



SUSTAINABILITY POLICY

The Corporate responsibility, which we have applied in ZUEGG since 1890, is formalized today with this Sustainability Policy, aimed at meeting the needs of the business without exhausting resources or damaging natural cycles for future generations.

ZUEGG began drawing up the Environmental and Social Report in 2007 to evaluate the impacts of its business in relation to the creation of value, the relationship with people and environmental aspects.

Today, the ZUEGG Group's subscription to the commitments of the Policy guarantees the evaluation and promotion of the sustainable development objectives of the 2030 Agenda and development principles such as: inclusion, integrity, transparency and commitment for future generations.

Therefore, we have defined a systematic approach to demonstrate, guarantee and disseminate our commitment throughout the supply chain, identifying concrete and measurable goals and implementing a continuous monitoring system.

This policy is aimed at all stakeholders and aims to inform and share objectives with customers and consumers and stimulate the active participation of employees, suppliers and farmers for an increasing sustainable business development.

The pillars for the growth of ZUEGG's activities are: respect for natural resources, the application of the circular economy, the development of relationships with local communities, the creation of shared value and the guarantee of food safety for the well-being of consumers.

Our areas of commitment, with reference to environmental issues, pay particular attention to aspects of climate change, through actions of:

- ❖ Promotion of sustainable agriculture
- ❖ Reduction of food waste
- ❖ Measurement, reduction, compensation of CO2
- ❖ Reduction of water consumption
- ❖ Efficiency of packaging, logistics and supply

With reference to social issues, 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
- ❖ Guarantee of health and food safety
- ❖ Support of the territory

In the area of governance, we pursue the intentions of this policy in all management areas through these tools:

- ❖ Sustainability Committee
- ❖ Sustainability policy
- ❖ Culture of sustainability, through communication and training



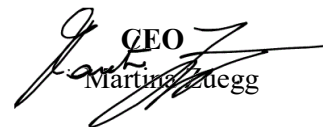
Therefore, ZUEGG is committed to ensuring:

- ❖ A dialogue with the main partners aimed at continuous improvement to reduce impacts;
- ❖ Periodic communication of the results of the Sustainability Policy.

Compliance with the commitments made and future decisions will be periodically monitored and guaranteed by the Sustainability Committee which reports directly to the Board of Directors.

This document is based on the Governance commitments defined in the Code of Ethics and in the Quality, Environment and Safety Policies, available on the website.

Verona, October 2024


CEO
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