

A close-up photograph of several ripe, red pomegranates hanging from a tree with green leaves. The pomegranates are in various stages of ripeness, with some showing the characteristic crown-like structure at the base. The background is a soft-focus green, suggesting a lush orchard or garden setting.

SUSTAINABILITY

REPORT 2023

VALUES | LAND | PEOPLE

ZUEGG

DAL 1890

SUSTAINABILITY

REPORT 2023

VALUES | LAND | PEOPLE

ZUEGG

DAL 1890

Letter to our STAKEHOLDERS

Acting sustainably to ensure the conservation of resources is crucial for a company that has been in business for over 130 years. As food producers, we also pay close attention to the origin and quality of our raw materials, so that we can offer people a sincere, authentic and superior product.

For Zuegg, sustainability is not a fad of the moment, but has always been part of our corporate values. For us, sustainability means working on many small steps that make up long journeys. We therefore decided to implement several comprehensive projects in all areas of sustainability: environment, people and values, which extend to the entire supply chain, so that we can tell the story of our products for another 130 years. These projects are illustrated in this report.

The first pillar of our branded products is the environment. It all starts in the orchards, characterised by responsible farming practices that preserve biodiversity and natural resources while reducing waste. Then it is up to us to process the carefully harvested fruit as naturally as possible to obtain a sustainable product with an authentic and excellent taste.

People are the other fundamental pillar of the company. The approach towards our employees is built on respect and appreciation of their professional roles as well as their human and social aspects. I would like to emphasise that without the people inside and outside the company who support us on this path, it would not be possible to take steps that make a significant impact.

That is why Zuegg's story is one of people and orchards coming together.

This report chronicles the Zuegg Method for a more sustainable world, day by day.

Passion for the land, love for life.

Martina Zuegg

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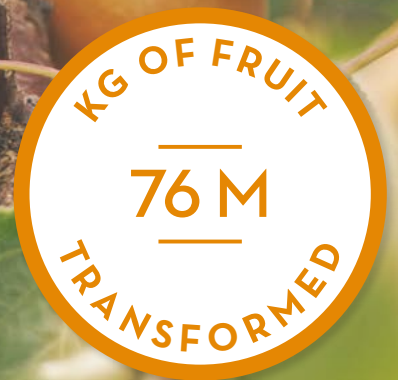
ZUEGG'S

*fruit at the heart
of it all*



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Our NUMBERS



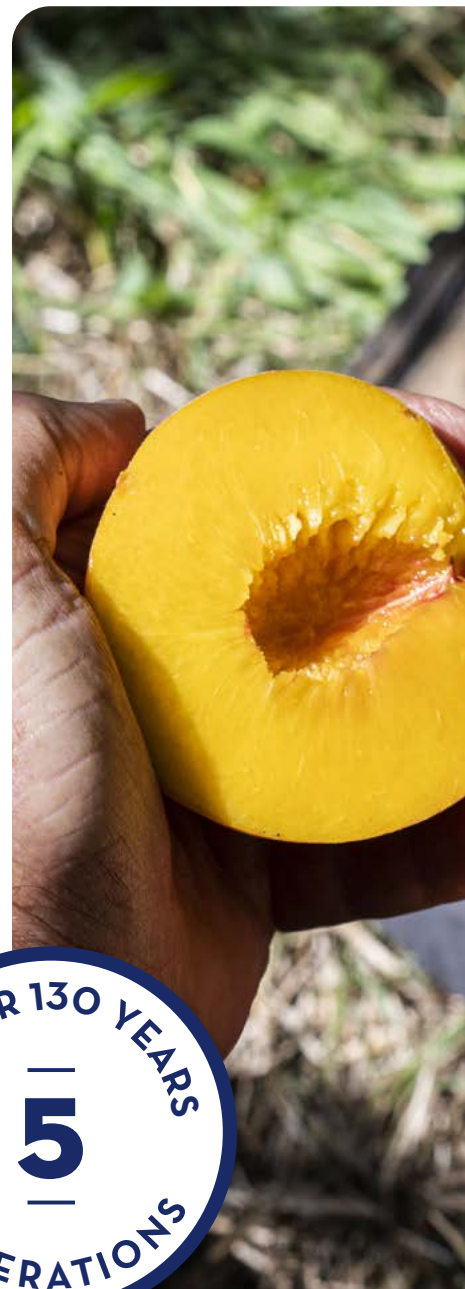


Our ESSENCE

Since 1890, we have been cultivating raw materials of the highest quality, which we then process into a wide range of fruit- and vegetable-based foods and preparations, marketed under the brands Zuegg, Skipper and Original Zörbiger and also intended for the food industry.

Even before being the story of a successful business, ours is the story of an Italian family. But it is also the sum total of the challenges faced in over 130 years by the five generations that have succeeded one another at the helm of the company. More than a century of dedication, excellence and simplicity to combine a passion for fruit with respect for the land that generates the raw materials, and for the people who contribute to our success every day.

Along the way, we have tried to bring together the integrity of a family business with the sense of responsibility that must imbue a modern, international company operating in an industry that finds its resources in the environment and provides its products to people.





VISION

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

MISSION

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

Our history and our ROOTS

Our connections with the land and with our orchards has made our company unique. We call it the Zuegg Method: a holistic approach to cultivation based on state-of-the-art agronomic techniques that allows us to fortify the plants while preserving their resilience.

Not only that: our 'guardians' of the orchards and the nature that they express - our agronomists - select the most resistant fruit varieties and the areas

with the ideal climate and soil (in technical terms '*terroir*'), respecting the cycles and rhythms of nature to safeguard the richness of the soil, the balance of the ecosystem and the integrity and right degree of ripeness of the fruit.

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



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

Our company history has distinctly been family history from the very beginning: Ernst August Zuech specifically involved all of his fourteen children in his

business. After changing his surname from Zuech to Zuegg in 1903, the journey from a small farm to an international company that processed 76 million kg of fruit in 2023 continued at great speed.

The main stages of our journey are summarised below.



2023 MILESTONES

We are back in communication with a commercial that narrates 'Oswald's Orchards' and focuses on the product, which becomes an irresistible and appealing protagonist, narrated in a contemporary and romantic way. The backdrop is the orchards, the bright, sunny landscape of southern Italy where fruit has been grown thanks to Zuegg's knowledge and expertise for five generations.

Our markets, brands and **LOCATIONS**



We have many years of history behind us, but they all had a common goal: to lead the Group towards solid, organic, steady growth through iconic brands and successful products, contributing positively to feeding people.

MARKET PRESENCE

We operate in the business of farming, processing and transforming fruit and vegetables for both the end consumer and the major food industries.

Through our products, we are present in more than 40 countries, and we also put all our energies into offering an excellent level of quality in the international market. We are happy that over the years numerous certifications confirmed our commitment in this area, including:

- ISO 9001
- *International Food Standard (ISF) of the Federal Association of German Trade Companies*
- *BRCGS Brand Reputation Compliance Global Standard*

B2A BUSINESS TO AGRICULTURE

This is the division of our Group dedicated to the cultivation and initial processing of vegetables used by the other divisions. In this area, our operations can be summarised in four steps.

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

B2C BUSINESS TO CONSUMER

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

B2B BUSINESS TO BUSINESS

It develops fruit and vegetable preparations made according to specific recipes for sweet and savoury dishes. Our technological know-how in selecting and processing raw materials enhances their organoleptic properties, catering for the needs of major food industries.

OUR
• PRESTIGIOUS •
BRANDS

ZUEGG

When a family surname becomes a product, it demonstrates the willingness to directly expose ourselves to guarantee personal commitment and responsibility. For the recipes of our jams and juices we use the finest fruit and natural ingredients, processed as little as possible to enhance each fruit from the earth and guarantee a superior taste experience.





Skipper ZUEGG

Founded in 1988, the Skipper brand spreads the intense pleasure of fruit with ingredients fully of natural origin.



ORIGINAL ZÖRBIGER

SEIT 1873

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



Our preparations FOR INDUSTRY



DAIRY-CHEESE-MAKING INDUSTRY

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



PLANT-BASED PRODUCTS

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



BAKERY AND PASTRIES

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



ARTISANAL ICE-CREAM

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







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GOVERNANCE

Over the years, we have set up a traditional governance system modelled on the requirements of the relevant legislation (Article 2380-bis et seq. of the Italian Civil Code). This approach contributes decisively to creating sustainable value in the medium- to long-term and ensures a constant dialogue between management and shareholders, who are also members of the board.

At Zuegg, the Shareholders' Meeting is a body with purely deliberative functions, while the Board of Directors plays a central role in the guidance and management of the Company and the Group, as it defines corporate strategies, policies and objectives, including those related to sustainability.

The composition of the Board of Directors is shown in the diagram.

OSWALD ZUEGG

CHAIRPERSON OF THE BOARD
OF DIRECTORS AND MANAGING
DIRECTOR

BRIGITTE BAUMGARTNER

DEPUTY CHAIRPERSON OF THE BOARD
OF DIRECTORS AND MANAGING
DIRECTOR

MARTINA ZUEGG

DIRECTOR AND MANAGING DIRECTOR

On the other hand, the Board of Statutory Auditors is entrusted with monitoring the legality of the Group. It consists of three Standing Auditors and two Alternate Auditors, appointed by the Ordinary Shareholders' Meeting in line with specific regulations. More specifically, this body oversees compliance with the law and the articles of association, and compliance with the principles of proper administration in the running of the company's business. The Statutory Auditors act autonomously and independently towards all shareholders and monitor the financial reporting process, as well as the adequacy of the Company's

organisational structure, internal control system and administrative-accounting system.

As required by Italian Legislative Decree 231 of 2001, we have also established a Supervisory Body, which monitors the adequacy of the internal mechanisms and controls by periodically collecting information that can identify potentially risky behaviour.

We are happy to confirm that, also for 2023, no violations concerning active and passive corruption, anti-competitive behaviour or discrimination were reported or identified.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

There are many elements that contribute to generating the economic value that guarantees the sustainability and continuity of a business over time. In our case we often mention ethics, respect, our people and the quality of our products.

The elements that show the value generated and distributed are processed on the basis of the consolidated income statement for the reporting period, with the aim of giving evidence of the economic value that we directly generate and the distribution of this value, which helps us understand the impact of our business on *stakeholder*, the territory, and the socio-economic system as a whole. The following is a series of analyses and comments on

the Group's economic performance in 2023 referring to the reclassified income statement. Our turnover in the reference year came to EUR 277.9 million. Increases in raw material prices and energy costs in the last half of 2022 due to international socio-political tensions and the climate crisis were not passed through to sales prices for the whole of 2022. Almost all of the economic value we generate is for people: suppliers, which are mostly agricultural producers, on the one hand (88%), and the Group's internal human resources on the other (12%): they are the main architects of our success.

Our path of RESPONSIBILITY



**MANAGEMENT OF FRUIT
PROCESSING WASTE**

2017



2019

ZUEGG APPEARS IN THE
FUTURE RESPECT INDEX OF
CONSUMERLAB.IT



2020

**START OF THE REPORTING
PROCESS** ACCORDING TO
THE GRI STANDARD



**FIRST ENVIRONMENTAL
AND SOCIAL REPORT** OF
THE ZUEGG GROUP

2009



2014

**INSTALLATION OF THE VERONA
COGENERATION PLANT**



2021

INTERNAL ANALYSIS WITH
SUSTAINABLE MODEL
CANVAS

**STAKEHOLDER
ENGAGEMENT**
FOR MATERIALITY
ANALYSIS

**NEW PHOTOVOLTAIC
PLANTS** FOR A TOTAL OF
599 KWP INSTALLED

SUSTAINABILITY POLICY



2022

SUSTAINABILITY REPORT
FOLLOWING GRI STANDARDS

SUSTAINABILITY COMMITTEE



2023

**EXPANSION OF
PHOTOVOLTAIC PLANTS**
FOR A TOTAL OF 968 KWP

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

**INTERNAL
COMMUNICATION ON
THE SUSTAINABILITY
POLICY** ALSO THANKS TO
THE IN.ZUEGG INTERNAL
PLATFORM

SUSTAINABILITY

governance

Sustainability is an indispensable value for organisations today. We are aware of this and are trying to increasingly integrate this aspect more deeply into the tasks of the corporate bodies and at all levels of our company.

We formalised this path for the first time in 2021, when we signed our sustainability policy, defining the areas where we would take action in the following years. In 2022 we then set up a Corporate Sustainability Committee, composed of company officers who are the most in contact with ESG areas in their work.

This committee has the task of examining sustainability strategies and proposing targeted actions for their implementation. It also has the power to set up working groups on specific projects, whose progress it monitors using KPIs, and is responsible for assisting the Board of Directors on this issue.

The decision to publish and annually update this sustainability report is also part of our path of responsibility: we strongly believe in the principle of *accountability*, one of the main principles governing corporate sustainability.

This term refers to the ability to account for and explain what one does in ESG areas. For us, this is a sign of our responsibility as a company and helps us make our processes transparent, traceable and controllable, just as we have always done for our products.

2023 MILESTONES

During the year, we took significant steps in our commitment to sustainability, formalising our goals in this area for the first time. These goals are detailed in this report. Among other initiatives, we chose to consolidate our environmental commitment through a strategy aimed at reducing greenhouse gas (GHG) emissions. Regarding the welfare of our employees, we introduced an innovative corporate welfare plan. Lastly, we reaffirmed our commitment to maintaining the high standards of ethics and integrity that have always distinguished our approach to business.

We also embarked on a significant path to integrate sustainability into the core of our corporate culture. We intend for the principles of sustainability to be deeply rooted in every aspect of our business, influencing day-to-day decisions and operations.



GOVERNANCE

We pursue a sustainable approach in all areas of management, using these tools:



**SUSTAINABILITY
COMMITTEE**



SUSTAINABILITY POLICY



**CULTURE OF
SUSTAINABILITY**



ENVIRONMENT

We pay particular attention to aspects of climate change through actions of:



**PROMOTING SUSTAINABLE
AGRICULTURE**



**MEASURING, REDUCING AND
OFFSETTING CO₂**



REDUCING FOOD WASTE



REDUCING WATER CONSUMPTION



**STREAMLINING PACKAGING,
LOGISTICS
AND PROCUREMENT**



PEOPLE

We have always been attentive to the well-being of employees and the community for the creation of shared value through actions of:



**CORPORATE
WELFARE**



HEALTH AND FOOD SAFETY

Key stakeholders and MATERIALITY

REFERENCE PARTIES

Effective reporting is only possible if it is clear which parties contribute to our activities, i.e. those who are affected by their performance and can influence it in turn. This year we revised the categories of key *stakeholder* for the Group, and added new ones.

This activity was carried out on the basis of the updated materiality analysis according to the version of the GRI standards published in 2021 and in force since January 2023, adopted in preparing this report.

To assess sustainability aspects and to provide further direction for the development of corporate strategies and commitments, our key stakeholders were involved directly and indirectly.



**EMPLOYEES**

Employees of Zuegg

BUSINESS PARTNERS

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

FOREIGN AFFILIATES

The Group's foreign companies

BOARD OF DIRECTORS

Corporate Board of Directors

MANAGEMENT

Corporate management



CUSTOMERS

Those who buy Zuegg products

FARMERS AND OTHER SUPPLIERS

Those who supply Zuegg with raw materials, materials, services or technology

COMPETITORS

Organisations representing Zuegg's *competitors*

MEDIA

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

FINANCIAL OPERATORS

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

CONSUMERS

Users of Zuegg products, including consumer associations

UNIVERSITIES

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

PROFESSIONALS

Consultants working on behalf of Zuegg

INSTITUTIONS

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

ASSOCIATIONS AND NGOS

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

SOCIETY AND LOCAL COMMUNITIES

The social context of the local areas where Zuegg sites are located, which may directly or indirectly influence the organisation's activities



Relevant ESG IMPACTS AND ISSUES

According to GRI 2021 standards, material topics for a company represent the most significant impacts of an organisation on the economy, environment and society. The material topics published in the two previous sustainability reports were therefore updated based on an internal analysis of the current and potential external impacts of our business.

Material topics were also revisited with reference to the *GRI Sector Standard 13 "Agriculture, Aquaculture and Fishing"* and based on a round of interviews conducted

with key figures of the company as direct *stakeholder* engagement, aimed at detecting specific needs and experiences that can enrich the review process.

The topics that are material to us in conducting our business are presented on the next page, in order of importance. We have linked the topics to the relevant *Sustainability Development Goals* (SDGs) of the United Nations Agenda 2030¹.



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



1. ENERGY AND GHG EMISSIONS



2. EMPLOYEE WELL-BEING



3. PACKAGING



4. SUPPLY CHAIN TRACEABILITY AND SUSTAINABILITY



5. CONSUMER SATISFACTION AND SAFETY



6. SUSTAINABLE AGRICULTURE



7. BIODIVERSITY



8. ETHICS AND ANTI-CORRUPTION



9. WASTE AND FOOD WASTE



10. WATER



11. SOUNDNESS OF THE BUSINESS



12. COMMUNITY RELATIONS

ENERGY AND GHG EMISSIONS

Carrying out production by incrementally supporting the energy transition and the transition to a low-emission economy.

PACKAGING

Committing to choose packaging materials that have a decreasing environmental impact and setting up B2C communications to guarantee the quality and rigour of production.

CONSUMER SATISFACTION AND SAFETY

Focusing on the satisfaction and safety of customers and end consumers by scrupulously monitoring product quality, paying attention to research and innovation for increasingly sustainable production, and protecting customer data and privacy.

BIODIVERSITY

Focusing on conserving ecosystems and biological diversity.

WASTE AND FOOD WASTE

Committing to minimise waste, especially food waste, by relying on the *best available technology* and beneficial management practices.

SOUNDNESS OF THE BUSINESS

Generating value inside and outside the company with a view to promoting the prosperity of our *stakeholder*.

EMPLOYEE WELL-BEING

Ensuring a satisfying and safe working environment that provides and professional development and guarantees equal opportunities.

SUSTAINABLE AGRICULTURE

Promoting sustainable agriculture by progressively decreasing the use of pesticides and focusing on soil health and functionality.

SUPPLY CHAIN TRACEABILITY AND SUSTAINABILITY

Ensuring the traceability of our supply chain and implementing rigorous processes to ensure the quality and sustainability of our products, including through local sourcing and an increasingly rigorous selection of suppliers.

WATER

Paying attention to the proper management of water resources.

ETHICS AND ANTI-CORRUPTION

Conducting business transparently, ethically and in full compliance with applicable regulations and in opposition to any kind of unlawful or unfair behaviour.

COMMUNITY RELATIONS

Continually strengthening the ties of our offices with local communities, concretely engaging with the situations that surround us.

Consistent with our daily commitment to reducing the impacts of our processes on water and climate - including by measuring and reducing greenhouse gas emissions - the topic *Energy and GHG emissions* is important for our company, and is also reflected in the value assigned by our stakeholders. Regarding the reduction of impacts related to the *Packaging* of our products, our intention is to work on increasing the use of environmentally-preferable materials.

Employee well-being, is also highly valued, as employees are our most valuable resource.

This is followed by two topics that are crucial for our business:

- *Consumer satisfaction and safety* which we oversee among other things by investing in the launch of new product lines without added sugar;
- *Supply chain traceability and sustainability* which we ensure by communicating information beyond nutrition to stimulate an increasingly aware diet. Our aim is to promote informed food choices, with special emphasis on protecting children and caring for the most vulnerable groups.

We also guarantee a focus on the customer by using the best practices of *sustainable agriculture*. We also help the farmers we work with to be more resilient and encourage them to produce quality raw materials by reducing, wherever possible, potential impacts on *Biodiversity* a crucial resource for our business. We require that they share our deep sense of ethics, respecting human rights in all their activities.

Ethics characterise every area of our work and we take nothing for granted. This is also why we feel a responsibility to reduce *Waste and food waste* as much as possible. To do this, we work both on our own production lines and with local associations that redistribute our surplus food to the *communities* where our plants are located.





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Towards a resilient and REGENERATIVE future

Globally, nations are facing a crucial challenge: to achieve ambitious goals by 2050, ranging from food security and promoting healthy diets, to reducing greenhouse gas emissions, protecting biodiversity, preserving forests and sustainability using water resources.

The traditional paradigm of *business as usual* is unsustainable and substantially contributes to phenomena with major repercussions such as the *extreme rise* of temperatures, alterations in precipitation patterns, extreme weather events and the alarming erosion of biodiversity.

The *Special Report on Climate Change and Land*¹ of 2019 highlighted the effects of climate change on soil, water and biodiversity, and analysed its repercussions on food production, food availability and the resilience of agri-food systems.

¹ - IPCC, 2019: *Climate Change and Land: an IPCC special report on climate change, desertification, land degradation, sustainable land management, food security, and greenhouse gas fluxes in terrestrial ecosystems.*





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

Using the *From Producer to Consumer* strategy, the European Union is committed to building a more sustainable food system that preserves the environment and ensures adequate food for all by supporting producers. The strategy includes legislative proposals to revise pesticide legislation and reduce food waste. Key targets for 2030 include a 50 percent reduction in the use of chemical pesticides and in their risks, a 20 percent reduction in the use of fertilisers, and the allocation of at least 25 percent of agricultural land to organic farming. These are essential initiatives, considering that more than half of the world's GDP is 'highly or moderately dependent on nature and its services' (WEF, 2020), with at least 1.2 billion jobs directly connected to maintaining a stable and healthy environment (ILO, 2018).

In the area of sustainability, we have identified relevant phenomena and trends that can generate both potential impacts and opportunities, which we take into account in our operations.



LANDSCAPE RESTORATION AS A BASIS FOR AGRI-FOOD RESILIENCE

Landscape restoration is recognised as a main tool for mitigating land degradation and improving the resilience of the supply chain.

The degradation of natural capital can be countered using *Nature-Based Solutions* (NbS), such as supporting pollination, restoring soil quality, improving water quality and natural carbon sequestration.



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

The awareness of interconnected systems has profound implications for the natural world, highlighting the interdependence between living and non-living elements. By understanding these connections, we can better assess the impact of human activities on biodiversity, the health of the ecosystem and natural resources.

The concept of natural capital promotes sustainable land use practices and intensified efforts to protect endangered species and habitats. Preserving the diversity and health of ecosystems becomes a key parameter for innovation and adaptability.



POLLINATING INSECTS - GUARDIANS OF BIODIVERSITY AND FOOD SECURITY

Of the hundred types of crops that provide 90 percent of food globally, 71 depend on pollination by bees. These essential pollinators are under increasing environmental pressures, such as habitat destruction, pollution, indiscriminate use of pesticides and climate change. Their decline threatens plant diversity, food security and the balance of ecosystems, with potential economic impacts on agricultural production estimated at between EUR 199 billion and EUR 589 billion.



A MORE SUSTAINABLE FUTURE DEPENDS ON CHANGING OUR HABITS

82% of people consider sustainability a key factor in their purchasing choices, a fact reflected in the 78% of Italians willing to spend 5% more on sustainable food, and the 39% who favour environmentally-friendly products.

This trend reflects a growing collective awareness of and commitment to responsible consumption practices.



SUSTAINABLE PRODUCTION, COMBINING INNOVATION WITH COMPETITIVENESS

Sustainable production represents a new industrial paradigm that aims to balance economic development with environmental protection.

This approach offers significant competitive advantages, including reduced operating costs through the efficient use of resources and increased energy efficiency.



TECHNOLOGICAL CHANGE AS A DRIVER OF TRANSFORMATION

The advent and adoption of emerging technologies in food systems and soil management are redefining the competitiveness of nations and companies.

These changes affect production and distribution costs and, as a result, the demand for products and services.

The values that guide **OUR WORK**



FAMILY

5 GENERATIONS SHARING
THE SAME VALUES



RESPONSIBILITY

COMMITMENT TO CULTURE AND
THE SUSTAINABLE DEVELOPMENT
OF TERRITORIES



EXCELLENCE

CONTINUOUS IMPROVEMENT TO
OFFER EXCELLENT PRODUCTS



INTEGRITY

A COLLABORATIVE AND TRANSPARENT
APPROACH TO OUR DAILY GOALS AND ACTIONS



SIMPLICITY

"TASTY, APPEALING AND
WHOLESOME" PRODUCTS



WISDOM

RECIPES TO ENHANCE THE
PROPERTIES OF THE FRUIT



EXPERIENCE

130 YEARS OF CULTIVATION OF
DIFFERENT FRUIT VARIETIES

NATURE'S BEST FRUIT

For more than five generations, our family has passionately dedicated itself, with the utmost integrity, to producing quality food products and promoting and enhancing the local areas. Thanks to 100 years' experience, we have honed the art

of cultivating fruits selected for their affinity with the local territory, which gives them unique and inimitable qualities. Our commitment translates into simple, authentic recipes that amplify the natural virtues of each fruit variety.

WE DEVELOP

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

WE TREAT

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

WE USE

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

WE APPLY

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

WE GUARANTEE

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

WE PROMOTE

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

OUR
• VIRTUOUS •
PRACTICES

A FOCUS ON PEOPLE

With our products, we want to contribute to promoting a diet that is as natural as possible. Our work is based on continuous improvement to offer products that stimulate the consumption of fruit and vegetables.

We are convinced that people have the right to receive all the information they need to make informed choices. Whoever buys a product is not just a consumer, but a

person with an identity and values, whose needs we wish to fulfil.

This is also why we have established honest communication with our customers, employees and suppliers.

TRANSPARENT VALUES AND PRECIOUS RIGHTS

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

The Code of Ethics comprises our policies on quality, environment and safety, human resources management and protection of company *asset*. It applies to all the employees, suppliers, contractors, consultants, partners

and external collaborators of the Group. Among other things, it confirms that Zuegg complies with the principles of crucial documents, such as:

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

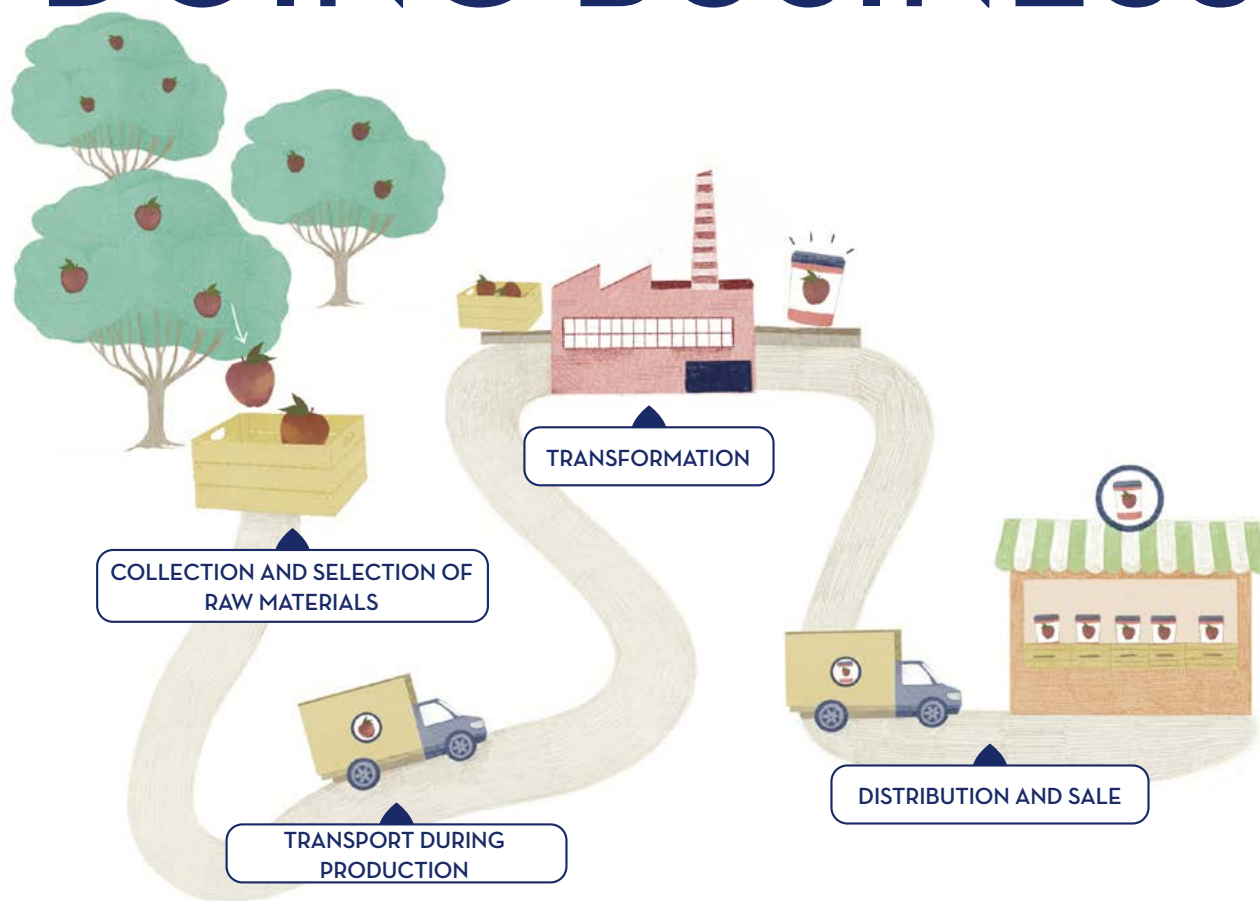
WORKING TOGETHER ENSURES SUCCESS

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

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



Our way of DOING BUSINESS



The focus on sustainability affects the entire process we have structured, from the field to the final product.

SUSTAINABLE AGRICULTURE AND SUPPLIER SELECTION

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

Also in 2023, therefore, we worked with our suppliers in several areas to ensure agricultural practices that respect the environment and enhance the land.

TRAINING AND CONTINUITY

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

TECHNICAL SUPPORT AND QUALITY

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

SUSTAINABILITY

With the *Zuegg Guidelines for Sustainable Agriculture without Pesticide Residues*, we steer our partners towards environmentally conscious production.

FUTURE VISION

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

PRODUCTION

In our factories, production is structured to follow strict sustainability standards and deliver results in the areas of well-being and food safety.

Cultivated and selected raw materials arrive at our production sites where they are carefully treated to preserve all their nutritional and quality properties.

This is followed by the processing and packaging stages, where each product is tested for contaminants and allergens to ensure that people receive safe, high-quality food.

Over the years, we have implemented processes that preserve the nutritional value of the fruit in the hope of supporting a healthy eating style. We put transparent labels on our packaging, providing clear information on ingredients and nutritional values, to help consumers make informed choices.

2023 MILESTONES

For us, 2023 also meant a structural expansion of production plants. The surface area was substantially increased, about 4235 square metres, and a new industrial shed was built to act as a warehouse in our Luogosano plant.

Also in this case, we paid particular attention to environmental performance, specifically energy: to limit differences in temperatures, we hired a supplier that uses the Circular Wall methodology, which consists of insulating the prefabricated panels. To increase the circular nature of the construction work, an insulated panelling was used, created from recycled PET.

DISTRIBUTION AND SALE

In the distribution and sale of our products, we place special emphasis on traceability, ensuring that each item can be followed along the supply chain: each step is thus documented and verifiable from the field to the table. This not only improves process efficiency and reduces waste,

but also strengthens the confidence of those who choose us because of the quality and origin of our products. Food traceability helps to practise environmentally-friendly farming, reduce the environmental impact of our processes and ensure high standards of quality and safety.

A CERTIFIED COMMITMENT

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

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

These are not just formal recognitions of our efforts, but a concrete way of actively contributing to creating a positive social impact and reducing our environmental footprint by promoting efficient energy use, among other things.

Our plants in Elne and Avellino are registered on the EcoVadis platform, which supports us in managing ESG risks, including assessing compliance and the achievement of corporate sustainability goals.

Food safety is a top priority for us, which is why in some of our plants we have adhered to the BRCGS Food certification, one of the most widespread food safety certifications, and implemented the FSCC 20022, a food safety certification scheme based on ISO 22000 and also the IFS (International Food Standard), which aims

to facilitate the effective selection of retail branded food suppliers, based on their ability to provide safe products that comply with contractual specifications and legal requirements. As a confirmation of our commitment to diversity and the needs of consumers, we offer Kosher and Halal products.

Responsible sourcing is also an important issue for us, which is why some of our factories are certified according to SMETA/SEDEX standards, which ensure ethical and responsible practices throughout the production chain.

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

Research and development for **SUSTAINABLE** *innovation*

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

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

At the same time, our agronomy department has focused on the continuous search for more sustainable agricultural land, varieties and techniques to propose to our suppliers. We use experimental land to put our insights and suggestions from the scientific community into practice, thus improving our *know-how*.

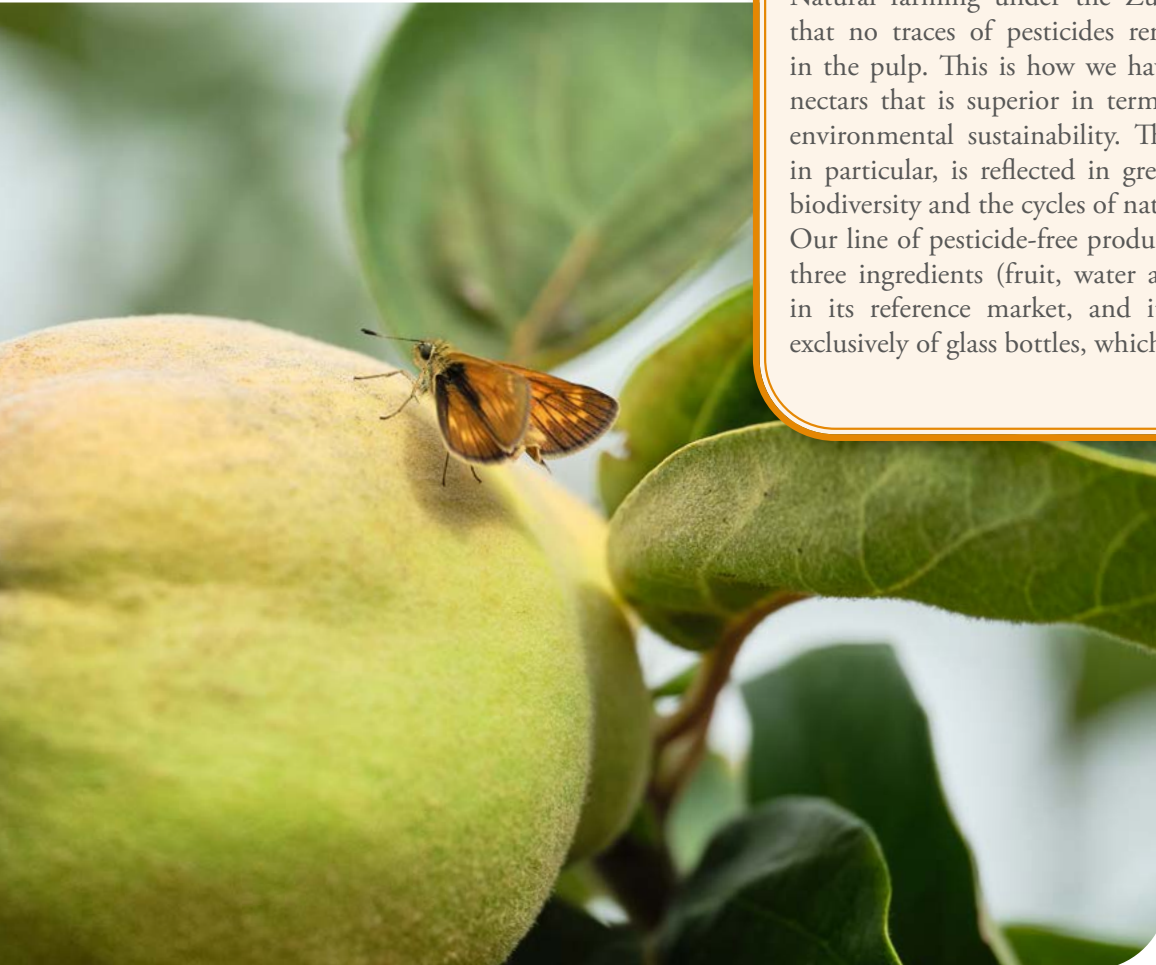
Because soil health is of high importance to us, we engage in research and selection of species and cultivars that require less processing.



2023 MILESTONES

Natural farming under the Zuegg Method ensures that no traces of pesticides remain on the peel or in the pulp. This is how we have created a range of nectars that is superior in terms of food safety and environmental sustainability. The second milestone, in particular, is reflected in greater respect for both biodiversity and the cycles of nature.

Our line of pesticide-free products consisting of only three ingredients (fruit, water and sugar), is unique in its reference market, and its *packaging* consists exclusively of glass bottles, which are fully recyclable.



OUR PEOPLE





58 Human capital

HUMAN

capital

OUR EMPLOYEES

Our Group's corporate culture is based on the concepts of trust, integrity and transparency. In addition to an attitude of mutual cooperation, team spirit is encouraged, as is the respect for the personality of the individual and the avoidance of prejudice, intimidation, conditioning or discomfort.

We offer equal opportunities to all employees, with no discrimination based on religion, ethnicity, political beliefs or other characteristics.

We adopt a structured approach to human resources management, striving to respect and value both professional and human and social aspects.

Indeed, we are deeply convinced that each person represents a fundamental component of our corporate family and contributes with his or her actions to a shared project: "The purpose of the company is the common purpose of everyone".

The knowledge that guides us every day is that our true capital does not comprise one production line or department, but all 544¹ people who work with us.

1 - Employee figures are updated to 31/12/2023 with the exception of those for our plant in Russia, whose figures stop at 2022.



THE NUMBERS DON'T LIE

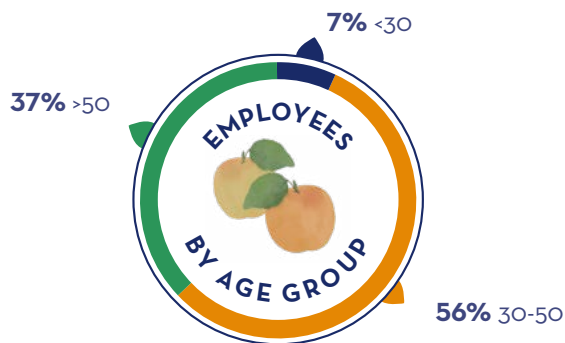
Although our history began a long time ago, we are a young company: 63% of the workforce is less than 50 years old. In the past year, we recruited a total of 148² resources, with a hiring rate of 33% of the total. There are 143 people who ended their employment with us, either due to age limits or to embark on new adventures.

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

We consider growth and quality of women's employment to be of the utmost importance. For this reason, we are committed to adopting a set of actions favouring equality between men and women in the workplace and protecting the career opportunities of women employees.

We are an international group and valuing different cultures is part of our DNA, not only due to their intrinsic characteristics linked to business, but also because we consider them a strategic driver.

Within the Group, we guarantee the freedom of association of personnel by ensuring mutually respectful and cooperative relations with employee representatives and trade unions.

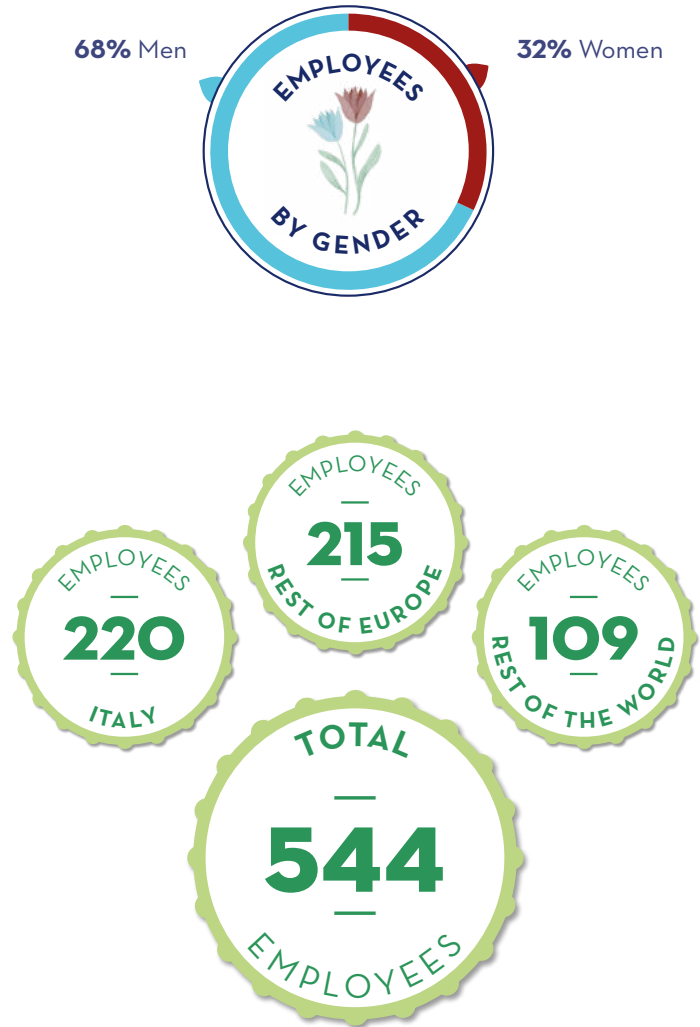


2 - The total hires do not take into account the Russian plant due to unavailability of figures. The new hires have different nationalities: 110 Italians, 2 French and 22 Germans.

We strictly follow the regulations of the countries where we operate and cover all workers in some of our plants with collective bargaining agreements. In other cases, we still establish contractual terms and conditions of employment on the basis of collective bargaining agreements.

Two central aspects that guide us in our relationship with people are the continuous improvement of skills and the ability to retain talent in the company. To encourage this approach, we have developed a human resources management process that includes specific activities in the phases of *recruiting*, *talent management* and career plan development.

We have set up an internal appraisal system with a view to increasing employee-management sharing and *engagement*. In 2023, more than two-thirds of the workforce, i.e. 72.1%, had received a formal performance appraisal.



Maturing valuable elements is part of our work, both in the fields and among the company's resources.

The management of promotions and the ability to retain talent in our companies are areas that we enhance by implementing *personalised* training courses. Each plant prepares an annual training programme with dedicated budgets. In 2023, specifically, we prioritised the programme for the acquisition of technical and health and safety-focused skills.

In addition to internal courses for operators and laboratory staff, our training courses include external specialisations to develop *skills* needed for certain roles: two specific cases are sustainability and the field of research and development. We also provide for experienced and qualified staff to work alongside newly recruited workers or those retiring, close to their leaving, to ensure the transfer of skills and business continuity in the best possible way.









2023 MILESTONES

FOCUS ON TRAINING

- *Corporate Sustainability Strategy and Management* Master's Degree;
- *B2C Sales Area* Training Project, with the aim of promoting individual awareness and enhancing the skills of the sales team;
- Training course aimed at various corporate functions and entitled *Building a High-Value Environment*: we started by identifying corporate values and then discussed organisational behaviour. The points touched upon include developing awareness of one's own potential, promoting a clear, shared *leadership* style and building habits to ensure that teams and the company itself work well;
- Also in 2023, in cooperation with the Confindustria Verona training company Cim&Form, we promoted a course on sustainability financed by the European Union and the Veneto Region, using the Development and Cohesion Fund 2014-2020. The topics covered regarded emissions and environmental impact, sustainable supply chain, green marketing, sustainable agriculture and corporate social responsibility;
- Foreign language and public speaking courses;
- Positive communication in business relationships.

HEALTH AND SAFETY IN THE WORKPLACE

The culture of health and safety is an crucial pillar to protect our people in and outside the workplace.

We have a solid and structured management system in this area: a first step involves shift leaders collecting workers' comments, then sharing with the company manager. Dialogue is ongoing: likewise, risk mitigation and improvement actions are continuous. We identify, assess and manage risks and hazards with systems such as DVR, DUERP and tools implemented by TUV Rheinland or LLC Tsuegg Russia, which meet both the regulatory requirements of the countries in which we operate and the needs of the Group. In each plant, training on health and safety is held by reference figures such as the

Workers' Safety Representative and the company doctor, and dedicated communication channels are available: all employees contribute to minimising workplace risks and safeguarding their own health. While we did not record any accidents among agency workers in 2023, we did record 54 accidents among employees: these are mostly temporary injuries, involving temporary disabilities without ever resulting in permanent consequences.





COMMUNITY

We actively participate in the social life of the community from which we obtain human resources and raw materials. To share a portion of the value we generate with their contribution, we regularly distribute our products free of charge to non-profit organisations. The goals driving these initiatives are to reduce food waste and support the voluntary activities of wards of hospitals such as the Moscati Hospital in Avellino, school campuses such as the Italian Red Cross and the Ministry of Education, and blood donor associations, an example of which is Frates. We also contribute to enriching communities by supporting and disseminating healthy eating practices and sports events such as marathons, competitions and local sports groups. A case in point is our support to the rugby team in Elne, France.

We also sponsor schools through the apprenticeship tax. We do this each year, based on the students we have with us for work-study or internships.

This year we sponsored:

- The regional association of Occitanie agri-food enterprises;
- IFC training;
- The University of Perpignan - IUT Perpignan;
- the ESBS campus.

Thanks to the constant dialogue between human resources, universities and training organisations, we activated 11 internship programmes in 2023. We attach a twofold value to this tool: firstly, helping young people to perceive the complexity of the working world, and secondly, having a pool of possible workers.

Lastly, we are aware that we live in a world where customer data is collected to the greatest degree of detail and in some cases even sold to third parties. This is why we have chosen to consider the right to data privacy as a priority and an issue related to sustainability. In 2023, there were no cases of complaints concerning breaches of customers' privacy or loss of their data.

In 2023, as in previous years, Zuegg joined the following associations, among others: Confindustria, Pactim and the Chamber of Commerce.



A PLANET *to respect*



72 The ingredients and resources of the Zuegg recipe

The ingredients and resources of the ZUEGG RECIPE

RAW MATERIALS AND PACKAGING

76.5% OF THE RAW MATERIALS WE USE ARE FRUIT AND VEGETABLES.

IN 2023 WE PROCESSED 76 MILLION KILOS OF WHOLE FRUIT AND VEGETABLES INCLUDING PEACHES, CHERRIES, PLUMS, APRICOTS, APPLES, PEARS, CITRUS FRUIT, BERRIES, TROPICAL FRUIT AND VEGETABLES.



DRUPES

APRICOT
PEACH
PLUM
CHERRY
BLACK CHERRY



POMES

APPLE
PEAR
QUINCE



OTHER FRUIT

FIG
CHESTNUT
POMEGRANATE



BERRIES

STRAWBERRY
BLUEBERRY
RASPBERRY
BLACKBERRY



ACTINIDIACEAE

KIWI



CITRUS FRUIT

ORANGE
LEMON



VEGETABLES

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

AREAS OF ORIGIN

Our Italian fruit comes from:

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

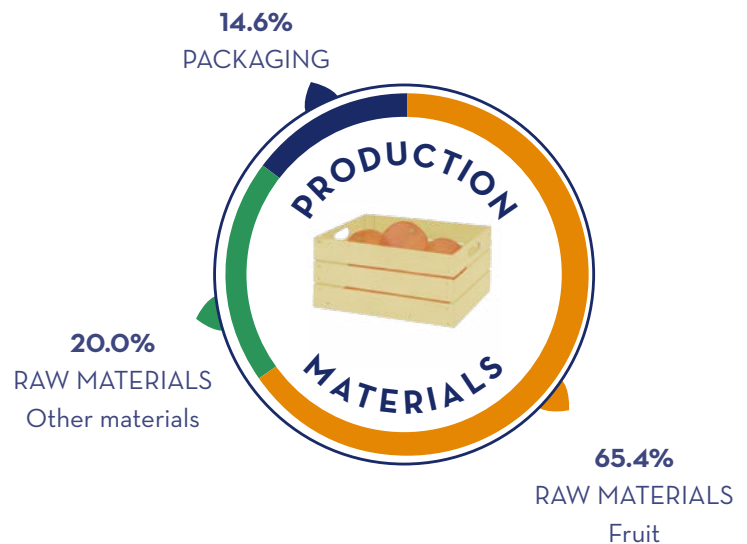
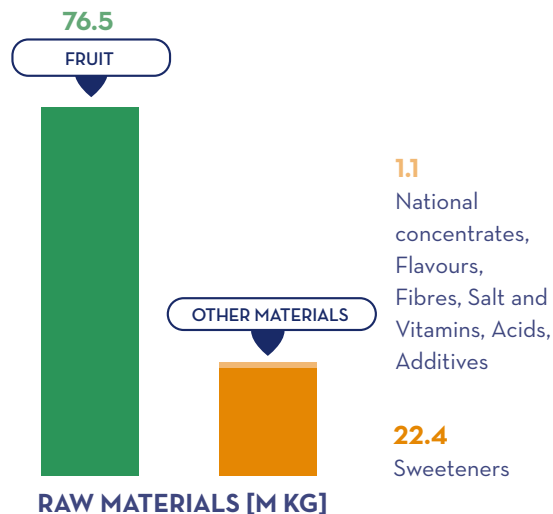
Some supplies also come from:

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



Most of the raw materials in our products are by nature virgin and of renewable origin. Fruit accounts for 76.5 per cent of the raw materials in our products. The remainder consists of sweeteners (22.4 percent), salts and vitamins, fibre, flavourings, and other additives (1.1 percent).

Packaging accounts for 14.6 percent of the total amount of materials we use in our production. For our *packaging*, we always try to choose environmentally-preferable materials that can meet the safety requirements of our products.

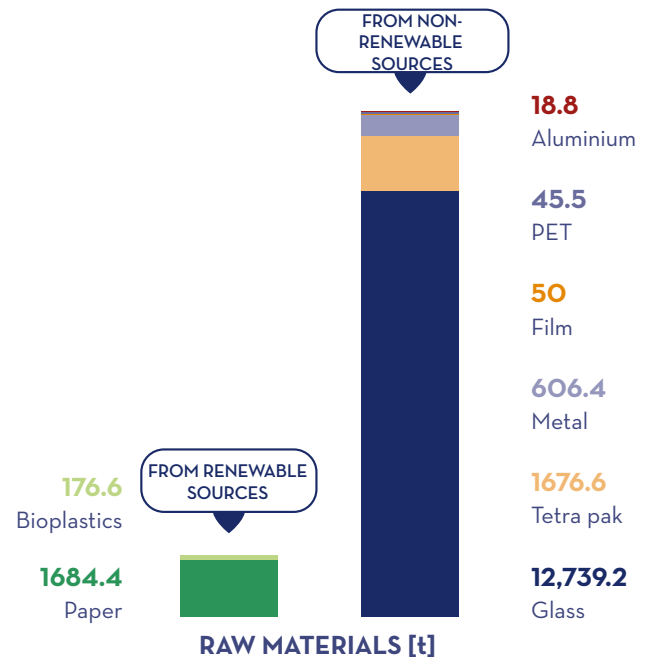




Paper, cardboard and bioplastics make up 11% of our packaging materials. In 2023 we used glass as a raw material for about 75 percent of our *packaging*, followed by Tetra Pak (about 10%) and, to a lesser extent, metals and plastics (about 4%).

Since 2020, the most sustainable Tetra Pak product was used for all our packs. Information on proper disposal is stated on our one-litre *pack*.

Used beverage cartons, including the caps, are made into other products such as roofing tiles, plant pots, paper napkins and much more¹. Since 2021, however, the PET we use for our *packaging* is of recycled origin.



¹ - <https://www.tetrapak.com/it-it/sustainability/focus-areas/circularity-and-recycling>

BIODIVERSITY

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

ORGANIC FARMING

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

REVEGETATION

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

CONSERVATION OF NATIVE SPECIES

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

INTEGRATED FARMING

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

A BALANCED PRESENCE OF TREES AND OTHER SPECIES

The balance and quality of our orchards is a reflection of the balance and quality of the ecosystems they grow in. We are committed to improving the entire agricultural system, by keeping it diverse, rich and alive.

STONE CONSTRUCTIONS/DRYSTONE WALLS

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



ENERGY AND EMISSIONS

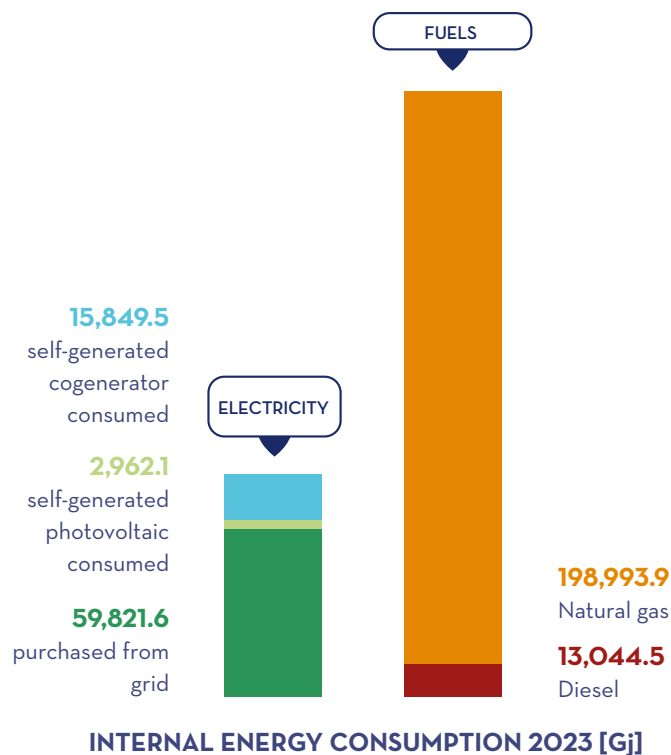
Agri-food production and fruit processing processes are quite energy-intensive, and for this reason, the internal management of the energy component and the related greenhouse gas emissions of our plants has become an increasing percentage of our sustainability strategy.

Some plants have a seasonal consumption, while others have more constant consumption throughout the year. The initial stages of processing require the consumption of energy for the phases of washing, sorting, peeling and cutting the fruit, and to produce pulps or concentrates. In this part of the process, the majority of consumption is related to the need to keep raw materials and finished products at a controlled temperature.

Energy saving and energy efficiency opportunities are constantly monitored and have led to the following interventions over the years:

- LED lighting (Verona, Elne and Avellino plants);
- installation of cogeneration plants (Verona);
- efficient water distribution pumps and water consumption (Verona and Elne);
- efficiency enhancement of waste water treatment systems (Avellino).

In 2023, two photovoltaic plants were activated at the Avellino and Elne plants, with a total installed capacity of 740 kWp and 228 kWp respectively. In 2023, these plants guaranteed the production of renewable energy for about 1% of the total energy consumption of the Group's plants, amounting to 290,671.6 GJ.²



² - The values for internal energy consumption published in the previous reporting cycle differ significantly from those in this Report due to a change in methodology.

INTERNAL ENERGY CONSUMPTION [GJ]

	VERONA	AVELLINO	ELNE	ZÖRBIG	WERNEUCHEN	AFANASOVO	ZUEGG
Natural gas	81,808.6	43,873.4	13,757.9	20,468.6	9,716.5	29,369.0	198,993.9
Diesel	3.6	0.0	0.0	281.0*	12,759.9*	0.0	13,044.5
Electricity purchased from grid	6,449.5	17,511.6	8,293.5	7,745.4	7,789.8	12,031.8	59,821.6
Self-generated and consumed electricity - photovoltaics	0.0	2,041.5	920.6	0.0	0.0	0.0	2,962.1
Self-generated and consumed electricity - cogenerator	15,849.5	0.0	0.0	0.0	0.0	0.0	15,849.5
Total internal energy consumption	104,111.2	63,426.5	22,972.0	28,495.0	30,266.2	41,400.8	290,671.6

Emissions of *greenhouse gases* (GHG), are closely linked to the consumption of the energy consumption of Group companies. Specifically, the emissions identified as GHG Scope 1 include all the direct emissions of

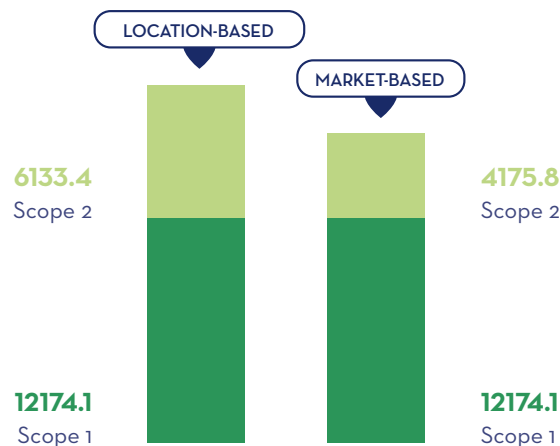
Zuegg, associated with thermal energy, while GHG Scope 2 emissions refer to indirect emissions, linked to the generation of electricity purchased and consumed by the Group.

* The quantities of diesel consumption for plants in Germany recorded were exceptional due to the severe energy crisis caused by geopolitical events.

Our Scope 1 emissions in 2023 were approximately 12,000 tonnes of CO₂ equivalent, and can be attributed to the consumption of diesel and natural gas, the latter of which also fuels the self-generation of electricity via a cogenerator.

Scope 2 emissions amounted to approximately 6,000 tonnes of CO₂ equivalent, when calculated using the *location-based* calculation method, referring to the

average energy mix of the countries where our plants are located. According to the *market-based* calculation method, which refers to the energy mix actually supplied by the supplier, these amount to approximately 4 tonnes of CO₂ equivalent. This figure is influenced by the fact that the electricity used by the Elne and Afanasovo plants is 100 percent generated from renewable and nuclear energy, respectively.



GHG SCOPE 1 AND 2 EMISSIONS [tCO₂e]

SCOPE 1 GHG EMISSIONS [tCO₂e]

	VERONA	AVELLINO	ELNE	ZÖRBIG	WERNEUCHEN	AFANASOVO	ZUEGG
Scope 1 [tCO ₂ e]	4,605.9	2,470.0	774.5	1,173.3	1,497.0	1,653.4	12,174.1
Emission factors [tCO ₂ e/GJ]	Natural gas						0.056
	Diesel						0.074
Source	DEFRA 2023						

SCOPE 2 GHG EMISSIONS [tCO₂e]

	VERONA	AVELLINO	ELNE	ZÖRBIG	WERNEUCHEN	AFANASOVO	ZUEGG
Scope 2 – location-based [tCO ₂ e]	493.8	1,340.8	215.6	914.0	919.2	2,250.0	6,133.4
Emission factors [tCO ₂ e/GJ]	0.077	0.077	0.026	0.118	0.118	0.187	
Source	Ecoinvent 3.10 national average mix						
Scope 2 – market-based	818.7	2,223.0	0.0	565.4	568.7	0.0	4,175.8
Emission factors [tCO ₂ e/GJ]	0.127	0.127	0.000	0.073	0.073	0.000	
Source	AIB 2022 ³ residual mix		Supplier-specific mix and processing from Ecoinvent 3.10				

3 - It was not possible to obtain the supplier's energy mix for the Avellino and Verona sites. The emission factor for the residual mix was then used.

WATER WITHDRAWALS AND DISCHARGES

Water is one of the main elements by which a company's environmental impact is measured. Therefore, in our plants we have set up recovery and recirculation systems to optimise water consumption.

73% of the water we use comes from groundwater, thanks to our own wells in all production plants. The remainder is drawn from surface water, adequately treated in plants that achieve different levels of purification up to complete potability, as well as from aqueducts.

The remainder is recovered by capturing and treating surface water, and used for cleaning yards, irrigating green areas, and irrigating orchards adjacent to the plant.

40% of water withdrawals take place in areas identified as at medium or high risk of water stress⁴. These areas include the Elne plant in France, the Avellino plant in Italy and the Zörbig and Werneuchen plants in Germany. To limit the pressure exercised, these factories have defined targets for water consumption per kilo of product.

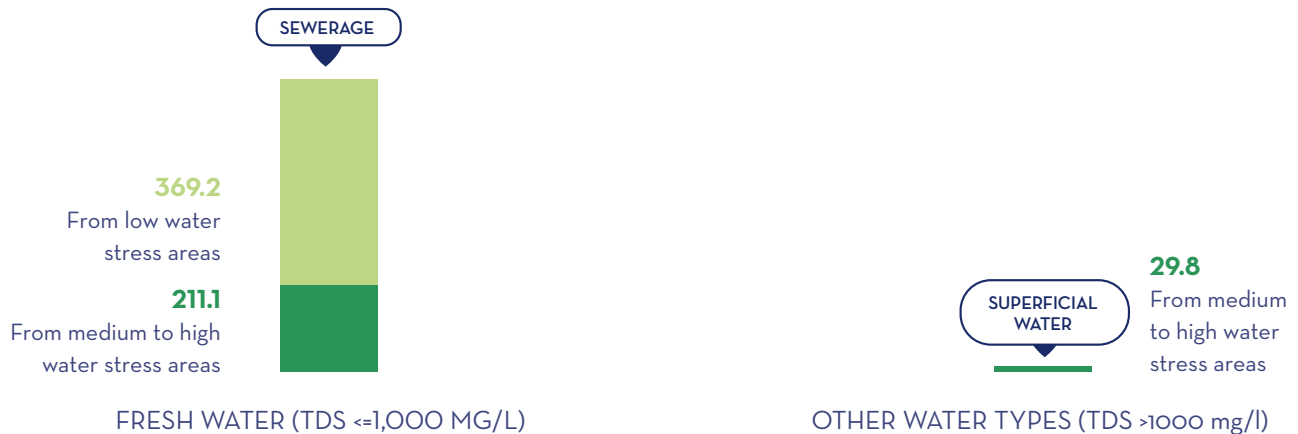
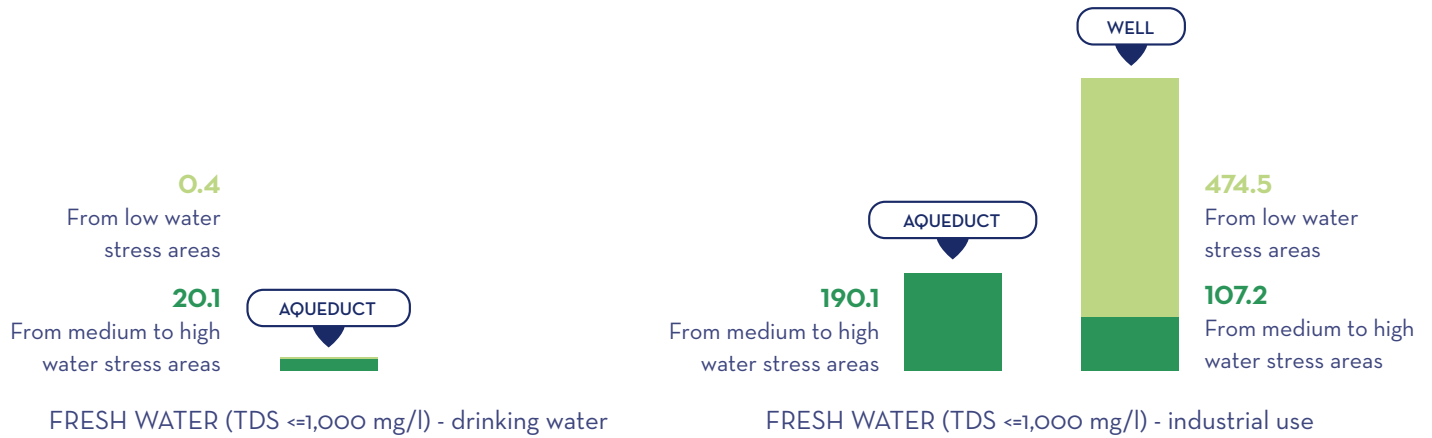
We have not defined a clear objective at the Group level because the plants sometimes have profoundly different production requirements.

The Verona plant, for example, alone contributes more than 50 percent of the Group's water withdrawals by virtue of the processing carried out there, which is mainly dedicated to the production of fruit juices.

Altogether, more than 792 ml of water is used, in varying percentages for jams, juices and semi-finished products, in the products that we market.

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

⁴ - Water stress measures the ratio of total water withdrawals to available renewable surface and groundwater resources. Water withdrawals include domestic, industrial, irrigation and livestock uses for consumption and non-consumption. Source: WATER RISK ATLAS - WRI

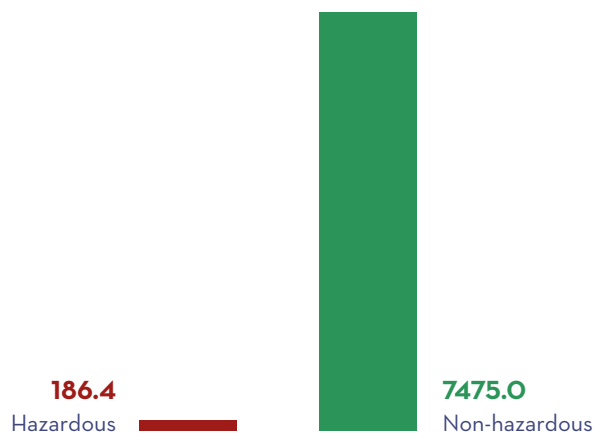


WASTE AND FOOD WASTE MANAGEMENT

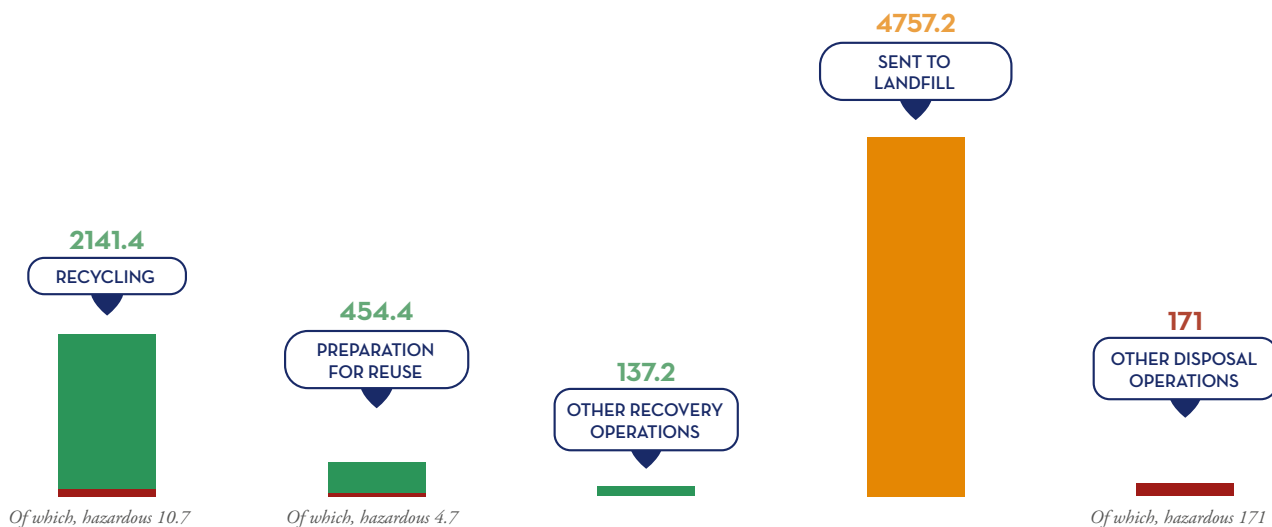
The production and handling processes of the products throughout their life cycle inevitably entail the production of waste and discarded materials.

It has always been our strategy at Group level to reduce the amount of waste produced and its impact as much as possible through the choice of reuse, recycling and recovery activities.

The waste we produce is largely classified as non-hazardous and, without considering the organic waste that we send for recovery, 35.7% of the total is sent to recycling, preparation for reuse or other recovery activities.



WASTE GENERATED BY TYPE [t]



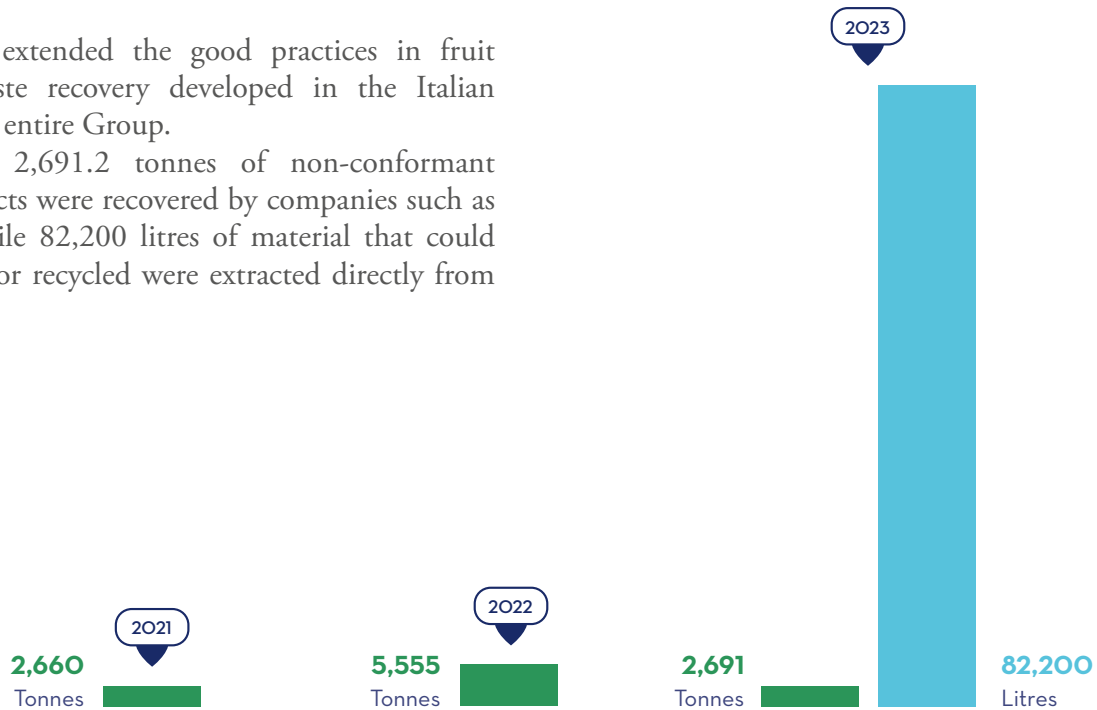
WASTE GENERATED BY DESTINATION [t]

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

In 2023, we extended the good practices in fruit processing waste recovery developed in the Italian factories to the entire Group.

In particular, 2,691.2 tonnes of non-conformant finished products were recovered by companies such as Remondis, while 82,200 litres of material that could not be reused or recycled were extracted directly from

the plants and recovered by Refood, contributing in varying proportions to the sectors of animal feed, biogas production and manufacture of other by-products, including cosmetics.



ORGANIC WASTE RECOVERED FROM OTHER OPERATIONS

Methodological note and management of MATERIAL TOPICS

This Sustainability Report contains information and data for the Zuegg Group for the year 2023. The reporting period matches the financial year and the reporting frequency is annual.

Top management actively contributed to the preparation of the report, reviewing and validating all the contents of the document.

Given the methodological transition implemented to prepare the Sustainability Report 2023, which entailed a major revision of the materiality analysis, the methods of *stakeholder* engagement and ESG data collection, Zuegg chose not to legally swear the Sustainability Report this year.

There are no revisions or corrections to be reported in relation to the data published in the Sustainability Report 2022, while any methodological changes implemented this year compared to the previous year are reported as notes in the body of the text.

To simplify the development and reporting of management methods, the priority topics for Zuegg were aggregated into three macro-topics that share the management approach. One or more topics proposed by the GRI were correlated with each material topic identified, selecting the most effective disclosures in corporate reporting.

MACRO-TOPIC	PRIORITY TOPICS FOR ZUEGG
1. Sustainable governance	Ethics and Anti-Corruption
	Consumer satisfaction and safety
	Soundness of the business
	Supply chain traceability and sustainability
2. Environmental responsibility	Sustainable agriculture
	Biodiversity
	Energy and GHG emissions
	Packaging
	Waste and food waste
3. Social Responsibility	Water
	Employee well-being
	Community relations

Material topics were identified by applying the principles for defining the content of the report and through the processes of *stakeholder engagement* and materiality analysis described in detail in the chapter "Our way of doing business", under the heading "Relevant ESG impacts and issues".

For each material issue, corporate impacts that currently or potentially affect people and the environment from the inside-direction are considered and monitored, which may affect internal and external *stakeholders*. In dealing with material topics, Zuegg considers both the possible impact it may cause directly and the impact that may result indirectly from its actions.

Zuegg's aim is to produce high quality products and to increase the well-being and satisfaction of stakeholders by means of lasting, sustainable and forward-looking business development.

This intention and commitment stems from the management, as described in the letter at the beginning of the report, and is transmitted to all levels of the company.

The goals and targets Zuegg sets itself on its path to sustainability can be found in this report. They improve on the national regulations and will be monitored annually.

The results of management system audits and annual reviews will be used to monitor the actual adequacy of the management of material topics. GRI standards disclosures illustrated in this and subsequent reports will also be used as management assessments.

The commitment to embracing an increasingly sustainable approach is shared by all the management, which also takes responsibility for implementing it in strategy development, policy implementation, commitment realisation and goal achievement.

MACRO-TOPIC	MATERIAL TOPIC	IMPACT	GRI OR ZUEGG-SPECIFIC INDICATOR
Environmental responsibility	Sustainable agriculture	Decreasing soil pollution by reducing pesticide use	Existence of formalised policies on the topic
		Reduction in soil health	
	Biodiversity	Damage to ecosystems and biodiversity	Actions implemented to protect biodiversity
	Energy and GHG emissions	Acceleration of the energy transition	302-1 Energy consumption within the organization
		Consumption of energy resources	305-1 Direct (Scope 1) GHG emissions
		Contribution to climate change through the emission of greenhouse gases	305-2 Energy indirect (Scope 2) GHG emissions
	Packaging	Reduction in the consumption of virgin natural resources	
		Consumption/depletion of material resources	301-1 Materials used by weight or volume 417-1 Requirements for product and service information and labeling
		Non-compliance in communication and labelling	
	Water	Competition in the use of water resources	303-1 Interactions with water as a shared resource
		Increase in the sustainability of water resource management	303-2 Management of water discharge related impacts 303-3 Water withdrawal 303-4 Water discharge
		Depletion of water resources	
	Waste and food waste	Food waste	306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts 306-3 Waste generated 306-4 Waste diverted from disposal 306-5 Waste directed to disposal
		Waste production	

MACRO-TOPIC	MATERIAL TOPIC	IMPACT	GRI OR ZUEGG-SPECIFIC INDICATOR
Social Responsibility	Employee well-being	Increase in employee well-being	401-1 New employee hires and employee turnover 403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-9 Work-related injuries 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs 404-3 Percentage of employees receiving regular performance and career development reviews 405-1 Diversity of governance bodies and employees
		Worker health and safety	
		Development of workers' skills	
		Equal opportunities	
		Creation of an unsatisfactory working environment	
	Community relations	Involvement of the local community and management of impacts on it	413-1 Operations with local community engagement, impact assessments, and development programs
		Damage to the local community	

MACRO-TOPIC	MATERIAL TOPIC	IMPACT	GRI OR ZUEGG-SPECIFIC INDICATOR
Sustainable governance	Ethics and Anti-Corruption	Development of a more ethical society for transparent business conduct	205-3 Confirmed incidents of corruption and actions taken
		Social harm due to repeated episodes of corruption	
	Consumer satisfaction and safety	Consumer health and safety	416-1 Assessment of the health and safety impacts of product and service categories
		Protection of customer privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data
	Soundness of the business	Distribution of wealth and value in the territory	201-1 Direct economic value generated and distributed
		Discrimination	406-1 Incidents of discrimination and corrective actions taken
		Generation of conflicts of interest between the conduct of business and the political process	
	Supply chain traceability and sustainability	Access to quality products with traced origin	308-1 New suppliers that were screened using environmental criteria
		Support to the local economy	414-1 New suppliers that were screened using social criteria
		Generation of negative impacts along the supply chain	



Table of GOALS

SUSTAINABILITY REPORT 2023

Setting sustainability goals is crucial for companies that want to make sustainability an increasingly integrated aspect of their business. Providing verifiable and detailed information on our environmental, social and governance impacts is a commitment to transparency in communicating our progress and challenges to all our *stakeholders*.



MATERIAL TOPIC	LONG-TERM GOAL	TARGET FOR 2025
Employee well-being	Contributing to the psychophysical well-being of our employees and to their personal and professional satisfaction	Developing a Welfare programme
Community relations	Contributing to the socio-economic well-being of local communities adjacent to the company's plants	Defining guidelines and criteria to select investments for the socio-economic well-being of the territory
Consumer satisfaction and safety	Contributing to people's health and well-being with natural, short and simple recipes: reducing the list of ingredients and decreasing the sugar content of our products	Investing in the necessary activities to continue to further develop our recipes
Healthy Nutrition		
Soundness of the business	Structuring a sustainability governance system that would be better integrated with the corporate governance system	Defining operational working groups that focus on specific topics in order to make sustainability an increasingly widespread theme in our company.
Ethics and Anti-Corruption	Maintaining value, not losing it	Avoiding penalties
Supply chain traceability and sustainability	Strengthening partnerships with farmers as part of a technological transition in the agricultural sector	Carrying out an analysis of our suppliers to assess their sustainability positioning
Waste and food waste	Reducing waste and food waste for social and corporate prosperity	Improving relations with associations in the area to create synergies with a view to reducing food waste (e.g. food banks)
Sustainable agriculture	Promoting Agriculture of Respect, which leads us to produce in a way that respects the environment, the producer and the consumer	Developing an action plan that drives (medium and long-term) environmental and sustainability results
Biodiversity		
Packaging	Using the most sustainable packaging	Conducting environmental impact analysis of different <i>packaging</i> (including transport)
Water	Integrating a water management system into our strategy that allows us to reduce water consumption, especially in water-stressed areas, and to enhance the value of our natural capital as a corporate asset	Developing a plan to increase efficiency
Energy and GHG emissions	Increasing the energy efficiency of our production and the energy independence of the company	Expanding photovoltaic installations on two of our main plants Setting GHG reduction targets to 2030 + establishing a plan (SBTi)

GRI CONTENT INDEX

DECLARATION OF USE	GRI 1	APPLICABLE GRI INDUSTRY STANDARDS
Zuegg has provided a report in accordance with GRI Standards for the period 01/12/2023 to 31/12/2023	GRI 1: Foundation 2021	NA

GRI STANDARDS/ OTHER SOURCES	INFORMATION	PAGE	OMISSIS		
			Request omitted	Reason	Explanation
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-1 Organizational details	p 16-21			
	2-2 Entities included in the organization's sustainability reporting	p 32-35			
	2-3 Reporting period, frequency and contact point	p 86-93			
	2-4 Restatements of information	Any revisions are duly noted within the document			
	2-5 External assurance	p 86-93			
	2-6 Activities, value chain and other business relationships	p 16-21			

GRI STANDARDS/ OTHER SOURCES	INFORMATION	PAGE	OMISSIS		
			Request omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-7 Employees	p 58-65			
	2-8 Workers who are not employees	p 58-71			
	2-9 Governance structure and composition	p 24-27			
	2-10 Nomination and selection of the highest governance body	p 24-27			
	2-11 Chair of the highest governance body	p 24-27			
	2-12 Role of the highest governance body in overseeing the management of impacts	p 24-31			
	2-13 Delegation of responsibility for managing impacts	p 24-31			
	2-14 Role of the highest governance body in sustainability reporting	p 24-31			
	2-15 Conflicts of interest	p 24-31, 86-93			
	2-16 Communication of critical concerns	p 24-31, 86-93			
	2-17 Collective knowledge of the highest governance body	p 24-31, 86-93			
	2-18 Evaluation of the performance of the highest governance body			Information unavailable/incomplete	
	2-19 Remuneration policies			Information unavailable/incomplete	
	2-20 Process to determine remuneration			Information unavailable/incomplete	

GRI STANDARDS/ OTHER SOURCES	INFORMATION	PAGE	OMISSIS		
			Request omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio			Information unavailable/incomplete	
	2-22 Statement on sustainable development strategy	p 5			
	2-23 Policy commitments	p 12-23, 48-51			
	2-24 Embedding policy commitments	p 48-51			
	2-25 Processes to remediate negative impacts	p 24-31			
	2-26 Mechanisms for seeking advice and raising concerns	p 24-31			
	2-27 Compliance with laws and regulations	p 24-31, 86-93			
	2-28 Membership associations	p 69			
	2-29 Approach to stakeholder engagement	p 32-35			
	2-30 Collective bargaining agreements	p 58-65			
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p 36-39			
	3-2 List of material topics	p 36-39			
	3-3 Management of material topics	p 86-93			
Soundness of the business					

GRI STANDARDS/ OTHER SOURCES	INFORMATION	PAGE	OMISSIS		
			Request omitted	Reason	Explanation
<i>GRI 201: Economic Performance 2016</i>	201-1 Direct economic value generated and distributed	p 27	Economic value retained and distributed	Confidentiality limits	
<i>GRI 406: Non-discrimination 2016</i>	406-1 Incidents of discrimination and corrective actions taken	p 27			
<i>Ethics and Anti-Corruption</i>					
<i>GRI 205: Anti-corruption 2016</i>	205-3 Confirmed incidents of corruption and actions taken	p 26-27			
<i>Energy and GHG emissions</i>					
<i>GRI 302: Energy 2016</i>	302-1 Energy consumption within the organization	p 78-81			
<i>GRI 305: Emissions 2016</i>	305-1 Direct (Scope 1) GHG emissions	p 78-81			
	305-2 Energy indirect (Scope 2) GHG emissions	p 78-81			
EMPLOYEE WELL-BEING					
<i>GRI 401: Employment 2016</i>	401-1 New employee hires and employee turnover	p 60-65	termination rate	Confidentiality limits	

GRI STANDARDS/ OTHER SOURCES	INFORMATION	PAGE	OMISSIS		
			Request omitted	Reason	Explanation
GRI 403: <i>Occupational Health and Safety 2018</i>	403-1 Occupational health and safety management system	p 66-67			
	403-2 Hazard identification, risk assessment, and incident investigation	p 66-67			
	403-3 Occupational health services	p 66-67			
	403-4 Worker participation, consultation, and communication on occupational health and safety	p 66-67			
	403-5 Worker training on occupational health and safety	p 66-67			
	403-6 Promotion of worker health	p 66-67			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p 66-67			
GRI 404: <i>Training and Education 2016</i>	404-1 Average hours of training per year per employee	p 60-65			
	404-2 Programs for upgrading employee skills and transition assistance programs	p 60-65			
	404-3 Percentage of employees receiving regular performance and career development reviews	p 60-65			

GRI STANDARDS/ OTHER SOURCES	INFORMATION	PAGE	OMISSIS		
			Request omitted	Reason	Explanation
<i>GRI 405: Diversity and Equal Opportunity 2016</i>	405-1 Diversity of governance bodies and employees	p 26-27, 60-65			
PACKAGING					
<i>GRI 301: Materials 2016</i>	301-1 Materials used by weight or volume	p 72-75			
<i>GRI 417: Marketing and Labeling 2016</i>	417-1 Requirements for product and service information and labeling	p 50-53			
SUPPLY CHAIN TRACEABILITY AND SUSTAINABILITY					
<i>GRI 308: Supplier Environmental Assessment 2016</i>	308-1 New suppliers that were screened using environmental criteria	p 50-53			
<i>GRI 414: Supplier Social Assessment 2016</i>	414-1 New suppliers that were screened using social criteria	p 50-53			
CONSUMER SATISFACTION AND SAFETY					
<i>GRI 416: Customer Health and Safety 2016</i>	416-1 Assessment of the health and safety impacts of product and service categories	p 50-53			
<i>GRI 418: Customer Privacy 2016</i>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p 68-69			
SUSTAINABLE AGRICULTURE					
NA	Existence of formalised policies on the topic	p 51			

GRI STANDARDS/ OTHER SOURCES	INFORMATION	PAGE	OMISSIS		
			Request omitted	Reason	Explanation
BIODIVERSITY					
NA	Actions implemented to protect biodiversity	p 76-77			
WASTE AND FOOD WASTE					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p 84-85			
	306-2 Management of significant waste-related impacts	p 84-85			
	306-3 Waste generated	p 84-85			
	306-4 Waste diverted from disposal	p 84-85			
	306-5 Waste directed to disposal	p 84-85			
WATER					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	p 82-83			
	303-2 Management of water discharge-related impacts	p 82-83			
	303-3 Water withdrawal	p 82-83			
	303-4 Water discharge	p 82-83			
COMMUNITY RELATIONS					
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	p 68-69			

NOTES

