed activities (%)*[21]



[21] **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
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)

Vacuum suction systems have been implemented in the hatcheries in recent years, which efficiently manage the collection of waste generated during the hatching and processing phases. This discarded waste includes shells, organic material, carcasses and other production material. The waste is properly coded and disposed of as ABP, with management costs borne by the Group. In addition, a candling machine was recently installed in two of the four poultry hatcheries (in Bojano in 2020 and in Marzeno from July 2022), leading to a distinct improvement. More specifically, this process makes it possible to separate and recognise three types of eggs in advance: fertile eggs, which will continue their productive cycle, infertile eggs and lastly rotten eggs. The infertile eggs can be used in several ways, including in pet food and nutrition, depending on their degree of certification. This implementation significantly contributes to improving the hygiene of the production process and greatly reduces costs, from around 10% to only 2% of the volume of material to be sent for pre-treatment. Moreover, the use of infertile eggs in these applications encourages a more circular and sustainable approach within the production cycle.

ABP Management

Egg sorting and "circular" use of waste

On the livestock side, a very important aspect, also from an external point of view, concerns the management of livestock manure. It is not managed as waste, but managed responsibly both at an agronomic level and in its sale to third parties. 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.

Environmental Management: Food Processing and Branches

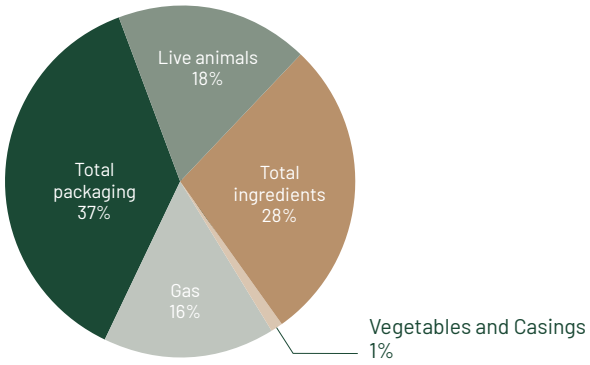
Our food processing plants have an Integrated Environmental Authorisation (IEA) in accordance with Italian Legislative Decree 152/2006 and subsequent amendments, which sets out all the conditions to be met for correct plant operation in order to ensure a high level of environmental protection. Of all the steps in the Amadori supply chain, food processing is the most significant and complex from an environmental point of view, with a particular focus on the water footprint, waste production, energy consumption and related emissions generated.

Integrated Environmental Authorisation

After the rearing and growing phases, the chickens and turkeys are sent to these sites. Compared to the year 2021, there was an overall decrease of 8% in products purchased for the proper operation of the plants, mainly due to a decrease in the purchase of live animals. In fact, the purchase of live animals dropped by 18% (in 2021 this category accounted for 32% of the total); this reduction is linked to lower market demands for turkey. The entire processing demand was thus met by animals from the Group's own farms, without the need for procurement from external sources. Overall, the proportions of the other product categories are stable compared to the previous year: packaging materials for the packaging and transport of Amadori products make up 37% of purchases; ingredients such as flavourings, spices, dairy products, oils and fats account for 28% of total expenditure; gases used for stunning animals and for preserving the atmosphere inside finished product packages add up to 16% of the total, while the remaining 1% 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.

Products purchased for plant operation

Fig. 7 - *Breakdown of materials and products purchased for food processing and branches in 2022 (%)* [22]



The main effects resulting from the processing and preparation of products are mainly related to water management and waste generation.

Recovery and circularity in production stages

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.

Reduction of noise and odour emissions

Specific environmental impacts related to noise and odour emissions arise during the food processing stage. The Group has undertaken several measures to mitigate these impacts: in the new chicken slaughterhouse in Cesena, which became operational in October 2022, the slaughtering, arrival and holding areas for live animals are located within a completely enclosed environment maintained in a vacuum and equipped with a wet scrubber system: this allows a significant reduction in impact in terms of atmospheric, odour and noise emissions. The Group is working to significantly reduce the environmental impact during food processing: in fact, all plants are equipped with atmospheric emission abatement systems, of different types depending on the type of substances present (thermal afterburners, washing towers, filters, biofilters). In addition, the Cesena plant is equipped with a purifier with covered tanks whose air is sent to a biofilter. As for odour control, projects and investments to improve this situation have been carried out and are still ongoing. The Group is taking concrete actions to mitigate odour impacts and ensure compliance with environmental regulations, demonstrating an ongoing commitment to reducing the environmental impact of the meat processing and transformation process. As far as noise emissions are concerned, the company continues to be actively engaged in reducing the impact on the environment.

[22] 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%.

Protecting the Future Together: Our Commitment to Sustainable Packaging

Sustainable packaging is an approach to the design and manufacture of packaging materials that takes into account 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 than those currently in use. This commitment has led to an investment in the use and production of this type of product, which although more expensive than traditional products, reflects Amadori's strong commitment to sustainability. To improve the environmental footprint, the following solutions are considered relevant:

1. Implementation of a flexible approach through targeted projects to reduce film weight and the volumes of material used, with a significant saving of 6,000-7,000 kg;
2. Adoption 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 significant both technically and economically, as there were significant costs associated with adopting the new material.

Several active packaging solutions were therefore evaluated, but some could not be industrialised due to product complications and regulatory blockages. The concept of eco-design was adopted, focusing on packaging sustainability and eco-friendliness. In addition, consideration was given to replacing virgin PET with r-PET, or if appropriate, exploring more sustainable material alternatives. As part of Amadori's journey towards a sustainable approach, it has worked with eco-innovation experts specialised in Life Cycle Assessments (LCA) to assess the environmental impact of products throughout their life cycle, enabling the identification and implementation of eco-friendly solutions.

It adopts a holistic approach to design, in order to minimise the acoustic impact of new installations, including through the implementation of sound-absorbing barriers. Amadori involves all company sectors, employing technicians for field analyses and simulations, so that no numerical aspect is overlooked. This approach makes it possible to identify areas for improvement and implement targeted solutions to lower or reduce noise impacts, demonstrating the company's ongoing commitment to preserving the environment.

Managing and reducing water waste

The new slaughtering plant in Cesena has a higher production capacity than the existing one and requires more energy and water consumption. This led to implementing several initiatives to optimise the process. One of these activities concerns the regeneration of the sand filters of the drinking water treatment plant, as water leaks were detected. Work is being carried out to implement a water recovery system to avoid dispersion and any resource waste. All the initiatives are focused on optimising site-specific operations, in line with the desire to reduce environmental impact and increase the overall efficiency of the production process.

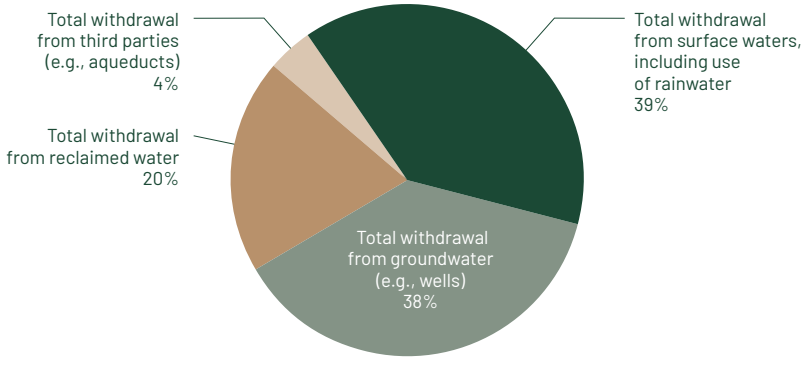
With regard to the use of water resources, in 2022 the Group withdrew a total of 4,197,313 m^3 of water during the food processing phase, including consumption by branches. This value represents a slight increase of 5% over the previous year, mainly due to the increase in productivity. However, it is important to emphasise that the Group has long since undertaken a number of initiatives to reduce its water footprint:

- a water withdrawal monitoring system is in place within the plants;
- increasingly efficient washing systems have been adopted, which reduce water waste;
- where possible, treated reclaimed water from the Group's purification plants is used;
- in the Cesena plant, thanks to the connection with the CER (Canale Emiliano Romagnolo), a first purification plant has been built to treat surface water and use it in production processes; a further purification plant for the treatment of surface water is also in operation in the Santa Sofia plant;
- the construction of a drinking water treatment plant has been completed at the Mosciano S. Angelo (TE) plant, which is also designed to treat surface water, and for which Amadori is awaiting authorisation from the responsible authorities to start using it.

Thanks to these initiatives, the Group was able to use 39% of its total water withdrawal from surface sources, including river water and water from Canale Emiliano Romagnolo.

20% of the total water withdrawn in 2022 was reclaimed water, appropriately treated, from treatment plants[23]. In addition, 38% of the water was taken from wells, while 4% came from the aqueduct, maintaining the same proportion as the previous year.

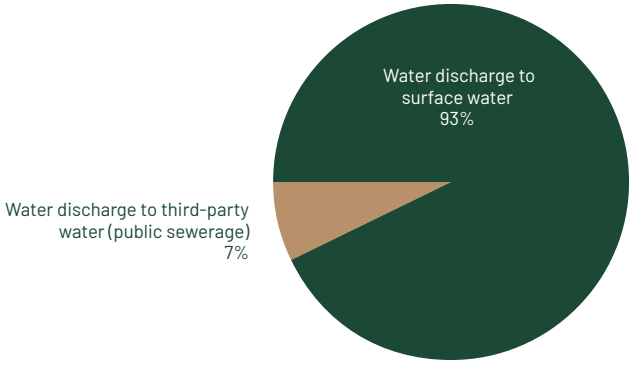
Fig. 8 - *Breakdown of water withdrawal by source in food processing and branches (%, 2022)*[24]



[23] 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.

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

Fig. 9 - *Breakdown of water discharge by destination in food processing and branches (%, 2022)*



Water discharge

With regard to water discharges, 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. In addition, wastewater from the purification plant is exploited for less noble 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; it is also used as booster water for transporting slaughterhouse waste to the company sewage system. Only a small percentage, 7,350 m^3, 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 2,924,729 m^3 in 2022, 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 plants.

As the company always places great emphasis on transparency, we report that in 2022, the Region of Tuscany sent a warning following an inspection, as water with excessive phosphorus and nitric nitrogen parameters were found in the wastewater of a plant. Nonetheless, thanks to the well-organised company structure, the situation was promptly handled, demonstrating the Group's commitment to environmental protection.

Focus on Waste

Reduction of sludge from effluent treatment

Most of the waste generated by food processing activities consists of sludge from on-site effluent treatment, which accounts for 73% of the total waste generated by this part of the supply chain in 2022. In order to reduce the production of this waste, the Cesena and Teramo plants have bio-digesters installed with the aim of significantly reducing the amount of sludge through an anaerobic digestion process and then exploiting the biogas produced within cogeneration plants. The amount of sludge can be reduced by 60-70% thanks to this process. Furthermore, the Cesena plant has a sludge dryer at the bio-digester outlet that is fed with thermal waste from the biogas cogenerator, which allows a further significant reduction in 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. A project is also underway at the Santa Sofia plant for the construction of a bio-digestion plant, with the aim of adopting an approach similar to that of the Cesena and Teramo sites and managing the waste produced in a sustainable manner.

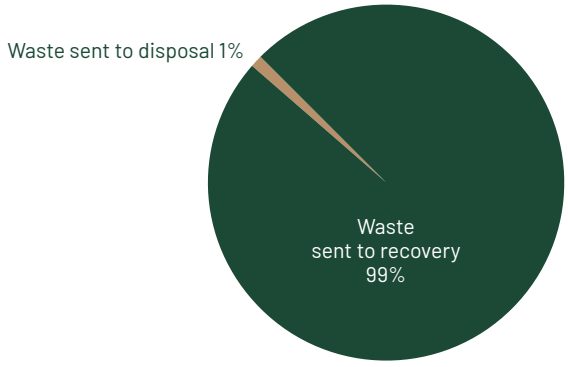
Packaging materials such as paper, plastic, wood, mixed materials, etc. stand at second place in terms of quantity, making up 23% of the total waste. Almost all of the waste generated in these phases, 99.2%, is non-hazardous in nature and is sent for recovery. Only a small residual portion, corresponding to about 0.6%, comprises both hazardous and non-hazardous waste, which is sent for disposal. Despite the considerable increase in the amount of hazardous waste for disposal, up 55% compared to last year, the overall trend of waste disposed of in 2022 is drastically downward (-92% compared to 2021); this decrease is mainly attributable to two factors:

- An abnormal event occurred in the purification plant of the Santa Sofia plant: due to this situation, even though the purification plant continued to operate, it was necessary to temporarily store the wastewater in the storage tank. As this event occurred towards the end of August 2021, the company considered it necessary to immediately dispose of the effluent in order to avoid the dispersion of odorous emissions that could have impacted the surrounding areas.
- The Controguerra plant was no longer in operation in 2022; therefore, the off-site "water" disposal figure for this plant is zero.

Management and recovery of packaging materials

Waste by type	Recovery	Disposal	Total
Total non-hazardous waste	31,024,687	135,053	31,159,740
Total hazardous waste	51,032	48,833	99,865
Total waste	**31,075,719**	**183,886**	**31,259,605**

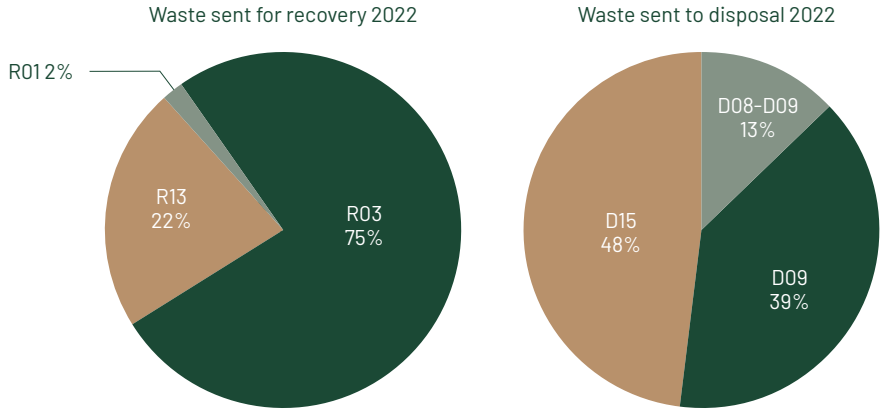
Fig. 10 - *Destination of waste generated in 2022 for TRAL and branches (%)*



75% of the waste destined for recovery in 2022 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 for disposal, 48% was sent to category D15. This percentage mainly consists of waste from sand disposal and aqueous waste solutions containing hazardous substances, waste that must be collected and disposed of with special precautions to avoid infection (from the in-house laboratories) and packaging containing residues of or contaminated by hazardous substances.

Hazardous waste disposal

Fig. 11 - *Disposal method of waste generated in 2022 for TRAL and branches (%)*[25]



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

Protecting Biodiversity for Amadori

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. 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 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.


menci
Amadori
Pironi Trasporti

Fighting Climate Change: Clean Energy and Efficiency

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

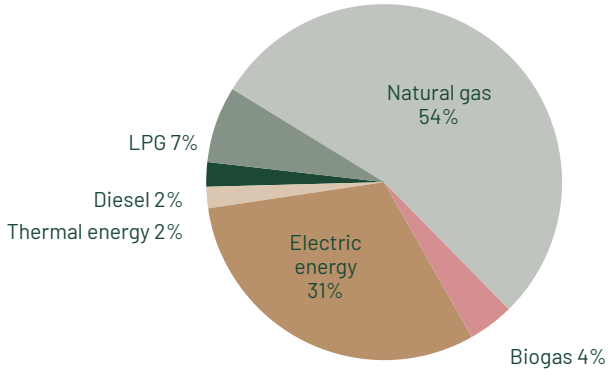
Commitment to reducing climate-changing emissions

The Group's energy policy is based on a prudent strategy of energy saving, energy self-production using renewable sources and natural gas, and the preferential purchase of energy from renewable sources whenever possible. A virtuous example in this respect is Il Campese, produced at the Mosciano S. Angelo (TE) plant using 100% energy from renewable sources, as declared on the label.

Certifications

Moreover, looking to further improve in the future, the company has embarked on the ISO 50001 certification path for the Teramo plant: this certification should be obtained by the end of 2023. Subsequently, the same certification process will also be undertaken for the Santa Sofia plant, with the aim of obtaining certification by 2024. This commitment demonstrates Amadori's ongoing work to adopt sustainable energy practices and promote energy efficiency and sustainability in all its facilities.

Fig. 12 - *Energy sources used by the Group in 2022 (%)*



Consumption

The Group consumed a total of 2,357,524 GJ of energy in 2022, marking a slight increase of 3% over the previous year. This increase was influenced by several factors, including a decrease in self-generation from solar and gas-fired cogeneration, mainly due to extraordinary maintenance work, together with an increase in production activity. Of all the energy used, the vast majority, amounting to 2,323,861 GJ (99%), was used to meet the Group's internal energy needs. The remaining 33,663 GJ (1%) was produced internally and subsequently sold to third parties, recording a 3% increase compared to 2021.

Energy used (GJ)	2020	2021	2022
Total energy used by the Group	2,231,246[26]	2,290,735	2,357,524
of which sold to third parties	*35,428*	*34,295*	*33,663*
of which consumed internally by the Group	*2,195,818*[27]	*2,256,441*	*2,323,861*

When compared to the alive kg [28] in 2022, the Group used 4.760 MJ/kg [29], up from 4.443 MJ/kg in 2021 (+7%).

Sources: natural gas

The main source of energy used by the Group is natural gas, accounting for 54% of the total. This type of energy is used for industrial purposes, for heating throughout the production chain and for powering the Group's own cogenerators. The latter are used to meet part of the Group's electrical and thermal energy needs, contributing 19% of total consumption. More specifically, the cogenerators at the food processing plant in San Vittore contributed 164,947 GJ in terms of electrical energy, an increase of 10% compared to 2021. This increase reflects the Group's ongoing commitment to optimising electrical recovery. They also produced 164,517 GJ of thermal energy (hot water and steam), showing a constant trend with the previous year.

It should be noted that the cogenerators also generated excess energy in 2022, amounting to 609 GJ that was sold to third parties, an increase of 2% over the previous year.

Sources: biogas

Moreover, Amadori owns two biogas-fired cogenerators that are fed by two anaerobic bio-digesters located in the San Vittore di Cesena and Mosciano Sant'Angelo plants. These bio-digesters collect the lipid and protein fractions present in the effluent deriving from processing. A plant modification was carried out in the thermal power plant in the Cesena factory in 2022 to allow one of the steam generators to be fed with biogas, with the aim of exploiting the biogas produced by the bio-digester also during maintenance activities of the cogenerator and thus avoiding sending it to the flare. This initiative demonstrates the Group's commitment to using waste material to produce energy, thereby avoiding the use of fossil fuels.

This energy source constituting 2% of the total contributed to meeting part of the energy needs of the Amadori Group's Cesena plant in 2022. It covered approximately 17,856 GJ of electricity demand, a decrease of 16% from 2021, and 33,559 GJ of heat demand, an increase of 1% from the previous year. The above-mentioned cogenerators also generated 17,879 GJ of energy in 2022, falling by 4% from the previous year, which was subsequently sold to third parties. This sale of energy from renewable sources has indirectly allowed the Amadori Group to reduce the environmental impact of other production facilities, compared to a scenario in which these third parties were supplied by more polluting energy sources, such as purchasing from the traditional electricity grid.

In addition to the electrical energy generated by its own cogenerators, the Group used electrical energy from other sources in 2022, amounting to 719,851 GJ (corresponding to 31% of the total

[26] The figure has been restated due to a refinement of the 2020 data.

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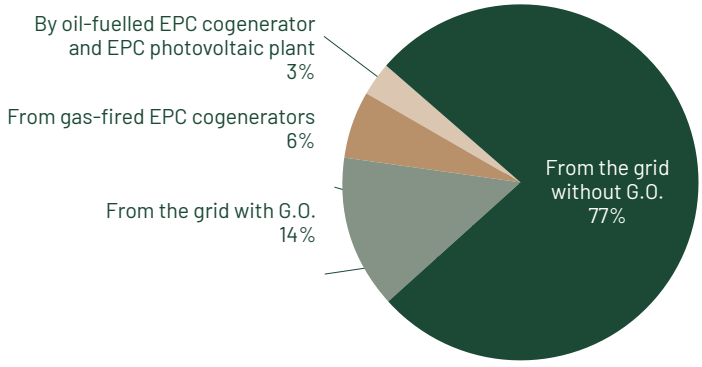
[28] 1 kg alive is the functional unit used for intensity indicators (usually energy) in the meat production sector, where "1 kg alive" means 1 kg of live animal entering food processing.

[29] The index is calculated by comparing the energy consumed internally by the Group (2,256,441 GJ) to the kg of live animals.

Other sources

energy used), an increase of 4% over 2021. Of this amount, about 4% came from self-generated energy, while the remaining 96% was purchased, mainly from the electricity grid (90%). The remaining 10% purchased comes from three cogenerators and a photovoltaic plant, all under the EPC (Energy Performance Contract)[30] contract and maintaining a constant trend compared to last year, thanks to the continued full operation of these plants during 2022. Two of the cogenerators have been in operation since 2020, using natural gas to cover the electricity and heat needs of the food processing plant in Santa Sofia and the feed mill in Settecrociari. Meanwhile, the third cogenerator is fuelled by vegetable oil and is specifically intended for the Ravenna feed mill. In addition, a photovoltaic system was installed inside the feed mill in Fossacesia (Chieti), which contributes part of its total electricity.

Fig. 13 - *Breakdown of electricity purchased by the Group in 2022 (%)*



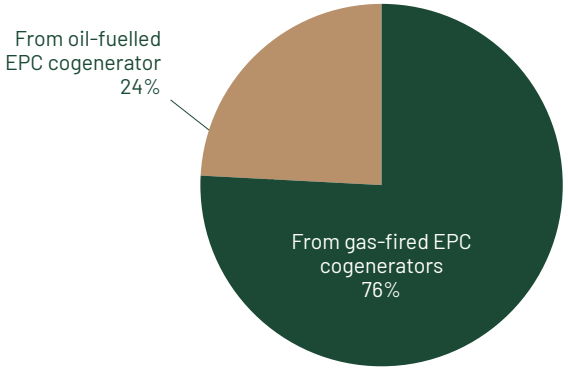
Energy from renewable sources and photovoltaic plants

Of the entire electricity supply, 14% comes from purchases of energy certified as coming from renewable sources through Guarantee of Origin (GO) certificates. This increase over 2021 (100%) not only covers the consolidated energy needs of the "Il Campese" production line, but also highlights the Group's commitment to constantly increasing the percentage of electricity purchased from the grid with GO certificates in order to support renewable energy sources. With regard to self-generate electricity (29,457 GJ), the Group has photovoltaic systems installed at its branches and farms, which recorded a 4% increase in production in 2022 compared to 2021. Of this domestic production, a portion is necessarily fed into the electricity grid, amounting to 15,174 GJ in 2022.

[30] Cogenerators not owned by Amadori, whose energy and heat production is used exclusively by the Group plants where they are installed.

As far as the thermal energy source is concerned, in addition to that generated by the Group's own cogenerators, the Group purchased thermal energy from other sources in 2022, accounting for 2% of the total energy used (57,083 GJ). This thermal energy is derived from EPC cogenerators fed with vegetable oil (24%) and natural gas (76%). The purchase of thermal energy increased by 6% in 2022 compared to 2021. However, the vegetable oil cogenerator suffered production stoppages due to extraordinary and scheduled maintenance work, resulting in a 5% reduction in purchased thermal energy. On the other hand, natural gas-fired EPCs operated at full capacity in 2022, leading to a significant increase in the share of purchased thermal energy (17%) compared to 2021.

Fig. 14 - *Breakdown of thermal energy purchased by the Group in 2022 (%)*

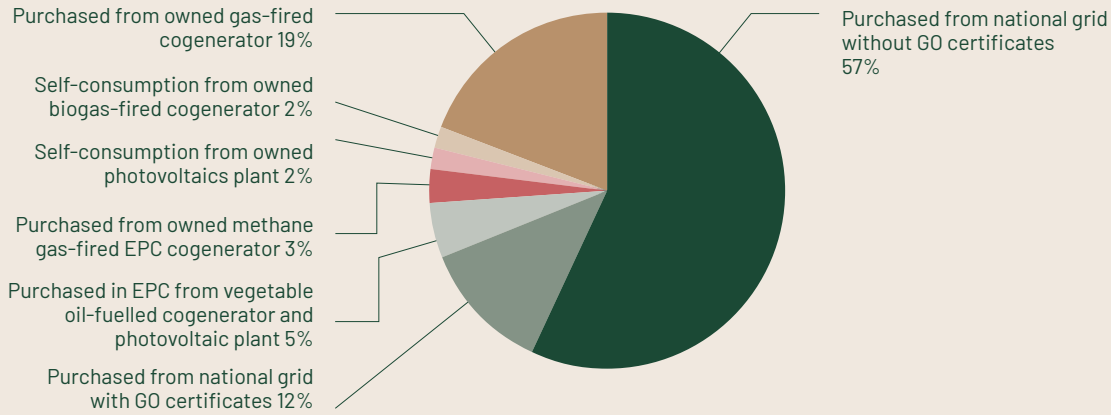


In terms of the energy sources used by the Group, LPG (7%,) for heating and diesel (2%) to power the Group's generator sets and fleet (such as motor vehicles, agricultural vehicles and company cars) are also included. The percentages of the respective uses within daily requirements remain almost unchanged compared to 2021.

Amadori is fully aware of the effect that the energy consumption of its production activity can have on the environment. Consequently, it has initiated a process to improve its energy supply strategies, directing its efforts towards the priority use of self-generated electricity and heat and, if necessary, from renewable sources.

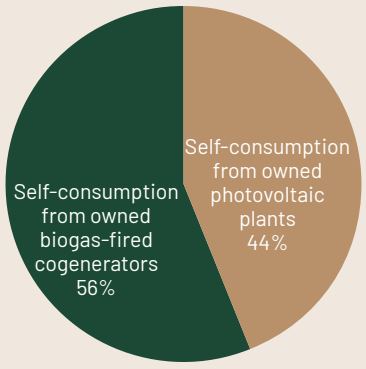
During 2022, the total amount of electricity consumed to meet the Group's production needs amounted to 246,522,230 kWh (corresponding to 887,480 GJ), an increase of 5% over the previous year. This figure includes the following contributions: purchased electricity, self-generated and consumed electricity through photovoltaic and solar thermal plants (Bojano hatchery), and electricity from the combustion of biogas and methane at the company's own cogenerators.

Fig. 15 - *Breakdown by source of electricity consumed by the Group in 2022 for its own activities (%)*



Although most of the electricity consumed by the Group currently comes from the grid, a significant share, namely 23% of the total electricity consumed, is self-generated internally by both photovoltaic plants and proprietary cogenerators, recording a constant trend compared to 2021. The self-generated electricity mainly comes from natural gas-fired cogenerators, which account for 84% of the total self-generated and consumed electricity. The remainder comes from renewable sources, in particular from the biogas co-generator and the company's own photovoltaic plants.

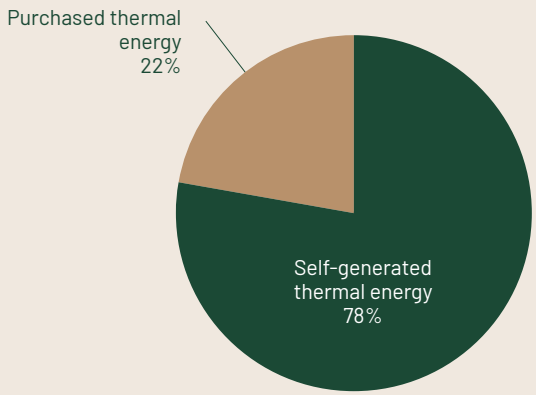
Fig. 16 - *Breakdown of self-generated electricity from renewable sources in 2022 (%)*



With regard to purchased electricity, Amadori is committed to increasing the percentage from renewable sources. A clear example of this commitment is the figure for 2022: 138,706 GJ of energy was purchased, registering a significant growth of 74% compared to 2021, thanks to the increase in volumes purchased from the grid and certified with Guarantees of Origin (GOs).

As regards thermal energy, the Group's total consumption in 2022 was 7,383,069 Sm3 (equivalent to 255,159 GJ), showing an increase of 1% compared to 2021, due to several reasons. The commissioning of the gas-fired EPC cogenerators enabled the Group to increase its steam and hot water purchases by 12%. In addition, due to increased productivity, the biogas cogenerators recorded a 1% increase over 2021 in steam and hot water production to meet the Group's needs. Actions to optimise the heat recovery of owned gas-fired cogenerators have maintained a constant trend since 2021. The Group's own gas-fired cogenerators represent the main source of thermal energy generation, accounting for 64% of the thermal energy self-produced and consumed by the Group.

Fig. 17 - *Breakdown of thermal energy consumed by the Group in 2022 for its own activities (%)*



Group Emissions

Monitoring emissions

The Group has been dedicated to monitoring greenhouse gas (GHG) emissions for many years, recognising the importance of proper emissions mapping and reporting. This awareness is the basis for the implementation of effective reduction initiatives, as only through the careful assessment of emissions can meaningful actions be taken to mitigate environmental impact.

Carbon Disclosure Project questionnaire

In particular, the Group has provided detailed reporting of its greenhouse gas (GHG) emissions through the Carbon Disclosure Project (CDP) questionnaire for several years, following the guidelines of the GHG Protocol[31]. This questionnaire not only provides quantitative information on the Group's emissions, but also includes an in-depth assessment of the Group's climate change management practices. 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.

[31] 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:

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.

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.

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.

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.

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 2022, the Group's Scope 1 emissions [32] reached 100,502 tonnes of CO_2eq, showing a decreasing trend compared to 2021. Most Scope 1 emissions come from food processing plants, accounting for 70% of the Group's total emissions. In terms of emission sources, methane gas contributes 73% to the Group's total Scope 1 emissions. In addition, refrigerant gas losses have been allocated to the sites that use this plant since 2020, i.e. TRAL and the branches.

Fig. 18 - *Breakdown of the Group's Scope 1 emissions at different stages of the supply chain in 2022 (%)*

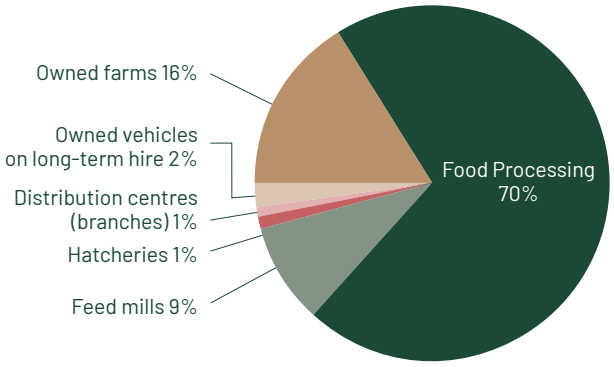
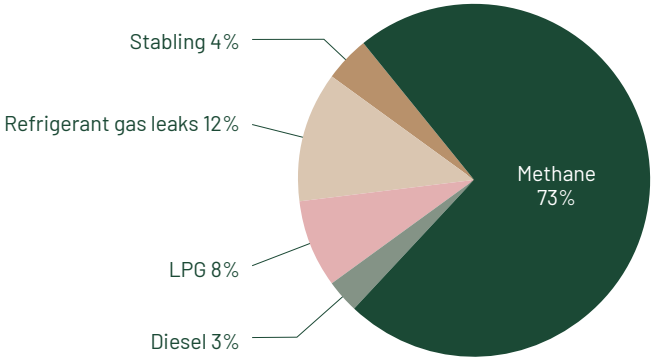


Fig. 19 - *Breakdown of the Group's Scope 1 emissions by source in 2022 (%)* [33]



Scope 2 emissions

Thanks to the strategic decision to increase the share of electricity from renewable sources, the company has progressively reduced its Scope 2 market-based emissions [34] over the years.

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

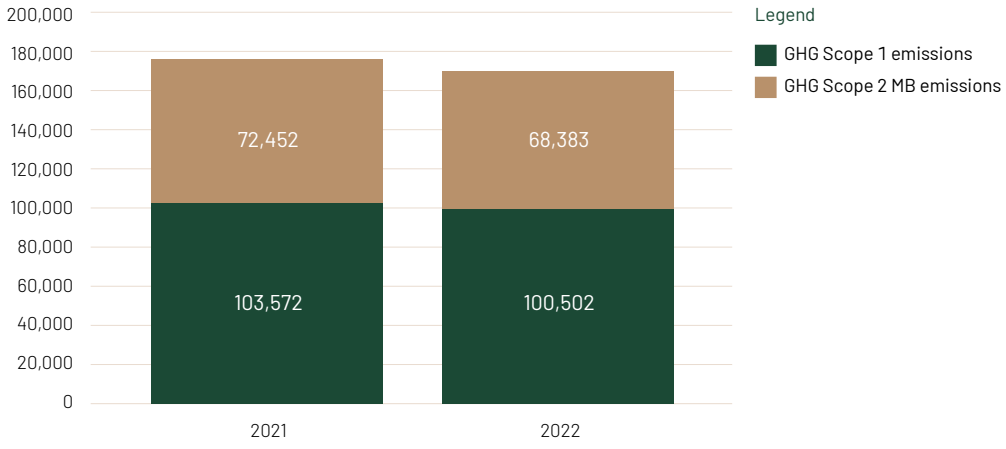
[33] It should be noted that, due to necessary rounding, the sum of the figures shown in graphs or tables may not always coincide with the reported total or 100%.

[34] 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.

In detail, Scope 2 market-based emissions reached 68,383 tonnes $Co2eq_2eq$ in 2022, showing a decrease of 3% compared to 2021. This reduction in emissions is the result of energy supply choices increasingly oriented towards independence from the national grid and coverage by Guarantee of Origin certificates for the portion of energy purchased from the grid.

In terms of Scope 2 emissions, the predominant share comes from the food processing plants, which account for 59.9% of the Group's Scope 2 market-based emissions [35].

Fig. 20 - *Group GHG Scope 1 + Scope 2 MB emissions in 2021-2022 (tonCO_2eq)*



When put in relation to kg of live animals, the Group's emission intensity index amounts to 0.37 kg $Co2eq/kg_2eq$/kg live animals (considering Scope 1 + Scope 2 market-based), showing an increase from 0.34 kg $Co2eq/kg_2eq$/kg live animals recorded in 2021 (+2%).

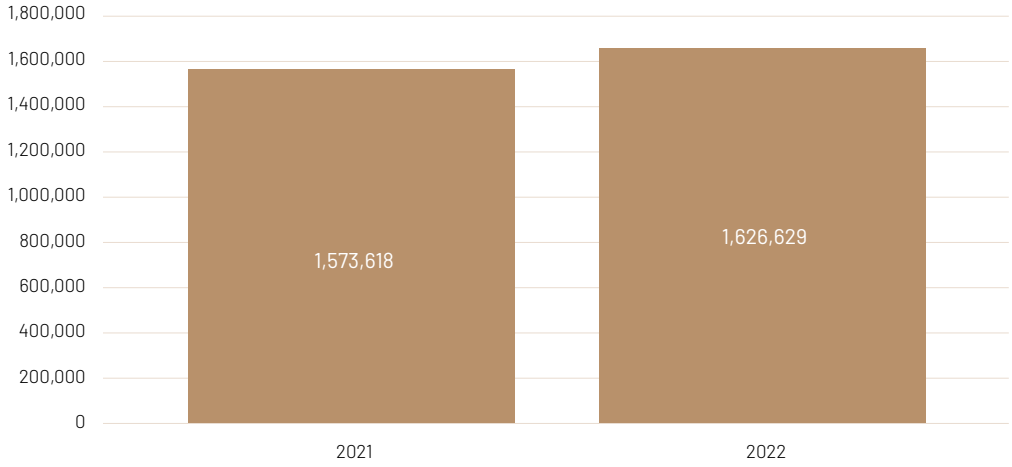
Group Emission Intensity Index

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. These correspond to indirect emissions generated by the company's activities, but for which the emission sources are not directly controlled by the Group. Scope 3 emissions are further divided into 15 categories, following the GHG Protocol guidelines.

Scope 3 emissions

[35] For 2020, the Scope 2 market-based emissions figure was revised following an update of the calculation methodology.

Fig. 21 - *Group GHG Scope 3 Emissions in 2021-2022 (tonCO_2eq)*



Explaining Scope 3 emissions

During 2022, the Scope 3 emissions reached 1,626,629 tonnes CO_2eq, an increase of 3% compared to 2021. If we consider kg of live animals, the emission intensity index for Group SCOPE 3 alone is 0.33 kg CO_2eq per kg of live animal, showing an increase from the 0.31 kg CO_2per live kg recorded in 2021 (+8%).
Scope 3 emissions are mainly associated with the category "**Purchased goods and services**" (96% of total Scope 3 emissions in 2022). This term refers to all emissions generated upstream in the Group's value chain, especially emissions related to the production of products purchased by the Group during 2022. These products include both goods (physical products) and services (intangible products). The increase compared to 2021 is due to progressively more detailed reporting of emissions from the purchase of grain raw materials and an increase in the breeding activities of agistees. The other emission categories reported by the Group have a single impact of between 0.01% and 2% of total Scope 3 emissions, and are as follows:

- **Upstream transportation and distribution:** emissions that include transportation and distribution of products purchased during the reporting year, both between the Group's Tier 1 suppliers[36] and during operations in vehicles not owned or operated by the Group (including multimodal shipping where multiple carriers are involved in the delivery of a product, but excluding fuel and energy products). These emissions include third-party transport and distribution services purchased directly by the Group in the reporting year, either directly or through intermediaries, including inbound logistics, outbound logistics (e.g., of sold products) and transport and distribution by third parties between Group facilities. (approx. 0.9% of the Group's total Scope 3 emissions);
- **Waste generated in operations:** emissions related to the disposal and treatment of waste generated in operations owned or controlled by the Group, but managed by third parties. This category includes emissions related to the disposal of both solid waste and wastewater. (0.05% of the Group's total Scope 3 emissions);
- **Business travel:** emissions that include the transport of employees for activities related to the use of vehicles owned or operated by third parties, such as aircraft, trains, buses and cars. (0.01% of the Group's total Scope 3 emissions);

[36] Tier 1 suppliers are companies with which the Group has a purchase order for goods or services (e.g., materials, parts, components, etc.).

- **Employee commuting:** emissions from the transport of employees between their residences and workplaces. (0.3% of the Group's total Scope 3 emissions);
- **Downstream transportation and distribution:** emissions related to the transportation and distribution of products sold, carried out through vehicles and facilities that are not owned or controlled by the Group. (2% of the Group's total Scope 3 emissions);
- **Processing of sold products:** emissions from the processing of intermediate products purchased from third parties (e.g., manufacturers), which are subsequently sold by the Group. In the specific case of Amadori, the intermediate products are live animals which require further processing, transformation or inclusion in another product before their final use by the consumer. This process involves emissions from processing occurring after sale by the Group and before use by the end consumer. The emissions resulting from processing should be attributed to the intermediate product. (0.9% of the Group's total Scope 3 emissions);
- **End-of-life treatment of sold products:** 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. This category includes the total expected end-of-life emissions of all products sold during the reporting year. (0.3% of the Group's total Scope 3 emissions). Although this category has a limited impact on total Scope 3 emissions, there was a 7% reduction in 2022 compared to the previous year. This is the result of the Group's strategy of choosing a virtuous option focused on valorisation in line with a circular approach.

Focus on Pollutant Emissions

In addition to emissions of climate-changing gases, the Group also emits gases or pollutants into the atmosphere which are related to its sector, the main ones belonging to:

- Air pollutants: these include substances such as nitrogen oxides (NOx), sulphur oxides (SOx), 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.

Other emissions: pollutants and particulates

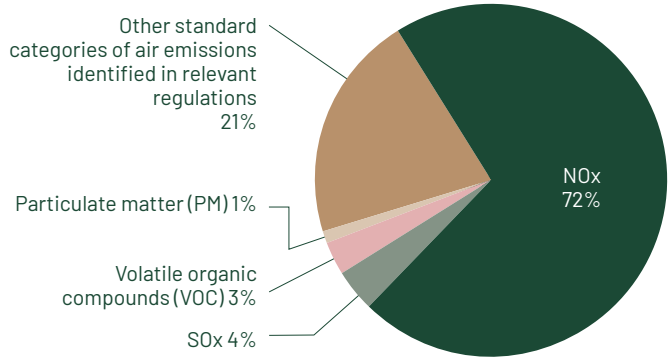
Industrial feed mills are subject to the provisions of the IEA and, consequently, are required to carry out regulated self-audits to monitor pollutant emissions. A special focus is placed on the presence and containment of dust in this sector.

Monitoring activities

The livestock sector is also subject to the IEA regime and does not require self-control or direct monitoring of pollutant emissions because there are no direct ducted emissions. However, indirect monitoring is provided 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 TRAL sector is concerned, a self-monitoring plan is mandatory under the IEA, which includes annual sampling. The atmospheric emissions can vary depending on the type and nature of the pollutants and the plant. The specific monitoring carried out depends on the type of emission and the specific emission points indicated in the self-monitoring plan, depending on each plant's specific needs and requirements.

Specifically, the calculation (also identical for feed mills) was performed by considering 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 was calculated for some emissions operating alternately (such as afterburners and boilers). The emissions from EPC cogenerators were not taken into account, as they are not attributable to Amadori. In addition, even if VOC (Volatile Organic Compounds) data are present, Amadori surveys VOCs as indicated by UNI EN 12619:2013, where the VOC parameter is expressed as TOC (Total Organic Carbon).

Fig. 22 - *Breakdown of the Group's other atmospheric emissions in the various supply chain stages in 2022 (%)*[37]



Emission quantities

The Group's pollutant emissions amounted to 221,679 kg in 2022.
Most of these emissions originate from food processing plants: 96% of the Group's total. Of the emission sources, the nitrogen oxides component accounts for 72% of the Group's total pollutant emissions, while emissions from other standard air emission categories identified in relevant regulations contribute 21%.

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.

[37] 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%.

Vehicle fleet

In addition, 90% of the vehicles used 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 2021 with the gradual introduction by Group suppliers of new short- and long-haul transport vehicles that run exclusively on liquid natural gas (LNG). These new vehicles ensure significantly lower emissions of CO_2, NO_2 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 in 2022, making it unaffordable for carriers to continue using liquefied natural gas (LNG) due to the higher costs compared to diesel, as originally planned. As a result, some LNG-fuelled vehicles were temporarily stopped. This situation slowed down the transition of the entire fleet to the new type of fuel.

Partnership with Green Router for emissions mapping

The Group took a step forward to further improve its logistics performance in 2022 through a partnership with the start-up Green Router, which is the first Italian management tool for accurately mapping logistics transport emissions throughout the integrated supply chain. Since the logistics activity involves an extremely ramified and diverse range of stakeholders, this collaboration embodies the Group's commitment to equip itself with the necessary tools to accurately monitor its emission footprint, in keeping with the Group's 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.

4. 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

Economic results

Shared value

1,863 million euros
Total economic value generated in 2022

+31%
compared to 2021

1,719 million euros
Economic value distributed to stakeholders and territories in 2022

equal to **92.3%**
compared to the total

2.6 million euros
distributed to more than 8,700 employees and collaborators at the end of 2022
to help tackle the rising cost of living

Supply chain

More value to territories and Italy

4,981 total active suppliers

+3%
compared to 2021

56%
The procurement volume from suppliers in the regions hosting the main Amadori sites (Emilia-Romagna, Abruzzo, Tuscany and Lombardy)

85%
overall procurement from Italian suppliers

13%
overall procurement from suppliers in other European countries

2%
overall procurement from non-European countries

Collaboration with territories

Close to community life

- Donations supporting social projects
- Public relations
- Participation in research projects
- Sports and cultural sponsorships
- Organisation of media events and company visits
- Food education

Market culture

Among the industry benchmarks

Amadori is a partner and founding member of Unaitalia

una italia

representing the **90%** of the Italian poultry supply chain

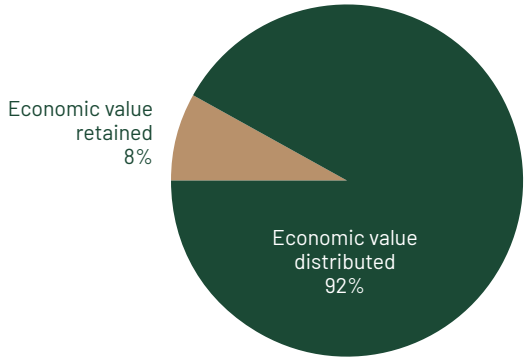
Creating Value throughout the Territory

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. Similarly, the Group's integrated supply chain and economic and financial performance generate an indirect impact, creating value throughout the chain at local level and distributing wealth to stakeholders.

Presence in the territory

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

Fig. 23 - *Breakdown of economic value generated in 2022 (%)*

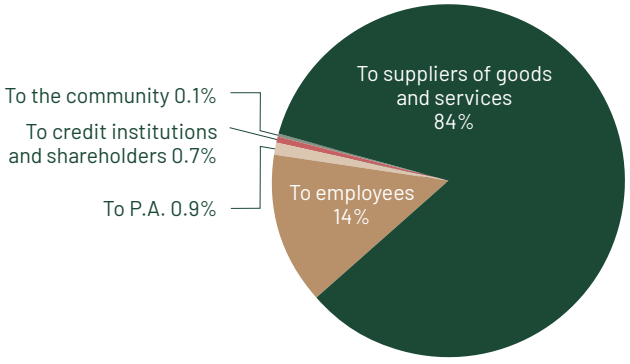


Generated and distributed value

The Group generated an economic value of approximately 1,863 million euros in 2022, an increase of 31% compared to the previous year, when the value amounted to 1,427 million euros. One of the main reasons for the increase in turnover was certainly the change in the macroeconomic system due to global geopolitical instability and the related consequences on raw material supply chains, testing the company's resilience.

The proportion of the value distributed to stakeholders (1,719 million euros) to the total generated rose from 94.7% in 2021 to 92.3%. The economic value was mainly distributed to suppliers of goods and services (84.2%), followed by employees in the form of benefits and salaries (14.1%). The remaining fraction of the distributed value was divided between public administration (0.9%), banks and shareholders (0.7%) and the community, through donations, sponsorships and membership contributions (0.1%).

Fig. 24 - *Distribution of economic value in 2022 (%)*



A Local Supply Chain

The total number of active suppliers rose to 4,981 in 2022, an increase of 3% over the previous year. The main supply categories have not changed and 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. The group has always given particular importance to the creation of a controlled, reliable and traceable supply chain. Collaboration with local companies is promoted to achieve this objective, thus contributing to enhancing the value of the area and supporting its economic activity. The volume of procurement from suppliers located in the regions where Amadori's main sites are located (Emilia-Romagna, Abruzzo, Tuscany and Lombardy) accounted for 56% of the total in 2022, while sourcing from other regions decreased compared to last year, to 29%. Overall, considering all Italian suppliers, the percentage in terms of overall procurement volume is 85%, 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 2%. Lastly, as confirmation of its great commitment to transparency and sustainability, for the first time this year, the Group subjected some of its new suppliers, 129 out of a total of 969 (13%), to assessments analysing environmental and social criteria.

Supply chain growth

Supporting local and Italian companies

Sharing the commitment to sustainability

Fig. 25 - *Origin of Group procurement in percentage*

85% 13% 2%

Impact on Local Communities

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

The Group also participates in territorial committees that promote and support social, cultural and sports projects, with a special focus on youth, and cooperates with important territorial organisations in Romagna as well as in other territories.

Social Initiatives

Il Germoglio Onlus

Il Germoglio Onlus is the evolution of Amadori's long-term commitment to the Associazione Riminese Oncoematalogia Pediatrica (AROP), a non-profit organisation that the company has supported in recent 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 establishment of the new association is closely tied to the need to provide further financial support to medical and scientific research in the field of paediatric oncology, in particular to the paediatric oncohaematology department of the Rimini hospital. The new non-profit organisation 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, Il Germoglio Onlus is contributing, 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.

- To this end, a fundraising evening was organised in June 2022 at the Grand Hotel in Rimini with the aim of financing this renovation, which includes both structural and functional work on an area of 600 square metres. The fundraising evening was organised in collaboration with C.I.A. Conad and AROP. On 19 December 2022, the "foundation stone laying" ceremony was held to officially start the ward's renovation.

- In addition, on 1 July the association donated a high-tech paediatric dummy for training the healthcare personnel involved in the prevention and care of children in the paediatric operating units throughout the AUSL Romagna region. This tool helps to improve staff training and, consequently, the quality of care provided to young patients.
- Lastly, the group's traditional Christmas solidarity initiative, in which each employee is encouraged to donate the economic equivalent of 1, 2 or 3 hours of their working time to a solidarity initiative, was channelled into a contribution for financing the Day Hospital of the Rimini hospital in 2022. The amount collected was doubled by the company and paid out at the beginning of 2023.
- Among other funded activities, Il Germoglio Onlus also made a financial contribution to complete a fundraising campaign for the purchase of a special customised wheelchair for a young patient suffering from SMA (spinal muscular atrophy) in 2022. Manufactured in Australia and to be delivered in early 2023, this wheelchair will allow people to move more freely and without limitations in outdoor spaces.

A.I.L.

The Group continued to support local sections of A.I.L. (Italian Association against Leukaemia, Lymphoma and Myeloma) in Romagna and Abruzzo in 2022. In particular, Amadori made a financial contribution to the "A.I.L. Home Assistance" programme, which offers oncohaematological home care services, also for paediatric patients, in the territories under the jurisdiction of the Romagna and Teramo local health authorities. The group's Christmas solidarity initiative, in which each employee is encouraged to donate the financial equivalent of 1, 2 or 3 hours of their working time, was dedicated to A.I.L. at the end of 2021. The collected contribution was further increased by Amadori to reach a total of over 41,000 euros, and was disbursed in the first months of 2022.

Artexplora Summer Centre

Amadori continued its commitment to its employees in 2022 with a special focus on the families and parents working at its 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 300,000 euros. Amadori renewed its collaboration with Artexplora in order to reach this goal. The association has been running a summer centre attended by the children of the Group's employees for several years now. In addition, the company provided full funding for two other Summer Centres in Santa Sofia and Mosciano Sant'Angelo, to which it had previously contributed in part, and which had already welcomed the children of employees.

Contribution for Amadori Employees

Internally, more than 2.6 million euros were distributed to more than 8,700 employees during the year. This initiative was undertaken in order to cope with the rising cost of living in this historical period and represented a tangible gesture of solidarity towards the corporate community. This initiative adds to the set of organisational well-being initiatives and reflects an ongoing commitment to corporate social responsibility.

Amadori for Ukraine

Amadori also showed its support for the war-stricken population of Ukraine through an important solidarity initiative. In 2022, the company launched an extraordinary campaign to all its employees along the production chain. Through a dedicated section of the company app, each Amadori worker had the opportunity to donate a sum equivalent to 1, 2 or 3 hours of their salary to support the Ukrainian people. The money collected went to the Cesena Committee of the Italian Red Cross and was used to finance projects already underway in Ukraine and neighbouring countries, in cooperation with other Red Cross member organisations and the Ukrainian Red Cross. These projects included first aid medical interventions, the immediate purchase of medicine and basic necessities, and healthcare support for the local population.

PRIME Centre IOR

The PRIME (Prevention, Rehabilitation and Integration in Medicine) Centre opened in San Cristoforo, a hamlet of Cesena, in November 2022. The new facility within the IOR (Istituto Oncologico Romagnolo) system is dedicated to raising awareness of the fight against cancer and of integrative medicine to improve the quality of life of patients during their cancer treatment. The company contributed to its creation through financial support, together with other entities in the Romagna region. The centre offers a comprehensive approach to patient management, taking care of all aspects of their well-being. The facility covers 6,513 square metres and has several specialised areas. These include a teaching kitchen dedicated to healthy eating workshops and a modern 148-square-metre gymnasium with state-of-the-art equipment for the rehabilitation of patients undergoing cancer treatment or surgery. The PRIME Centre also has clinics and spaces dedicated to integrative medicine practices such as mindfulness, acupuncture and music therapy. In addition, it has classrooms available for schools, companies and classes wishing to start wellness and prevention awareness programmes.

Amadori Beehive

As part of its social and environmental sustainability initiatives, Amadori decided to embark on a path to protect bees over the last year, supporting a start-up specialising in the creation of technological solutions for bee-keeping. At one of the Group's sites in Romagna, particularly suitable for its wide open spaces, cultivated fields and uncultivated meadows, 10 beehives were installed to house at least 300,000 bees that produced honey over the course of the year, which the company then decided to give as a gift to its stakeholders, attesting to the symbolic as well as important value of the initiative. To confirm this, in addition to having "adopted" hundreds of thousands of bees, sensors were installed at the beehive to monitor the health of the insects and detect any presence of heavy metals in the air. The data collected confirmed that the air pollution levels around the beehives comply with legal regulations.

In terms of sport, the Group continued to support various associations at both amateur and youth level in 2022 in the areas where it operates. These include, for example, Polisportiva San Vittore (FC), the football team Calcio Galeata (FC) and the basketball team Happy Basket of Teramo, local associations supported and participated in by Group workers and their families.

Also in the cultural sphere, the company reconfirmed its support for several associations and cultural events in different areas in 2022, for example Ars Nova, promoter of the Cesena edition of TedX, an event the Group has supported as a sponsor since its first edition in Cesena.

Support for the Domestic Poultry Supply Chain

Committed to participating in associations and initiatives focused on the poultry and rabbit sector nationwide, the company actively works to foster the sustainable growth of its supply chain, with a special focus on economic, environmental and social dimensions. The main sector organisations to which it belongs are Unaitalia, Carni Sostenibili and Filiera Italia.

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. In cooperation with Fedagri/Confcooperative, Unaitalia represents over 90% of the national poultry and rabbit supply chain. Unaitalia has promoted several initiatives targeting various audiences for the valorisation of poultry meat over the years, including the scientific community, public institutions and authorities, journalists and end consumers.

The Group became an associate member of Centromarca and Confindustria Romagna in 2022. This membership is a significant step in the company's commitment to take active part in important industry associations and organisations, demonstrating its willingness to contribute to the development and progress of the industry and the economy in the region and nationwide.


Amadori

5. The People of Amadori

A strength accompanying the company's growth every day


Amadori

The Amadori community

Growing recruitment

+ 480
compared to 2021

+ 5% compared to 2021

The value of multiplicity

49.7% women

50.3% men

27.2% foreign employees from **85 different nationalities**

1,342 employees under 30 years of age **+3% compared to 2021**

Training and professional development

71,471 Total training hours provided in 2022 compared to **54,812 hours** in **2021**

+ 30% compared to 2021

13,122 Total training hours for **production** operators

+106% compared to 2021

Health and safety

80%

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

For workers

+47%

compared to 2021

-12%

overall decrease in recorded injuries

compared to 2021 in feed mills and processing activities, compared to increased working hours (9,150,842 in 2022, 8,746,669 in 2021)

61

cases of work-related ill health compared to **70 in 2021**

Zero

injuries involving external staff not employed but operating in the company in 2022

Attention to Employees

Policies and reference values

Amadori's employees 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, enabling the successful achievement of corporate goals. Staff development policies are strongly focused on respect for all employees: the Group's strategy is based on the value pillars of organisational well-being, health and safety, synergy between work and personal life, professional development, care and active involvement and respect for individual social and cultural identities. This approach has always made it possible to successfully deal with complex situations, such as the emergency caused by the COVID-19 pandemic in recent years. Due to the inherent nature of its sector, the Group was able to ensure business continuity even during the most critical periods, despite the restrictions imposed nationally and domestically.

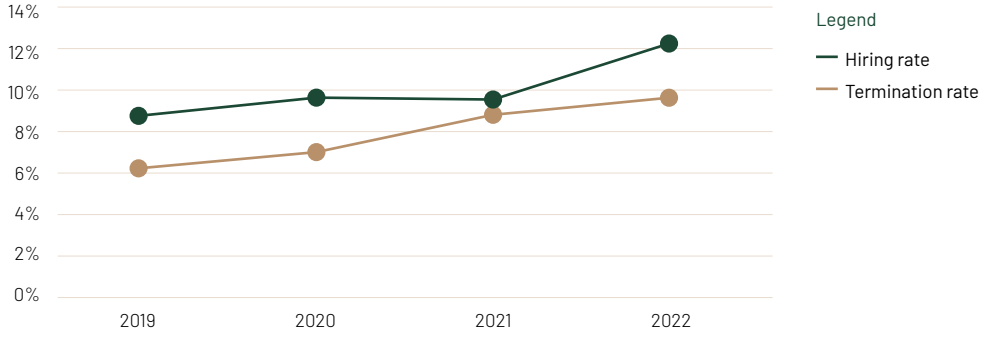
The company confirmed the adoption of remote work for all employees whose role did not require a mandatory physical presence in 2022, thus maintaining flexibility by working remotely.

Increased recruitment

The number of employees increased by 480 compared to 2021, reaching a total of 9,724 employees as at 31 December 2022. This figure confirms the Group's steady expansion, with 5% growth over the previous year. The increase in recruitment was driven by the growth of the Group's production to meet the growing demand for white meat food products, all of Italian origin and from integrated supply chains. In addition, the Group is implementing a number of projects in collaboration with universities with the aim of attracting young talent in STEM disciplines (Science, Technology, Engineering and Mathematics), essential players in meeting current and future technological challenges.

With regard to the number of terminations, there was a 15% increase in 2022 compared to the previous year, rising from 807 to 932. This is partly due to a more dynamic labour market and partly to a tendency of people to look for situations that better reconcile their work and private lives.

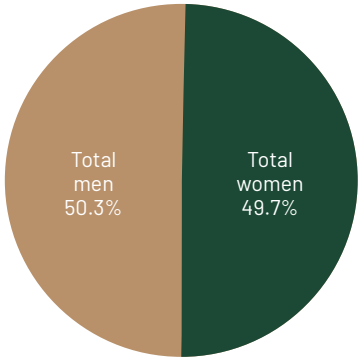
Fig. 26 - *Hiring and termination rates (2019-2022)*



Value of multiplicity

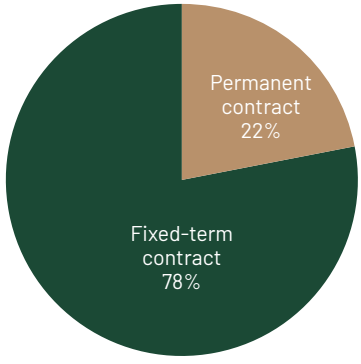
The Group's workers are equally divided between women and men, making up 49.7% and 50.3% of the total, respectively. In addition, 27.2% of employees are foreigners, with as many as 85 different nationalities represented within the workforce. The number of employed men increased more than women in 2022. The proportion of employees under 30 years of age is 1,342, an increase of 3% compared to the previous year (1,306).

Fig. 27 - *Breakdown of employees by gender (2022)*



As far as the breakdown in terms of contract type is concerned, the group 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 77.9% in 2022, in line with the previous year.

Fig. 28 - *Breakdown of employees by employment contract (2022)*



Training and Professional Development

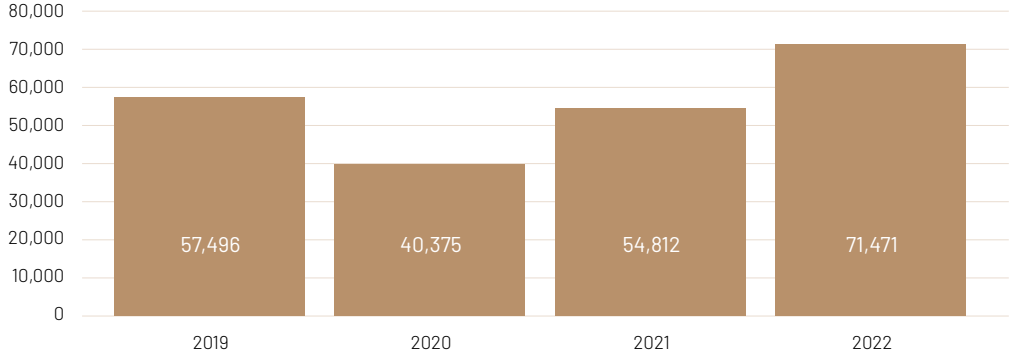
The Amadori Group has always been committed to creating a working environment that motivates its people, highlighting their skills and abilities and offering opportunities for professional growth and training. A key element in this process is the Amadori Academy, a well-established training programme 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.

Amadory Academy

Increased training activities

There was a 30% increase in training hours overall in 2022. In fact, the Amadori Group provided a total of 71,471 hours of training to its employees, compared to 54,812 hours in 2021. The predominant category of workers within the Group is production operators (who make up more than 90% of staff), who were able to benefit from valuable technical training opportunities. This resulted in a total of 13,122 hours of dedicated technical training, representing a 106% increase over 2021, through both in-person and remote sessions. The gradual mitigation of critical issues related to Covid-19 also led to an increase in the number of hours of compulsory technical training for plant workers, as well as a greater emphasis on health and safety training, with a 47% increase over the previous year.

Fig. 29 - *Training hours (2018-2021)*



For some categories of employees, including Executives, Middle Managers and Blue-collar Workers, there was a significant increase in training hours on technical subjects. In particular, specific GDPR (General Data Protection Regulation) training was provided during 2022, totalling approximately 162 hours. Technical training for executives significantly increased compared to the previous year, with a total of about 29 hours compared to two hours in 2021. In terms of average training hours, women benefited from an average of 5.6 hours each, while men averaged almost 9.1 hours. In both cases, there was an increase compared to 2021. 2022 was therefore a year in which technical training was resumed for operational workers, ensuring high standards of training also through remote learning.

The commitment to provide training hours for executives, middle managers and white-collar workers is part of a three-year training plan specifically designed for these categories and adapted to the needs of the company, in which the Group has heavily invested. This path was started in 2019 with an analysis phase to define executives' training needs and further developed in the following years with actions aimed at filling these gaps.

Communication and Involvement of People

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 strengths. Over time, the company has introduced new digital communication channels to stay "connected" with its more than 9,000 employees and provide them with information in a timely and effective manner.

Communication channels

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 People & Organisation Department, together with the possibility of receiving updates on the latest company news. The App is constantly evolving and being enhanced with new content and features to improve the employee experience.

Peopoll App

In addition to this new application, 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.

Company intranet

In addition, the newsletter "Amadori News" is published on the Peopoll App, 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 and ongoing social and environmental projects.

"Amadori News"

Among the initiatives for involving the corporate community, mention should be made of the "Spazio Alle Tue Idea" call for ideas programme, which is one of the most significant initiatives promoted by the Innovation Department. The project involved the entire company population, as well as specific locations and departments, in order to promote and stimulate the search for innovative solutions by the employees themselves. Through an elaboration process supported by colleagues and dedicated company departments, employees develop their own "innovative ideas"' which are then evaluated by company management. The best projects are developed so that they can be concretely applied to the company's activities or, in the case of new products, are proposed on the market under the Amadori brand name. "Innovator" employees are given awards for their creative and innovative ideas.

"Spazio Alle Tue Idee" initiative

Health and Safety throughout the Supply Chain

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

Strategy and objectives

In particular, the Group's 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

In order to optimise the management of occupational health and safety aspects, all of the group's food processing plants have voluntarily adopted occupational health and safety management systems compliant with ISO 45001 (for the Santa Sofia plant, certification is scheduled for the first half of 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.

An internal Prevention and Protection Service has been set up in each processing plant and feed mill, while in the case of the farms and hatcheries, the coordination of the Prevention and Protection Service is entrusted to an external manager. In accordance with applicable regulations, regular inspections and consultations are conducted involving employees in order to identify potential risks at an early stage, complete due diligence and propose mitigation measures to prevent future incidents. The active participation of people 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 company app or during regular meetings directly with the prevention and protection officers at the plant.

Occupational Repetitive Action (OCRA) method

Since the early 2000s, Amadori has adopted 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 indicated in international technical standards[38] as preferable to 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. The Group works directly with the authors Dr Daniela Colombini and Dr Enrico Occhipinti from EPM International Ergonomics School. 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.

With a view to continuous improvement, a project to digitise occupational health and safety processes was launched at the beginning of 2019. The project involves the creation of dedicated modules covering all stages of health and safety processes.

In compliance 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.

Safety culture, participation, training

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 with links to the Management of each 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 approaches in new production lines and to 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 80% of the total training hours provided in 2022, involving all categories of workers. In particular, training hours for workers increased by 47% compared to 2021, thanks to the possibility of holding in-person courses and the use of remote learning whenever practicable.

In order to adapt to the different contexts along the supply 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.

Health and Safety: Feed Mills and TRAL

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. Each incident is recorded and categorised according to different criteria, enabling in-depth statistical analysis. Using special accident indices, it is possible to monitor accident trends over time and identify any critical areas

[38] 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.

or specific trends. This analysis process is applied on an individual plant level, department by department and globally for the entire industrial area of the Group.

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. The same approach is followed in the feed mills, but the main risks may vary due to the different activities carried out in this type of plant. In particular, there are 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).

Risk elimination and reduction initiatives

In order to mitigate these risks, and when possible eliminate them, measures are constantly implemented in both the food processing departments and feed mills. These actions mainly 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 carrying out targeted actions to eliminate any possible source of tripping hazards.

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. 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 and equipment. With regard to working in confined environments, specific working procedures have been drawn up and dedicated protective equipment implemented. In the case of feed mills, guardrails and fall protection systems have been installed, specific operating procedures developed and appropriate equipment and protective devices adopted. In addition, with regard to the risk of unexpected start-ups, a safety bus has been installed in recent years, i.e., a supervision network for automatic processes parallel to the one that governs the production sequences, and certified to higher safety standards: this system is used to monitor the mobile shelters on the plants. In addition, the same network monitors the temperature sensors installed to prevent ATEX risk. All operators have been equipped with a MAN-DOWN device since 2022, more specifically within a smart watch that detects the absence of movement for a pre-set time and sends alarms to colleagues on the shift.

MAN-DOWN device

Injuries in 2022

Activities are systematically carried out to analyse the causes not only of accidents but also of near misses, with training of supervisors on their active role in prevention and frequent meetings on health and safety issues. There has been a reward system in place for many years that considers the achievement of specific health and safety targets for staff.

There was a decrease in injuries in 2022 compared to 2021, despite an increase in staff in the three main food processing plants.

The overall rate of registered injuries [39] which includes both food processing plants, feed mills and branches, decreased by 12% compared to 2021. There was an increase in the rate of injuries with severe consequences [40], rising from 0.46 in 2021 to 0.87 in 2022, as the number of injuries doubled over the previous year, from four to eight.

Employee data	2021	2022
Hours worked	8,746,669	9,150,842
Recordable injuries	262[41]	241
of which with severe consequences	4[42]	*8*
of which fatal	-	-
Commuting injuries (with transport not organised by the Group)	50	77

Injury rates[43]	2021	2022
Recordable injury frequency rate	30.0	26.3
Frequency rate of injuries with severe consequences	0.46[44]	0.87

The main types of injuries are:
- falling from slips and trips;
- biomechanical overload from repetitive work or manual handling of loads;
- plant, machinery, lifting and transport equipment;
- work equipment;
- impacts with materials or the use of chemicals.

The main risks associated with food processing activities include those related to material agents in the work environment (such as falls and slips) and other factors. The risk of biomechanical overload, caused by repetitive movements of the upper limbs and manual handling of loads, which can lead to the development of work-related ill health such as upper limb and spinal diseases, remains stable compared to the previous year.

The Group has focused its efforts on several initiatives to eliminate these risks. In particular, it has invested in the automation and mechanisation of burdensome tasks, and when this was not possible, it has taken measures to reduce the probability of negative events. These measures include redesigning workstations, training, information and instruction of staff on risks and correct behaviour. In addition, manually lifted loads have been replaced with lighter weights and organisational interventions such as recovery breaks, rotations between different tasks and alternate day shifts have been implemented.

[39] 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.

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

[41] The figure has been restated due to a refinement of the 2021 data.

[42] The figure has been restated due to a refinement of the 2021 data.

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

[44] The figure has been restated due to a refinement of the 2021 data.

Work-related ill health

With regard to machine noise, a potential source of work-related ill health, the Group has invested in training, information, the provision of Personal Protective Equipment (PPE) and specific health checks. There was a decrease in the number of new cases of workers with ill health in 2022 (70 in 2021 against 61 in 2022), mainly concerning the upper limbs (86.9% of workers with ill health). The incidence of new workers with ill health had a minimum in 2020 of 0.5%. In the following two years it increased slightly for the three largest plants, but still remained below 1%. It is important to note that biomechanical overload disorders are influenced by numerous factors, including seniority at work. The high provision of COVID-related activities in the infirmary services at the two main plants and the avoidance of recovery breaks to reduce mixing between work groups and the potential risk of contagion may have influenced the trend reversal in 2021.

Work-related ill health	2021	2022
Number of registered work-related ill health[45]	70[46]	61

Health and Safety: Breeding and Hatcheries

Sources of danger

With regard to breeding and hatchery operations, a risk analysis was conducted to identify the main sources of danger that could lead to accidents. These include:

- dragging from moving parts of machines and equipment;
- falls from heights;
- access to confined spaces;
- drowning;
- solitary work;
- tipping with forklifts and tractors;
- inhalation of chemicals;
- aggression by animals (pork compartment only);
- electrocution.

Risk reduction initiatives

In order to prevent and mitigate accidents at work, analyses of past injuries are conducted and ongoing health and safety training is provided to staff. 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 procedures and the work on the plants, the opening 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. A plan was launched in the hatcheries in 2022 to adapt machinery to higher safety standards, in order to prevent in particular the risk of dragging from moving parts of machines and equipment. The plan will be implemented progressively from year to year, intervening with reasoned priorities according to higher risk criteria.

[45] 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).

[46] The figure has been restated due to a refinement of the 2021 data.

Injuries in 2022

During 2022, the recordable injury rate associated with breeding and hatcheries increased from 25.2 to 34.6. The number of injuries increased by 3%, from 35 in 2021 to 36 in 2022. However, this figure is generally lower than in previous years. During 2022, one severe injury involving a worker on a farm in the supply chain was recorded.

Employee data	2021	2022
Hours worked	1,431,411	1,068,214
Recordable injuries	35[47]	36
of which with severe consequences	*1*	*1*
of which fatal	-	-
Commuting injuries (with transport not organised by the Group)	9	2
Commuting injuries (with transport organised by the Group)	2	0

Injury rates[48]	2021	2022
Recordable injury frequency rate	25.2	34.6
Frequency rate of injuries with severe consequences	0.70	0.94

Work-related ill health

Similarly to processing activities, the main causes of work-related ill health in breeding stem from the manual handling of loads and high-frequency repetitive movements, especially in hatchery activities. The Group is pursuing the goal of eliminating manual handling of loads through the automation of work processes, including the introduction of devices such as stackers and de-stackers, together with organisational measures focused on the physical recovery of workers exposed to repetitive movements. The number of registered work-related ill health decreased from 13 in 2021 to 2 in 2022.

Work-related ill health	2021	2022
Number of registered work-related ill health	13	2

[47] The figure has been restated due to a refinement of the 2021 data.

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

Health and Safety: External workers

Safety agreements with suppliers

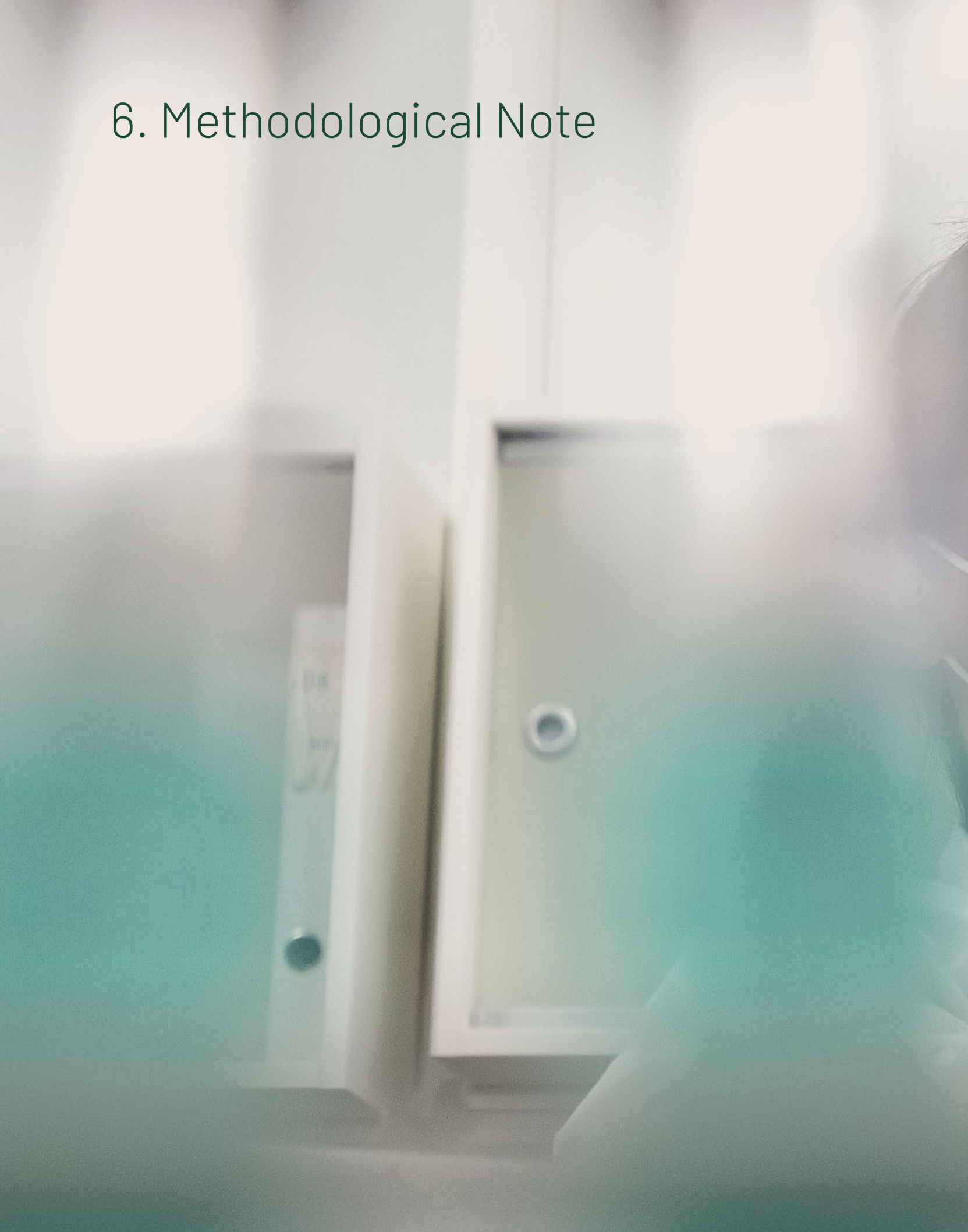
External companies are often entrusted in Group plants with operations such as maintenance or material handling services. In order to ensure that the employees of these companies also work in a safe environment that complies with Amadori regulations and standards, the Group has reviewed its procurement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

Injuries

Currently, the Group has only monitored injury rates for non-employee staff in the processing plants and feed mills since 2018. There were no cases of injuries in 2022, while in 2021 there was one, which resulted in a long-term prognosis of more than 180 days, but left no permanent injuries to the worker involved. As a result, the injury frequency rate was zero in 2022.


Amadori

6. Methodological Note

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Methodological Note

This Sustainability Report of the Amadori Group covers the financial year 2022 (1 January to 31 December), in line with its financial reporting. The document also contains performance data for 2020 and 2021, when available, 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.

Amadori S.p.A. has its registered office in Milan at Piazza Borromeo 14. The Group has a nationwide presence, with 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 2023 which are relevant for the purposes of sustainability disclosure.

GRI standard and analysis methodologies

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. In addition, as required by the Standard, the Group also analysed and used the references within the GRI Sector Standard for "Agriculture, Aquaculture and Fisheries".

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 Amadori 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, with regard to the impacts generated.

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 Food safety	Amadori Group	-	-	-
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	Reporting not extended to the pork and egg supply chains	-
Energy consumption	Energy	-	Amadori Group	Suppliers	Reporting not extended to the pork and egg supply chains	-
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 Indirect economic impacts	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	-	-	-
Use of water resources	Water and effluents	Water and effluents	Amadori Group	-	Reporting not extended to the pork and egg supply chains	-
Noise and odour emissions	-	-	Amadori Group	-	-	-
Food waste	-	Food security	Amadori Group	-	-	-

Material Topics	GRI Topics	GRI Sector Specific	Perimeter		Perimeter limitations	
			Internal	External	Internal	External
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, they refer only to the chicken and turkey perimeter, in order to standardise all the environmental indicators.

- 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 (m^3 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 Terna, 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 = GHG emissions of cogenerators = X * emission factor of natural gas * 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:

  GHG emissions related to purchased electricity = B* (Y/(Y+Z))

  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 GHG Scope 2 emissions reported in the section on environmental impacts are calculated according to the Market Based method using the emission factor taken from AIB - European Residual Mixes (2022 data of 457 gCO2/kWh, similar to the factor for 2021); for completeness, the amount of Scope 2 emissions was also calculated according to the Location Based method.

- 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.

7. Appendix

Economic Indicators

Economic Performance

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

	2021	2022
Directly generated economic value	**1,427,058,441**	**1,862,923,417**
Distributed economic value	**1,351,783,107**	**1,718,691,065**
Operating expenses	1,116,038,229	1,447,445,570
Staff salaries and benefits	219,314,365	241,956,375
Payments to capital providers	5,107,536	6,515,692
Payments to Public Administration	5,132,667	16,156,721
Investments in the community	1,190,310	1,616,708
Economic value retained	**75,275,334**	**144,232,352**

Procurement Practices

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

	2021	2022
Procurement budget spent on local suppliers[49]	**90%**	**85%**

[49] Local suppliers refer to Italian suppliers.

Social Indicators

General Disclosures

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

	2021	2022
Employees	**9,244**	**9,724**
Women	4,755	4,833
Men	4,489	4,891
Full-Time Contract	**9,113**	**9,587**
Women	4,633	4,705
Men	4,480	4,882
Part-Time Contract	**131**	**137**
Women	122	128
Men	9	9
Permanent contract	**2,116**	**2,146**
Women	765	778
Men	1,351	1,368
Fixed-term contract	**7,128**	**7,578**
Women	3,990	4,055
Men	3,138	3,523

Employment

GRI 401-1 | New employee hires (no.)

	2021	2022
Total hires	**870**	**1,181**
Women	**421**	**599**
<30 years	147	188
30 ≤ x ≤ 50 years	259	358
>50 years	15	53
Men	**449**	**582**
<30 years	218	255
30 ≤ x ≤ 50 years	214	259
>50 years	17	68

GRI 401-1 | Turnover (no.)

	2021	2022
Total terminations	**807**	**932**
Women	**370**	**457**
<30 years	72	95
30 ≤ x ≤ 50 years	183	236
>50 years	115	126
Men	**437**	**475**
<30 years	138	147
30 ≤ x ≤ 50 years	190	210
>50 years	109	118

GRI 405-1 | Diversity among employees (no.)

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

Health and safety

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

	U.M.	2022
Employees - Farms and hatcheries		
Number and percentage of all employees covered by this system	No.	900 [50]
	%	100
Number and percentage of all employees covered by this system that has been internally audited	No.	350 [51]
	%	39
Number and percentage of all employees covered by this system that has been audited or certified by independent third parties	No.	350 [52]
	%	39
Total number of employees	**No.**	**900**
Employees - TRAL, feed mills and branches and distribution		
Number and percentage of all employees covered by this system	No.	7,836 [53]
	%	100
Number and percentage of all employees covered by this system that has been internally audited	No.	7,350 [54]
	%	94
Number and percentage of all employees covered by this system that has been audited or certified by independent third parties	No.	5,524 [55]
	%	70
Total number of employees	**No.**	**7,836**
Non-employee workers - TRAL, feed mills and branches and distribution		
Number and percentage of all non-employees covered by this system	No.	323 [56]
	%	100
Number and percentage of all non-employees covered by this system that has been internally audited	No.	323 [57]
	%	100
Number and percentage of all non-employees covered by this system that has been audited or certified by independent third parties	No.	163 [58]
	%	50
Total number of non-employees	**No.**	**323**

50 This figure only relates to the farms.

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

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

53 The Health and Safety Management System is applied in all TRAL plants.

54 All TRAL plants are covered by internal audits.
Gesco: inspections and audits are periodically carried out in the branches and feed mills by the RSPP (Health and Safety Officer).

55 All TRAL plants achieved ISO 45001 certification before 2022, with the exception of the Santa Sofia plant, certified in May 2023. Gesco SCA is currently not certified.

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

57 Periodic audits at branches to check contractors.

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

GRI 403-9 | Work-related injuries

	U.M.	2021	2022
Employees - Farms and hatcheries			
Hours worked	hours	1,431,411	1,419,495
Total number of work-related injuries	No.	36	56
Total number of work-related injuries with severe consequences	No.	1	3
Total number of deaths as a result of a work-related injury	No.	0	0
Injury rate	Rate	25.2	39.5
Severe injury rate	Rate	0.70	2.11
Death rate	Rate	-	-
Employees - TRAL, feed mills and branches and distribution			
Hours worked	hours	8,746,669	9,150,842
Total number of work-related injuries	No.	262	241
Total number of work-related injuries with severe consequences	No.	4 [59]	8
Total number of deaths as a result of a work-related injury	No.	0	0
Injury rate	Rate	30.0 [60]	26.3
Severe injury rate	Rate	0.46 [61]	0.87
Death rate	Rate	-	-

[59] The figure for 2021 has been restated in this edition of the Sustainability Report, due to an extension of two events lasting more than 180 days after reporting for 2021.

[60] The figure for 2021 has been restated in this edition of the Sustainability Report, due to a change in some data that caused a different rate result.

[61] The figure for 2021 has been restated in this edition of the Sustainability Report, due to a change in some data that caused a different rate result.

GRI 403-10 | Work-related ill health

	U.M.	2021	2022
Employees - Farms and hatcheries			
Number of registered work-related ill health	No.	13	2
Number of deaths due to work-related ill health	No.	0	0
Employees - TRAL, feed mills and branches and distribution			
Number of registered work-related ill health	No.	70 [62]	61
Number of deaths due to work-related ill health	No.	0	0

Training

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

	2021	2022
Gender		
Women	4.5	5.6
Men	7.5	9.1
Professional category		
Executives	99.1	9
Middle Managers	54.3	11.7
White-collar workers	7.2	4.4
Blue-collar workers	5.1	7.5

[62] The figure for 2021 has been restated in this edition of the Sustainability Report, as the figure is a projection (based on historical recognition rates) that is constantly updated.

Environmental Indicators

Materials

GRI 301-1 | Material consumption (tonne)

	2021	2022
Raw materials	**1,108,800**	**1,118,890**
Grains and their by-products	743,200	739,921
Soya-based protein	264,100	284,678
Other Proteins	72,600	69,852
Oils and Fats	27,600	23,237
By-products of sugar processing	1,300	1,202
Semi-finished products or components	**73,948**	**61,978**
Chicken	12,984	12,832
Turkey	20,744	1,059
Flavourings and spices	1,243	1,935
Ingredients	21,029	25,294
Casings	468	489
Vegetables	739	843
Gas	12,882	15,695
Pork	3,859	3,831
Packaging materials	**32,752**	**36,682**
Paper/Cardboard	23,302	23,731
Aluminium	99	103
Plastic	6,894[63]	7,070
of which: band A and subcategories	-	*1,250*
of which: band B and subcategories	-	*1,162*
of which: band C	-	*4,657*
Wood	2,458	5,778
Total materials	**1,215,500**	**1,217,550**

[63] The figure for 2021 has been restated in this edition of the Sustainability Report.

Energy [64]

GRI 302-1, 302-3 | Energy consumed (GJ) and Energy intensity (GJ/kg live animal)

	2021	2022
Diesel	43,756	44,123
LPG	138,588	155,717
Natural gas	1,250,032	1,275,289
of which: sold	*(596)*	*(609)*
Biogas	112,989	105,462
of which: sold	*(18,553)*	*(17,879)*
Electricity	691,450	719,851
of which: sold	*(15,145)*	*(15,174)*
Thermal energy	54,100	57,083
Total	**2,256,441**	**2,323,861**
Energy intensity	**4,442.632**	**4,759.848**

Table 1 | Fuel consumption from non-renewable sources

	U.M.	2021	2022
Diesel	litres	435,611	436,890
LPG	litres	5,339,362	5,999,260
Natural gas	$Stdm^3$	36,169,907	36,900,728
Biogas	$Stdm^3$	4,430,526	4,135,383
Diesel for the corporate fleet [65]	litres	884,539	899,819

Table 2 | Electricity consumption (kWh)

	2021	2022
Consumption of purchased electricity	**184,053,755**	**191,776,270**
Purchased from the network	178,859,179 [66]	201,409,649
of which: with certification from renewable sources (G.O.)	*15,400,000*	*30,800,000*
Methane-fuelled EPC cogenerator	13,842,440	13,437,268
EPC cogenerator fuelled by vegetable oil + EPC Photovoltaic plant	6,752,136	7,729,353

[64] The perimeter of the Group's energy consumption data does not include the pork and egg supply chains.

[65] The diesel used for the company fleet has also included the diesel used for the Group's own agricultural vehicles since 2019.

[66] The figure for 2021 has been restated in this edition of the Sustainability Report.

Table 3 | Self-generated electricity (kWh)

	2021	2022
Self-generated and consumed electricity from renewable sources	**51,576,038** [67]	**54,745,959**
Photovoltaic plant	3,808,664	3,967,270
Methane-fuelled cogenerator	41,832,504	45,818,672
Biogas-fired cogenerator	5,934,870	4,960,017
Self-generated and sold electricity from renewable sources	**9,526,280**	**9,350,889**
Photovoltaic plants	4,206,979	4,215,126
Methane-fuelled cogenerator	165,669	169,298
Biogas-fired cogenerator	5,153,632	4,966,464

Table 4 | Thermal energy consumed (Stdm^3)

	2021	2022
Purchased thermal energy	**1,565,393**	**1,651,693**
Methane-fuelled EPC cogenerator	1,115,619	1,248,268
EPC cogenerator fuelled by vegetable oil	449,774	403,425
Self-generated thermal energy	**5,711,822**	**5,731,376**
Methane-fuelled cogenerator	4,748,756	4,760,342
Biogas-fired cogenerator	963,066	971,034

[67] The figure for 2021 has been restated in this edition of the Sustainability Report.

Emissions [68]

GRI 305-1 | Scope 1 emissions (tCO_2eq)

	2021	2022
Diesel	3,608	3,151
LPG	8,314	8,201
Natural gas	72,235	73,012
Refrigerant gas leaks	15,688	12,497
Stabling	3,721	3,635
Total	**103,572**	**100,502**

GRI 305-2 | Scope 2 emissions (tCO_2eq)

	2021	2022
Total Location Based	**48,349**	**45,527**
Location Based Electricity	46,180	43,060
Thermal energy acquired from EPC cogenerator with vegetable oil	86	67
Thermal energy acquired from methane-fuelled EPC cogenerator	2,084	2,400
Total Market Based	**72,452**	**68,383**
Market Based Electricity	70,282	65,916
Thermal energy acquired from EPC cogenerator with vegetable oil	86	67
Thermal energy acquired from methane-fuelled EPC cogenerator	2,084	2,400

[68] The perimeter of the Group's emissions data does not include the pork and egg supply chains.

GRI 305-3 | Scope 3 emissions (tCO_2eq)

	2021	2022
Purchase of goods and services [69]	1,501,869	1,553,699
Upstream logistics	14,500	14,139
Waste generated by production activities	936	789
Business trips [70]	10	-
Employee commuting	4,739	4,870
Downstream logistics	33,381	33,005
Processing of sold products	12,388	14,757
End-of-life treatment of products sold	5,795	5,370
Total	**1,573,618**	**1,626,629**

GRI 305-4 | GHG emission intensity (tCO_2eq/t of live animal)

	U.M.	2021	2022
Total emissions (Scope 1 + 2 + 3)	tCO_2eq	1,749,642	1,800,536
Emissions intensity	**tCO_2eq/t live animal**	**3.445**	**3.688**

GRI 305-7 | Nitrogen oxides (NOx), sulphur oxides (SOX) and other significant air emissions (%)

	2022
NOx	72%
SOx	4%
Volatile organic compounds (VOC)	3%
Particulate matter (PM)	1%
Other standard categories of air emissions identified in relevant regulations	21%

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

[70] This category includes business trips made via planes and trains, a figure assumed to be similar in 2021 due to its low significance.

Water [71]

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

	2021	2022
Withdrawal from surface water	1,919	1,968
Withdrawal from wells	1,818	1,831
Withdrawal from aqueducts	371	452
Withdrawal from recirculated water	748	837
Total water withdrawal [72]	**4,857**	**5,088**

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

	2021	2022
Discharge to surface water	2,822	2,785
Discharge to groundwater	8	10
Discharge to public sewer	222	224
Total water discharge	**3,052**	**3,019**

GRI 303-5 | Water consumption (ML**)**

	2021	2022
Total water withdrawal	4,857	5,088
Total water discharge	3,052	3,019
Reused water	748	837
Total water consumption	**1,056**	**1,233**

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

[72] In 2021, all areas where the Group's plants are located were identified as medium to high water 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.

Biodiversity

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 areas of high biodiversity value that are not protected	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
Petrignone Farm	SIC IT4080007 "Pietramora, Cepparano, Rio Cozzi"	in an adjacent position	land	Rete Natura 2000
Ca Bantone Farm	SIC IT4080014 "Rio Mattero e Rio Cuneo"	in an adjacent position	land	Rete Natura 2000
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	"operating site size" represents the usable arable surface area
	Zone A1 - Integral Conservation	in an adjacent position	land	"operating site size" represents the usable arable surface area

Operational site	Geographical location of protected areas and areas of high biodiversity value that are not protected	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
Bolognano Farm	ZPS IT7140129 "Parco nazionale della Maiella"	in an adjacent position	land	"operating site size" represents the usable arable surface area
	Enel inlet channel	within the buffer zone	fresh water	"operating site size" represents the usable arable surface area
Castellalto Farm	Fosso di Cordesco	within the buffer zone	fresh water	"operating site size" represents the usable arable surface area
Cecalupo Farm	Zone C1 - Conditional transformation	within the buffer zone	land	"operating site size" represents the usable arable surface area
Civitaquana Farm	Fosso del Poggio	in an adjacent position	fresh water	"operating site size" represents the usable arable surface area
Civitella Santa Croce Farm	Salinello River	within the buffer zone	fresh water	"operating site size" represents the usable arable surface area
Collebarone Farm	Fosso Defenza	within the buffer zone	fresh water	"operating site size" represents the usable arable surface area
Meschino Farm	Zone A1 - Integral Conservation	within the buffer zone	land	"operating site size" represents the usable arable surface area
	Fosso di Casoli	in an adjacent position	land	"operating site size" represents the usable arable surface area
Montorio Broiler Farm	Zone A1 - Integral Conservation	within the buffer zone	land	"operating site size" represents the usable arable surface area
	Vomano River	in an adjacent position	fresh water	"operating site size" represents the usable arable surface area
	Wooded areas	within the buffer zone	land	"operating site size" represents the usable arable surface area
Muscufo Farm	Zone C1 - Conditional transformation	within the buffer zone	land	"operating site size" represents the usable arable surface area
	Tavo River	in an adjacent position	fresh water	"operating site size" represents the usable arable surface area

Operational site	Geographical location of protected areas and areas of high biodiversity value that are not protected	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
Notaresco Santa Croce Farm	Zone A1 - Integral Conservation	in an adjacent position	land	"operating site size" represents the usable arable surface area
Personato Farm	Zone A1 - Integral Conservation	in an adjacent position	land	"operating site size" represents the usable arable surface area
S. Giacomo Farm	Wooded areas	within the buffer zone	land	"operating site size" represents the usable arable surface area
S. Egidio Farm	Zone B2 - Targeted transformability	within the buffer zone	land	"operating site size" represents the usable arable surface area
S. Omero Farm	Salinello River	within the buffer zone	fresh water	"operating site size" represents the usable arable surface area
Valle Cupa Farm	Fosso del Lupo	in an adjacent position	fresh water	"operating site size" represents the usable arable surface area
Valle Piomba Farm	Zone A1 - Integral Conservation	within the buffer zone	land	"operating site size" represents the usable arable surface area
	Zone C1 - Conditional transformation	in an adjacent position		
	Piomba River	within the buffer zone	fresh water	"operating site size" represents the usable arable surface area
Villa Lempa Farm	Fosso La Liscia	within the buffer zone	fresh water	"operating site size" represents the usable arable surface area
Monteriggioni (SI) plant	"SIC Montagnola Senese	Partially included within the SIC area	land	SIC area
Santa Sofia plant (FC)	IT5 190003"	Included within the 150 m buffer zone from the water way (Italian Leg. Decree 152/2006)	fresh water	river landscape protection zones

Waste

GRI 306-3, 306-4, 306-5 | Rifiuti prodotti suddivisi per tipologia di smaltimento (t)

	2021	2022
Hazardous waste	**175**	**123**
Recovered	126 [73]	55
Disposed of	49 [74]	67
Non-hazardous waste	**34,841**	**34,211**
Recovered	32,167 [75]	33,652
Disposed of	2,674 [76]	559
Total waste recovered	**32,293**	**33,707**
Total waste disposed of	**2,723**	**626**
Total waste	**35,016**	**34,333**

[73] The figure for 2021 has been restated in this edition of the Sustainability Report due to a change in the calculation methodology.

[74] The figure for 2021 has been restated in this edition of the Sustainability Report due to a change in the calculation methodology.

[75] The figure for 2021 has been restated in this edition of the Sustainability Report due to a change in the calculation methodology.

[76] The figure for 2021 has been restated in this edition of the Sustainability Report due to a change in the calculation methodology.

GRI Content Index

Declaration of use	Amadori S.p.A. has reported in accordance with GRI Standards for the period between 1 January 2022 and 31 December 2022
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						
GRI 2 - General Disclosures	2-1 Organisational details	The Amadori Group in Numbers; 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				
	2-6 Activities, value chain and other business relationships	Traceability and Transparency: the Importance of Monitoring and Communicating; Creating Value throughout the Territory, Group Identity During the reporting period, there were no significant changes to the organisation and its supply chain				
	2-7 Employees	Group Identity; 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	The performance evaluation of the highest governing body for the year 2022 is not reported by Amadori 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				
	2-21 Annual total compensation ratio	-	All	Confidentiality constraints	The annual total remuneration ratio for the year 2022 is not reported by Amadori due to reasons of confidentiality of information.	

GRI Standard	Disclosure	Reference	Omissions			GRI Sector Standard Ref. No.
			Requirements Omitted	Reason	Explanation	
	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 year 2022				
	2-28 Membership associations	Creating Value throughout the Territory - Impact on Local Communities; Support for the Domestic Poultry 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 201 – Economic Performance 2016	201-1 Economic value directly generated and distributed	Creating Value throughout the Territory; Appendix – Economic Indicators				13.22.2
Indirect economic impacts						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori Group's Materiality Analysis; Methodological Note				13.22.1
GRI 2013 Indirect economic impacts	203-1 Infrastructure investments and financed services	Creating Value throughout the Territory				13.22.3
	203-2 Significant indirect economic impacts	Creating Value throughout the Territory				13.22.4

GRI Standard	Disclosure	Reference	Omissions			GRI Sector Standard Ref. No.
			Requirements Omitted	Reason	Explanation	
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, 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; Appendix – Environmental Indicators				
	302-3 Energy intensity	Fighting Climate Change: Clean Energy and Efficiency; 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				13.7.2
	303-2 Management of water discharge-related impacts	Management of Environmental Aspects				13.7.3
	303-3 Water withdrawal	Management of Environmental Aspects, Appendix - Environmental Indicators				13.7.4
	303-4 Water discharge	Management of Environmental Aspects; Appendix - Environmental Indicators				13.7.5
	303-5 Water consumption	Management of Environmental Aspects; 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

GRI Standard	Disclosure	Reference	Omissions			GRI Sector Standard Ref. No.
			Requirements Omitted	Reason	Explanation	
Emissions						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori Group's Materiality Analysis; Methodological Note				13.1.1
GRI 305 – Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Fighting Climate Change: Clean Energy and Efficiency Appendix – Environmental Indicators				13.1.2
	305-2 Energy indirect (Scope 2) GHG emissions	Fighting Climate Change: Clean Energy and Efficiency; Appendix – Environmental Indicators				13.1.3
	305-3 Other indirect (Scope 3) GHG emissions	Fighting Climate Change: Clean Energy and Efficiency; Appendix – Environmental Indicators				13.1.4
	305-4 GHG emissions intensity	Fighting Climate Change: Clean Energy and Efficiency; Appendix – Environmental Indicators				13.1.5
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOX) and other significant air emissions	Fighting Climate Change: Clean Energy and Efficiency; 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
GRI 306 – Waste 2020	306-1 Waste generation and significant waste-related impacts	Management of Environmental Aspects; Appendix - Environmental Indicators				13.8.2
	306-2 Management of significant waste-related impacts	Management of Environmental Aspects: Appendix - Environmental Indicators				13.8.3
	306-3 Waste generated	Management of Environmental Aspects: Appendix - Environmental Indicators				13.8.4
	306-4 Waste diverted from disposal	Management of Environmental Aspects: Appendix - Environmental Indicators				13.8.5
	306-5 Waste directed to disposal	Management of Environmental Aspects; Appendix - Environmental Indicators				13.8.6
Supplier Environmental Assessment						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori Group's Materiality Analysis; Methodological Note				
GRI 308 – Supplier environmental assessment	308-1 New suppliers that were screened using environmental criteria	Creating Value throughout the Territory				

GRI Standard	Disclosure	Reference	Omissions			GRI Sector Standard Ref. No.
			Requirements Omitted	Reason	Explanation	
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
	403-2 Hazard identification, risk assessment and incident investigation	Health and Safety throughout the Supply Chain				13.19.3
	403-3 Occupational health services	Health and Safety throughout the Supply Chain				13.19.4
	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

GRI Standard	Disclosure	Reference	Omissions			GRI Sector Standard Ref. No.
			Requirements Omitted	Reason	Explanation	
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
Supplier social assessment						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori Group's Materiality Analysis; Methodological Note				
GRI 414 – Supplier social assessment	414-1 New suppliers that were screened using social criteria	Creating Value throughout the Territory				
Customer health and safety						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori Group's Materiality Analysis; Methodological Note				13.6.1 13.10.1
GRI 416 – Employee Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Continuous Focus on Product and System Quality				13.10.3
Food waste						
GRI 3 – Material Topics 2021	3-3 Management of material topics	The Amadori 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 Amadori 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 because Amadori's activities do not involve significant impacts in relation to the conversion or change of ecosystems.
13.5 - Soil health	The topic is not material because Amadori's activities do not significantly impact soil health.
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	Amadori operates in Italy and guarantees equal opportunities for its employees; therefore, this type of impact is not material.
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	Amadori operates in Italy and respects the collective bargaining rights and freedom of association of its employees; therefore, this type of impact is not material.
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.

Amadori

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