

THE GOOD OF DOING GOOD

2024–2025 Sustainability Report



The Good of Doing Good.

The Pedon way means doing things right, respecting people, health and the environment.

It also means creating good food, inspired by the desire to make life simpler and better for everyone.

All the good of sustainability, for the benefit of the planet.



LETTER TO STAKEHOLDERS

For 41 years, we have cultivated a simple yet powerful idea: to make pulses and grains central to a wholesome, accessible and sustainable diet.

This vision is rooted in our family history and is renewed every day through concrete choices, guided by passion and innovation.

This Sustainability Report represents an update on the journey we began last year. It is not a comparison, but an evolution: a renewed interpretation of our commitment, enriched by experience, results and growing awareness.

The Report outlines our current position while maintaining a forward-looking perspective, highlighting the value created in collaboration with employees, partners and customers.

Our approach to sustainability is neither static nor linear. It is a journey shaped by listening, experimentation and continuous improvement. In this Report, we outline the most significant milestones of the past three years: from energy efficiency to the enhancement of supply chains, from packaging reduction to social inclusion.

Each action forms part of a broader design, inspired by the United Nations 2030 Agenda for Sustainable Development and firmly rooted in the values that have always guided us.

For us, sustainability means doing our job well: creating good food for people, respecting the planet and generating value for all our stakeholders.

We will continue this commitment with transparency, responsibility and confidence in the future.

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OUR PATH

CHAPTER 1

“The value of our work lies in the future we create. Every day, we choose to do business responsibly, for the good of the planet and the people who live on it. Because the *quality* food we produce today also contributes to the wellbeing of the generations of tomorrow.”



Loris Pedon
Chief Commercial Officer

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THE PEDON COMPANY



ABOUT US

We are an **Italian family-owned business** and a global player in product solutions based on pulses, grains and seeds.



VISION

To contribute to **feeding 10 billion people**, while respecting the limits of our planet.



MISSION

To always offer **innovative, tasty and easy-to-use solutions** that support balanced, environmentally responsible eating habits.

THE PILLARS OF THE PEDON MODEL



KNOWLEDGE

In-depth knowledge and the **careful selection of raw materials** from their origin are the starting point of our product development.



INNOVATION

We analyse consumer trends to develop plant-based solutions that make pulses, grains and seeds easy to enjoy throughout the day. To achieve this, we rely on **state-of-the-art processing technologies** that combine efficiency with versatility.



SUSTAINABILITY

For us, **“doing business”** means placing sustainability at the heart of everything we do, across its environmental, social and economic dimensions.

OUR STRATEGIC RAW MATERIALS

PULSES

They are among the **most sustainable and nutrient-rich plant foods** on the planet, with low water requirements and nitrogen-fixing properties that enhance soil fertility.



BORLOTTI BEANS



CANNELLINI BEANS



CHICKPEAS



LENTILS



FIBRE AND PROTEIN



FATS, SODIUM AND GLUTEN

GRAINS

Fundamental staples of the Mediterranean diet, grains are a major source of dietary fibre and contain vitamins and minerals.



BARLEY



SPELT



CORN



RYE



FIBRE, VITAMINS AND ANTIOXIDANTS

OILSEEDS

Seeds are the raw materials that nature has entrusted with the reproduction of life: this is why they are a powerful **concentrate of well-being and nutrients**. As well as being highly filling, they are rich in minerals and fibre.



SUNFLOWER SEEDS



PUMPKIN SEEDS



FLAXSEEDS



CHIA SEEDS



MINERALS, FIBRE AND VITAMINS

WHAT ARE OUR VALUES?

ASPIRATIONAL

We are **dreamers, spontaneous and brave**. Setting goals beyond what may initially seem possible is how we pursue and achieve ambitious results.

GENEROSITY

We believe that our role goes beyond the pursuit of profit alone. For this reason, **we aspire to healthy, sustainable growth** that also creates value for society.



We recognise that true value is created through consistency. That is why, every day, we apply our talents **with a constant drive to move forward**.

RESILIENCE

We are **drawn to everything that is new** and believe that only the exchange of ideas can generate value for the future.

CURIOSITY

OUR STORY

Pedon's story is one of innovation rooted in tradition, driven by the goal of making pulses, grains and seeds easier to use through solutions that enhance convenience and taste.

1984

The Pedon company is founded, as the three brothers, Sergio, Remo and Franco Pedon, deliver their first order of pulses.

1985

Dalla Buona Terra, for the first time, pulses were sold as branded products and identified with a barcode. This forward-thinking decision allowed Pedon to gain swift access to large-scale retail distribution, a sector experiencing rapid expansion in Italy at the time.

**DALLA
BUONA TERRA**



**LATE
1990s**

Direct field sourcing, as direct partnerships with farmers and consortia begin to take shape, laying the foundations for a global supply chain.

1999



Lenticchia Pedina, was the first lentil launched as a branded product and linked to the support of humanitarian initiatives. The Pedina brand continues to contribute to ethical campaigns benefiting children and families in Italy and around the world.

2000



With **I Rapidi**, grains and pulses are ready in minutes, a true revolution for the sector that opened the door to Pedon's international growth.

2010

With **I Pronti** grains and pulses are transformed into tasty ready meals, presented in the innovative doypack format.



2020



With **I Legumi Fatti a Snack**, pulses are driving new eating habits as appealing snacks and versatile toppings.

2015

Pedon expands into the **United States** with its pulse-based pasta, strengthening its presence in the American market through a sales office in Miami.



2024



With **Le Zuppe**, pulses and grains become even tastier, for a complete, balanced, ready-to-enjoy soup that truly tastes homemade. Pedon also celebrates its first **40 years of operation**.

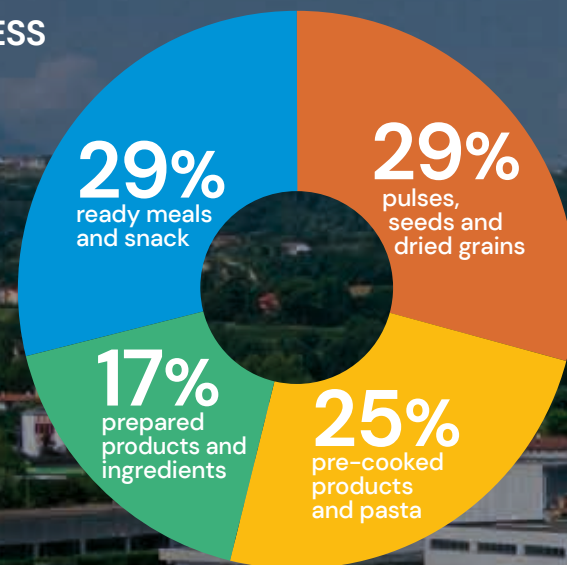
2025



Pedon publishes its **first Sustainability Report**.

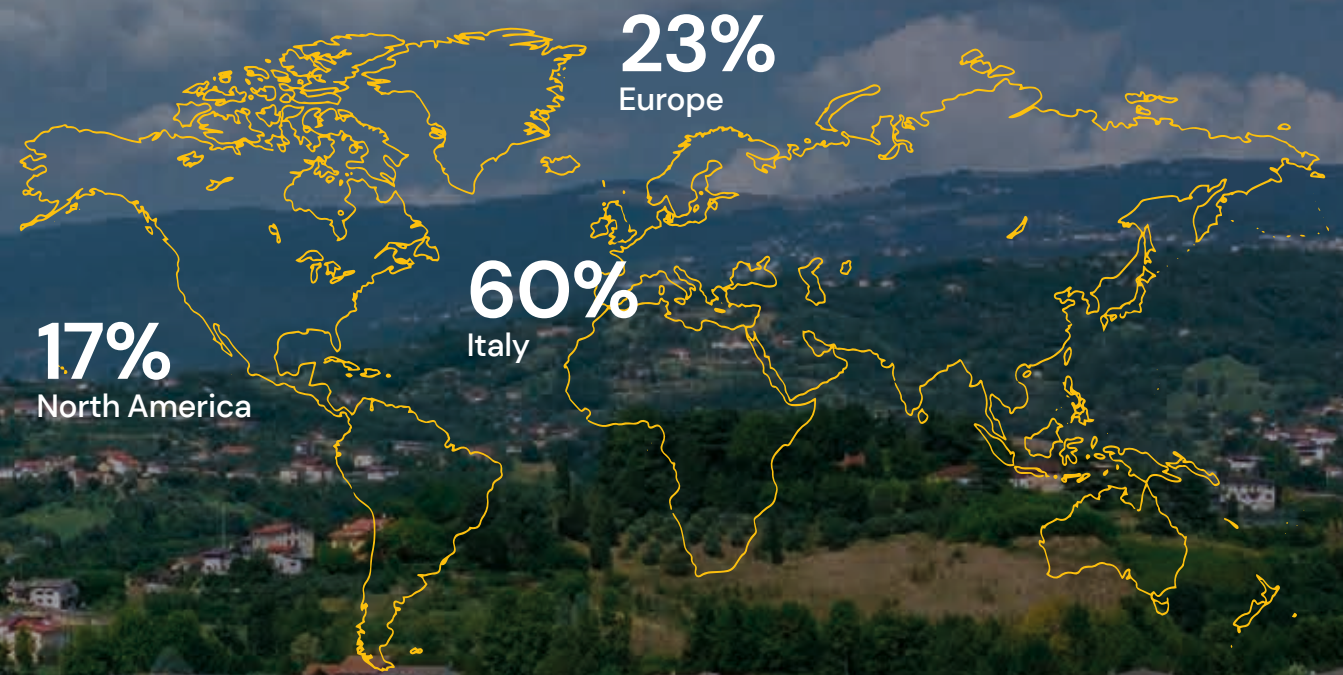
PEDON IN NUMBER

BUSINESS AREAS



REVENUE €

110
million



287
employees



102 million
items produced
in the last year

31 million
kg produced
in the last year

2.175
active finished product
SKU's worldwide



30,000
m2 of covered
facilities

20,000
m2 of external
warehouse premises

26
production
lines



PEDON'S COMMITMENT TO SUSTAINABLE DEVELOPMENT

THE COMPANY'S APPROACH TO NATURAL EVOLUTION

Pedon is an Italian family-owned business, consistently driven by the pursuit of healthy and sustainable growth and conscious of its responsibility in supporting the wellbeing of society, well beyond the achievement of profit alone. Its **guiding principle** has always been that of **"Natural Evolution"**, a mindset that shapes continuous improvement while respecting people, health and the environment.

Pedon was founded in the 1980s as a selector and distributor of pulses, grains and seeds sourced directly from their countries of origin. At the beginning of the new millennium, the company innovated by introducing its first quick-cooking product ranges, simplifying and speeding up the preparation of pulses and grains.



A NEW CHALLENGE IN A NEW MARKET WITH A NEW POSITIONING

Today, Pedon drives innovation in the ready-meals market, offering plant-based, natural and great-tasting solutions that can be enjoyed anywhere and at any time of day: easy to use, made with authentic recipes and full of flavour. This promise reflects the lifestyle of millions of consumers who, while leading busy lives, continue to seek quality and choose products that offer pleasure, simplicity and authenticity, striking a balance between a fast-paced lifestyle and moments to savour. This "Natural Evolution" is driving the expansion of Pedon's core business, evolving from the supply of raw materials (pulses, grains and seeds) to the development of ready meals, with tasty "recipes" that are easy to prepare and store, even without refrigeration.

This led to the concept of **"Recipe for Simplicity"**, which defines Pedon's new brand positioning for consumers: a distinctive way of introducing new products, supported by a meaningful promise to those seeking to simplify everyday life, including in the kitchen.

While this "recipe" reflects the Pedon approach to serving consumers, it is matched by a Pedon way of **playing a meaningful role as a company** towards the market, its stakeholders, society and the planet. This is what Pedon calls **"The Recipe For Sustainability"**.

MATERIALITY

Material topics represent the impact that the organisation has on the economy, the environment and people; and are defined as those issues that influence the decisions, actions and performance of the company and its stakeholders.

Impact materiality analysis is a strategic tool that underpins sustainability reporting, enabling companies to identify and disclose information on issues that have a significant impact on their ability to create value over time for the organisation and its principal stakeholders.

Pedon has renewed its engagement and dialogue with internal and external stakeholders on sustainability topics that are relevant to its strategic direction, reinforcing the findings emerging from the prior impact materiality analysis carried out in line with the GRI (Global Reporting Initiative) standard.

In defining its material topics, Pedon adopted the international guidelines of the Sustainability Accounting Standards Board (SASB Framework), with specific reference to the Food Retailers & Distributors sector. Building on its previous materiality analysis, Pedon initiated, at the end of 2025, a structured assessment process that expanded the evaluation of impacts, both positive and negative, to also encompass ESG risks and opportunities arising from the external context. This initiative aims to support a gradual transition towards the double materiality approach required under the Corporate Sustainability Reporting Directive (CSRD).



BENCHMARK ANALYSIS

To fully understand Pedon’s context and the topics addressed in this Report, we expanded the materiality assessment to include a benchmarking analysis, providing deeper insight into Pedon’s positioning on key sustainability themes and the specific characteristics of its core business.

THE SECTOR BENCHMARKING EXERCISE ON NON-FINANCIAL REPORTING PROVIDED A CLEARER PICTURE OF HOW THE REFERENCE INDUSTRY IS EVOLVING IN TERMS OF REPORTING AND ESG PRACTICES, MAKING IT POSSIBLE TO:

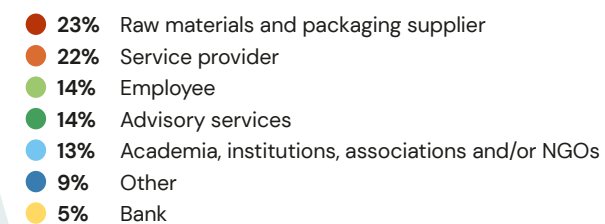
- To identify the sector’s priorities with regard to **sustainability reporting**.
- To understand how key national and international **competitors** are addressing non-financial reporting,
- The objective of this analysis was to assess Pedon’s **market positioning**.

The preliminary analysis conducted at the beginning of the materiality assessment identified significant issues within the food retail and distribution sector, with specific reference to the markets for pulses, grains, pasta, ready meals and dried fruit. Overall, the sector demonstrates a high level of maturity in relation to environmental, social and governance expectations and awareness of its impacts. Furthermore, there is a strong commitment to the adoption of sustainable operational practices, including ESG disclosure, packaging innovation, supply chain traceability, progressive improvements in energy efficiency, and the pursuit of system and product certifications.

OUR STAKEHOLDERS

Stakeholder engagement is a systematic and ongoing process of dialogue and consultation that Pedon has implemented to ensure the inclusion of key stakeholders within its business ecosystem in policy decisions and corporate strategies related to sustainable development.

The stakeholder engagement methodology initially included the distribution of an anonymous, online questionnaire, aimed at gaining an in-depth understanding of the expectations of internal and external stakeholders with respect to corporate priorities and the material topics, or impact areas, previously identified.



The core section of the questionnaire required participants to reassess and reclassify the material topics identified by internal stakeholders, according to their perceived significance and relevance to Pedon's business context. This process also included an evaluation of the completeness of the material topics identified and their alignment with the reference sector.

Engagement on material topics and on Pedon's actual and potential positive and negative impacts encompassed a broad range of stakeholders, including financial institutions, retailers, logistics and packaging service providers, and energy management agencies. Stakeholder engagement played a critical role, as it enabled the company to capture a wide range of perspectives and insights, reinforcing the assessment of impact materiality and, in turn, the reliability of its sustainability reporting and the soundness of the overall strategic framework.

LEGEND

Important for
External Stakeholders

Important for
Internal Stakeholders

I TEMI MATERIALI

The collection of insights from internal and external stakeholders enabled Pedon to identify its priority ESG topics, highlighting the areas of greatest impact and the differing perspectives that emerged through engagement. Outlined below are **the material topics identified by Pedon** across the different sustainability areas.



ENVIRONMENT

On the **environmental front**, the sourcing of raw materials was highlighted as a priority issue, particularly by external stakeholders, who recognise its critical role in ensuring sustainability, traceability and ethical practices across the supply chain. Energy management, emphasised in particular by external stakeholders, highlights the importance placed within the sector **on reducing environmental impacts and enhancing efficiency** across production processes through the adoption of more sustainable technologies and practices.

PROCUREMENT OF RAW MATERIALS

To adopt **responsible** and **ethical** procurement policies that include rigorous supplier selection and continuous monitoring, taking into account suppliers' social, environmental and governance practices. To build long-term, value-based partnerships. To promote **the stability and integrity of the entire supply chain**.

ENERGY MANAGEMENT

This topic covers the Company's policies, **its involvement in or implementation of energy efficiency initiatives**, and the monitoring of infrastructure resilience related to building management and energy consumption, with the objective of supporting the reduction of greenhouse gas emissions.

PACKAGING LIFECYCLE AND WASTE MANAGEMENT

To promote circular economy principles across product development, including the adoption of environmentally friendly packaging, **responsible material selection, and the sustainable management of by-products**, while encouraging initiatives aimed at waste reduction.

PRODUCT INNOVATION, HEALTH AND NUTRITION

To promote healthy lifestyles by facilitating consumption choices that foster positive behaviours for individual wellbeing and environmental sustainability.



SOCIAL

From a **social perspective**, working practices were highlighted as a priority by internal stakeholders, who view the focus on employee wellbeing, training and skills enhancement as a key component of the corporate culture. Worker health and safety, by contrast, represents a priority for external stakeholders, recognised as a clear indicator of social responsibility and care for individuals. Likewise, food safety and responsible labelling and marketing practices, considered material by external and internal stakeholders respectively, reflect consumer trust and Pedon's ongoing commitment to ensuring **transparency, quality and reliability** across its products.

WORKING PRACTICES

Human resource management and talent development programmes through training and up-skilling to help further personal development. To support work-life balance by implementing a well-being system that addresses the needs and wellbeing of employees.

WORKERS' HEALTH AND SAFETY

A commitment to promoting a "safety first" culture, by monitoring and preventing all potential risks, for both company workers and external contractors.

FOOD SAFETY

This topic relates to the reliability of products and services, aiming to mitigate and manage potential risks that may affect customer safety, product and service quality and compliance, as well as business continuity.

PRODUCT LABELLING AND MARKETING

This topic addresses the clarity, accuracy and transparency of product labelling, product and service information, and marketing communications.



GOVERNANCE

Finally, from a **governance perspective**, digital transformation is perceived as a strategic area by internal stakeholders, recognised as a key driver of innovation and competitiveness. Legal compliance and anti-corruption prevention, identified as a priority by internal stakeholders, is a fundamental pillar of responsible and transparent governance, reinforcing the company's commitment to a corporate culture grounded in **ethics, integrity and compliance**.

DIGITAL TRANSFORMATION

To drive innovation through enhanced operational and service efficiency, leveraging digital tools to optimise the monitoring and management of infrastructure and to integrate new opportunities related to efficiency and sustainable development. To ensure effective cybersecurity management.

LEGAL COMPLIANCE AND ANTI-CORRUPTION PREVENTION

Ethical conduct of business, carried out with integrity and fairness, in full compliance with applicable laws and regulations. To implement effective internal control systems and promote a corporate culture founded on integrity, professional ethics and honesty, strengthening relationships of trust with stakeholders. To promote employee training on anti-corruption, in line with principles of transparency and accountability. To ensure respect for human rights.

THE VALUE CHAIN

The value chain provides an overview of Pedon’s stakeholders and their involvement across the key phases of sourcing, processing and commercial activities.

LEGEND

MATERIAL TOPICS

- Environment
- Social
- Governance

- Value chain
- Raw materials

Parties or activities within the value chain, managed either directly by Pedon or indirectly through external parties

STAKEHOLDER (at each stage of the value chain)

Farmers

Suppliers

Freight carriers

Farmers

Consultants and service providers, including software suppliers

Universities, laboratories, research centres

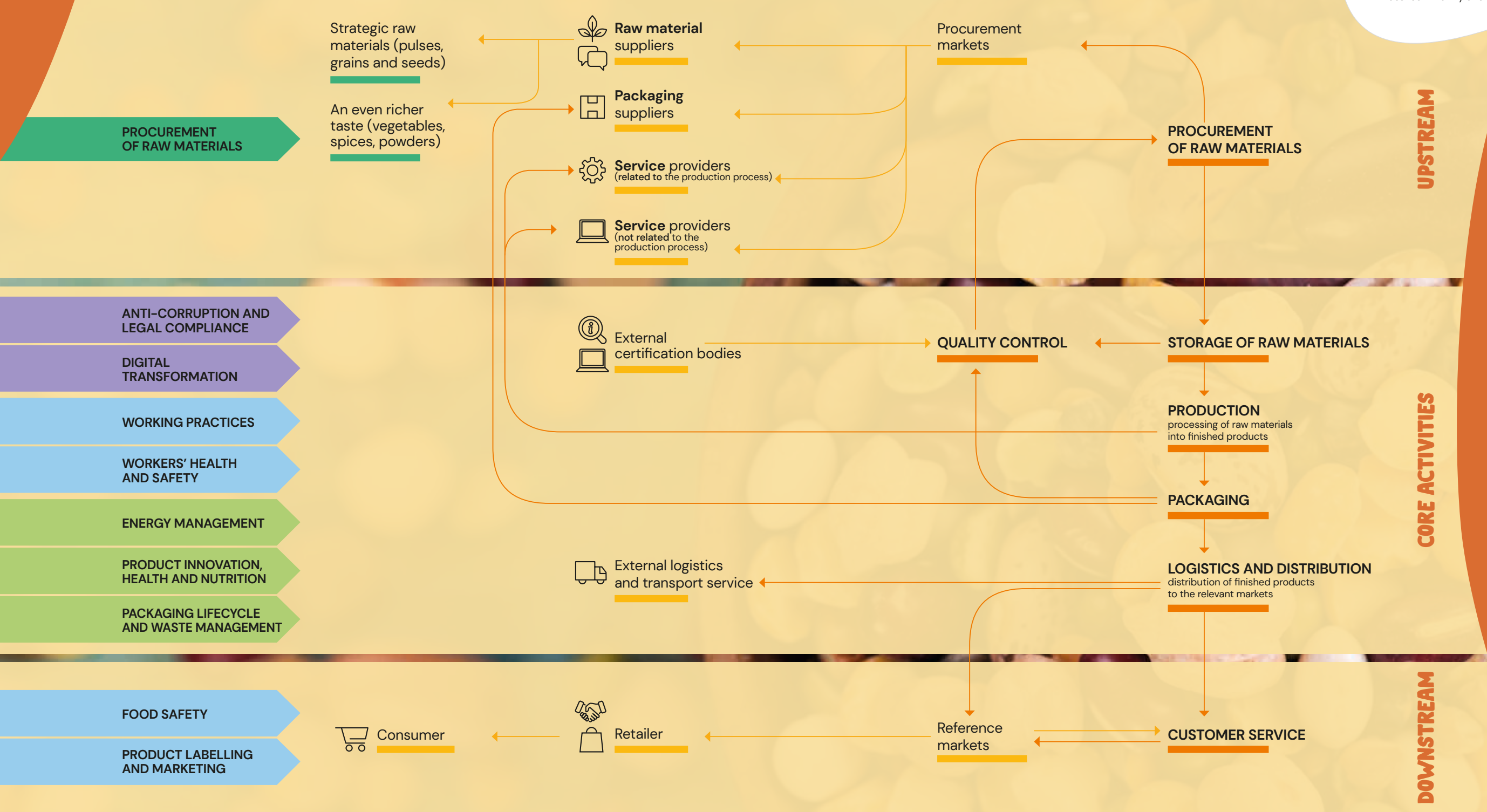
GDO

B2C

B2B

EXTERNAL CONTEXT

Credit Institutions and Investors
Universities and Research Centres
Governments and public/regulatory authorities
Charitable associations
Sector organisations, trade associations
Competitors
Local community and citizens



THE PILLARS OF THE PEDON WORLD

KNOWLEDGE / INNOVATION / SUSTAINABILITY

OUR PRODUCTS

CHAPTER 2

“Innovation, simplicity and transparency. Clear labels, carefully selected ingredients, together with new ideas, smart formats and everyday inspiration. This is our recipe for responsible eating that does *good*, tastes *good*, makes life easier and respects the planet.”



Greta Peretto
Research & Development Manager

2.1
Sustainable innovation,
where taste meets
well-being

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2.2
Food quality
and safety

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2.3
Responsible
Communication

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BETTER FUTURE AWARDS PRODUCT INNOVATION AWARDS 2024

Mark-up and GDO Week –
Couscous & Chickpea Salad with
Vegetables – Pedon / Pronti range

76 EXTERNAL AUDITS

successfully completed
in relation to certifications
and standards agreed
with customers during
the reporting period

4.750 STUDENTS INVOLVED

in the “In viaggio con Pedon”
educational project

301 NEW PROJECTS

R&D
(last 3 years)

MATERIAL TOPICS

SUSTAINABLE INNOVATION
QUALITY AND FOOD SAFETY
RESPONSIBLE COMMUNICATION

SUSTAINABLE DEVELOPMENT GOALS



SUSTAINABLE INNOVATION, WHERE TASTE MEETS WELL-BEING

For Pedon, food is not just nourishment: it is a way to spread culture and promote sustainability, inspiring healthier eating habits and lifestyles.

The company **enhances the nutritional qualities** of its raw materials and **directs its innovation** towards making pulses and grains more appealing and easily accessible, adapting them to current needs without compromising their natural qualities. Pedon's approach reflects the principles of the **flexitarian model**, balancing ethical and health considerations by promoting diet with a greater emphasis on plant-based proteins, as well as by the plant-based philosophy, which prioritises a diet largely based on foods of plant origin. Guided by these principles, the Research & Development Division develops innovative processes informed by constant monitoring of market trends. By tracking trends and monitoring the most dynamic sectors, insights are turned into new product ideas that combine nutrition, flavour and convenience.

NUMBER OF PROJECTS DEVELOPED – TYPE

	FY 2022-2023	FY 2023-2024	FY 2024-2025
NPD New Product Development	79	74	92
Product improvements or range extensions	8	23	25
TOTAL	87	97	117

In the three-year period under review, projects have focused primarily on expanding the plant-based ready-meals segment. This has resulted in the development of an average of around 100 new product codes per year, particularly for private label and international market expansion, with a significant increase in FY2024-2025, reaching **117 projects**. With regard to own-brand products, the focus shifted to strengthening the **Pedon I Pronti** range, particularly through a new segmentation of the portfolio, accompanied by a graphic redesign and the launch of the new **"Grain and Pulse Salads with Vegetables"** segment. In addition, the company reinforced its position in the traditional pulses, grains and seeds segment by investing in the research and development of high value-added clusters, such as **"Gluten-Free Hulled Pulses"** and seeds in the Pedon "Dalla Buona Terra" range.

NUMBER OF PROJECTS DEVELOPED – MARKETS

	FY 2022-2023	FY 2023-2024	FY 2024-2025
Italy	28	39	39
International	59	58	78
TOTAL	87	97	117

Research & Development activities also focus on exploring new raw ingredients and varieties to improve the taste and nutritional profile of products, while enabling the creation of new market segments,

such as ready meals enriched with vegetables and spices.

Over the three-year period, **62 new raw ingredients** were analysed and introduced.

THE EVOLUTION OF TASTE

This evolution is symbolically represented by the **Taste Pyramid**, reflecting Pedon's pursuit of a **balance between natural ingredients and taste enjoyment**. At the base are the simplest and most natural products, such as dried pulses and grains, quick-cook lines and ready-to-eat products "in their natural form", which embody the authenticity and purity of the raw ingredients. Moving upwards, the range evolves into more elaborate and flavourful recipes, such as ready meals, where vegetables and spices enhance the overall taste experience, making it richer and more rewarding.

The pyramid thus reflects both the **variety of the range** and the **company's philosophy**: celebrating natural, quality ingredients and transforming them into products that are accessible and enjoyable for every palate.





AWARDS 2023-2024

BEST PRODUCT INNOVATION
with "Le Zuppe I Pronti Pedon",
– Grocery & Consumi Award

**SMAU INNOVATION
AWARD 2023**
Italian Excellence Innovation
Model for Businesses
and Public Administrations

AWARDS 2022-2023

BEST PRODUCT INNOVATION
Legume and Dried Fruit Snacks
with "I Legumi fatti a Snack",
Grocery & Consumi Award

BEST PRODUCT INNOVATION
Pulses and grains with "Ready Mixes with
Vegetables" – Grocery & Consumi Award

MARK-UP & GDO WEEK
with "I Legumi Fatti a Snack"

AWARDS 2024-2025

BETTER FUTURE AWARDS – PRODUCT INNOVATION AWARDS 2024
with the I Pronti Pedon Couscous & Chickpea Salad with Vegetables,
featured during Mark-up and GDO Week

BEST CO-PACKER PROFILE 2025
PLM Awards
DM Editions

BEST OUTDOOR ADVERTISING CAMPAIGN 2025
with the "You Don't Even Have Time to Say It" campaign
for I Pronti Pedon, winner of the Grocery & Consumi Award



QUALITY AND FOOD SAFETY

Pedon’s approach to innovation is underpinned by an ongoing commitment to quality and food safety, which represent a priority commitment for the Company. Closely linked to health, these interconnected aspects form the foundation of food integrity: the assurance of foods that are healthy, nutritious, safe, enjoyable, authentic and fully traceable, and produced through environmentally responsible processes.

CERTIFICATIONS

As part of its commitment to continuous improvement, Pedon adopts both mandatory and voluntary product and system certifications. These act as a guarantee for consumers and distributors, ensuring adherence to safety and quality standards and strengthening Pedon’s competitiveness in new markets.

Specifically, the Company adheres to the international **BRCGS Food Safety** and **IFS Food Safety** schemes, recognised as reference standards for food safety, quality and legal compliance. For both certifications, audits are conducted on an unannounced basis.

STANDARD BRC

The **BRCGS (Brand Reputation through Global Standards) Food Safety** standard certifies food quality and safety through the combined adoption of quality and product management systems, hygiene self-monitoring procedures (HACCP) and good manufacturing practices. Pedon achieved the highest level of recognition, obtaining an AA+ rating.

AA+
RATING



STANDARD IFS

The **IFS (International Featured Standards) Food Standard** assesses products and production processes to evaluate food companies’ ability to ensure safety, authenticity and quality, in compliance with applicable regulations and customer requirements. Pedon achieved a “Higher Level” rating, the highest level recognised under the protocol framework. Product certifications share the same underlying principles and are aimed at achieving comparable objectives of assurance and transparency.

99.66%
HIGHER
LEVEL RATING



Certification of organic production and labelling of organic products in accordance with EU Regulation 2018/848 and its amendments.



V-Label is one of the most widely recognised ethical standards for the certification of products.



Products compliant with the Rainforest Alliance sustainable agriculture standard.



Compliance with Naturland standards for organic production and processing, including social responsibility requirements at all levels.



Gluten-free products meeting the standards of the Italian Celiac Association in Italy and complying with North American regulations.



Products compliant with the Non-GMO Project standard, a North American organisation that certifies the absence of GMOs throughout the supply chain.



The certification supports the effective management of co-packers and the marketing of products, ensuring high standards of safety and quality in line with IFS standards.



Products compliant with the Regenerative Organic Certified® standard for organic production and processing, while promoting soil health and social fairness across the supply chain.



Products compliant with the Fairtrade standard, guaranteeing a supply chain based on fair and ethical trade.

Updating the Quality System enables Pedon to draw useful insights from the numerous audits conducted, to drive continuous improvement.

Over the three-year period, the Company underwent **44 audits conducted by certification bodies**, required to maintain the certifications obtained, and **32 audits aimed at verifying compliance** with standards agreed with customers. These activities are supported by a robust **internal audit system**, carried out on a regular basis to monitor compliance with company procedures and requirements. The results are consolidated into a report shared across the various company functions, supporting continuous improvement of production processes and fostering greater awareness and attention to these topics.

	FY2022–2023	FY2023–2024	FY2024–2025
NUMBER OF CERTIFICATION AUDITS	14	16	14
NUMBER OF CUSTOMER AUDITS	15	10	7
NUMBER OF INTERNAL AUDITS	48	47	44



QUALITY CONTROLS

The Company applies a robust and structured approach to quality control for incoming raw materials and finished products, based on established standards and recognised methodologies.

The checks include four types of analysis – physical, organoleptic, microbiological and chemical – carried out both by the internal Quality Control Department and by specialised external laboratories.

Internal sensory analyses are also carried out on a regular basis to monitor the consistency of the organoleptic profile over time, with particular attention to the ready-meals range. In **FY2024–2025** alone, **6,435 analyses** were carried out on incoming raw materials, focusing on physical parameters such as moisture content, the presence of defects or any foreign bodies.

Before entering the market, every batch of finished product undergoes thorough checks, including tests on organoleptic qualities and other key physical parameters.

Alongside internal controls, accredited external bodies conduct microbiological analyses for pathogenic microorganisms, toxins, yeasts and moulds, as well as chemical testing to detect possible contaminants or residues in food products. Allergen management receives particular attention, considering that the facility includes **allergen-free** production as well as areas specifically dedicated to **gluten-free** products.

**DURING THE LAST FINANCIAL YEAR FY2024–2025
THE FOLLOWING ANALYSES WERE CARRIED OUT:**



**6,435 ANALYSES
ON RAW MATERIALS**



**2,145 ANALYSES
ON FINISHED PRODUCTS**

TECHNOLOGIES FOR IMPROVING QUALITY STANDARDS

Guided by a commitment to continuous improvement and operational excellence, Pedon invested approximately Euro 400,000 over the three-year period in **targeted technological upgrades aimed at improving process quality**.

These investments included the introduction of new washing systems, the digitalisation of quality procedures and packaging control, as well as the acquisition of state-of-the-art laboratory equipment.

Pedon continues to strengthen its processes through targeted technological innovation, including the installation of an advanced X-ray system for the selection and cleaning of raw materials, capable of effectively removing foreign bodies such as metals, stones, glass and other contaminants. During the last financial year, **X-ray technology was also incorporated into the cleaning tower, alongside the introduction**, within the Ready Meals production line, of a **system designed to control seal integrity** in order to verify the effectiveness of product packaging.

QUALITY AND FOOD SAFETY AWARENESS PLAN

Pedon's approach to continuous improvement is rooted in the widespread adoption of a strong quality culture throughout the Company. In this context, Pedon has developed a **Quality and Food Safety Awareness Plan**, a structured roadmap designed to strengthen the skills and awareness required to ensure process efficiency and their key outcomes: quality and safety.

The Plan represents the Company's concrete commitment to pursuing excellence in food production and distribution, with the aim of guaranteeing consumers the highest standards of quality and safety.

It defines the roles involved, the verification timelines and the assessment indicators. The Company also organises interdepartmental meetings to foster collaboration and knowledge sharing between different functions, a key factor in addressing complex challenges and ensuring integrated management of quality and food safety.

The Plan places strong emphasis on the **updating and training of employees**, especially with regard to behavioural standards and the management of allergen-related risks.



RESPONSIBLE COMMUNICATION

PRODUCT LABELLING

Pedon ensures consumer protection by rigorously adhering to European legislation on food labelling, alongside the regulations governing the environmental labelling of packaging. The Company is committed to ensuring that labelling is clear, transparent and accurate, providing comprehensive information and ensuring that all marketing communications are truthful and complete.

LABEL CONTROL IS MANAGED BY SEVERAL COMPANY FUNCTIONS AND INCLUDES, IN PARTICULAR:



the **verification and validation of nutritional and health claims** through product analysis;



checking the nutritional values on the label;



reviewing the information in cooperation with an **external legal adviser**, to avoid ambiguities or misinterpretations.

For Pedon, packaging and labelling play a key role in guiding consumers on correct product use and in transparently communicating environmental and social impacts, enabling more responsible and informed purchasing decisions.

The **origin of raw materials** is traced in compliance with applicable regulations and, for organic products, in accordance with EU Regulation 2018/848.

For **products certified** as Organic, Gluten Free, Rainforest Alliance, Naturland and Fairtrade, the relevant logos are displayed directly on the packaging. Pedon ensures the safe use of its products through **clear and detailed instructions**; while their long shelf life and suitability for ambient storage help reduce food waste and promote more sustainable consumption behaviours. Finally, the packaging clearly indicates how products should be **disposed** of correctly.

In **FY2024-2025**, only one case of non-compliance with self-regulatory codes was identified, relating to the nutritional values reported on the product label.

Due to the natural variability of agricultural products and the pedoclimatic factors that may influence their composition. The label was promptly updated on the basis of the most recent data.

Throughout the reporting period, the Company recorded no irregularities in its marketing communications, including advertising, promotions and sponsorships.

Storage and shelf-life information

Ingredients and nutritional values

Information on packaging composition and disposal

Preparation methods

Nutritional claims



**NON È SOLO BUONO,
È ANCHE GENUINO**

**NON FAI IN TEMPO A DIRLO,
CHE È GIÀ PRONTO.**



LA RICETTA DELLA FACILITÀ



COMMUNICATION WALL

During FY2024–2025, Pedon launched a **new integrated communication campaign** aimed at strengthening brand presence and promoting, through simple and positive communication, a lifestyle founded on balanced nutrition, convenience and authenticity.

COMMUNICATION WALL

The campaign, launched in the first months of the year through **outdoor advertising** in the main cities of Northern Italy and **targeted digital initiatives**, was complemented by content delivered through **Connected TV** and **digital channels**, reaching a wide audience and significantly increasing brand recognition. The creative message, consistent with the company's values of transparency and consumer focus, highlighted the natural qualities of the products and their ability to meet the demands of modern lifestyles, while also promoting a conscious and sustainable approach to food.

Alongside media campaigns, the brand strengthened its digital presence through social media engagement and editorial content across Facebook, Instagram and LinkedIn. These activities supported engagement with the community and corporate stakeholders, **consolidating the company's brand awareness and reputation.**

At the same time, **press office** activities ensured consistent visibility for the brand and its values, achieving broad and well-structured coverage across the main media channels.

The **communication strategy** has confirmed Pedon's commitment to promoting a transparent and responsible business model, capable of enhancing its products and identity through authentic language that connects with people and reflects a strong focus on sustainability.

CUSTOMER CARE

Pedon places strong emphasis on its relationship with consumers, offering various contact channels, including a toll-free number, the website and social networks, to gather feedback, clarification requests and complaints.

Information requests **increased** during the reporting period, with the exception of FY2023-2024, when a decrease was noted. This figure nonetheless highlights a **growing interest** among consumers in the products, their usage methods and, more broadly, in the company's activities, reflecting Pedon's openness to dialogue and commitment to transparency. During the reporting period, despite an increase in the absolute number of complaints, **the complaint ratio relative to units sold remained unchanged**, even as sales volumes increased. This trend reflects the company's sustained commitment to product quality and ongoing process improvement.

	FY2022-2023	FY2023-2024	FY2024-2025
INFORMATION REQUESTS	701	575	756
% TOTAL COMPLAINTS* OUT OF TOT QUANTITY SOLD	0.0004%	0.0004%	0.0005%

* Total number of complaints
(company-related + non-company-related)



NUTRITION EDUCATION

In support of innovation and to complement the information provided on packaging, Pedon has launched educational initiatives designed to engage and inform its stakeholders. Through these initiatives, Pedon increases awareness among consumers and employees of the **importance of healthy and sustainable diet**, promoting understanding of the benefits of plant-based foods and encouraging healthy and responsible lifestyles.

BUONO A SAPERSI BLOG

The “Buoni a Sapersi” section of the **Pedon website** is dedicated to **food and nutrition education** and the promotion of healthy lifestyle habits. In this section, the company shares **information on the benefits and nutritional properties of pulses, grains and seeds**. The section features articles explaining how these foods can support everyday wellbeing, offering practical tips and recipes to help integrate them easily into the diet.

IN-HOUSE NUTRITIONIST

To promote **a balanced and healthy diet among its employees**, Pedon has launched a collaboration with a nutritionist.

The nutritionist meets regularly with employees at company premises, addressing topics related to healthy eating behaviours and the promotion of good dietary practices.



IN VIAGGIO CON PEDON

“In viaggio con Pedon” is a **food education project** designed to introduce children to the world of pulses, grains and seeds. Aimed at **local primary schools**, the programme becomes a journey of exploration into raw materials, inspiring children through **curiosity and new discoveries**. Through games, interactive activities and experiments, children learn in a fun and engaging way about the **extraordinary nutritional properties** of these foods and the benefits of conscious eating.

BEST CHARITY INITIATIVE 2023
Grocery & Consumi Award

The initiative continued to deliver strong results in its fourth edition, with **89.3%** of teachers rating it as **excellent**, and with all participants stating that they would enthusiastically take part again.

	FY2022-2023	FY2023-2024	FY2024-2025
TOTAL EXPERIENCES COMPLETED	80	80	80
TOTAL STUDENTS INVOLVED	1,800	1,860	1,550

WORLD PULSES DAY AT THE CHILDREN'S MUSEUM

In 2025, Pedon brought “In viaggio con Pedon” to the **Children’s Museum of Verona**, designing two interactive events to involve children and their families inside the museum.

A unique space created to help children discover the world through **experiments, practical activities and tactile learning experiences**.



Children are naturally curious, imaginative and keen to learn. It is for this reason that Pedon, driven by curiosity as a core value, engages with children to promote healthy and balanced eating habits.

RAW MATERIALS

CHAPTER 3

“Choosing *well*, worldwide. Responsible sourcing, for us, means selecting raw materials from the most appropriate regions, where quality is inherent. In this way, we deliver products that are *good*, with respect for people, communities and the environment.”



Anna Gandin
Purchasing Department

3.1
A Strong,
Transparent
and Sustainable
Supply Chain

p. 52

3.2
Strategic
Raw Materials

p. 54

3.3
Our Global
Supply Network

p. 56

3.4
Enhancing
Taste,
for Everyone

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Pedon's
Supply Chain
Management
Model

p. 66



MATERIAL TOPICS

PROCUREMENT
OF RAW MATERIALS

SUSTAINABLE DEVELOPMENT GOALS



**SMETA
CERTIFICATION**

**SOCIAL AND
ENVIRONMENTAL
CRITERIA**

for supplier evaluation

GLOBAL SUPPLY CHAIN

**40% OF PULSES, GRAINS
AND OILSEEDS**

sourced from Italy

A close-up photograph of a young green seedling with two leaves and a small stem, growing out of dark, rich brown soil. The seedling is covered in small water droplets, suggesting it has been recently watered. The background is a soft-focus view of the soil.

HIGHLIGHTS

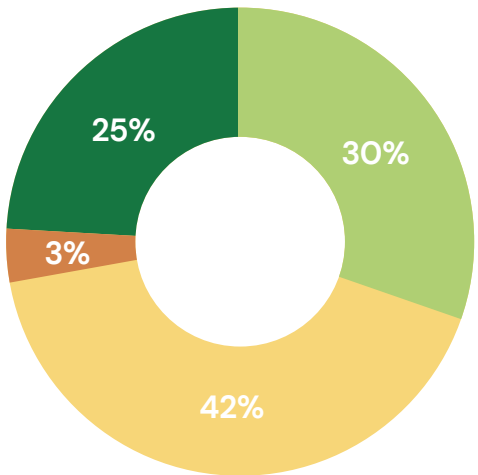
A SOLID, TRANSPARENT AND SUSTAINABLE SUPPLY CHAIN

Pedon’s core business has historically focused on pulses, cereals and seeds, raw materials that have always been at the heart of the company’s distinctive identity.

Over time, the company has been able to renew this tradition, giving its products a more modern and flavour-rich interpretation and, at the same time, expanding the range of raw materials used. An evolution shaped by changing consumer needs, offering practical, well-balanced and flavourful solutions, and enabling the company to expand into new markets and new business opportunities.

A **broader product range** that expresses Pedon’s ambition to bring goodness and authenticity to the table, through natural, simple products that combine food tradition and innovation.

The shift is also evident in the **purchasing mix** during FY2024-2025: grains make up 42% of total purchases (kg), followed by pulses at 30% and seeds at 3%. The remaining 25% consists of other categories, such as spices, vegetables, powders and gluten-free raw materials, mainly used in Pedon’s high value-added product ranges.



● 42% Grains
● 30% Pulses
● 25% Other
● 3% Seeds

This wide range of products is supported by a robust and responsible supply chain, developed over time through close collaboration with trusted suppliers and outstanding agricultural partners.

In particular, Pedon relies on a total of 146 suppliers of food raw materials, of which 40% are Italian (58), with total expenditure amounting to approximately Euro 48.5 million.

146

TOTAL NUMBER
RAW MATERIAL
SUPPLIERS

40%

ITALIAN
SUPPLIERS

25

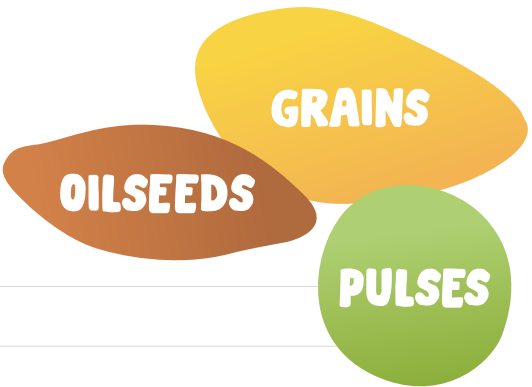
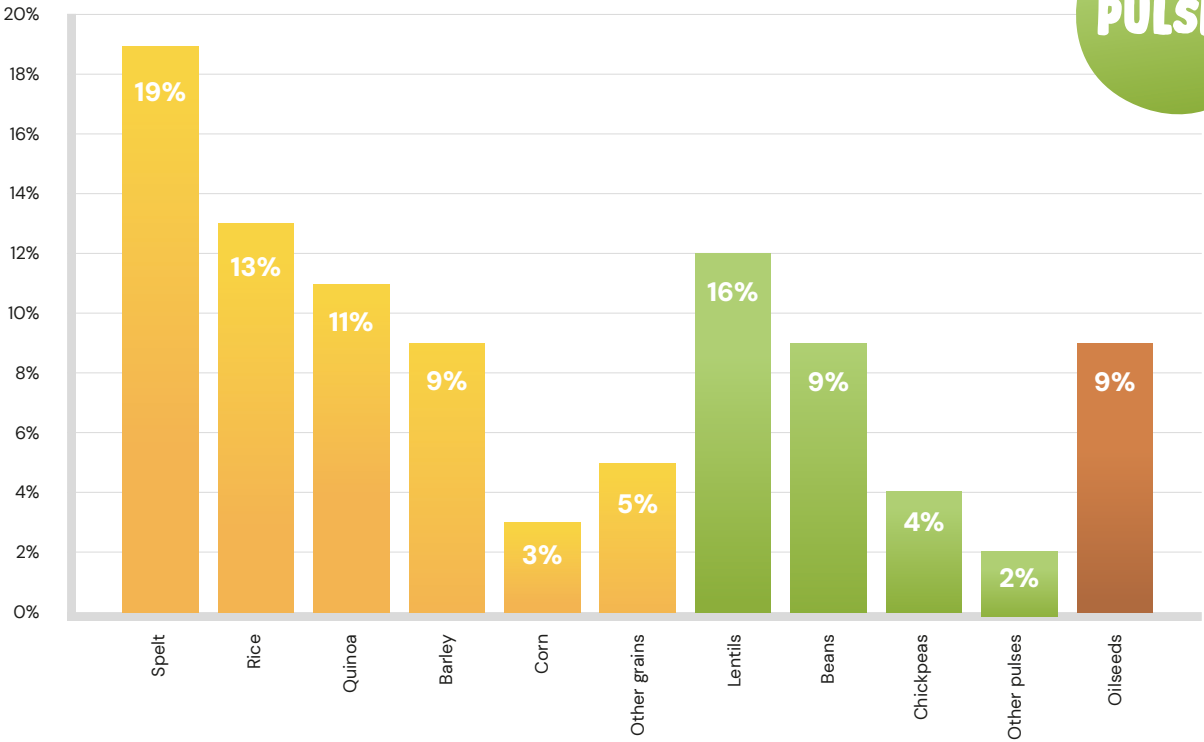
SMETA-CERTIFIED
INTERNATIONAL
SUPPLIERS

STRATEGIC RAW MATERIALS

Pulses, grains and oilseeds lie at the heart of Pedon’s production processes and, by definition, underpin the Company’s business, forming the essential foundation of its distinctive product offering.

These raw materials, sourced from the land, are part of the company’s tradition and represent strategic resources on which Pedon has developed strong and widely recognised expertise.

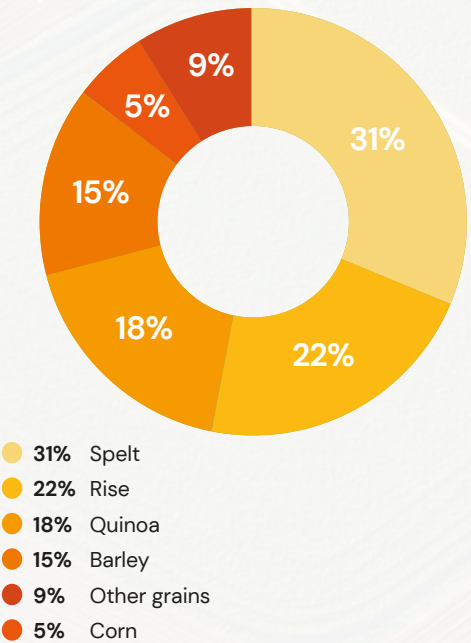
STRATEGIC RAW MATERIALS BY TYPE (%) – FY2024-2025



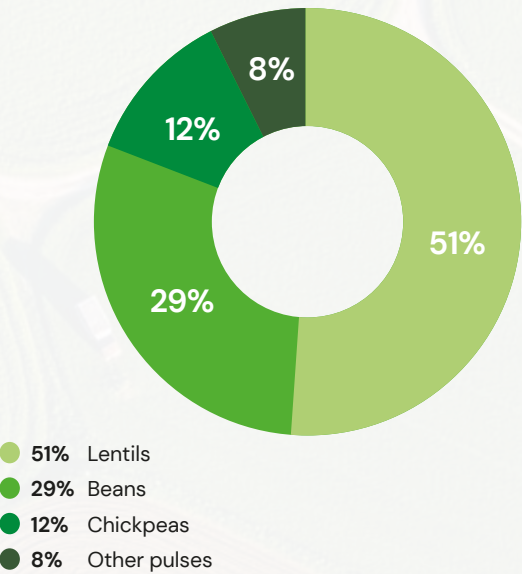
Grains account for the most significant share, with spelt, rice and quinoa featuring prominently in a range that combines taste, tradition and versatility in daily cooking. Pulses, long at the heart of the company’s activities, remain central due to the high

nutritional value of lentils, beans and chickpeas, essential components of a balanced and sustainable diet. Oilseeds complete the offering, valued for their functional qualities and their contribution to a natural, and wholesome way of eating.

BREAKDOWN OF GRAINS

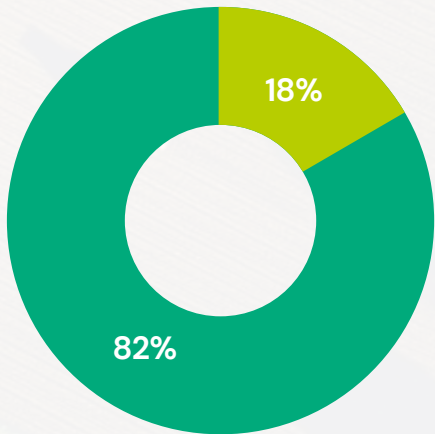
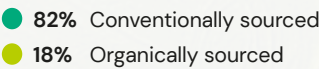


BREAKDOWN OF PULSES



RAW MATERIALS BY SOURCE (%) – ORGANIC VS CONVENTIONAL – FY2024-2025

Reflecting Pedon’s commitment to promoting alternative agricultural practices, 18% of its strategic raw materials are sourced from organic farming.



OUR GLOBAL SUPPLY NETWORK

Pedon’s sourcing network extends globally, with raw materials selected from the world’s leading producing countries.

From Canadian lentils and peas to chickpeas from Mexico and Argentina, from basmati rice from India and Pakistan to Turkish bulgur, each origin tells a story of deep-rooted ties to well-suited territories and long-standing farming traditions.

An international supply chain built on quality, traceability and respect for local communities, to offer genuine and sustainable products.



According to the definition of the United Nations Convention on Biological Diversity, **biodiversity** refers to the variety and variability of living organisms and the ecosystems in which they live. In the context of Pedon’s operations, this vision translates into protecting ecosystems and their natural rhythms, carefully selecting raw materials based on their origin, and supporting farming practices that respect the environment.

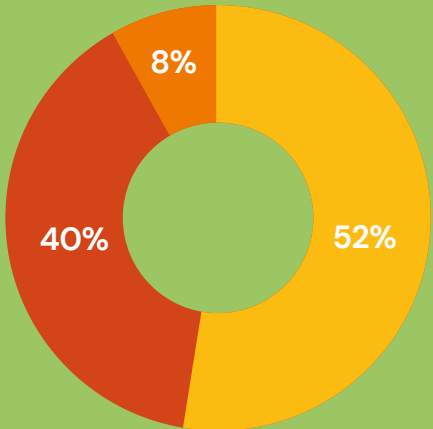
Another fundamental principle guiding the Company’s supply chain is **suitability**, meaning the natural aptitude of a territory to support the cultivation of a specific crop. This makes it possible to achieve production with optimal qualitative and quantitative characteristics, without resorting to excessive technical interventions, while respecting ideal pedoclimatic conditions.



RAW MATERIALS BY REGION (%) – FY2024–2025

In line with a global sourcing approach, 40% of the raw materials purchased originate from Italy, while the remaining share comes predominantly from non-EU countries (52%).

- 52% Non-EU
- 40% Italy
- 8% EU



ITALIAN GRAIN SUPPLY CHAINS

Italy is particularly well suited to cereal cultivation. Spelt, in particular, has deep roots in the national territory, especially in Central Italy.

Barley is largely grown in this area as well, while rice thrives in the favourable climatic conditions of Piedmont.



ITALIAN PULSES SUPPLY CHAINS

The main lentil varieties are traditionally cultivated in Umbria and Apulia, where chickpeas and broad beans are also widely produced.

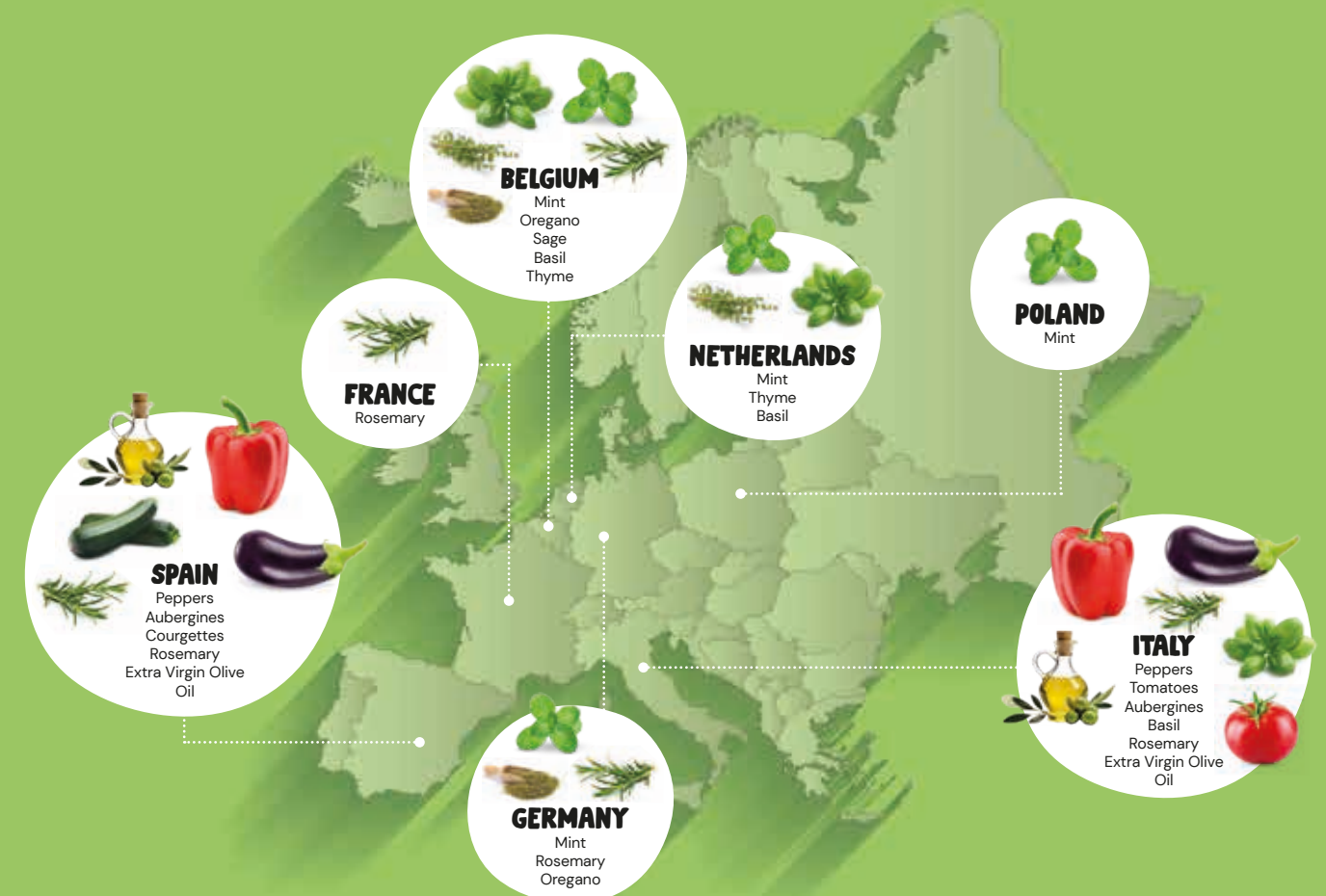
The bean supply chain, and borlotti beans in particular, has its roots in the Piedmont region.





ENHANCING TASTE, FOR EVERYONE

Vegetables and **spices** play a central role in the evolution of Pedon's high value-added offering, helping to make each recipe balanced, aromatic and full of character.



Vegetables add freshness, colour and texture, while spices lend aromatic depth and flavour nuances that naturally enhance the key ingredients, **with no additives or artificial flavourings**. Alongside these ingredients, pulses and grains remain at the heart of Pedon's creations: simple yet wholesome ingredients that offer a rich, balanced taste as well as important nutritional value. Bringing together the heartiness of pulses and the lightness of grains creates **well-balanced**

dishes, in which flavour and wellbeing come together naturally.

Vegetables and spices are **largely sourced from European countries**, ensuring high standards of quality and traceability, helping to reduce the environmental impact associated with transport while also supporting local supply chains. A choice consistent with Pedon's philosophy, which is focused on good, authentic and sustainable food.



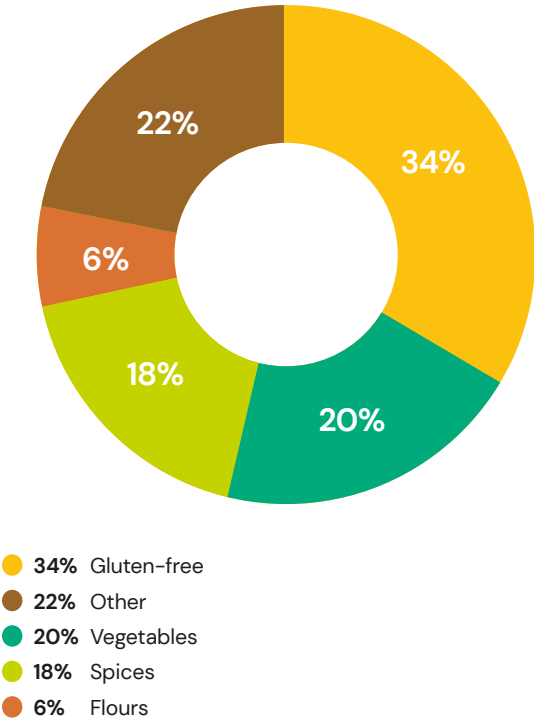
Pedon places great care in choosing **simple, genuine** ingredients that elevate each recipe while ensuring it remains accessible, balanced and full of taste.

Underlying every product is a philosophy that unites authenticity, variety and consideration for today's dietary needs, providing inclusive solutions while always preserving the pleasure of quality food.

This vision comes to life through a balanced fusion of the company's international experience and Made in Italy *savoir-faire*, combining the ability to interact with different markets and cultures with artisanal excellence, a commitment to quality and profound respect for tradition.

From this combination recipes are created which blend innovation with heritage, global flavours with local identity.

BREAKDOWN OF OTHER INGREDIENTS – ENHANCING TASTE, FOR EVERYONE



Fresh vegetables combined with **selected spices** characterise the sensory profile of complete, genuine dishes, bringing freshness, inviting aromas and a balanced taste.

Furthermore, **flours and other key raw materials**, used purposefully, help provide texture, structure and variety to the preparations, complementing them with continually evolving flavours and textures.

Special focus is placed on consumers with **gluten-free** dietary needs: Pedon provides naturally gluten-free products or bespoke formulations, guaranteeing maximum food safety through dedicated packing facilities and strict controls on each production lot. A commitment that ensures the absence of contamination, from field to table.

Each product is designed to be shared, encouraging conscious, inclusive and rewarding consumption. Because taste, for Pedon, is a universal language that brings people together, embraces and celebrates diversity.



SUSTAINABILITY

Economic, social and environmental sustainability.

TRANSPARENCY

Supply relationships inspired by transparency, dialogue and fairness.

TRACEABILITY

Traceability of raw materials through the entire production process.

PEDON SUPPLY CHAIN

PEDON’S SUPPLY CHAIN MANAGEMENT MODEL

The extensive range of pulses, grains and oilseeds managed by Pedon, encompassing a **large number of raw materials** in the latest reporting year, presents a significant challenge in maintaining direct oversight of the supply chain without consistently depending on intermediaries.

This approach, developed over time starting with the most significant or higher-risk raw materials, aims to ensure not only high

quality standards but also the economic, environmental and social sustainability of the entire supply chain.

PEDON’S SUPPLY CHAIN MANAGEMENT MODEL IS BASED ON THE FOLLOWING PRINCIPLES:



Traceability of raw materials through the entire production process;



Supply relationships inspired by **transparency, dialogue** and **fairness**;



Economic, social and environmental **sustainability**.

Relationships with suppliers, designed to establish long-term partnerships, include key phases of selection and qualification, ongoing monitoring and control, and reciprocal knowledge sharing.

SUPPLIER SELECTION IS BASED ON GEOGRAPHICAL, ENVIRONMENTAL AND SOCIAL CRITERIA AND IS FORMALISED THROUGH THE “QUALIFICATION AND VALIDATION” DOCUMENT.



GEOGRAPHICAL

Areas that do not provide sufficient assurance in terms of supply continuity and compliance with hygiene, health and ethical-social standards are excluded.



ENVIRONMENTAL

Suppliers' certifications and the presence of dedicated, specialised roles for managing environmental risks are assessed.



SOCIAL

Criteria are applied that include verification of ethical certifications, compliance with standards such as SA8000, registration with Sedex or BSCI, and adherence to the principles of the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

Pedon promotes the validation and subsequent **monitoring of suppliers** based not only on economic, production and service standards, but also on criteria of quality excellence, respect for human rights and environmental protection, encouraging improvement objectives and programmes

across the entire supply chain. The defined standard is maintained through **continuous supply chain monitoring**. Each year, the Purchasing and Supply Chain Department, in collaboration with the Quality Assurance Department, conducts random control visits to assess:

FARMING MANAGEMENT

monitoring of agricultural practices, soil and crop management, fertiliser use, and compliance with hygiene and food safety standards;

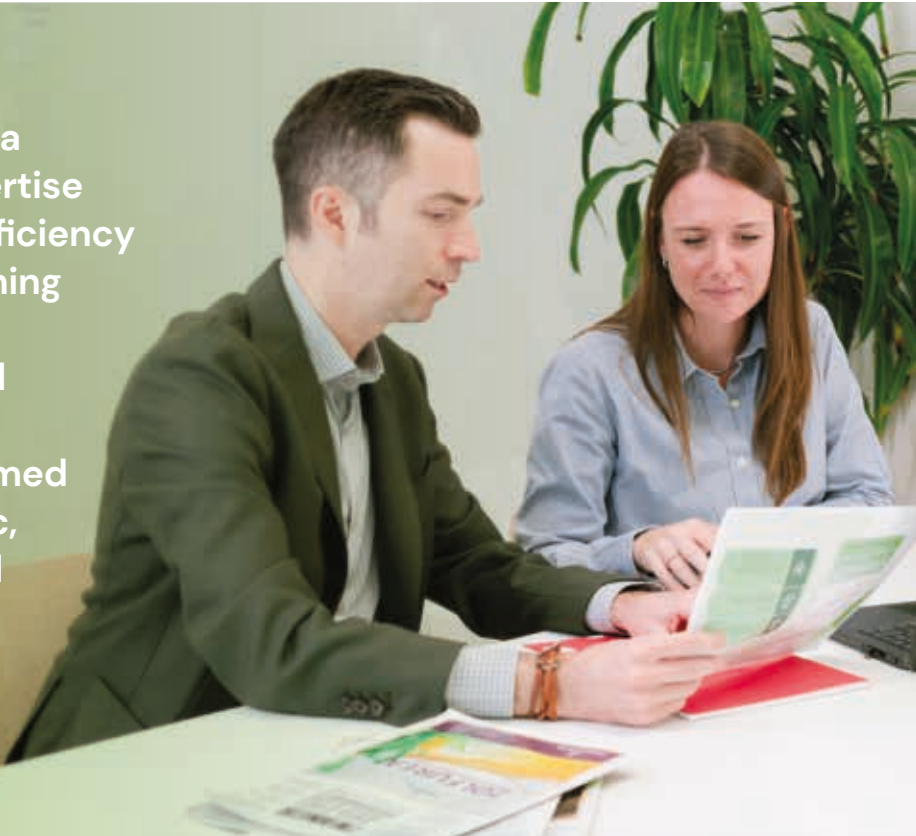
SOCIAL SUSTAINABILITY

verification of adherence to human rights principles and working conditions, including occupational health and safety;

ENVIRONMENTAL SUSTAINABILITY

monitoring of agrochemical use, energy and water consumption, and the appropriate disposal of liquid and solid waste.

Audit visits also serve as a platform for sharing expertise and strengthening the efficiency and effectiveness of farming practices. This relationship is based on reciprocity, with the exchange of expertise aimed at ensuring the economic, social and environmental sustainability of the supply chain.



ETHICAL AND RESPONSIBLE SUPPLY – SMETA ETHICAL AUDIT

As evidence of Pedon’s approach and commitment, during the reporting period the Company achieved a positive outcome in the SMETA ethical audit (Sedex Members Ethical Trade Audit), which assesses compliance with social, ethical, occupational health and safety, and environmental standards.

This **audit** is a prerequisite for qualification as a Sedex supplier (Supplier Ethical Data Exchange), a non-profit organisation that promotes ethical trade worldwide, seeking

to enhance the socio-economic and environmental performance of companies across business practices and supply chains.

Sedex is the largest European platform for the collection and analysis of data on ethical standards across production supply chains. The audit, conducted by a third-party body, does not provide certification, but aims to monitor **compliance with requirements** across global supply chains.

THE BENEFITS THIS APPROACH BRINGS TO THE COMPANY INCLUDE:



Improved social performance across the supply chain



Careful management of suppliers



Reduction of the risk of overlapping audits



Reduction of risks associated with ethical aspects



Use of a global procedure applied with full transparency

Sedex Member

OUR PEOPLE

CHAPTER 4

“The *well-being* of people lies at the heart of our project. By fostering development, professional growth and work-life balance, each individual contributes to the *good* of the business and to the shared future we are shaping.”



Daniela Sperotto
Human Resources Director

4.1
Human Capital

p. 74

4.2
Skills Development
and Training

p. 80

4.3
Corporate
Wellbeing

p. 86

4.4
Worker's Health
and Safety

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260 TOTAL NUMBER OF EMPLOYEES

(+28% over the three-year period)
in the HQ of Colceresa

39 YEARS

average age
of employees

+2% PERMANENT CONTRACTS

compared to the
previous fiscal year

+30% FEMALE HIRES

compared to the
previous fiscal year

MATERIAL TOPICS

WORKING PRACTICES

WORKERS' HEALTH
AND SAFETY

SUSTAINABLE DEVELOPMENT GOALS



HIGHLIGHTS

HUMAN CAPITAL

People lie at the heart of Pedon’s business growth.
The skills, knowledge, experience and individual qualities of each employee represent a valuable asset that helps define the Company and express its uniqueness.

Responsibility for managing human capital policies lies with the Human Resources Department, in line with the guidelines set by Executive Management and the Board of Directors. All employees of Pedon S.p.A. are hired in accordance with the National

Collective Labour Agreement (CCNL) for the food industry, while employment relationships with executives are governed by the CCNL for Industrial Executives.
The entire workforce is therefore protected by national collective agreements.

WORKFORCE COMPOSITION BY JOB CATEGORY AND GENDER – THREE-YEAR OVERVIEW¹

	FY2022-2023			FY2023-2024			FY2024-2025		
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
DIRECTORS	6	1	7	6	1	7	4	1	5
MANAGERS	8	1	9	8	1	9	8	1	9
OFFICE STAFF	35	35	70	38	33	71	41	36	77
WORKERS	99	18	117	114	22	136	133	36	169
TOTAL	148	55	203	166	57	223	186	74	260

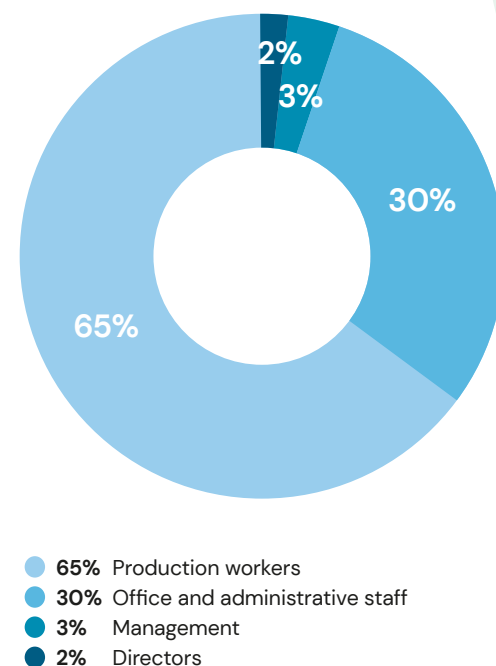
1. The total number of employees also includes temporary agency workers and refers exclusively to the Colceresa site. The figures shown have been restated compared with the previous report.



Human capital, dynamic by nature, is enhanced and strengthened through targeted investments in training, health and safety, professional development opportunities and initiatives aimed at promoting work–life balance, in recognition of the strategic role it plays in the Company’s performance.

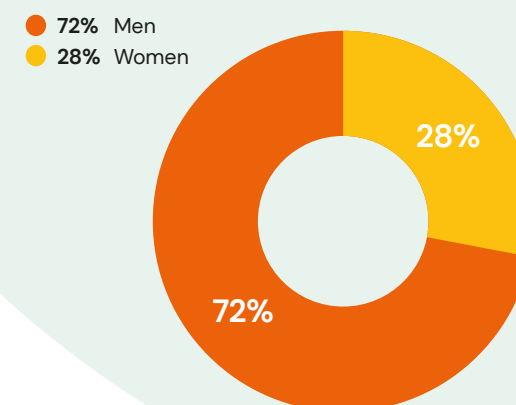
By the end of the 2024–2025 financial year, Pedon employed 260 people. Compared to the previous period, the workforce has grown substantially (from 223 to 260 employees), reflecting the Company’s expansion strategy and sustained investment in human capital (+28% across the three-year period). In line with the Company’s technological and production development, **production workers represent the largest share of the workforce**, accounting for 65% of the total, up by 24% compared with 2023–2024. Office and administrative staff account for 30% of employees, with an 8% increase compared with the previous period. Managers account for 3% of the Company’s workforce, unchanged from the previous year, while Directors represent 2%, reflecting a decrease of 29%. These changes reflect a process of workforce optimisation and growth, aimed at supporting the Company’s organisational and production transformation.

EMPLOYEES BY JOB CATEGORY (%) 2024–2025

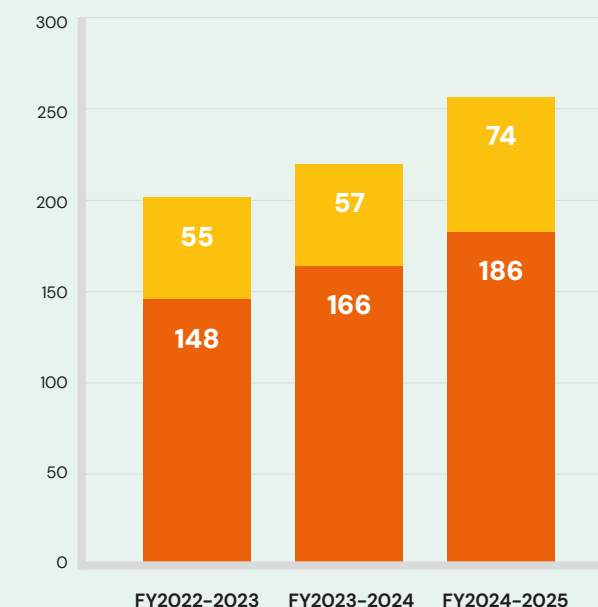


With regard to gender composition, the workforce is predominantly male (72%), while **female account for 28% of the total**, evenly distributed between office and production areas. **In the last financial year, female recruitment increased by 30%, exceeding the Company’s average workforce growth (+16%).**

EMPLOYEES BY GENDER (%) 2024–2025



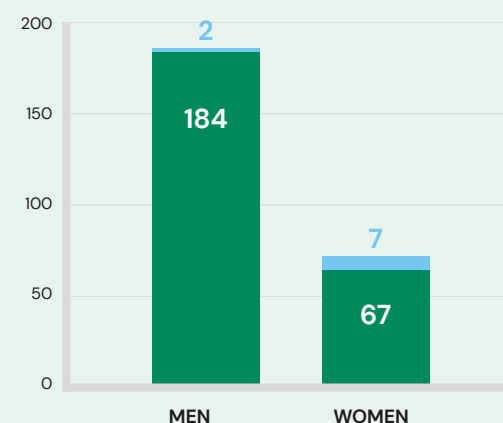
WORKFORCE DISTRIBUTION BY GENDER OVER THE THREE-YEAR PERIOD



The majority of Pedon’s employees are **employed on permanent contracts**, accounting for 82% (+2% compared with the previous financial year), confirming the Company’s commitment to long-term employment. The remaining 18% are employed on fixed-term contracts. With regard to employment type, approximately 3% of employees have opted for **part-time work**, highlighting Pedon’s focus on accommodating different professional requirements.

- Full-time
- Part-time

EMPLOYEES BY TYPE OF EMPLOYMENT 2024–2025

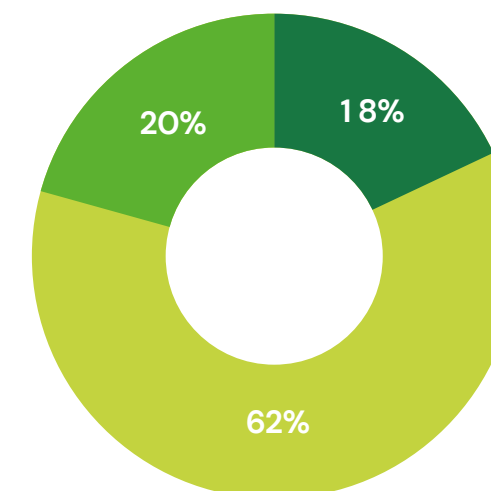


Looking at age distribution, **the 30 to 50 age bracket is the most prevalent among employees**, representing 62%, followed by employees aged over 50 (20%) and under 30 (18%).

These results demonstrate a **balanced age distribution**, encouraging synergy between established expertise and new skills.

- 62% between 30 and 50 years
- 20% > 50 years
- 18% < 30 years

EMPLOYEE AGE (%) 2024–2025



During the 2024–2025 reporting period, **Pedon recruited 88 new employees**, including 59 men and 29 women (+30% year on year), primarily as production workers, with additional hires in office roles. There were 40 terminations, including 28 men and 12 women, all attributable to the expiry of fixed-term

contracts and voluntary resignations. The significant number of workforce movements is also related to the use of agency and temporary employment contracts, utilised by the Company to address production peaks driven by seasonality.

NEW EMPLOYEES: new hires by gender and professional category.²

	FY2022–2023			FY2023–2024			FY2024–2025		
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
DIRECTORS	0	0	0	0	0	0	0	0	0
MANAGERS	0	0	0	0	0	0	0	0	0
OFFICE STAFF	3	7	10	6	5	11	4	8	12
WORKERS	22	16	38	37	14	51	55	21	76
TOTAL	25	23	48	43	19	62	59	29	88

EXITED EMPLOYEES: terminations broken down by gender and professional category.²

	FY2022–2023			FY2023–2024			FY2024–2025		
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
DIRECTORS	0	0	0	0	0	0	2	0	2
MANAGERS	1	1	2	0	0	0	0	0	0
OFFICE STAFF	10	5	15	3	7	10	1	6	7
WORKERS	21	14	35	22	10	32	25	6	31
TOTAL	32	20	52	25	17	42	28	12	40

2. The figures shown have been restated compared with the previous report.

TURNOVER RATES ³

A useful indicator for understanding the stability of an organisation’s workforce and assessing the effectiveness of its people management policies is the **turnover rate**. Overall, the Company is fostering an increasingly supportive working environment, grounded in effective management policies and practices. This is particularly evidenced by the declining and consistently low negative turnover rate over the three-year period, as well as by the replacement rate, which confirms that new hires are higher than exits.

	FY2021–2022	FY2022–2023	FY2023–2024
POSITIVE	48	62	88
	23.2%	30.5 %	39.5 %
NEGATIVE	52	42	40
	25,1 %	20,7 %	17,9 %
OVERALL	100	104	128
	48.8 %	48.8 %	53.0 %
COMPENSATION	92 %	148 %	220 %

3. Positive turnover rate: employees hired during the period / workforce at the beginning of the period × 100 –
Negative turnover rate: employees who left during the period / workforce at the beginning of the period × 100.
Total turnover rate: (employees hired and employees who left during the period) / average workforce for the period × 100 –
Turnover compensation rate: number of hires / number of leavers during the period × 100.



SKILLS DEVELOPMENT AND TRAINING



PROFESSIONAL ROLE DEVELOPMENT

Market volatility, the rapid pace of change in the environment in which the Company operates, and constant competitive pressure encourage the organisation to develop an adaptive mindset, in which each employee can express and enhance their skills and aptitudes.

Pedon is committed to building a dynamic organisation in which each person is aware of their role and of the contribution they can make to the Company's development.

This is implemented through a **performance and professional development evaluation process**, in which all employees participated during the 2024-2025 financial year. This process, gradually introduced starting from the 2022-2023 period, supports individual personal growth, strengthens skills management and human capital development, and helps enhance employee satisfaction, which is closely linked to the organisation's overall performance.

THE COMPANY USES A SOFTWARE TOOL TO ENSURE COMPREHENSIVE AND STRATEGIC HUMAN RESOURCES MANAGEMENT, ALIGNING EMPLOYEE SKILLS WITH ORGANISATIONAL OBJECTIVES.
PEDON HAS THE FOLLOWING OBJECTIVES:



PERFORMANCE IMPROVEMENT

Increasing productivity and operational efficiency.



ADAPTABILITY TO CHANGE

Support the organisation in responding rapidly to changes in the market and the external environment.



INNOVATION

Encouraging creativity and innovation within the organisation.



EMPLOYEE INVOLVEMENT AND SATISFACTION

Creating a positive working environment that fosters commitment and motivation.

MOREOVER, THANKS TO THIS MANAGEMENT TOOL, THE COMPANY DEVELOPS EFFECTIVE PROFESSIONAL PROJECTS THROUGH **A MULTI-STAGE MODEL:**



PROCESS MAPPING

Identification of key processes and skills needed.



ROLE DEFINITION

Definition of roles with relevant processes, behaviours and skills.



EXPECTED EVALUATION

Sharing of the Company's expectations regarding processes, behaviours and skills.



PDA QUESTIONNAIRE

(Personal Development Analysis). Individual assessment.



JOB ANALYSIS INTERVIEW

Comparison and definition of objectives.

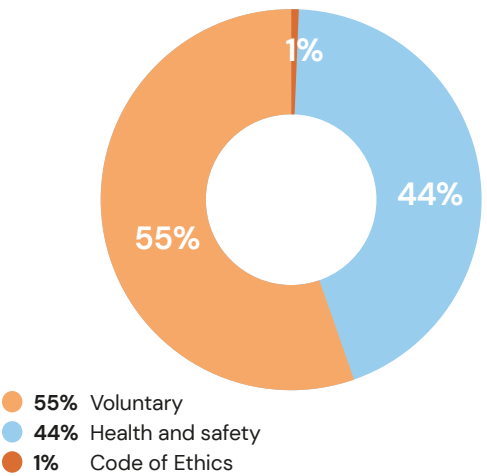
TRAINING

Training plays a key role for the Company, not only by developing employees' skills but also by driving overall business growth, making the organisation more adaptable.

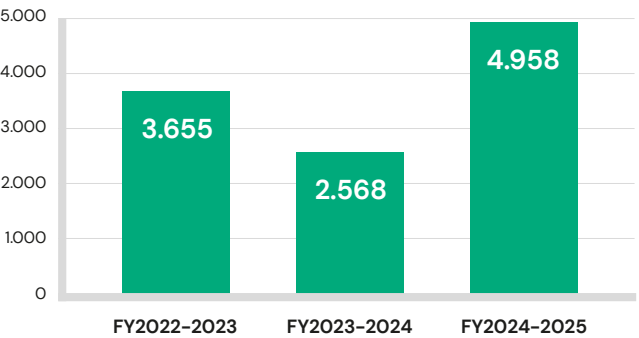
In the 2024–2025 financial year, a total of **4,958 training hours were delivered**, marking an increase compared with the 2,568 hours recorded in 2023–2024. Changes recorded across the three-year period are primarily attributable to mandatory health and safety training, together with the introduction in 2024–2025 of on-site quality training for production workers. In addition, in the 2022–2023 period, a new initiative was

introduced the new Code of Ethics, which involved a single, dedicated training programme delivered to all employees. In the 2024–2025 financial year, 55% of training hours were allocated to voluntary training programmes, 44% to health and safety topics, and 1% to training on the Code of Ethics.

TYPE OF TRAINING (%) 2024–2025



TOTAL NUMBER OF TRAINING HOURS OVER THE THREE-YEAR PERIOD



Pedon recognises training as a strategic element and therefore invests continuously in human capital, considering it as a fundamental driver of long-term success.

Voluntary training hours in 2024–2025 show a slight decrease compared with 2023–2024 (from 60% to 55%), yet they remain well above the 2021–2022 level (31%). This confirms Pedon's ongoing commitment to promoting the continuous development and upskilling of its workforce.

As part of voluntary training initiatives, the English language training programme was once again offered, provided via e-learning and classroom-based sessions, and targeted at employees whose roles require knowledge of the language.

AT THE SAME TIME, FURTHER TRAINING COURSES WERE IMPLEMENTED TO DEVELOP TECHNICAL AND MANAGEMENT COMPETENCIES, INCLUDING:



A course dedicated to **production planning and management** in line with Lean Manufacturing principles, aimed at improving operational efficiency.



A **basic digital** skills course aimed at production workers, with the objective of strengthening essential computer skills.



A specific course on **administrative and tax skills**, aimed at deepening accounting, administrative and regulatory knowledge.



A course aimed at developing **management and interpersonal competencies**, with the objective of reinforcing leadership, communication and team coordination skills.

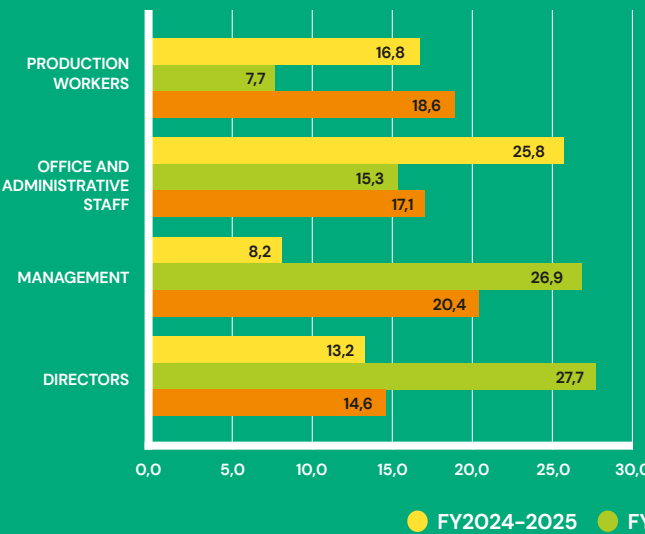


Refresher courses on topics relevant to the **Quality and R&D departments**.

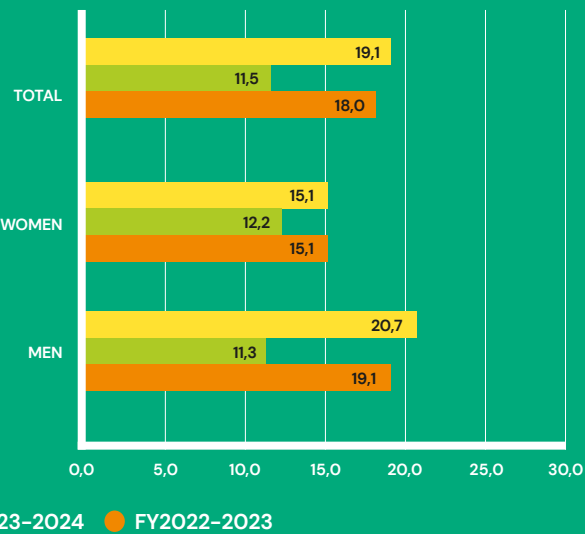
In the financial year 2024–2025, **each employee received an average of 20 hours** of training. Analysing the data by gender, women received an average of 15 hours, while men received around 21 hours each.

By job category, production employees recorded an average of 17 training hours per person, managers 13 hours, office staff 26 hours, and managers 8 hours.

AVERAGE TRAINING HOURS PER EMPLOYEE BY JOB CATEGORY OVER THE THREE-YEAR PERIOD



AVERAGE TRAINING HOURS PER EMPLOYEE BY GENDER OVER THE THREE-YEAR PERIOD



CORPORATE WELLBEING

Being an inclusive and positive organisation, focused on employee well-being and satisfaction, requires actively listening to employees and giving them a voice.



CORPORATE WELLBEING

Pedon periodically conducts employee satisfaction surveys, which are effective tools for analysing the relationship between commitment, engagement and organisational and individual factors.



In particular, the surveys were conducted in 2023 and previously in 2018 through an anonymous questionnaire distributed to all employees with at least six months of service. The questionnaire gathers feedback on key areas such as work organisation, internal communication, team cohesion, growth opportunities, autonomy at work and available resources, also assessing how these factors influence workplace behaviour and overall employee satisfaction.

The 2023 survey recorded good participation levels (67%) and satisfactory levels of sense of belonging and engagement in work activities.

To build on existing engagement and recognition programmes and respond to the insights from the survey, Pedon rolled out a series of initiatives to actively involve employees in company life, streamline communication and foster a healthy work–life balance.

CORPORATE INCENTIVE PROGRAMMES

In the financial year 2024–2025, Pedon invested Euro 233,456 in incentives for the benefit of all employees, an increase of 24% over the previous year (Euro 188,912).

The incentive plan provides for an annual credit of Euro 800 per employee, paid on 1 July 2024 and valid until 31 December 2024. Parents of tax-dependent children are granted an additional Euro 500 credit for expense reimbursements, while working students are entitled to a further Euro 500 for school or university-related reimbursements.

Incentives allowances are proportionate to the months actually worked and to the working hours worked in the case of a part-time relationship.

Credits can be used through Intesa San Paolo's "Welfare Hub" platform, which offers a wide range of services dedicated to home and family, health and wellness, leisure, travel and mobility.

IN ADDITION, UNDER THE COMPANY SUPPLEMENTARY AGREEMENT, SIGNED BY FAI CISL⁴ VICENZA, FURTHER BENEFITS ARE PROVIDED TO ENHANCE THE INCENTIVE PROGRAMME:



Extension of special leave, including leave for employees with elderly parents.



Additional remuneration above the national collective agreement for night shifts and overtime work.



Strengthening of shared leave schemes in the event of serious personal circumstances, including the provision of additional hours contributed by the Company.



Incentives for supplementary pension schemes, with an increase in the Company's contribution compared with that provided for under the national collective labour agreement.

4. Italian Federation for the Agricultural, Food, Environmental and Industrial Sectors

PARENTAL LEAVE

Parental leave constitutes an essential support measure for employees at significant moments in their lives, within a legislative and social environment that is progressively more focused on fostering work-life balance.

The relevant regulatory framework is Legislative Decree No. 151 of 26 March 2001, known as the Consolidated Act on legislative provisions for the protection and support

of maternity and paternity, subsequently supplemented by Legislative Decree No. 105/2022, which expanded and strengthened the protections provided.

INFORMATION ON EMPLOYEES' TAKING PARENTAL LEAVE FY2024-2025

	FY2022-2023			FY2023-2024			FY2024-2025		
	Men	Women	TOT	Men	Women	TOT	Men	Women	TOT
EMPLOYEES WHO HAVE TAKEN PARENTAL LEAVE	1	6	7	2	8	10	3	10	13
EMPLOYEES WHO WERE ENTITLED TO PARENTAL LEAVE	10	8	18	10	8	18	12	10	22
	FY2022-2023			FY2023-2024			FY2024-2025		
RETURN-TO-WORK RATE ⁵	57%			100%			100%		
RETENTION RATE ⁶	175%			114%			80%		

5. Return-to-work rate = Total number of employees who actually returned to work after parental leave / Total number of employees expected to return to work after parental leave × 100.
6. Retention rate = Total number of employees still employed 12 months after returning to work from parental leave / Total number of employees who returned from parental leave in the previous reporting periods × 100.

In 2024-2025, 10 women and 3 men took parental leave.

Of the 12 men entitled to the leave, only a minority made use of it, compared with full uptake among women (10 out of 10 eligible). This trend is also confirmed when considering the entire three-year period. The rate of return to work was 100% in both 2023-2024 and 2024-2025, while in 2022-2023 it was 57%. This trend shows a gradual improvement to full reintegration of employees after leave.

Although showing fluctuations over the three-year period (175% in 2022-2023, 114% in 2023-2024 and 80% in 2024-2025), the retention rate overall indicates a good ability on the part of the Company to retain returning employees, even though in the most recent period a share of the workforce (20%) left the organisation. Overall, the data points to a **high rate of post-leave reintegration and a reasonable level of employee loyalty**, while underscoring the need for further progress in work-life balance policies.

OTHER COMPANY INITIATIVES AIMED AT EMPLOYEE WELL-BEING

CORPORATE VOLUNTEERING

During June, Pedon reaffirmed its commitment to corporate volunteering, devoting four days to working alongside **Banco Alimentare**. A leading Italian non-profit organisation dedicated to recovering food surpluses and redistributing them at no cost to charities assisting individuals facing hardship. The initiative enabled our employees to **experience hands-on volunteering**, working alongside Banco Alimentare staff and volunteers in their day-to-day warehouse activities. It was a highly valuable learning and human experience, which made it possible to gain deeper insight into a leading non-profit organisation and to contribute tangibly to the **fight against food waste**. This initiative is a further expression of the well-established partnership between Pedon and Banco Alimentare, based on common values and a shared ambition to create, together, a fairer, more caring and sustainable future.



Pedon is a long-standing partner of Banco Alimentare and, through its iconic "Lenticchia Pedina" helps support families in need by donating over 55,000 portions of pulses and grains as well as providing a financial contribution to cover the costs of food recovery and distribution, equivalent to 125,000 meals nationwide.





INTER-COMPANY SPORTS TOURNAMENT

During the last year, Pedon once again participated in an important inter-company sporting event, a tournament that brings together various local companies for friendly matches in football, volleyball, basketball and running. The event provides a unique opportunity to **combine competition, collaboration and social engagement**, fostering cohesion among colleagues and strengthening team spirit.

Starting this year, the tournament was enhanced with a special evening dedicated to *“Win Win senza frontiere”*, featuring four different games designed to involve an even wider range of participants, regardless of age or level of athletic ability. An **inclusive moment of sport and fun**, which strengthens the bonds between people and at the same time helps to support valuable solidarity projects.

EMPLOYEE CANTEEN – SPAZIO PEDON/OFF

Operating since January 2021, Spazio Pedon/off was designed to offer employees **healthy, high-quality food**, enhance staff well-being and promote a positive working environment.

In line with the Company's values and positioning, the service seeks to convey the principles of balanced nutrition in a space that encourages mutual understanding and relationships beyond formal roles.

CORPORATE COUNSELLING AND NUTRITIONIST SERVICES

With the aim of providing practical tools for managing work-related stress, improving interpersonal relationships and supporting increased productivity, Pedon offers employees regular sessions with a counsellor and preferential access to individual support programmes. In addition, an agreement has been put in place with a nutritionist, under which the initial consultation is covered by the Company, with subsequent sessions offered at a preferential rate.

CORPORATE EVENT: 40 YEARS

In celebration of its first forty years, the Company decided to hold a special day alongside those who made this achievement possible: its employees. The event, set in the city of Verona, guided participants to discover hidden and fascinating places, accompanied by specialised tour guides. Each stop along the journey shared a distinctive story of the city, linked to the core values that characterise the Company: perseverance, curiosity, imagination and generosity.

A moment to celebrate the past, strengthen a shared identity and look to the future together.



WORKERS' HEALTH AND SAFETY

For Pedon, protecting the health and safety of employees is an absolute priority and a core element of business and production management. Ensuring a healthy and safe working environment for its workforce, beyond being a regulatory requirement, is an essential factor for people’s well-being and productivity.

COMPANY MANAGEMENT SYSTEM

The company’s occupational health and safety management system complies with the requirements of current legislation, in particular Legislative Decree 81/2008, and is applied in practice through the Risk Assessment Document (DVR) and associated operational procedures. The DVR, aimed at identifying, assessing and managing risks to workers’ health and safety, is regularly updated in line with risk levels and the specific operational characteristics of each department.

From an organisational perspective, health and safety activities are managed by an internally appointed **RSPP and by a Management Representative for health and safety and prevention**. Emergency response teams are also in place and are continuously trained through a structured training programme.

The Company promotes the active participation and consultation of employees in the development, implementation and evaluation of the health and safety management system, also through periodic meetings with supervisors (three times a year) and with employee safety representatives (RLS).

HIGH-LEVEL RISKS	PREVENTION AND PROTECTION MEASURES
FIRE RISK	Development and implementation of emergency plans, periodic evacuation tests, training of emergency personnel.
EXPOSURE TO HAZARDOUS CHEMICALS	Implementation of safety operating procedures, provision of specific PPE, local exhaust ventilation systems, and safe management of containers.
WORK-RELATED STRESS	Optimisation of organisational processes, monitoring of workloads, introduction of ergonomic rest breaks and employee listening services.
HEIGHT-RELATED WORK ACTIVITIES	Mandatory use of harnesses and fall-arrest systems, specific training, and installation of lifelines and guardrails.
EXPOSURE TO HIGH NOISE LEVELS	Periodic noise level measurements, provision of earplugs or noise-reducing earmuffs, and limitation of exposure times.
EXPOSURE TO MECHANICAL VIBRATIONS	Scheduled maintenance of machinery, periodic replacement of equipment, and use of anti-vibration devices.
EXPOSURE TO RADON GAS	Periodic monitoring of gas levels in areas at risk, along with ventilation systems and environmental remediation measures.
EXPOSURE TO LEGIONELLA BACTERIA	Monitoring and maintenance of water and air-conditioning systems, periodic water analysis, and implementation of disinfection procedures.

OCCUPATIONAL HEALTH SERVICES

As part of its occupational health services, which help identify and reduce risks, the Company undertakes a mapping of job positions associated with specific risks, followed by appropriate health surveillance. Medical examinations are organised directly at the company premises.

As a health promotion initiative, extending also to areas not strictly related to work,

Pedon has launched a smoking awareness and information programme. In particular, two dedicated sessions were organised in FY2022–2023 and FY2023–2024, in partnership with the competent medical practitioner.

During the reporting three-year period, there were no reported cases of work-related illnesses among Pedon's workforce.

ACCIDENTS

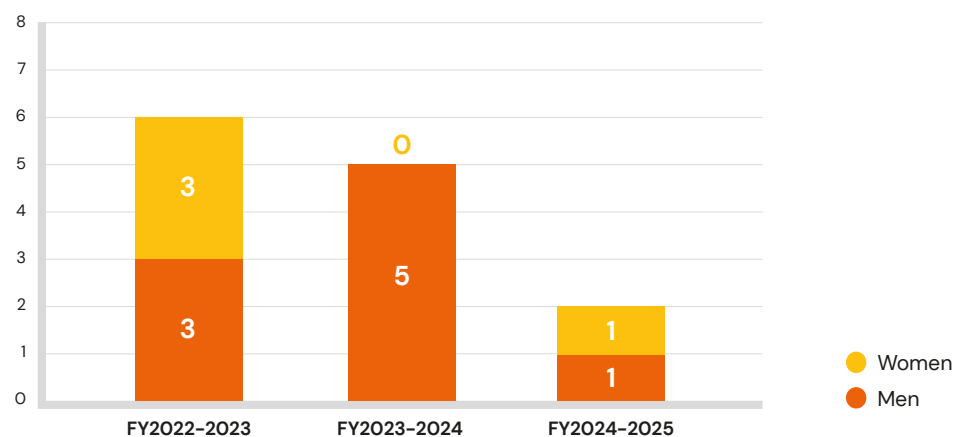
During the period 2024–2025, **two accidents** were recorded **among employees**, involving a man and a woman respectively. Compared to 2023–2024, there was a **significant drop in the number of accidents** from 7 (including 2 commuting accidents) to 2. These accidents involved a crushed foot and a knee sprain.

At the same time, the **number of reported near misses⁷** shows an **upward trend**, and, with a view to safeguarding workers' health,

Pedon has launched a **smoking awareness and information programme**. In particular, two dedicated sessions were organised in FY2022–2023 and FY2023–2024, in partnership with the competent medical practitioner.

During the reporting three-year period, **there were no reported cases of work-related illnesses** among Pedon's workforce.

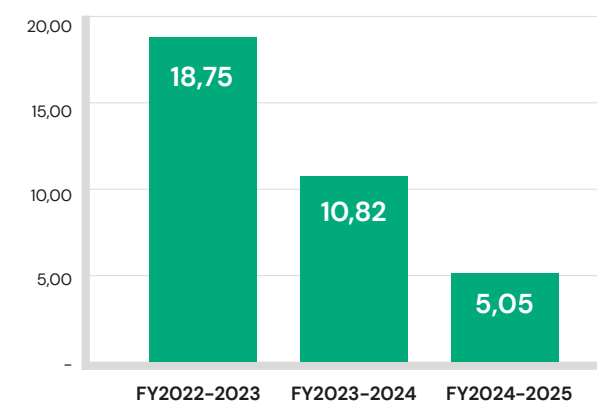
EMPLOYEE ACCIDENTS BY GENDER – THREE-YEAR OVERVIEW



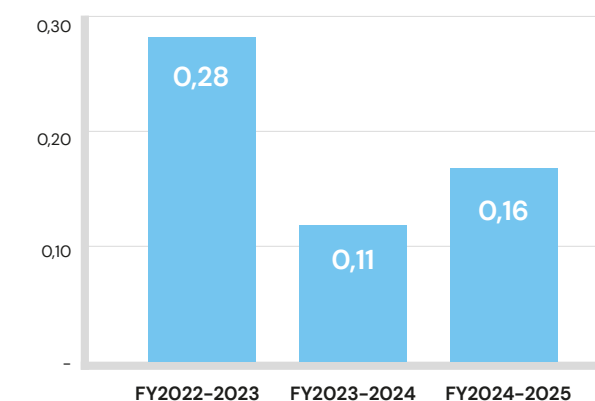
7. In the context of safety, a "near miss" refers to an incident that did not result in harm to people or the environment but had the potential to do so.

Accident indices⁸ represent a key tool for assessing risk levels and identifying the Company areas, employee groups, operations or working conditions that require greater attention, enabling the definition of priority corrective actions.

ACCIDENT FREQUENCY INDEX OVER THE THREE-YEAR PERIOD



WORKPLACE ACCIDENT SEVERITY INDEX OVER THE THREE-YEAR PERIOD



Over the three-year period analysed, the data show a significant improvement in the accident frequency rate, which declined from 18.75 in FY2022–2023 to 10.82 in FY2023–2024, and further to 5.05 in FY2024–2025, in line with the downward trend in the overall number of accidents.

On the other hand, the **severity index** initially shows a decrease, from 0.28 in FY2022–2023 to 0.11 in FY2023–2024, before settling at 0.16 in FY2024–2025.

Despite a slight increase compared with the previous year, the figure remains **very low**.

Overall, in FY2024–2025 the **accident frequency** (5.05) is **significantly lower than the INAIL sector figure** for the three-year period 2018–2020 (13.40), while the **severity index** (0.16) also **remained** well below the sector average (1.28)⁹.

8. Recordable workplace accident frequency index (Recordable workplace accidents / hours worked) × 1,000,000
Severity index (total number of days of absence due to accident/total number of hours worked) × 1,000

9. The food industry sector falls within ATECO Section C – Manufacturing activities, which was used as the reference for the INAIL 2018–2020 analysis.
Data source: INAIL 2023, No. 12 – December, Trends in Occupational Accidents and Occupational Diseases.

TRAINING AND DEVELOPMENT ACTIVITIES

Pedon is committed to promoting a culture of health and safety, ensuring that these aspects are regarded as priorities in the performance of work activities.



With this in mind, the Company requires all employees and agency workers to have **updated general and role-specific training**, alongside cross-cutting training delivered by the RSPP and quality managers.

Depending on their role, employees also receive **specific training for the use of equipment and systems** such as forklift

trucks, elevating platforms, PES-PAV-PEI systems¹⁰, X-ray equipment, hoists, boilers, freezer rooms and F-Gas systems.

At the same time, emergency response, first aid and BLSD¹¹ personnel are periodically certified and refreshed, **to safeguard the overall safety** of the organisation.

PEDON IS CURRENTLY TAKING ACTION ON MULTIPLE FRONTS TO IMPROVE ITS HEALTH AND SAFETY MANAGEMENT SYSTEM FOR EMPLOYEES:



Renewal of Fire Prevention Certificate (CPI) covering all areas of the production site.



Training of new emergency response personnel (first aid, fire management, use of defibrillators).



Adaptation of fire-fighting equipment.



Updating of the Risk Assessment Document (DVR) and the list of PPE by job role and department.



Verification of equipment compliance in accordance with the Machinery Directive 2006/42/EC: at present, 70% of the production site has been upgraded, with the remaining works in progress.

The improvement of the Company's health and safety management system is also achieved through the adoption of the recommendations and corrective actions identified during the **SMETA audit**¹².

The latter, based on the ETI Base Code (Ethical Trading Initiative) and applicable legislation, mainly concerned the updating of safety documentation and emergency plans.

In general, the **audit results confirmed a positive assessment of the Company's standards**, including those related to the protection of employee health and safety. In addition, feedback gathered through interviews during the audits indicated employee satisfaction with workplace conditions, with specific recognition of the Company's stability and the company-level agreement with the trade union, which offers enhanced provisions compared with the national collective labour agreement.

10. Electrical work operators: PES (Expert Person); PAV (Instructed Person); PEI (Person authorised to carry out live electrical work).
11. Early defibrillation (BLS-D – Basic Life Support and Defibrillation).

12. The SMETA audit (Sedex Members Ethical Trade Audit) is a corporate assessment system used to verify an organisation's labour, health and safety, environmental and ethical standards.

ENVIRONMENT

CHAPTER 5

"Our commitment to the planet starts with how we use and respect energy. We favour renewable sources, optimise consumption and drive process innovation, because for us doing business means creating *good* and sustainable value, free from waste. This is how we make energy *a shared benefit* for everyone."



Alessandro Rubbo
Facility Manager

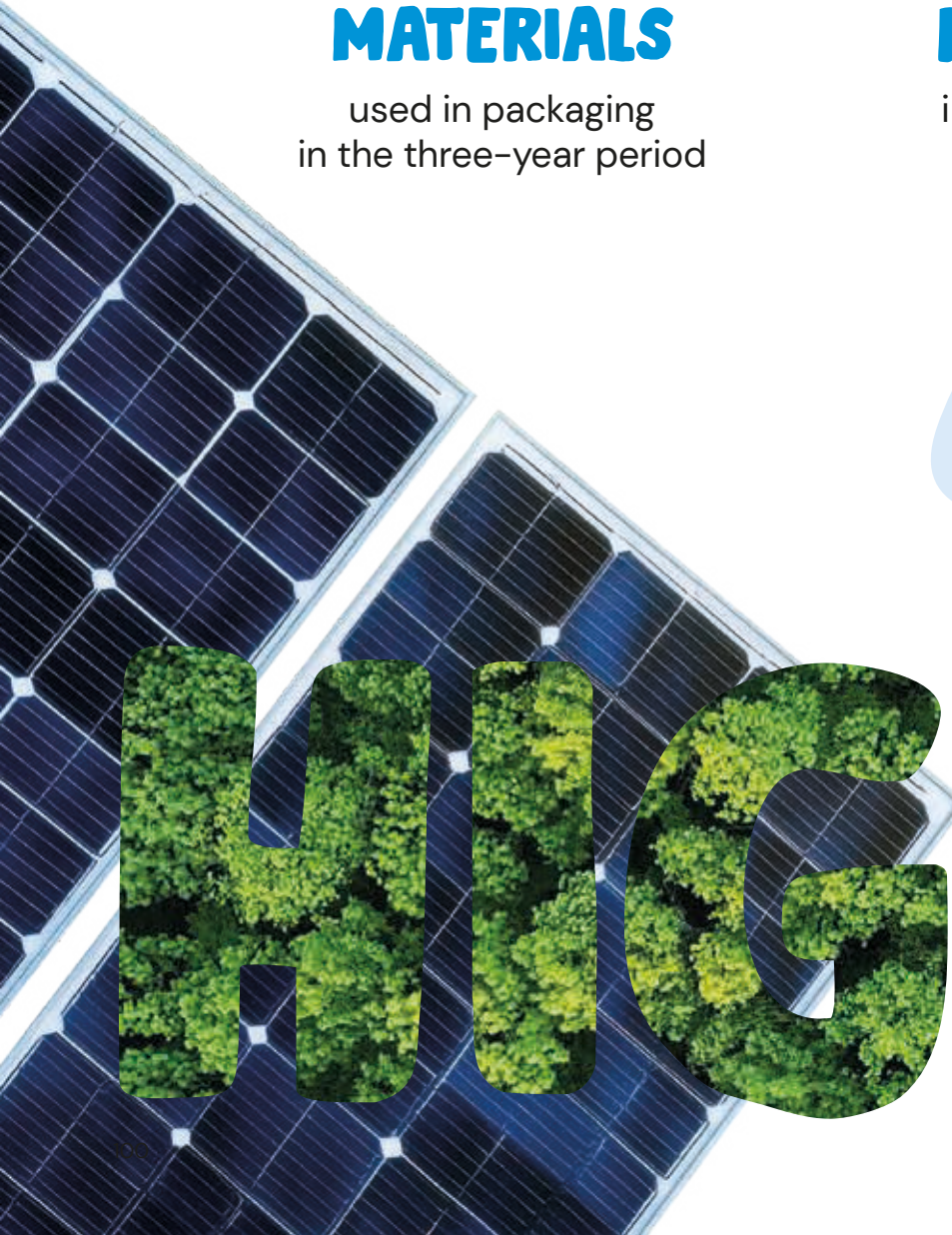
5.1 Environmental Policy	5.2 Energy Consumption and Emissions	5.3 Life Cycle Assessment <i>I Pronti Pedon</i>	5.4 Water resources	5.5 Waste	5.6 Packaging
p. 102	p. 104	p. 110	p. 112	p. 114	p. 116

**MATERIAL TOPICS**

ENERGY MANAGEMENT

PACKAGING LIFECYCLE
AND WASTE MANAGEMENT**SUSTAINABLE
DEVELOPMENT GOALS****100%
RENEWABLE
ENERGY****-28%
CO2 EMISSIONS**Zuppa I Pronti Pedon vs.
Fresh soup category**90% AVERAGE
SHARE OF
RECYCLABLE
MATERIALS**used in packaging
in the three-year period**+18% "CRUSH"
PAPER CARTONS
MADE FROM
PULSE WASTE**

in the three-year period

An aerial view of solar panels in the bottom left corner, transitioning into a dense green forest canopy that fills the rest of the bottom half of the page.

HIGHLIGHTS

ENVIRONMENTAL POLICY

Pedon is committed to supporting greater efficiency within the food sector and reducing its environmental impact, while also raising consumer awareness and promoting a renewed sense of responsibility across the entire value chain. This commitment is underpinned by the Company’s Environmental Policy, which guides and directs the actions undertaken in support of the transition towards sustainability. Within this framework, Pedon is committed to preventing pollution, protecting and preserving the environment, and pursuing continuous improvement in its environmental performance, while reducing the risks associated with its production activities and products.

The way we grow, produce, purchase, transport and consume food is inextricably linked to the future of the planet. Humanity’s consumption is, in fact, rapidly exceeding available resources, highlighting the need to redirect attention towards changing food production systems and raising consumer awareness.

THE MAIN ELEMENTS THROUGH WHICH THE COMPANY IMPLEMENTS ITS ENVIRONMENTAL COMMITMENT ARE:



Appointment of a **dedicated manager** responsible for environmental matters.



Compliance with **applicable legislation** and adherence to any voluntary agreements relating to the most significant environmental impacts.



The definition of **objectives focused on the continuous improvement** of environmental performance, with the aim of progressively reducing sources of pollution.



Control of production processes and ongoing monitoring of related environmental aspects.



The promotion of initiatives aimed at **reducing water and energy consumption**, decreasing waste generation, and preventing and effectively managing potential environmental emergencies.

THE ACTION PLAN IS STRUCTURED AROUND FOUR MAIN PILLARS:

1 OPTIMISATION OF PRODUCTION PROCESSES

The Company is committed to **reducing energy consumption and greenhouse gas emissions** through the adoption of more modern and efficient technologies.

2 USE OF RENEWABLE ENERGY

A **progressive increase in the use of renewable energy sources** to power production facilities is promoted, thereby reducing dependence on fossil fuels.

3 WASTE REDUCTION

The aim is to **minimise waste generated by production activities** through separate waste collection, recycling and the reuse of materials, maximising the value of available resources.

4 AWARENESS-RAISING AND TRAINING

Particular **attention is given to engaging and training employees and partners**, in order to foster a culture of sustainability and promote environmentally responsible behaviours throughout the entire value chain.

ENERGY AND EMISSIONS

The energy transition represents a crucial step in tackling climate change and building a sustainable future. It is a complex and far-reaching process that requires international collaboration, investment from both the public and private sectors, and a meaningful change in individual and collective behaviours.

ENERGY MANAGEMENT

Pedon has embarked on a responsible energy management journey with the aim of reducing risks linked to potential system vulnerabilities, while at the same time improving efficiency and resource use.

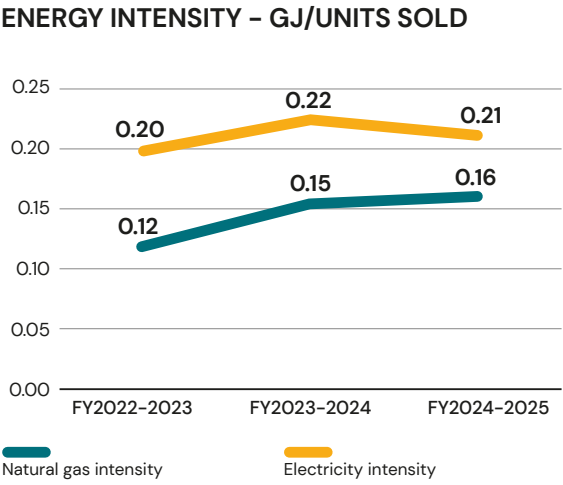
This commitment is based on accurate and continuous monitoring of energy performance.

ENERGY CONSUMPTION BY SOURCE

	MEASUREMENT UNIT	FY2022-2023	FY2023-2024	FY2024-2025	CHANGE 2022-2023 2024-2025
ENERGY FROM RENEWABLE SOURCES					
ELECTRICITY GENERATED BY OUR PHOTOVOLTAIC SYSTEM AND SELF-CONSUMED	GJ	0	1,666	3,401	-1%
PURCHASED WIND ENERGY	GJ	14,352	14,158	14,191	
ENERGY FROM NON-RENEWABLE SOURCES					
NATURAL GAS	GJ	8,710	10,960	13,463	+55%
DIESEL FUEL ¹	GJ	1,860	1,709	1,523	-18%
Total	GJ	24,921	28,493	32,577	+31%

1. The conversion factors expressed in GJ for FY2022-2023 and FY2023-2024 were updated using the latest available version. For further clarification, please refer to the methodological note.

Energy intensity, calculated as the ratio between electricity and natural gas consumption (GJ) and units sold (in thousands), **recorded an increase** between FY2022-2023 and FY2023-2024 with regard to natural gas consumption, before stabilising in FY2024-2025. This increase is linked to a different sales mix, which saw the Company grow significantly in market segments associated with technologies characterised by higher energy consumption. On the other hand, with regard to energy intensity related to energy consumption, there is no substantial change.



THE GUIDELINES IDENTIFIED BY PEDON FOR A RESPONSIBLE ENERGY MANAGEMENT JOURNEY ARE DEVELOPED ACROSS THREE MAIN AREAS:



SELF-GENERATION FROM RENEWABLE SOURCES

During FY2023-2024, the company installed a photovoltaic system at the Colceresa plant consisting of 2,403 panels, spread across the entire surface area of the plant. With an estimated production capacity of around 1,050,000 kWh per year. During FY2024-2025, the first year of full operation, this system generated a total of 1,026,252 kWh, covering 11% of the Company's energy requirements and significantly reducing CO₂-equivalent emissions. Performance is constantly monitored through a cloud platform that compares actual production data with expected data.



ENERGY FROM CERTIFIED RENEWABLE SOURCES

To complete its strategy, since 2014 all electricity not covered by self-generation has been fully purchased from certified renewable sources, in particular wind power plants. This choice reinforces the company's commitment to supporting clean technologies and actively contributing to the transition to a carbon neutral future.



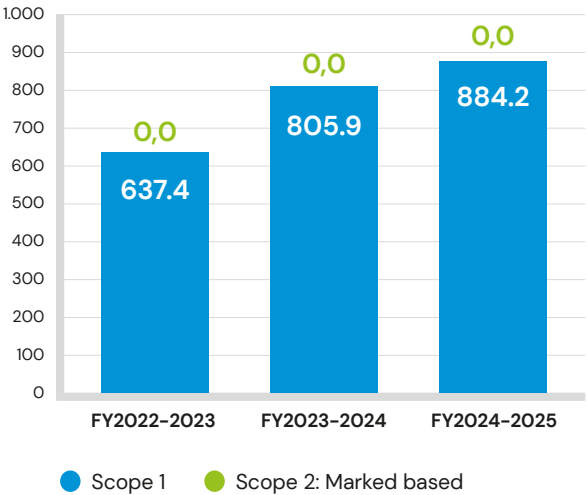
ENERGY EFFICIENCY

At the same time, Pedon has implemented targeted efficiency measures, including the replacement of traditional lighting with LED technology in offices and production areas, the introduction of a new compressor management system, and the thermal insulation of the raw materials warehouse.

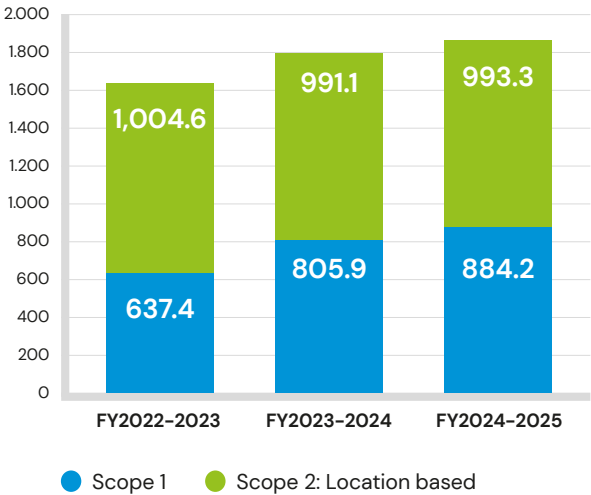
Detailed emissions reporting is essential **to guarantee alignment with international standards and climate objectives**, contributing in a concrete way to global actions to combat climate change. In this context, Pedon has implemented a system for the continuous monitoring of direct (Scope 1) and indirect (Scope 2) greenhouse gas (GHG) emissions within its reporting boundary, with the aim of developing targeted mitigation strategies. Aware that emissions generated along the value chain are overall higher than

those associated with core activities, the Company plans, at a later stage, to initiate a structured assessment of Scope 3 emissions and to define a dedicated action plan for their progressive reduction. During FY2024–2025, Pedon’s total greenhouse gas emissions relating to Scope 1 and Scope 2 amounted to 884.2 tonnes of CO2 equivalent (using the market-based method for estimating Scope 2 emissions; 1,877.5 tCO2-eq using the location-based method).

EMISSIONS SCOPE 1&2_Mb-tCO2-eq



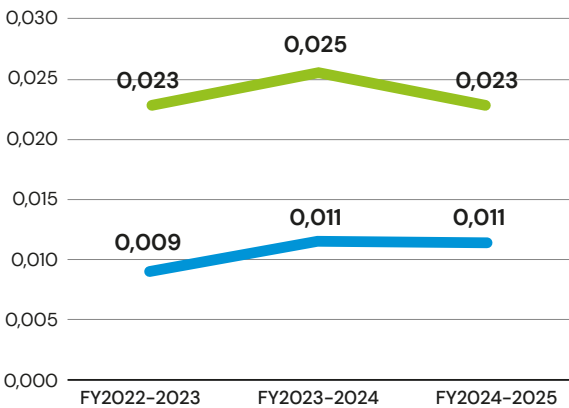
EMISSIONS SCOPE 1&2_Lb-tCO2-eq



EMISSION INTENSITY – tCO2-eq/units sold

Pedon’s emission intensity over the three-year period remained fairly stable, with a slight increase in FY2023–2024.

Market-based emission intensity
Location-based emission intensity



SCOPE 1 EMISSIONS

	FY2022-2023	FY2023-2024	FY2024-2025	CHANGE 2022-2023 / 2024-2025
	tCO2-eq			%
SCOPE 1	637.4	805.9	884.2	+39%
S1.1 / FIXED PLANT AND EQUIPMENT	452.3	569.0	758.6	+68%
S1.3 / COMPANY TRANSPORT	131.1	120.6	107.1	-18%
S1.4 / ACCIDENTAL EMISSIONS	54.0	116.3	18.5	-66%

In FY2024–2025 Pedon’s Scope 1 emissions – i.e. those **generated directly by the company’s operations** – amount to 884.2 tCO2-eq.

Compared with FY2022–2023, the Company recorded a 39% increase in these emissions, in line with the rise in consumption associated with this category (+42%), while emissions resulting from refrigerant gas losses showed a marked decrease (–66%).

SCOPE 2 EMISSIONS

	FY2022-2023	FY2023-2024	FY2024-2025	VARIAZIONE 2022-2023 / 2024-2025
S2 / LOCATION-BASED	1,004.6	991.6	993.3	–1%
S2 / MARKED-BASED	0.0	0.0	0.0	0%

Scope 2 emissions, i.e. those indirectly generated by the **electricity** consumed by the Company, were calculated using both methods defined by the GHG Protocol, namely the market-based and location-based approaches.

This comparison demonstrates the effectiveness of Pedon’s commitment to reducing the impacts associated with energy consumption, thanks to investments made in renewable energy generation, such as photovoltaic power.

According to the **location-based** method, which considers the emission factor of the national energy mix and reflects the organisation’s overall energy efficiency, emissions showed substantial stability (–1% over the three-year reference period) even in the face of a 23% rise in electricity consumption.

Scope 2 emissions calculated using the **market-based** approach, on the other hand, reflect the Company’s energy procurement choices in relation to the supplier’s energy mix. Over the entire three-year period, these emissions amounted to zero, as Pedon purchased electricity generated entirely from renewable sources through Guarantees of Origin, in particular from wind power plants.

LIFE CYCLE ASSESSMENT

Life Cycle Assessment (LCA) is confirmed as a key tool for analysing and measuring the overall environmental impact of food products, supporting the development of more sustainable strategies across all stages of their life cycle.

LIFE CYCLE ASSESSMENT I PRONTI PEDON

Thanks to this approach, it is possible to systematically assess the environmental effects of the food industry, considering aspects such as emissions, the consumption of natural resources and the sustainability of production processes.

In this context, Pedon conducted an **LCA study** with the aim of comparing the environmental impact of its ready-made soups with that of conventional soups (available in the fresh products section of supermarkets). The aim was to evaluate the effects along the entire production chain and identify possible improvement actions and more sustainable practices. The analysis revealed **significant differences** in both production processes and conservation systems, with direct consequences on the overall environmental impact.

The **zuppa I Pronti Pedon**, sterilised in autoclaves and packaged in sealed doypack pouches, are designed for ambient-temperature storage, thereby avoiding the use of the cold chain both during warehousing and in consumers' homes, resulting in energy savings. By contrast, **"fresh" soups**, which are pasteurised and packaged in polypropylene trays with a plastic seal and cardboard sleeve, require continuous refrigeration at temperatures between +2 °C and +6 °C, both at retail outlets and in consumers' homes.

Food consumption represents around 20–30% of overall environmental impacts. Although meeting nutritional needs is crucial, it gives rise to substantial environmental challenges, especially in Europe.

Life cycle analyses have shown that the greatest impacts are associated with meat (beef, pork and poultry) and dairy products (cheese, milk and butter), with animal proteins, accounting for 55–60% of the European diet, being responsible for a large share of environmental degradation. These products require more than 75% of global agricultural land and generate approximately two thirds of agriculture-related greenhouse gas emissions.

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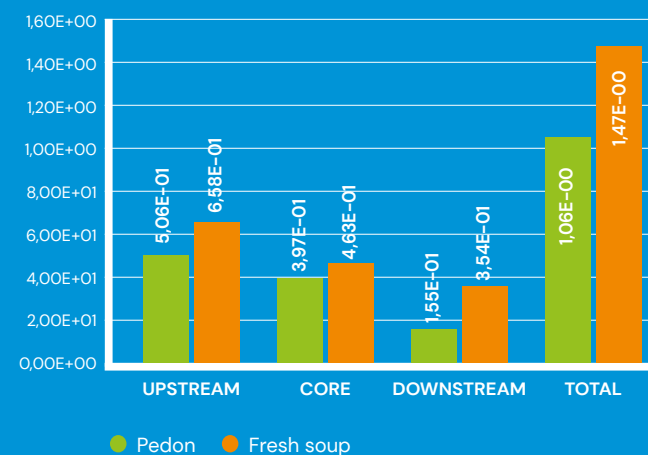
**-28%
CO2 EMISSIONS**
I PRONTI PEDON SOUP VS.
FRESH SOUP CATEGORY

LCA ANALYSIS RESULTS

The LCA analysis showed that **Pedon Soup has an overall lower environmental impact than fresh soup** across all stages of its life cycle. In particular, with reference to the climate change indicator (GWP), Pedon Soup, which can be stored at ambient temperature, generates 1.06 kg CO₂ eq./kg of product, compared with 1.47 kg CO₂ eq./kg for fresh soup, which requires continuous refrigeration.

For both product types, the most impactful phase is the upstream stage, mainly related to raw material production and packaging, accounting for 48% in the case of Pedon Soup and 45% for fresh soup. Despite the **recipe** using the same basic ingredients, fresh soup is subject to higher levels of food waste, and therefore requires a greater quantity of product to ensure the same availability for the end consumer. This is further exacerbated by the substantial energy demand required to preserve the cold chain throughout the entire journey from origin to consumption.

Packaging also plays a role: fresh soup is packed in heavier, multi-material packaging, increasing its environmental impact. By contrast, Pedon Soup uses a lightweight LDPE pouch, which reduces both weight and material complexity, contributing to a lower overall environmental impact. Overall, these aspects make Pedon Soup a significantly more sustainable choice.



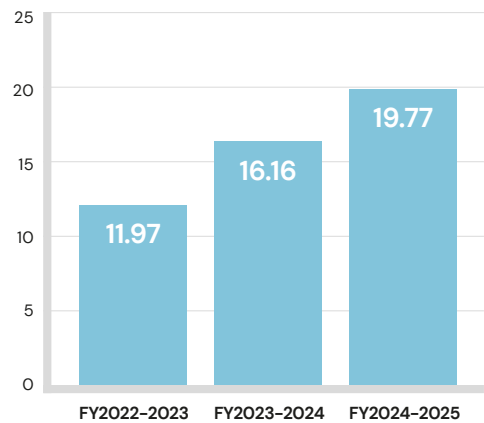
WATER RESOURCES

Given the company’s orientation towards production technologies involving the steaming and processing of raw materials, water plays an increasingly central role in the company’s activities.

WATER WITHDRAWAL – ML

In FY2024–2025, Pedon’s water consumption reached 19.77 ML, a 65% increase over FY2022/2023. The increase is linked to the significant growth of the ready meal business, which uses technologies that require much larger quantities of water than traditional packaging and pre-cooking processes. Water is essential for several production steps, such as soaking, steam generation and cooling of products.

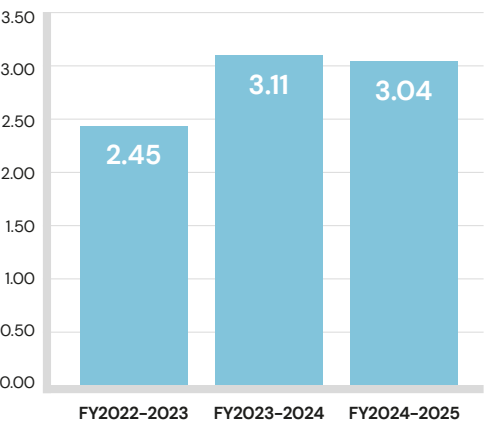
A large proportion is also used for cleaning equipment and machinery, which is essential to ensure high standards of hygiene, prevent contamination and ensure a safe and clean production environment.



WATER CONSUMPTION – ML

In FY2024–2025, actual water consumption, calculated as the difference between water withdrawn and water discharged, was 3.04 ML. This estimate is based on the average amount of water incorporated into Pedon products, with reference in particular to two production lines dedicated to pre-cooking and cooking.

Compared to the financial year 2022/2023 (2.45 ML), water consumption increased by 24%, in proportion to the annual production of the two lines involved.



As far as disposal is concerned, the plant has three discharge points into the civil sewage network and one into the industrial network, all **duly authorised**.

Together with ETRA S.p.A., Pedon **regularly carries out analyses** on wastewater discharged into the sewer system, in compliance with the Agreement of 6 April 2022 governing the discharge of industrial effluents into the consortium network.

This ensures compliance with environmental regulations and demonstrates a commitment to responsible water management. Monitoring focuses in particular on parameters such as suspended solids and total surfactants, which must remain within the limits set by Legislative Decree No. 152/2006. In FY2024–2025, a non-compliance was detected due to values exceeding the authorised thresholds; the issue was subsequently addressed without delay. Wastewater from the industrial process is treated as non-hazardous wastewater.

WATER DISCHARGES

	FY2022–2023 (ML)	FY2023–2024 (ML)	FY2024–2025 (ML)	CHANGE % 2022–2023 vs. 2024–2025
THIRD-PARTY WATER RESOURCES	9.52	13.05	16.73	+76%



Pedon is committed to managing this resource responsibly and efficiently by implementing an ongoing and accurate monitoring system. The aim is to minimise waste and ensure that waste water is treated and disposed of in full compliance with current environmental regulations.

WASTE

Sustainable waste management is a key element of Pedon’s environmental strategy.

100% WASTE RECOVERED IN THE THREE-YEAR PERIOD

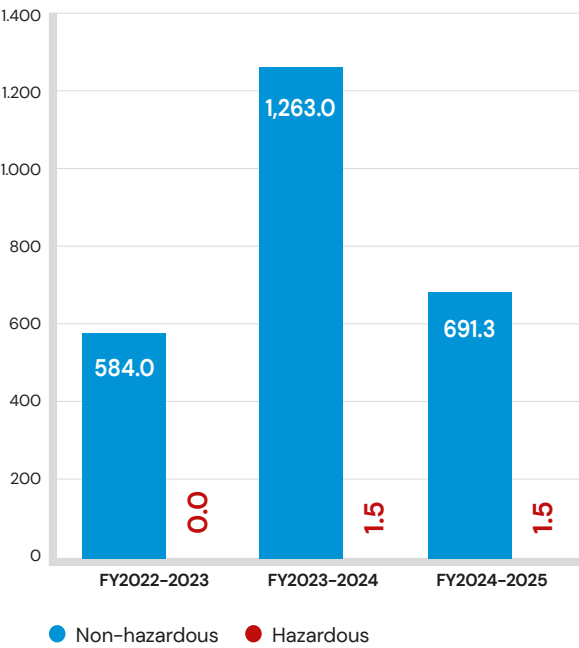
The Company works to minimise waste generation and **maximise recycling and resource recovery**. The model adopted includes the proper separation and disposal of waste, distinguishing between hazardous and non-hazardous waste, promoting the

adoption of practices inspired by the circular economy and the engagement of employees and partners in responsible behaviours. Waste generated at Pedon’s sites is collected and subsequently managed by specialised service providers.

EER CODE	TYPE	FY2022-2023	FY2023-2024	FY2024-2025
150101	Paper and cardboard packaging	145.3	186.1	174.1
150102	Plastic packaging	85.2	88.5	92.8
150103	Wood-based packaging	4.5	5.0	1.8
150104	Metal-based packaging	110.2	0.0	0.0
150106	Mixed Material Packaging	110.2	89.6	96.5
170405	Iron and steel	7.2	11.3	0.0
20304	Waste not suitable for consumption or processing	145.3	219.2	311.3
150203	Absorbents, filtering materials, cleaning cloths and protective clothing, other than those referred to under entry 15 02 02	0.2	0.5	0.0
170802	Gypsum-based construction materials, other than those referred to under entry 17 08 01	0	6.3	0.0
020301	Sludge generated from washing, cleaning, peeling, centrifugation and separation activities	0	656.5	13.0

In FY2024-2025 Pedon generated a total of 692.8 tonnes of waste, an increase of 19% compared to FY2022-2023, when waste generated was 584.0 tonnes. The unusual value for FY2023-2024 reflects the need to implement alternative wastewater disposal measures, partially extended into the early months of FY2024-2025. Due to severe precipitation events that compelled ETRA to suspend sewer discharges, Pedon had to resort to the removal and disposal of washing sludge using tanker trucks. **Pedon’s focus on sustainable waste management** is clearly demonstrated by the fact that, in FY2024-2025, the share of waste sent to disposal was equal to 0%, while hazardous waste accounted for just 0.2%. These are mainly composed of insulating materials containing hazardous substances.

WASTE GENERATED BY TYPE - T



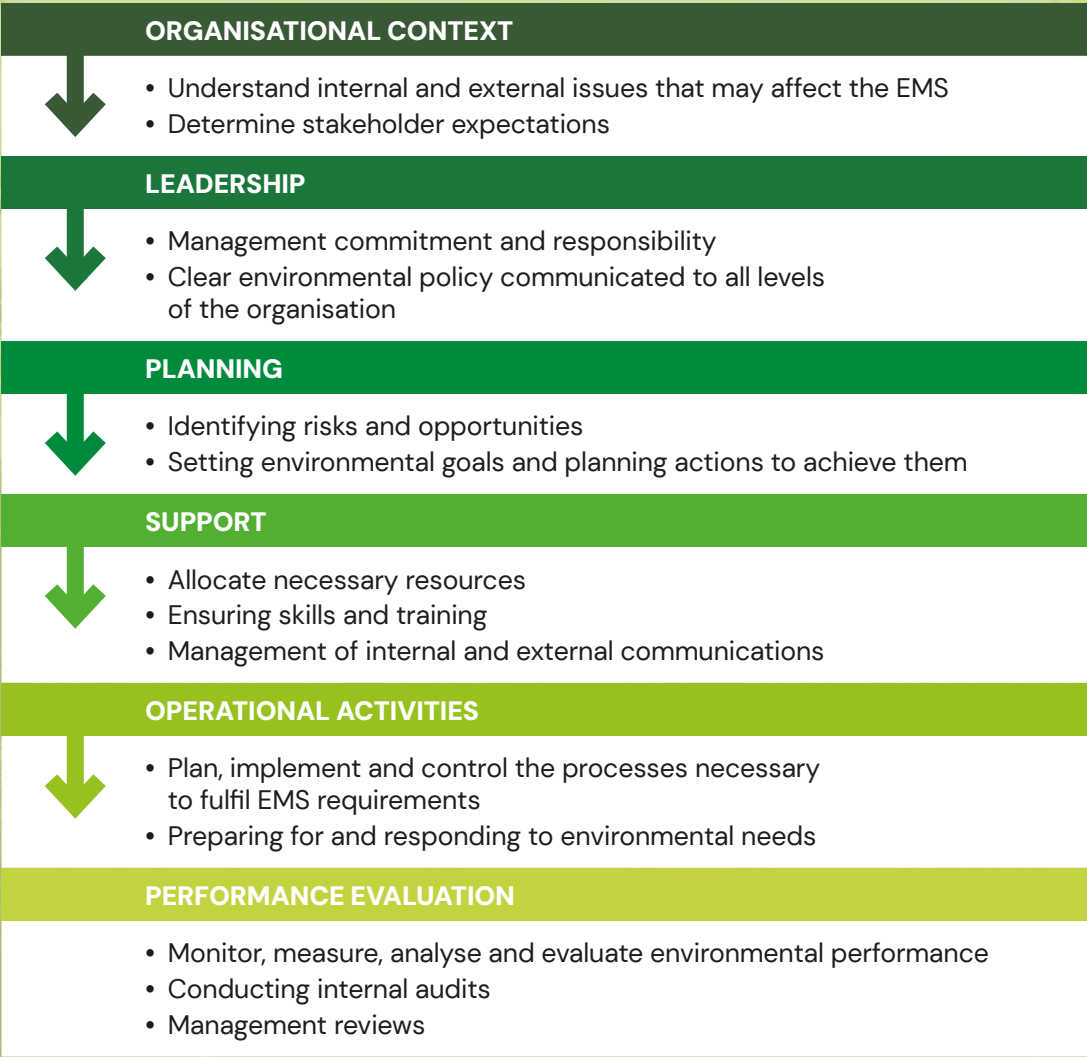
UNI EN ISO 14001:2015 ENVIRONMENTAL CERTIFICATION



During the financial year 2022-2023, Pedon achieved the UNI EN ISO 14001:2015 certification, an international reference standard for environmental management systems (EMS). This standard promotes

the continuous improvement of the company’s environmental performance, encouraging the adoption of preventive and proactive measures to reduce the impact on the environment.

BELOW ARE SOME OF THE MAIN CLAUSES SET OUT BY THE STANDARD FOR AN EFFECTIVE ENVIRONMENTAL MANAGEMENT SYSTEM (EMS).



PACKAGING

Packaging is an essential component of the product, providing protection and preservation while maintaining flavour, quality and safety. At the same time, the Company acknowledges its responsibility to manage the environmental impact throughout the entire life cycle, committing to reducing any negative effects.

In FY2024–2025 Pedon used a total of 1,954 tonnes of packaging, 91% of which came from renewable materials; in line with the results for the three-year period (90% and 91% in FY2022–2023 and FY2023–2024 respectively).

These results confirm the company’s commitment to maintaining high standards in the sustainability of its packaging, achieved through research into new solutions, also developed through collaborations with industry partners.

PACKAGING	FY2022–2023	FY2023–2024	FY2024–2025	CHANGE FY2021–2022 vs. FY2023–2024
	tonnes			%
NON-RECYCLABLE MULTI-MATERIAL PLASTIC	188	157	178	–5%
RECYCLABLE SINGLE-MATERIAL PLASTIC	141	142	155	10%
PAPER AND CARDBOARD	1,540	1,504	1,601	4%
“CRUSH” PAPER PACKAGING MADE FROM PULSES WASTE	17	19	20	18%
TOTAL	1,886	1,821	1,954	4%

In line with the economic sustainability of the transition and taking into account customer preferences regarding different packaging solutions, Pedon directs its efforts towards the following key areas:

USE PAPER AND CARDBOARD FROM SUSTAINABLY MANAGED FORESTS



All Pedon branded paper and cardboard packaging meets the FSC (Forest Stewardship Council) standard. This is an international certification that

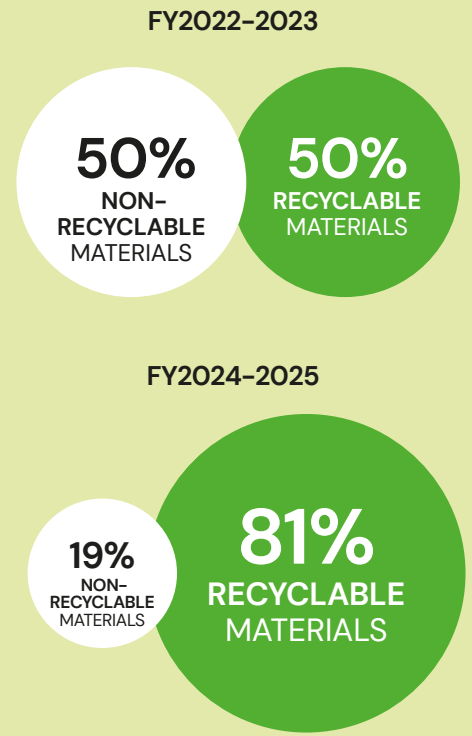
guarantees that paper or paper-based products come from responsibly managed forests and attests that the entire production process, from forest management to conversion, takes place according to strict environmental, social and economic standards*.

*These standards are based on the 10 Principles and 70 Criteria (Principles & Criteria, P&C) for responsible forest management, defined and regularly updated by FSC with the involvement of all stakeholders.

COMPLETE THE TRANSITION TO 100% RECYCLABLE MATERIALS FOR ALL PEDON BRANDED PRODUCTS

Pedon has embarked on a path towards the exclusive use of fully recyclable plastic materials for its own-brand lines, a process that has already been implemented across multiple product categories. In an initial phase, the transition involved the traditional **Dalla Buona Terra** line (shifting from tri-layer PE+PP+PET packaging to mono-material PP+PP solutions) and **L'Italia Tipica** shifting from triplex CA+PET+PE packaging with an external paper layer to packaging that can be disposed of in paper collection systems (CA+PE). Later, the change also involved the **I Salvaminuti** range of fast-cooking products (from three-layer (PP+PE+PET) to two-layer (PP+PE barrier).

A new innovative 100% recyclable doypack solution is currently being implemented for the **I Pronti** line.



PROMOTING THE “SAVE THE WASTE” PROJECT: PAPER MADE FROM BEAN WASTE

Presented at **Expo Milano 2015** and developed in collaboration with Favini, the **Save the Waste** project represents an innovative example of eco-sustainable paper inspired by the principles of the circular economy. The by-product obtained from pulses cleaning and selection is recovered and used to replace up to 15% of virgin cellulose in the paper formulation. This choice achieves a **20% reduction in greenhouse gas emissions compared to traditional processes**. The production phase is also sustainability-oriented: steam and part of the electricity required by the paper mill are supplied by a methane-fuelled cogeneration plant with a capacity of 2,000 kWh, while the remaining energy demand is fully met by certified green energy, self-generated through hydroelectric turbines.

The result is a fully recyclable paper with a natural look and feel, which Pedon uses for its communication materials (business cards, corporate brochures) and for the carton packaging of the **C’è di Buono in Italia** and **Lenticchia Pedina** lines. Being suitable for food contact, this paper does not require the use of an inner bag for product storage.

In addition, eco-friendly inks are used for the outer cartons and, where required, a compostable PLA window made from maize by-products is used.



GOVERNANCE

CHAPTER 6

"The *goodness* of Pedon products is rooted in governance that creates positive energy. A model of sustainable growth driven by transparent and responsible decisions, integrating ESG principles to create value, protect the environment and contribute to the *greater good*."



Remo Pedon
Chief Executive Officer

6.1
Governance

p. 124

6.2
Ethics, Transparency
and Integrity

p. 128

6.3
Creating Value
for Sustainable
Growth

p. 130

6.4
Digital
Transformation

p. 134



MATERIAL TOPICS

PROTECTION OF LEGALITY AND
ANTI-CORRUPTION PREVENTION
DIGITAL TRANSFORMATION

**SUSTAINABLE
DEVELOPMENT GOALS**



**BOARD OF
DIRECTORS AND
SUSTAINABILITY
COMMITTEE**

for a systemic approach to the
management of ESG issues

**CODE OF ETHICS
AND LAW 231/2011
ORGANISATIONAL
MODEL**

**99% OF
GENERATED VALUE**

distributed to stakeholders
in the last year

**MAXIMUM
LEGALITY
RATING**



GOVERNANCE

Today, companies operate in an increasingly complex environment, influenced both by the new geography of global risks and by strong European regulatory pressure on the Twin Transition, the dual environmental and digital transformation.

In this scenario, maintaining competitiveness requires the cultural and organisational development of governance structures. Accordingly, Pedon has undertaken a structured process of sustainability planning, management and reporting, fully aware that the corporate governing body is expected to embed not just economic interests but also social and environmental risks and opportunities into the company's strategy and management.

As will emerge from this chapter, Pedon systematically incorporates these dimensions into its decisions, promoting integrity and transparency in the management of its activities.

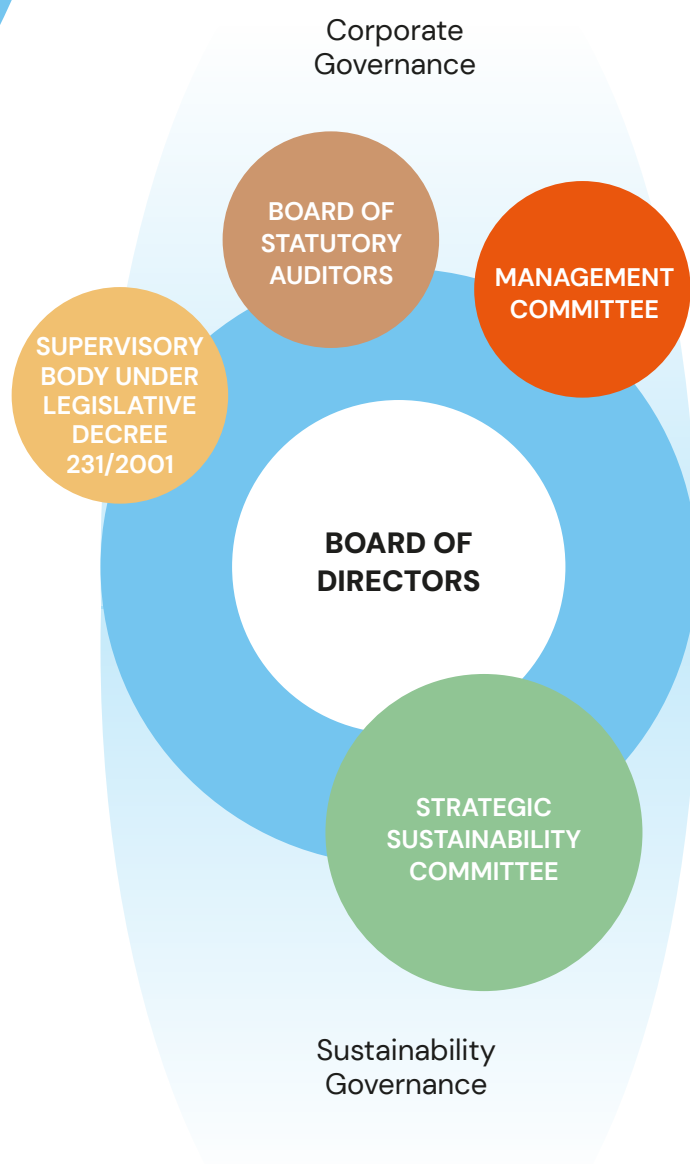
The Company also commits to providing reliable and timely reporting on its governance performance, fostering a corporate culture based on ethics, integrity and efficiency.

The Company's governance adopts a systemic approach centred on the Board of Directors, which is called upon to assume managerial responsibilities, including those related to sustainability.



CORPORATE GOVERNANCE

Pedon's corporate governance framework guides, oversees and ensures transparency in the Company's activities towards its stakeholders. It is based on rules and practices that guarantee balanced decision-making, clarity of responsibilities, and managerial soundness.



BOARD OF DIRECTORS

Five members, including one woman, with complementary skills (four executive and one non-executive), **oversee ordinary and extraordinary management**, define strategic directions, and ensure organisational, administrative and accounting efficiency.

BOARD OF STATUTORY AUDITORS

Comprising three members, including a woman, the body **supervises regulatory compliance and sound management practices**, reinforcing trust and transparency with stakeholders.

MANAGEMENT COMMITTEE

It consists of eight members, six men and two women, who hold key management roles within the organisation. It performs **executive functions**, tasked with translating the Company's strategy and objectives into actions, in compliance with the approved budgets and decisions of the Board of Directors.

SUSTAINABILITY GOVERNANCE

At Pedon, sustainability is embedded in the strategy and is supported by robust governance organised across two levels:

BOARD OF DIRECTORS

It **integrates ESG issues** into decision-making processes, defining medium to long-term strategies and approving plans that generate positive impacts for the company and the community.

STRATEGIC SUSTAINABILITY COMMITTEE

Made up of seven members, currently six men and one woman, the committee is responsible for the efficient governance of ESG issues and the increasingly challenging task of setting objectives and strategies, with the support of the company's management. It plays a **supporting role** to the Board, with **proactive and advisory functions** regarding:



Examination and assessment of sustainability policies;



Oversight of sustainability plans and verification of their consistency with company guidelines;



Examination and assessment of initiatives and projects to be submitted for approval by the Board of Directors;



Verification of non-financial reporting processes;



Oversight of stakeholder engagement activities.

This two-tier model reinforces Pedon's commitment to responsible, transparent and forward-looking management, highlighting the distinction of roles: the Board of Directors defines the strategic vision, while the Sustainability Committee translates it into concrete actions.

The Board of Directors determines the general strategic direction of the Company, whereas the Strategic Sustainability Committee is tasked with drafting strategic plans for approval by the governing body and with defining and carrying out the related operational measures.



ETHICS, TRANSPARENCY AND INTEGRITY

Pedon's founding values are intertwined with ethical principles such as loyalty, transparency, fairness and integrity, that guide every choice and every action of the company.

By embracing these values, Pedon sets itself apart, creating a foundation for strong, long-term trust with stakeholders and supporting a sustainable, responsible and forward-focused growth strategy.

CODE OF ETHICS

The Code of Ethics is one of Pedon's key documents, adopted to ensure a management model based on **efficiency, transparency, responsibility and fairness**. Approved by the Board of Directors on 2 July 2021 and published on the Company's website (www.pedon.it), the Code defines the values, principles and rules of conduct that all individuals operating within the Company must follow in carrying out their daily activities.

Pedon ensures **compliance with current legislation** through an internal control system designed to oversee conformity and prevent unlawful behaviour. Procedures are also in place to monitor and ensure that corporate practices consistently adhere to the provisions of the Code of Ethics.



MANAGEMENT AND CONTROL UNDER LEGISLATIVE DECREE 231/2001

On 2 July 2021, Pedon's Board of Directors approved the **Organisation, Management and Control (OMC) Model**, in accordance with Legislative Decree 231/2001. It is a fundamental tool for monitoring compliance with regulations, preventing unlawful conduct and promoting a corporate culture based on ethics and transparency. The document is available on the Company website. The Organisational, Management and Control Model (MOG) also defines the scope of the so-called "predicate offences," which may entail the Company's liability, including those against the Public Administration, State assets, public trust, the financial system, individual life and safety, industry and commerce, as well as infringements concerning copyright and environmental protection.



WHISTLEBLOWING

In accordance with the MOG, Pedon established a whistleblowing system under a dedicated procedure, accessible on the Company website.

This system allows any individual who becomes aware, through their work or interactions with the Company, of **illegal or irregular actions by employees to report them**.

It guarantees the confidentiality of the whistleblower and connected parties, while protecting them from any form of retaliation by the Company.

PRIVACY AND COOKIE POLICY

Demonstrating its commitment to maximum transparency, Pedon makes its **Privacy Policy available on its website**, which explains how users' personal data are processed, and its Cookie Policy, which provides information on the technologies used (tracking tools) for specific purposes, including the collection and storage of data on devices via cookies or scripts.

RELATIONS WITH THE PUBLIC ADMINISTRATION

In 2023, Pedon approved a policy document governing the **management of relations with the Public Administration**, which defines responsibilities, operational procedures, and methods for archiving and sharing information. It regulates information flows related to compliance, inspections, audits, and checks concerning Company operations, ensuring integrity and traceability in dealings with the Public Administration.

SUPERVISORY BODY

By adopting an Organisation, Management and Control Model in accordance with Legislative Decree 231, Pedon confirms its commitment to conducting its business activities with fairness and transparency. To support this commitment, the Company has established a Supervisory Body tasked with **verifying the effectiveness, implementation and updating of the Organisational, Management and Control Model (MOG)**, as well as monitoring compliance with the Code of Ethics and managing reports of potential violations.

In order to perform its functions, the Supervisory Board utilises a **dedicated database** to compile and retain relevant data. The body consists of three members – two men and one woman, two external and one internal – and remains in office for three years, with the possibility of renewal for up to three terms.

ANTI-CORRUPTION

During the reporting period, **no instances of corruption were identified** among the activities analysed for potential corruption risks. Underscoring once again the company's commitment and sensitivity to the matter, in 2023 Pedon was awarded the **highest legality rating** by the Italian Competition Authority. This prestigious recognition attests to Pedon's ongoing efforts to uphold the highest standards of legality, ethics, commitment and transparency in business management

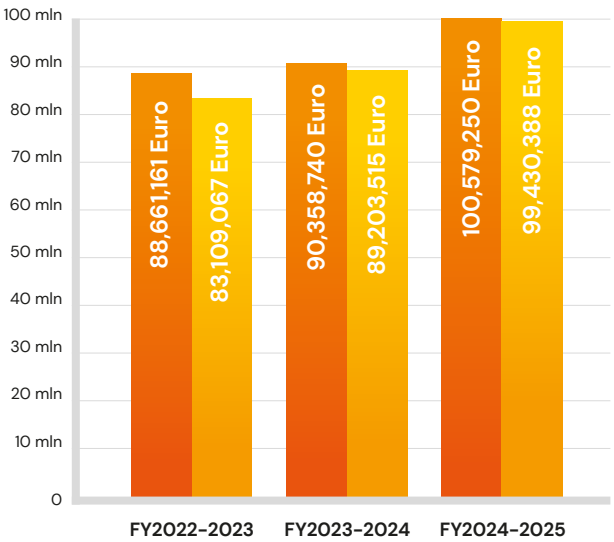


CREATING VALUE FOR SUSTAINABLE GROWTH

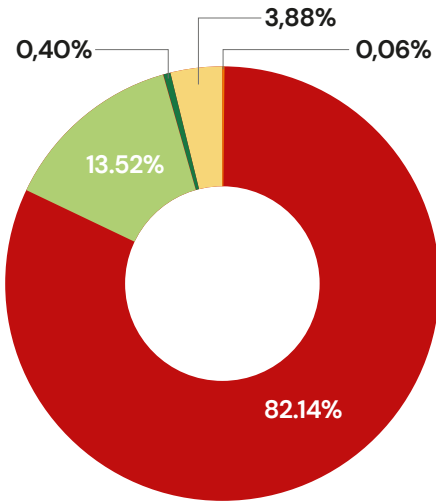
The economic value generated and distributed demonstrates the relationship between financial reporting and sustainability disclosure.

It highlights how and to what extent the value generated by Pedon has been distributed among the main categories of stakeholders, compared with the share of value reinvested in the Company at the end of the financial year (retained economic value).

The economic value generated by Pedon was Euro 100,579,250, **an increase of 11%** over the previous year (Euro 90,358,740). 98.9% of the economic value generated was redistributed to stakeholders, while the remaining 1.1%, equivalent to Euro 1,148,862, was retained. Considering the economic value distributed, out of Euro 99,430,388, approximately 82% pertained to operational costs, while around 14% was allocated to employees as wages and benefits.



● Economic value generated
● Economic value distributed



● 82.14% Operating costs
● 13.52% Employee wages and benefits
● 3.88% Payments to capital providers
● 0.40% Payments to government agencies
● 0.06% Investments in the community

MEMBERSHIPS ASSOCIATIONS

Pedon is a member of several trade and industry associations, recognising networking as a strategic asset.

This choice reflects the Company's commitment to strengthening its market presence, promoting sustainability along the value chain, and fostering a balanced and conscious food culture. These affiliations enable the Company to play an active role in decision-making processes and joint initiatives, fostering operational synergies and expanding opportunities for collaboration and networking.



DIGITAL TRANSFORMATION

Pedon recognises the digital transition as a key strategic driver for competitiveness and manages it in alignment with the environmental transition, acknowledging their interconnection and potential synergies.

DIGITAL TRANSFORMATION

The integration of skills, a strong focus on innovation, and the ability to adapt swiftly combine to generate new growth paradigms within an increasingly agile, digital and interconnected environment. For Pedon, the digital transition is not a static milestone, but a continuous and integrated journey that places competitiveness at its core.

THE COMPANY IS COMMITTED TO ONGOING DEVELOPMENT, DRIVEN BY A SET OF KEY STRATEGIC DIRECTIONS:

ADOPTION OF DIGITAL SOLUTIONS TO DELIVER THE OBJECTIVES OF:

MONITORING AND MANAGING INFRASTRUCTURES

OPTIMISING ACTIVITIES AND INTEGRATING NEW OPPORTUNITIES RELATED TO OPERATIONAL EFFICIENCY AND EFFECTIVENESS

SUPPORTING SUSTAINABLE DEVELOPMENT

ADVANCED AND PROACTIVE CYBERSECURITY MANAGEMENT

As a prerequisite for the transition and to create the cultural conditions for its effective management, the Company has launched an extensive training programme for employees focused on the use of new technologies and digital tools.

MES AND APS

The most significant digital innovations in the reporting period concerned the adoption of a new Manufacturing Execution System (MES) and Advanced Planning and Scheduling (APS) system, aimed at improving the ability to manage production operations efficiently and with flexibility.

The release of the **MES** has covered all packaging areas, the accurate accounting of OEE data to monitor efficiency and the optimisation of material management, including automatic feeds by palletisers. These innovations have made the production process more fluid and efficient.

The roll-out of the **APS** solution has instead introduced a detailed planning system for finished products and raw materials, together with the scheduling of work orders. This has greatly improved the accuracy and efficiency of planning, allowing for better resource management and the fairer distribution of products. In both cases, the aim was to optimise operations, minimising downtime, improving overall efficiency and reducing operating costs. Thanks to these implementations, Pedon is now better equipped to face future challenges and seize growth opportunities on the market.

CYBER SECURITY

From a systemic perspective, the priority is ensuring business continuity, which is increasingly dependent on information systems.

Following a series of investments aimed at enhancing reliability and disaster recovery, the Company is now focusing on cyber security.

The main projects implemented or in progress during the reporting period include the development of procedures covering all activities, the establishment of a log management system, and training initiatives for employees to safeguard systems and sensitive data.

METHODOLOGICAL NOTE

Pedon S.p.A.'s decision to continue preparing the Sustainability Report (hereinafter the "Report") confirms the Company's commitment to ensuring clear and structured reporting of its environmental, social and economic performance.

The 2024–2025 Report presents a complete overview of Pedon's values, strategies, policies and performance, and represents a further step in the Company's broader evolution on corporate social responsibility. The scope of this document covers Pedon S.p.A.'s Italian headquarters, located in Colceresa (Vicenza). Where available, comparative data are provided for the 2022–2023, 2023–2024 and 2024–2025 financial years, enabling a three-year analysis and a clearer assessment of performance trends over time.

This document has been prepared on a voluntary basis, in accordance with the Global Reporting Initiative (GRI) Sustainability Reporting Standards, using the "with reference to" option and including updated references to the GRI 2021 Standards.

With a view to progressive alignment with EU Directive 2022/2464 (CSRD – Corporate Sustainability Reporting Directive), the 2024–2025 Report also integrates references to the European Sustainability Reporting Standards (ESRS), which are presented alongside the GRI Standards in the content index. This choice represents a first step towards full compliance with the mandatory European sustainability reporting standards.

In line with the principles of the CSRD and the requirements set out in ESRS 1 and 2, in 2025 Pedon S.p.A. initiated a double materiality assessment aimed at identifying sustainability-related impacts, risks and opportunities. This analysis considers both the impact perspective (environmental and social impacts across the entire value chain) and the financial perspective (risks and opportunities that may affect economic performance and value creation in the short, medium and long term). Information is therefore considered material if it is significant from at least one of these two perspectives.

In accordance with global environmental objectives and the CSRD approach, Pedon applies the Precautionary Principle (Principle 15 of the Rio Declaration) in addressing environmental risks, with a commitment to preventing possible adverse impacts even when scientific certainty has not yet been established.



From a social perspective, the Company is guided by the ILO International Labour Standards, in support of human rights and decent work, as well as by the G20/OECD Principles of Corporate Governance (updated in 2023 to include references to sustainability and corporate resilience). These references strengthen the regulatory framework within which Pedon operates and guide its responsible conduct.

The central role of the Corporate Sustainability Due Diligence Directive (CSDDD) is also recognised, as a measure complementary to the CSRD, aimed at strengthening due diligence processes along the value chain and monitoring impacts and risks, including those relating to third parties connected to the Company's activities. In this context, Pedon recognises the Organisational, Management and Control Model pursuant to Legislative Decree 231/2001 as a fundamental tool for embedding sustainability within its compliance framework.

The journey undertaken has actively involved both management and employees, with the support of eAmbiente, with the aim of transparently and systematically communicating the Company's commitment to sustainable and responsible growth for the benefit of all stakeholders.

Pedon's Sustainability Report has not been audited; it was approved by the Board of Directors on 01/12/2025 and has also been made available online on the Company's website, www.pedon.it, within the Sustainability section.



The contact details for any enquiries regarding the information contained in this document are provided below:

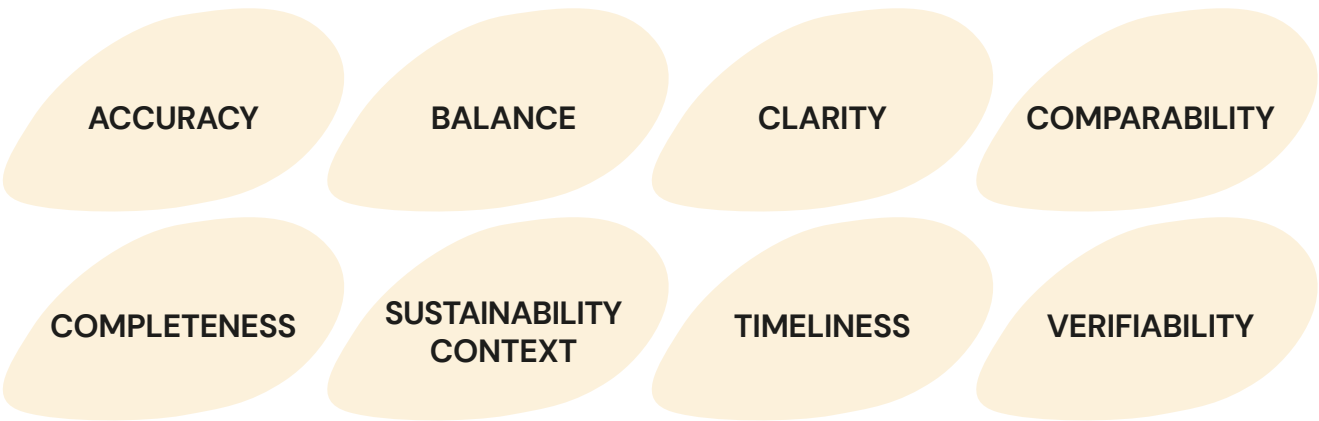
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The Report was prepared with the technical and methodological support of eAmbiente s.r.l.

GRI CORRELATION INDEX

This document has been prepared on the basis of the following reporting principles established by the GRI Standards:



STATEMENT OF USE

Pedon S.p.A. has reported the information cited in this GRI content index for the period from 1 July 2024 to 30 June 2025 with reference to the GRI Standards.

GRI 1 USED
GRI 1: BASIC PRINCIPLES 2021

DISCLOSURE	ESRS DISCLOSURE REQUIREMENTS	PAGE	NOTES
GRI 2: GENERAL DISCLOSURES 2021			
2-1	Organisational details	See requirements of Directive 2013/34/EU	Methodological note – p. 136
2-2	Entities included in the organisation's sustainability reporting	ESRS 1 5.1; ESRS 2 BP-1 §5 (a) and (b) i	Methodological note – p. 136
2-3	Reporting period, frequency and point of contact	ESRS 1 §73	Methodological note – p. 136
2-6	Activities, value chain and other business relations	ESRS 2 SBM-1 §40 (a) i to (a) ii, (b) to (c), §42 (c)	1 The Pedon company – p. 10; 1.3 Our value chain – p. 24; 3.3 The Global Supply Network – p. 55
2-7	Employees	ESRS 2 SBM-1 §40 (a) iii; ESRS S1 S1-6 §50 (a) to (b) and (d) to (e), §51 to §52	4.1 Human Capital – p. 74 –75

2-9	Governance Structure and Composition	ESRS 2 GOV-1 §21, §22 (a), §23; ESRS G1 §5 (b) See also corporate governance statement requirements of Directive 2013/34/EU for public-interest entities	6.1 Governance – p. 122
2-12	Role of the highest governance body in overseeing the management of impacts	ESRS 2 GOV-1 §22 (c); GOV-2 §26 (a) to (b); SBM-2 §45 (d); ESRS G1 §5 (a)	6.1 Corporate Governance – p. 126–127
2-13	Delegation of responsibility for managing impacts	ESRS 2 GOV-1 §22 (c) i and ii; GOV-2 §26 (a); ESRS G1 G1-3 §18 (c)	6.1 Corporate Governance – p. 126–127
2-14	Role of the highest governing body in sustainability reporting	ESRS 2 GOV-1 §AR 3 (a) ii and iv; IRO-1 §53 (d)	1.1 The Pedon Company – p. 10
2-22	Statement on sustainable development strategy	ESRS 2 SBM-1 §40 (g)	Letter to Stakeholders
2-23	Policy commitments	ESRS 2 GOV-4; MDR-P §65 (b) to (c) and (f); ESRS S1 S1-1 §19 to §21, §24 (c) and §AR 14; ESRS S2 S2-1 §16 to §17, §19, and §AR 16; ESRS S3 S3-1 §14, §16 to §17 and §AR 11; ESRS S4 S4-1 §15 to §17, and §AR 13; ESRS G1 G1-1 §7 and §AR 1 (b)	5.1 Environmental Policy – p. 102
2-24	Embedding policy commitments	ESRS 2 GOV-2 §26 (b); MDR-P §65 (c); ESRS S1 S1-4 §AR 35; ESRS S2 S2-4 §AR 30; ESRS S3 S3-4 §AR 27; ESRS S4 S4-4 §AR 27; ESRS G1 G1-1 §9 and §10 (g)	5.1 Environmental Policy – p. 102–103
2-27	Compliance with laws and regulations	ESRS 2 SMB-3 §48 (d); ESRS E2 E2-4 §AR 25 (b); ESRS S1 S1-17 §103 (c) to (d) and §104 (b); ESRS G1 G1-4 §24 (a)	2.2 Quality and Food Safety – p.34–35;
2-28	Membership associations	'Political engagement' is a sustainability matter for G1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M	6.3 Creating Value for Sustainable Growth – p. 131
2-29	Approach to stakeholder engagement	ESRS 2 SMB-2 §45 (a) i to (a) iv; ESRS S1 S1-1 §20 (b); S1-2 §27 (e) and §28; ESRS S2 S2-1 §17 (b); S2-2 §22 (e) and §23; ESRS S3 S3-1 §16 (b); S3-2 §21 (d) and §22; ESRS S4 S4-1 §16 (b); S4-2 §20 (d) and §21	1.1 The Pedon Company – p. 10
2-30	Collective bargaining agreements	ESRS S1 S1-8 §60 (a) and §61	4.1 Human Capital – p. 74–75

GRI 3: MATERIAL TOPICS 2021			
3-1	Process to determine material topics	ESRS 2 BP-1 §AR 1 (a); IRO-1 §53 (b) ii to (b) iv	1.1 The Pedon Company – p. 10
3-2	List of material topics	ESRS 2 SBM-3 §48 (a) and (g); BP-2 §17 (a)	1.3 Material Topics – p. 22–23
3-3	Management of material topics	ESRS 2 SBM-1 §40 (e); SBM-3 §48 (c) i and (c) iv; MDR-P §62, §65 (a); MDR-A §62, §68 (a) and (d); MDR-M §72, §75; MDR-T §72, §80 (b) and (j), §81 (a) to (b); BP-2 §17 (b) to (e); ESRS S1 S1-2 §27; S1-4 §39 and AR 40 (a); S1-5 §47 (b) to (c); ESRS S2 S2-2 §22; S2-4 §33, §AR 33 and §AR 36 (a); S2-5 §42 (b) to (c); ESRS S3 S3-2 §21; S3-4 §33, §AR 31, §AR 34 (a); S3-5 §42 (b) to (c); ESRS S4 S4-2 §20, S4-4 §31, §AR 30, and §AR 33 (a); S4-5 §41 (b) to (c)	Letter of Intent – p. 4–5

GRI 201: ECONOMIC PERFORMANCE 2016			
201-1	Direct economic value generated and distributed	ESRS 2 SBM-1 §40 (b)	4.1 Human Capital – p. 74–75
201-3	Defined benefit plan obligations and other retirement plans	This topic is not covered by the list of sustainability matters in ESRS 1 AR §16.	4.3 Corporate Wellbeing – p. 86–91

GRI 204: PROCUREMENT PRACTICES 2016				
204-1	Proportion of spending on local suppliers	'Communities' economic, social and cultural rights' is a sustainability matter for S3 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	3.1 A solid, transparent and sustainable supply chain – p. 52	
GRI 205: ANTI-CORRUPTION 2016				
205-1	Operations assessed for risks related to corruption	ESRS G1 G1-3 §AR 5	6.2 Ethics, Transparency and Integrity – p. 128	
205-2	Communication and training on anti-corruption regulations and procedures	ESRS G1 G1-3 §20, §21 (b) and (c) and §AR 7 and 8	6.2 Ethics, Transparency and Integrity – p. 128	
205-3	Confirmed incidents of corruption and actions taken	ESRS G1 G1-4 §25	6.2 Ethics, Transparency and Integrity – p. 129	
GRI 301: MATERIALS 2016				
301-1	Materials used based on weight or volume	ESRS E5 E5-4 §31 (a) and (b)	3.2Strategic raw materials – p. 54– 65; 5.6 Packaging – p. 118–119	
301-3	Reclaimed products and their packaging materials	Resource outflows related to products and services' and 'Waste' are sustainability matters for E5 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M	5.6 Packaging – p. 118–119	
GRI 302: ENERGY 2016				
302-1	Energy consumption within the organisation	ESRS E1 E1-5 §37; §38	5.2 Energy and Emissions – p. 104–107	
302-3	Energy intensity	ESRS E1 E1-5 §40		
302-4	Reduction of energy consumption	'Energy' is a sustainability matter for E1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an Entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M	5.2 Energy and Emissions – p. 104–107	
GRI 303: WATER AND EFFLUENTS 2018				
303-1	Interaction with water as a shared resource	ESRS 2 SBM-3 §48 (c) i and (c) iv; MDR-T §80 (f); ESRS E3 §8 (a) and (b); §AR 15 (a); E3-2 §17, §AR 20; E3-3 §24 and §25	5.4 Water Resources – p. 112–113	
303-2	Management of water discharge-related impacts	'ESRS E2 E2-3 §24 (a)	5.4 Water Resources – p. 112–113	
303-3	Water withdrawal	ESRS E3 E3-4 §AR 32	5.4 Water Resources – p. 112–113	
303-4	Water discharge	ESRS E3 E3-4 §AR 32	5.4 Water Resources – p. 112–113	
303-5	Water consumption	ESRS E3 E3-4 §28 (a), (b), (d) and (e)	5.4 Water Resources – p. 112–113	
GRI 305: EMISSIONS 2016				
305-1	Direct (Scope 1) GHG emissions	ESRS E1 E1-4 §34 (c); E1-6 §44 (a); §46; §48 (a); §50; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; AR §43 (c) to (d)	5.2 Energy and Emissions – p. 104–107	
305-2	Energy indirect (Scope 2) GHG emissions	ESRS E1 E1-4 §34 (c); E1-6 §44 (b); §46; §49; §50; §AR 25 (b) and (c); §AR 39 (a) to (d); §AR 40; §AR 45 (a), (c), (d), and (f)	5.2 Energy and Emissions – p. 104–107	
305-4	GHG emissions intensity	ESRS E1 E1-6 §53; §AR 39 (c)	5.2 Energy and Emissions – p. 105	
305-5	Reduction of GHG emissions	ESRS E1 E1-3 §29 (b); E1-4 §34 (a) to (c); §AR 25 (b) and (c); E1-7 §56 (b)	5.2 Energy and Emissions – p. 104–107	

GRI 306: WASTE 2020				
306-1	Waste generation and significant waste-related impacts	ESRS 2 SBM-3 §48 (a), (c) ii and iv; ESRS E5 §AR 7 (f); E5-4 §30	5.5 Waste – p. 114	
306-3	Waste generated	ESRS E5 E5-5 §37 (a), §38 to §40	5.5 Waste – p. 114	
306-4	Waste diverted from disposal	ESRS E5 E5-5 §37 (b), §38 and §40	5.5 Waste – p. 114	
306-5	Waste directed to disposal	ESRS E5 E5-5 §37 (c), §38 and §40	5.5 Waste – p. 114	
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016				
308-1	New suppliers that were screened using environmental criteria	ESRS G1 G1-2 §15 (b)	3.1 A solid, transparent and sustainable supply chain – p. 52–69	
308-2	Negative environmental impacts in the supply chain and actions taken	ESRS 2 SBM-3 §48 (c) i and iv	3.6 Pedon supply chain management model – p. 66–69	
GRI 401: EMPLOYMENT 2016				
401-1	New employee hires and employee turnover	ESRS S1 S1-6 §50 (c)	4.1 HUman Capital – p. 78	
401-3	Parental leave	ESRS S1 S1-15 §93	4.3 Parental Leave – p. 88	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018				
403-1	Occupational Health and Safety Management System	ESRS S1 S1-1 §23	4.4 Workers' Health and Safety – p. 92–93	
403-2	Hazard identification, risk assessment and accident investigation	ESRS S1 S1-3 §32 (b) and §33	4.4 Workers' Health and Safety – p. 92–93	
403-3	Occupational health services	ESRS S1 S1-1 §AR 17 (d)	4.4 Workers' Health and Safety – p. 92–93	
403-4	Worker participation, consultation, and communication on occupational health and safety	"Health and safety' and 'Training and skills development' are sustainability matters for S1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M	4.4 Training and development activities – p. 96	
403-5	Worker training on occupational health and safety		4.4 Training and development activities – p. 96	
403-6	Promotion of worker health	'Social protection' is a sustainability matter for S1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M	4.4 Training and development activities – p. 96	
403-9	Work-related injuries	ESRS S1 S1-4, §38 (a); S1-14 §88 (b) and (c); §AR 82	4.4 Workers' Health and Safety – p. 94	
403-10	Work-related ill health	ESRS S1 S1-4, §38 (a); S1-14 §88 (b) and (d); §89; §AR 82	GRI Index – p. 138	There were no recorded cases of occupational diseases in the three-year reporting period
GRI 404: FORMAZIONE E ISTRUZIONE 2016				
404-1	Average hours of training per year per employee	ESRS S1 S1-13 §83 (b) and §84	4.2 Skills development and training – p. 82	
404-2	Programs for upgrading employee skills and transition assistance programs	ESRS S1 S1-1 §AR 17 (h)	4.2 Skills development and training – p. 80–82; 4.4 Workers' Health and Safety – p. 94	
404-3	Percentages of employees receiving regular performance and career development reviews	ESRS S1 S1-13 §83 (a) and §84	4.2 Skills development and training – p. 80–82	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES 2016				
405-1	Diversity of governance bodies and employees	ESRS 2 GOV-1 §21 (d); ESRS S1 S1-6 §50 (a); S1-9 §66 (a) to (b); S1-12 §79	6.1 Corporate Governance – p. 126; 4.1 Human Capital – p. 74	
GRI 406: NON-DISCRIMINATION 2016				
406-1	Incidents of discrimination and corrective actions taken	ESRS S1 S1-17 §103 (a), §AR 103	GRI Index – p. 138	There were no recorded incidents of discrimination in 2024/25

GRI 413: LOCAL COMMUNITIES 2016				
413-2	Operations with significant actual and potential negative impacts on local communities	ESRS 2 SBM-3 §48 (c) i and iv and §AR 17; ESRS S3 §9 (a) i and (b)	2.3 Responsible Communication - p. 40-45	
GRI 414: SUPPLIERS SOCIAL ASSESSMENT				
414-1	New suppliers assessed using social criteria	ESRS G1 G1-2 §15 (b)	3.6 Pedon supply chain management model - p. 66-69	
414-2	Negative social impacts in the supply chain and actions taken	ESRS 2 SBM-3 §48 (c) i and iv	3.6 Pedon supply chain management model - p. 66-69; 3.3 The Global Procurement Network - p. 56	
GRI 416: CUSTOMER HEALTH AND SAFETY 2016				
416-1	Assessment of health and safety impacts of product and service categories	'Personal safety of consumers and end-users' is a sustainability matter for S4 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M	2.2 Quality and Food Safety - p. 34-35	
GRI 417: MARKETING AND LABELLING 2016				
417-1	Requirements for product and service information and labeling	'Information-related impacts for consumers and end-users' is a sustainability matter for S4 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M	2.3 Responsible Communication - p. 40-45	
417-2	Incidents of non-compliance concerning product and service information and labeling	ESRS S4 S4-4 §35	2.3 Responsible Communication - p. 40-45	
417-3	Incidents of non-compliance concerning marketing communication	ESRS S4 S4-4 §35	2.3 Responsible Communication - p. 40-45	
GRI 418: CUSTOMER PRIVACY 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESRS S4 S4-3 §AR 23; S4-4 §35	6.2 Ethics, Transparency and Integrity - p. 128; GRI Index - p. 138	There were no confirmed breaches of data or information and no complaints were received in the three-year reporting period

This paper is made with a mix of cellulose from responsible sources and pulses waste.





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