

SUSTAINABILITY

REPORT 2025

VALUES | LAND | PEOPLE



DAL 1890

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ZUEGG
DAL 1890

Letter to our STAKEHOLDERS

We are pleased to present our 2025 Sustainability Report at a historic moment that challenges us to constantly redefine our relationship with the planet. For our family, which has been farming the land for over 130 years, sustainability is not merely a formal goal, but a guiding principle that shapes the way we run our business. Our motto, ‘Passion for the land, Love for life’, guides our strategic decisions in the face of today’s complex climate and economic challenges. This year, we have continued our transition through initiatives aimed at progressively integrating environmental, social and economic considerations into our activities and decision-making processes.

The results achieved over the past year, as detailed in this document, demonstrate our concrete commitment to reducing our environmental impact by improving energy efficiency at our plants, optimising water use and developing innovative packaging solutions. This commitment is also reflected in how we manage our supply chain, where we continue to work closely with our farming partners to promote cultivation practices consistent with our shared goals of protecting biodiversity and soil health, whilst fostering greater transparency from field to table. As always, people remain at the heart of this ecosystem: we continue to invest resolutely in the safety, well-being and training of our staff, whilst also providing active support to the local communities that have been part of our history.

Sustainability is a journey that is built day by day, applying transparency and foresight. We look to the future with the firm conviction that respect for nature is the most important goal we can set for ourselves for the well-being of future generations. To all of you — employees, farmers, partners and consumers — we extend our most sincere thanks for the contribution you make, every day, to this journey.

Thank you for your trust.

Martina Zuegg

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Our ROOTS



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Our ESSENCE

[GRI 2-1]

The company's origins date back to 1860, when Ernst August Zuech began growing and selling fruit in Trentino-Alto Adige; in 1890, his daughter Maria formally established the business, which took the name Zuegg in 1903. From its beginnings as a family-run farm, which has grown over five generations, the company has developed into an international group, going on to process **73.6 thousand tonnes of fruit** in 2025.

Today, Zuegg continues to base its growth on a passion for fruit and respect for the land, producing high-quality raw materials and a wide range of products and semi-finished products marketed under the Zuegg, Skipper and Original Zörbiger brands. A long family history that combines tradition, responsibility and an international outlook.



VISION

With our products, we help people to increase their consumption of fruit and vegetables, favouring a healthier and more sustainable diet. We are committed to strengthening our position in global markets as suppliers of high-quality semi-finished products and to building brand leadership through genuine, ready-to-eat products that bring out the natural flavour of the fruit.

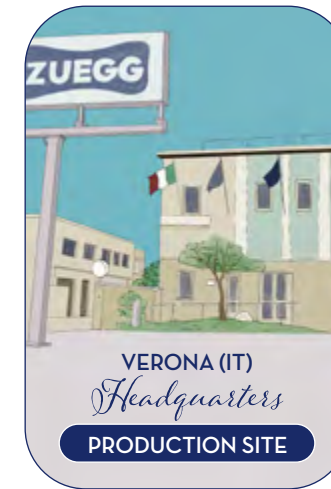
MISSION

For five generations we have been cultivating and processing the fruits of the earth, with deep respect for the planet and people, promoting people a healthy, tasty and genuine Mediterranean diet. We believe that food makes an essential contribution to individual and collective well-being. That is why we look after ourselves and the world around us, guided by a responsible and forward-looking approach.

The figures that tell ZUEGG'S STORY

[GRI 2-1, 2-6, 201-1]

Today, our Group comprises **eight offices** spread across Italy, France, Germany, Austria, Switzerland and Russia, reflecting our steady growth and strong presence in the main European markets.



We operate across the entire fruit and vegetable supply chain, from farming through to processing, right up to

the production of products intended for both the end consumer and the major food industries.

Our ACTIVITIES

Our brands and products are available in over 40 countries and, thanks to this international reach, we are constantly investing to ensure the highest standards of quality.

B2A – BUSINESS TO AGRICULTURE

This is the division of our Group dedicated to the cultivation and initial processing of vegetables used by the other areas of the Group. Here, our activities are organised into four steps.

- **Cultivation:** the farms adopt the Zuegg Method, following the guidelines of our agronomists and cultivating each type of soil responsibly.
- **Harvesting:** the fruit is harvested at the best ripening time indicated by our experts, to guarantee a high standard of quality.
- **Quality control:** we monitor the fruit during the key stages of processing, checking its quality parameters through visual and tactile inspections.
- **Processing:** we apply methods that respect the raw materials to keep their organoleptic characteristics as intact as possible.

B2C – BUSINESS TO CONSUMER

The B2C division transforms the raw materials into recipes for jams. Through the brands **Zuegg**, **Skipper** and **Original Zörbiger**, we offer genuine, high-quality products, designed to bring out the authentic flavour of the fruit.

B2B – BUSINESS TO BUSINESS

The B2B division produces bespoke semi-finished products made from fruit and vegetables, meeting the specific needs of manufacturers of yoghurt, ice cream, and sweet and savoury confectionery. Our know-how in selecting and processing raw materials enhances their organoleptic properties to provide high-quality solutions to major food industries.



Through its internal disciplinary procedures, the “Zuegg Method” defines rigorous production criteria for the Baby Food and Pesticide Residue-Free lines. In addition to complying with regulations in force, the method is based on the principles of integrated production.



The brands that REPRESENT US

ZUEGG

When a family surname becomes a brand, it expresses our desire to take personal responsibility and make a personal commitment. For this reason, in our jams and juices we use the **finest fruit** and **natural ingredients**, processed as little as possible to enhance each fruit and guarantee a superior taste experience.



Skipper

Founded in 1988, the Skipper brand brings to the table the intense pleasure of fruit, products made exclusively using ingredients that are completely natural.



ORIGINAL ZÖRBIGER SEIT 1873

A German regional brand with over **140 years of tradition**, which joined the Group in 2001. The Original Zörbiger products enhance our strong connection with the land, featuring characteristic processing techniques and selected ingredients.



Solutions for INDUSTRY



DAIRY-CHEESE-MAKING INDUSTRY

Solutions based on whole pieces of fruit or purées for yoghurt and dairy products, developed to meet the needs of the sector's leading companies.



PLANT-BASED PRODUCTS

Savoury preparations for fresh cheeses, sauces and dough fillings obtained by innovatively combining fresh vegetables, cereals, pulses, spices and herbs.



BAKERY AND PASTRIES

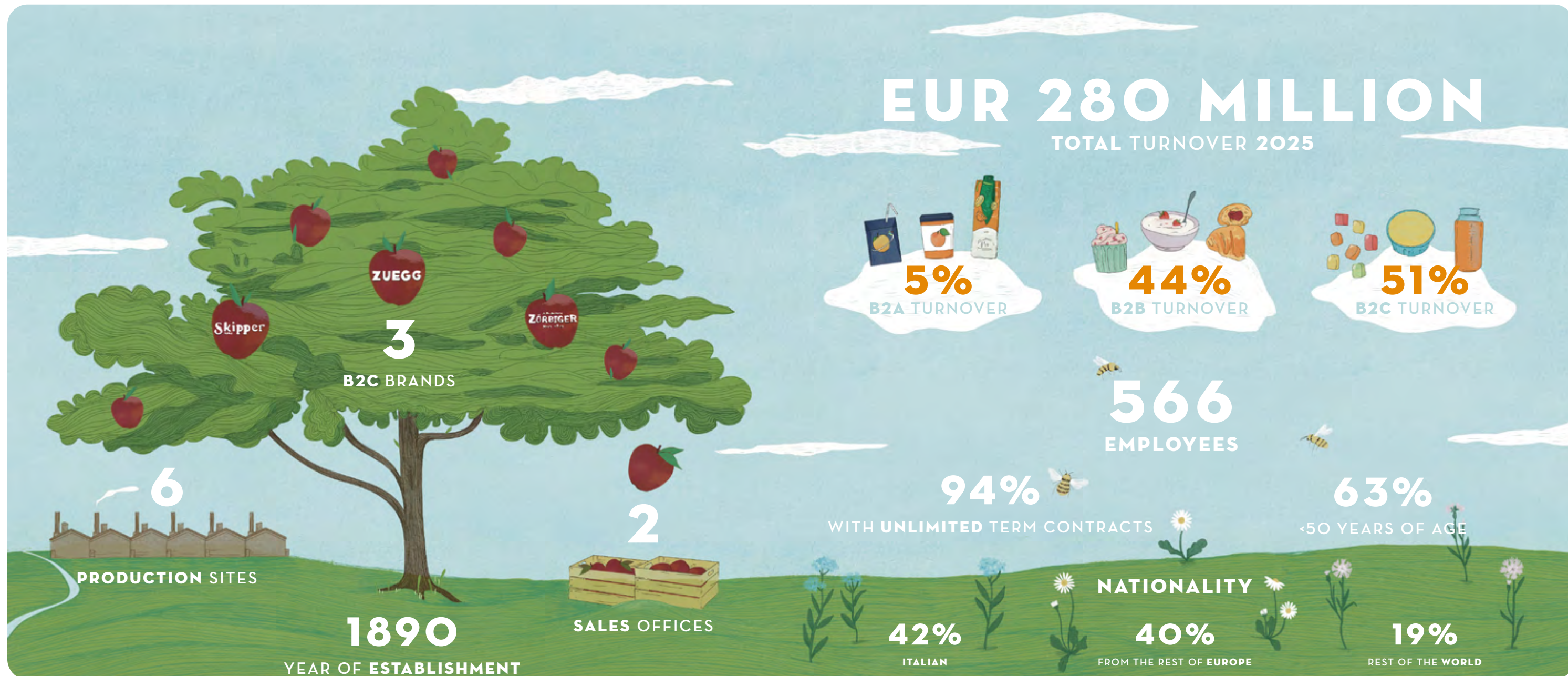
Fruit preparations to be used in baked products in the pastry-making industry, developed to guarantee stability, taste and quality.



ICE-CREAM PARLOUR

We produce bespoke ice-cream mixes tailored to meet the needs of industry professionals.





Our knowledge OF FRUIT

OVER THE COURSE OF 135 YEARS, ZUEGG HAS ACQUIRED IN-DEPTH KNOWLEDGE OF THE NATURE OF FRUIT, ITS PROPERTIES AND BENEFICIAL SUBSTANCES, AS WELL AS ITS NEEDS FOR IDEAL CULTIVATION, SUCH AS THE MOST SUITABLE CLIMATE, SOIL AND SITE FOR EACH VARIETY.

68%

ELECTRICITY PURCHASED WITH GUARANTEE OF ORIGIN FROM **RENEWABLE SOURCES**

73,640 t

FRUIT AND VEGETABLES
PROCESSED

2,619 t

TONNES OF **FOOD WASTE**
RECOVERED

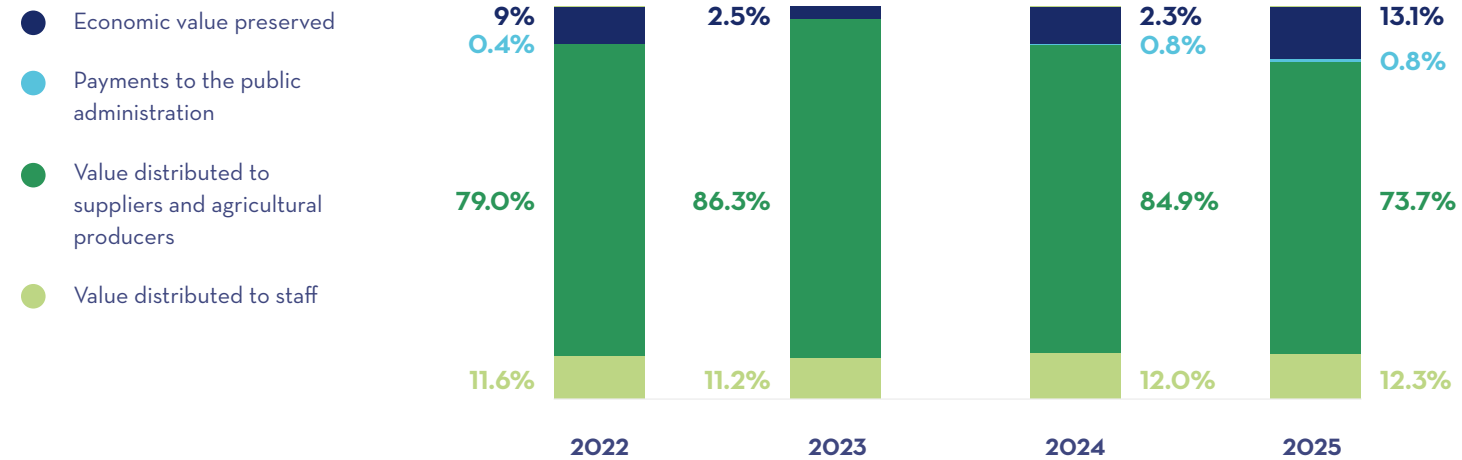
11,500

CONTAINERS REUSED
ANNUALLY AT **B2B** CUSTOMERS

The values WE SHARE

We monitor the factors that highlight the economic value generated and distributed, to understand and communicate the impact of our activities on stakeholders and the local community. Each year, this indicator reflects the balance between the value distributed — to staff, suppliers and the public sector — and the value retained for the long-term development of our organisation.

ECONOMIC VALUE GENERATED



Our trunk
**THE VALUES
THAT GUIDE US**

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Sustainability GOVERNANCE

[GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-15, 2-16, 2-17, 405-1]

To create sustainable value over the medium to long term, we have adopted a traditional governance model, in accordance with the provisions of the Italian Civil Code¹.

Over the years, this structure has ensured a constant dialogue between management and shareholders, who are also members of the Board of Directors.

This synergy ensures a strong alignment of goals in the conduct of business and smooth, transparent communication when analysing strategic decisions, thereby safeguarding the company's financial stability.

Instead, the **Board of Directors** plays a central role in the guidance and management of the Company and the Group: it defines corporate strategies, policies and objectives, including those related to sustainability. In this regard, the board of directors assumes responsibility for translating ethical and environmental principles into concrete drivers for development, whilst constantly monitoring the alignment between operational management and long-term targets.

The **shareholders' meeting**, on the other hand, is a body with exclusively deliberative functions, responsible for taking sovereign decisions on the future of the Company and for endorsing the actions of the board of directors within a framework of strict adherence to corporate checks and balances.

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



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 based on the methods set out in regulations in force.

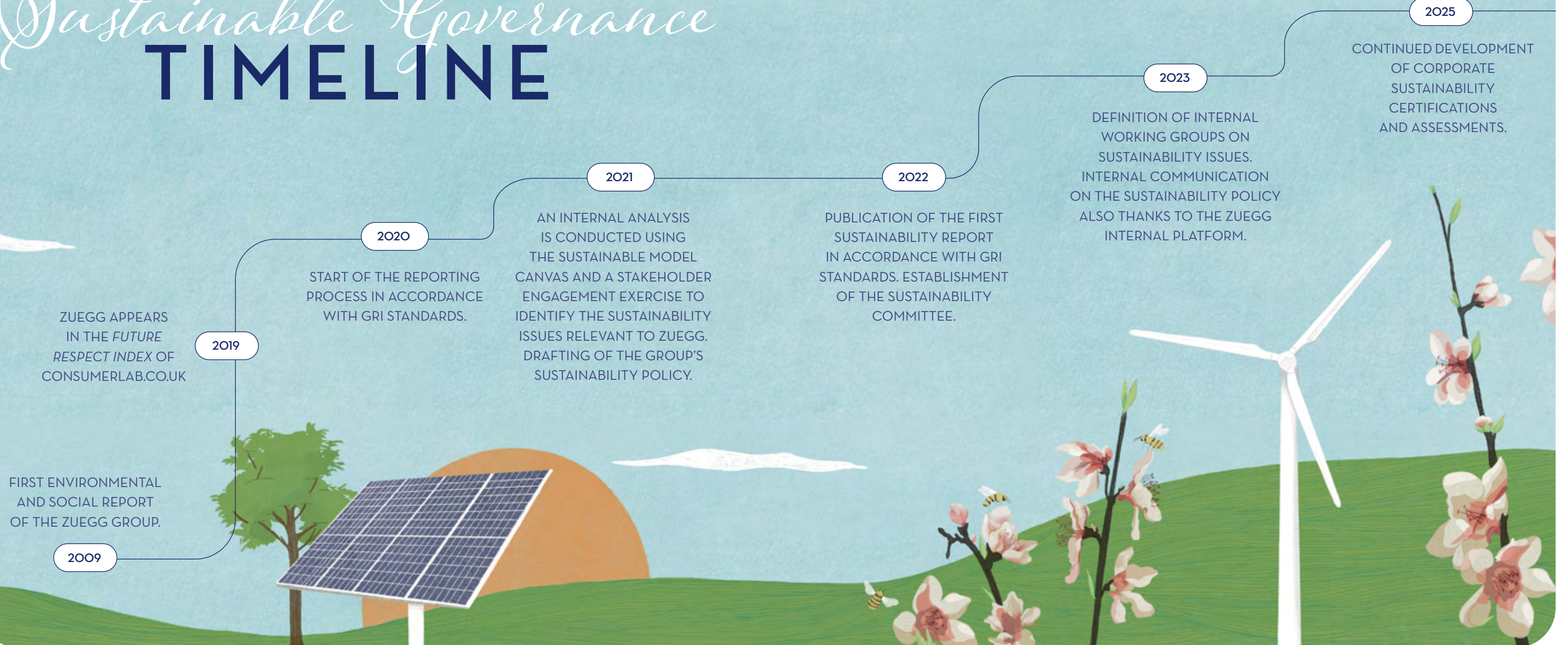
More specifically, this body oversees compliance with the law and the Articles of Association, and compliance with the principles of proper administration in the running of the company's business. The Statutory Auditors act autonomously and independently towards all shareholders and monitor the financial reporting process, and the adequacy of the Company's organisational structure, internal control system and administrative-accounting system.

The corporate governance system is further complemented by the role of the Sole Auditor, appointed by the Shareholders' Meeting, who is responsible for carrying out the statutory audit of the accounts. The Sole Auditor carries out his or her duties independently and impartially, verifying that the company's accounts have been kept in accordance with the rules, and that business transactions have been correctly recorded in the accounting records, as well as expressing an opinion on the annual financial statements in accordance with the applicable legislation.

Over time, we have been committed to integrating sustainability ever more deeply into the tasks of our corporate bodies and at every level of our organisation, recognising it as an essential value for creating long-term value.

1. Article 2380-bis et seq.

Sustainable Governance TIMELINE



In 2021, we formalised our commitment by adopting the Sustainability Policy, setting out the priority areas on which to focus our resources. In 2022, we also established a Sustainability Committee, comprising company representatives who work on a day-to-day basis in areas most closely linked to ESG issues. The 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, and is responsible for assisting the Board of Directors on this issue.

The decision to publish and annually update our Sustainability Report is a fundamental step in our path of responsibility. We strongly believe in the principle of accountability, one of the pillars of corporate sustainability, which involves the ability to report clearly, comprehensively and transparently on one's actions and the results achieved.

For us, *accountability* means taking responsibility for our actions, explaining how we manage our economic, environmental and social impacts, and making available to *stakeholders* information that can be verified and traced. Publishing this report is therefore a concrete commitment to transparency: it enables us to ensure our processes are open to scrutiny, to demonstrate the progress we have made, and to clearly identify the areas where we need to continue to improve.

This is the same approach we have always taken with our products: rigour, traceability and quality are essential elements of the way we do business. The transparency with which we describe our production processes is also reflected in our commitment to reporting on our sustainability performance in a clear and accountable manner.

In line with this principle, our Group's adherence to sustainability policy commitments contributes to promoting the Sustainable Development Goals of Agenda 2030 and the related principles: inclusion, integrity, transparency and commitment to future generations. These values guide our strategic and operational decisions, steering us towards a growth model that creates shared value for all stakeholders.

To put this commitment into practice, we have developed a structured approach to sustainability, which we use to demonstrate, ensure and communicate our progress over the entire supply chain. We have set clear and measurable targets and put in place a system of continuous monitoring, which we use to assess the effectiveness of the actions we have taken and to constantly improve our performance.

In this way, sustainability is not merely a stated principle, but an integral part of our corporate management, capable of guiding decisions, strengthening stakeholder confidence and contributing to the resilience of our business model.

GOVERNANCE

SUSTAINABILITY COMMITTEE
ESG WORKING GROUPS

CORPORATE GOVERNING BODIES

COMPANY STAKEHOLDERS

Definition and continuous
updating of commitments

Assessment and monitoring
of impacts and actions

Periodic communication
of results

SUSTAINABILITY POLICY

PEOPLE

We focus on 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 to the local areas

ENVIRONMENT

We focus on aspects linked to climate change, through actions of:

- promoting sustainable agriculture
- reducing food waste
- measuring, reducing and compensating CO₂
- reducing water consumption
- streamlining packaging, logistics and procurement

RESOURCES

COMPANY PROCEDURES

CERTIFIED
MANAGEMENT SYSTEMS

ESG

impacts and strategy

KEY STAKEHOLDERS AND MATERIAL TOPICS RELATING TO SUSTAINABILITY

[GRI 2-29, 3-1, 3-2]

Effective reporting is only possible if it is clear which **parties contribute to conducting business**, i.e. those who are affected by their performance and can influence it in turn.

The categories of **stakeholders** have been identified and engaged indirectly in 2025 to assess the sustainability issues prioritised by Zuegg, as well as to provide further guidance for the development of the company's strategies and commitments.





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

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 near 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 that are near 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)

In line with GRI 2021 standards, adopted to draw up this report, **priority sustainability topics**, or material topics for a company represent its most significant impacts on the economy, environment and society.

The ESG issues that are relevant to us – that is, those that are most significant for the way we conduct our business across the three aspects of sustainability (Environmental, Social and Governance) – and the related *Sustainable Development Goals (SDGs)* of the United Nations 2030 Agenda² are set out below.

ESG AREA	TOPIC	SDG	DEFINITION
GOVERNANCE	Soundness of the business		Generating value inside and outside the company with a view to promoting the prosperity of our stakeholder.
	Ethics and Anti-Corruption		Conducting business in a transparent, ethical manner and in full compliance with applicable regulations and in opposition to any kind of unlawful or unfair behaviour.
	Consumer satisfaction and safety		Focusing on the satisfaction and safety of customers and end consumers by monitoring product quality, paying attention to research and innovation for increasingly sustainable production, and protecting customer data and privacy.
	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 careful selection of suppliers.

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

ESG AREA	TOPIC	SDG	DEFINITION
ENVIRONMENTAL	Sustainable agriculture		Promoting sustainable agriculture by progressively decreasing the use of pesticides and focusing on soil health and functionality.
	Biodiversity		Focusing on conserving ecosystems and biological diversity.
	Water		Paying attention to the proper management of water resources.
	Energy and GHG emissions		Carrying out production by supporting the energy transition and the transition to a low-emission economy.
	Packaging		Attempting to choose packaging materials that have a lower environmental impact and setting up B2C communications to guarantee the quality and rigour of production.
	Waste and food waste		Committing to minimise waste, especially food waste, by relying on the best available technologies and beneficial management practices.
SOCIAL	Employee well-being	 	Ensuring a satisfying and safe working environment that provides a professional development and guarantees equal opportunities.
	Community relations		Continually strengthening the ties of our offices with local communities, concretely engaging with the situations that surround us.



The confirmation of the material issues listed above for 2025 is based on the update of the double materiality analysis carried out for the previous reporting cycle, which was based on the European Sustainability Reporting Standards (ESRS).

We have updated our analysis by identifying the financial impacts, risks and opportunities relevant to the Group in 2025. The assessment of the significance of each impact, risk and opportunity was based on their magnitude, scope and likelihood of occurrence, referring to quantitative parameters where possible.

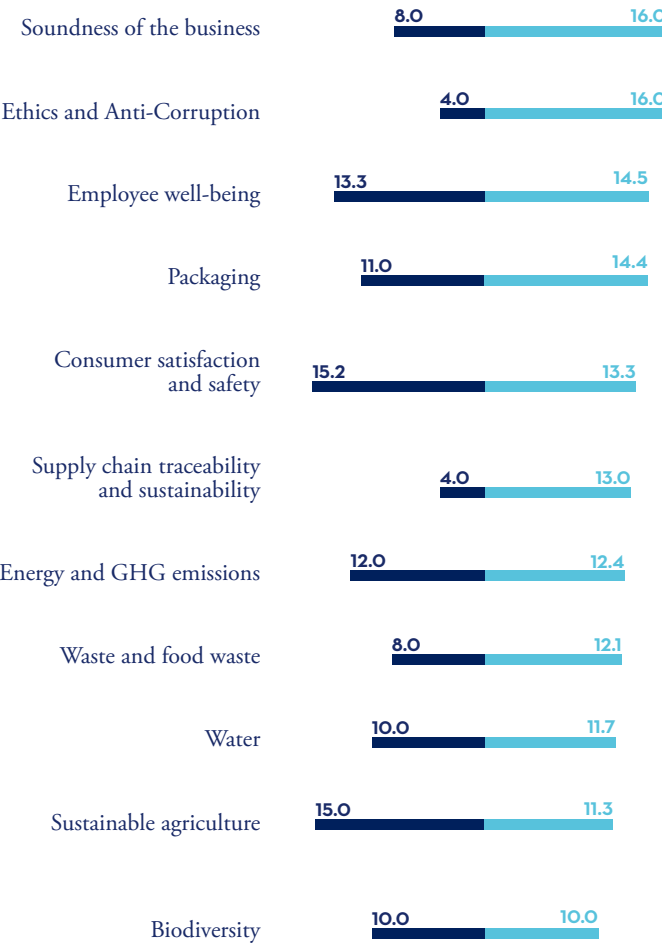
The diagram below shows the material topics ranked according to their impact materiality score (on a scale of 0–16)³, whilst also taking into account the overall materiality of the associated risks and opportunities.

Governance issues are a top priority for both our internal and external stakeholders, who pay particular attention to business resilience, consumer satisfaction and safety, ethics and anti-corruption – key pillars of our Group strategy.

The contribution our activities make to social wellbeing and to consumers is strongly reflected in the areas of consumer safety and satisfaction, packaging, and supply chain traceability and sustainability, as demonstrated by the closely interlinked emphasis placed on these aspects.

Finally, our environmental initiatives form the essential foundation for a competitive and forward-looking approach to managing climate impact, agriculture, and the protection of biodiversity and water resources.

RISKS AND OPPORTUNITIES FINANCED ESG IMPACTS



3 - The topic 'Relations with the community' does not appear in the chart as it is not included among the sustainability aspects covered by the ESRS standards as declined by our Group.

Growing up in a CHANGING WORLD

GLOBAL CONTEXT AND KEY DEVELOPMENTS AFFECTING THE AGRI-FOOD SECTOR

[GRI 2-22]

The world is facing one of the most complex challenges of our time: moving beyond the 'business as usual' paradigm, which is responsible for increasing pressure on ecosystems, and shifting towards development models capable of achieving the climate targets set for 2050. The international community is called upon to mitigate rising temperatures, changes in rainfall patterns, the frequency of extreme weather events and the gradual loss of biodiversity. To achieve this, we need to reduce greenhouse gas emissions, protect ecosystems, safeguard forests and manage water resources sustainably.

The scientific evidence is clear. The IPCC's *Special Report on Climate Change and Land* of 2019 showed that climate change influences soil, water and biodiversity, with direct repercussions on food production and the resilience of agri-food systems.

In Italy, the *The National Climate Change Adaptation Plan* of 2023⁴ highlights how the consequences of climate change

may compromise agricultural productivity, with estimates of a reduction in the value of aggregate production of EUR 12.5 billion in 2050. This loss is mainly attributed to extreme events, such as droughts and heat waves, which negatively affect agricultural yields. The effects of climate change have 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.

These policies and actions are essential, if we consider that more than half of the world's GDP is 'highly or moderately dependent on nature and its services' (WEF, 2020), and that at least 60 billion people work at jobs directly connected to management and conserving natural ecosystems. Furthermore, up to 32 million new jobs could be generated by 2030 by investing in nature-based solutions, i.e. those activities whose function is to protect, conserve and restore ecosystems (ILO, 2024).

4 - MASE, 2023: Piano Nazionale di adattamento ai cambiamenti climatici (National Climate Change Adaptation Plan)



DEVELOPMENTS AND TRENDS RELEVANT TO ZUEGG

In light of these scenarios, we have identified relevant phenomena and trends that can generate both potential impacts and strategic opportunities for the Group.



LANDSCAPE RESTORATION AS A BASIS FOR AGRI-FOOD RESILIENCE

Ecosystem restoration is a key 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.

5 - FAO, 2000

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

Systems are interconnected and there is a close 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 adaptability.

6 - ISPRA *Piante e insetti impollinatori: un'alleanza per la biodiversità* ("Plants and pollinating insects: an alliance for biodiversity") 2021.

POLLINATING INSECTS ARE THE GUARDIANS OF BIODIVERSITY AND FOOD SECURITY

Of the hundred types of crops that provide 90% of food globally, 71 depend on pollination by bees⁵. However, habitat destruction, pollution, indiscriminate use of pesticides and climate change place these essential pollinators under increasing environmental pressure, with high death tolls as a result. 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 billion⁶.

A MORE SUSTAINABLE FUTURE DEPENDS ON CHANGING OUR HABITS

82% of people consider sustainability a key factor in their purchasing choices, a figure reflected in the fact that 78% of Italians are willing to spend 5% more on sustainable food, and that 39% 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 CHANGES ARE DRIVERS OF TRANSFORMATION

The advent and adoption of emerging technologies in food systems and soil management are redefining the competitiveness of countries and companies. These changes affect production and distribution costs and, as a result, the demand for products and services.

How we work: principles and tools from field TO TABLE

[GRI 2-23, 2-24, 2-25, 2-26, 2-27, 205-3, 406-1]

We conduct our business activities in accordance with the **Code of Ethics**, the document that sets out the fundamental principles underpinning our approach to business. The Code does not merely call for compliance with the regulations in force in the countries where we operate, but promotes a business approach based on **fairness, loyalty, integrity and transparency** — values that guide our decisions and conduct on a daily basis.

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 Zuegg's compliance with the main content of crucial documents, such as:

- *The UN Universal Declaration of Human Rights*;

- International labour conventions and recommendations issued by the *International Labour Organization* (ILO);

To underpin this set of values, we have set up a management and control framework in line with Italian Legislative Decree 231 of 2001. As a result, we have 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, during 2025, no violations concerning active or passive corruption, or anti-competitive behaviour or discrimination were reported or identified. This result confirms the Group's ongoing commitment to promoting a corporate culture based on ethics, compliance and responsibility.



Value CHAIN

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

1 - COLLECTION

SUPPLIERS

DIRECT
CULTIVATION

GROWER
PARTNERS

6 PRODUCTION
SITES

ZUEGG

ITALY
RUSSIA
GERMANY
FRANCE

2 - PROCESSING

FRUIT FROM THE FIELDS

SEMI-FINISHED PRODUCTS FOR INDUSTRY

FINISHED PRODUCT
FOR CONSUMERS

3 - DISTRIBUTION

HARVESTING

[GRI 308-1, 414-1]

It would not be possible to achieve extraordinary results without the synergetic commitment of all the players in our supply chain. For this reason, we set up an **agronomic office** to increase the harmony between industrial activity and the primary sector. To set for agriculture and farmers the focus of production activity was an intuition of the Luogosano (Avellino) plant, which has since become a model for many Italian production companies.

At Zuegg, we are committed to the sustainability and excellence of our products, by partnering with around 200 Italian farms that share our commitment to sustainable agriculture. We continue to work 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 our suppliers who operate effectively and responsibly, through fair and long-term contracts, 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. It is essential to us that our employees be guided by a strong focus on social sustainability: this is why we defined a Code of Conduct, in line with the Zuegg Code of Ethics, which all our suppliers and partners are obliged to observe.

WE TREAT

natural resources with the required 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 DEVELOP

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

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

WE APPLY

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



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. To put this commitment into practice, we have developed a series of initiatives that strengthen the protection of ecosystems and the responsible management of resources throughout the supply chain.

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.

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.

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.

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.

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.

STONE CONSTRUCTIONS/DRYSTONE WALLS

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

In 2025, 21 of our Italian suppliers achieved **GLOBALG.A.P. certification** certification, confirming their commitment to sustainable water management and waste reduction.

Some European suppliers also adhere to international standards such as *Regenerative Organic Certified*, *Fairtrade* and *Rainforest Alliance*, which promote regenerative farming practices and safeguard environmental and social wellbeing.

Our factories also help to ensure accountability throughout the supply chain: several production sites are **SMETA/SEDEX** certified, which ensure the adoption of ethical and transparent practices. We have also obtained **SQPNI** certification, which recognises agricultural produce grown in accordance with regional integrated production guidelines.

Integrated farming is based on sustainable agronomic practices, to reduce the use of synthetic chemicals, protect the environment and ensure high standards of control and traceability throughout the supply chain.

PROCESSING

Food quality and safety form the basis of our commitment to responsible production. Selected raw materials are carefully treated to preserve their nutritional and quality properties. In the processing and packaging stages, each product is rigorously tested for contaminants and allergens, guaranteeing safe, high-quality food.

Over the years, we have introduced processes that preserve the nutritional value of the fruit and adopted transparent labelling, so as to support informed consumer choices.

Building on these principles, the company's management is based on structured systems that ensure soundness, transparency and ethical conduct. The continuous improvement of management systems – through assessment, certification and ongoing integration – is an essential part of our journey towards greater sustainability.

The certifications obtained attest to the adoption of responsible practices at both the management and operational levels.

In this context, the Group is registered on the **Eco-Vadis** platform, which supports ESG risk management and monitors progress against sustainability targets.

All our plants are certified according to **ISO 9001:2015**, which attests to the quality of our management processes. The plants in Werneuchen, Zorbig and Elne have also obtained **ISO 50001:2018** certification, confirming our commitment to energy efficiency, whilst Verona and Avellino are **ISO 14001:2015** certified, which recognises the implementation of a structured environmental management system.

At the same time, our **product sustainability policy** guides the entire production process towards the efficient use of resources, the reduction of waste and the adoption of innovative solutions. This policy is structured around five key areas:

1. A **supply chain** as efficient and fair as possible in the use of resources.
2. **Production** particularly focused on efficient use of resources, energy saving and waste reduction.
3. **Packaging** products using ecologically responsible materials, with a focus on recyclability, biodegradability and reducing packaging waste.
4. Increasing circularity of production phases, focused recovering **food waste** to reintroduce it into a second production chain.
5. Consolidating know-how and a propensity for **innovation**, to develop products that are as natural as possible, with a short, clean ingredient list that provides correct and balanced nutrients for the body's well-being.

Research and development play a central role in this process: we have a dedicated department at each site, with 30 staff members working in the B2C and B2B sectors. Over time, there has been a growing focus on reducing sugar content, eliminating pesticide residues and minimising the environmental footprint of our packaging, which has driven our products to evolve towards ever-higher standards.

Finally, our agronomy department helps to enhance the sustainability of the supply chain by researching more resilient soils, crop varieties and farming techniques. We use experimental plots to test new solutions and incorporate the contributions of the scientific community, thereby improving our know-how. As soil health is central to our vision, we select species and cultivars that require less processing, thereby contributing to more sustainable agricultural production.



DISTRIBUTION

[GRI 416-1, 417-1, 418-1]

Food safety is a top priority for us. That is why, at some of our sites, we have adopted the **BRCGS Food** (*Brand Reputation Compliance Global Standards*), one of the most widely recognised food safety certifications.

We have implemented the **FSSC 22000**, a food safety certification scheme based on the ISO 22000 standard, as well as the *International Food Standard* of the *Federal Association of German Trade Companies*, which aims to facilitate the effective selection of food suppliers for large-scale retail chains' own-brand products based on their ability to supply 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.

With our products, we want to contribute to promoting a diet that is as natural as possible. The continuous improvement in our work aims 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.

In the distribution and sale of our products, we place special emphasis on traceability, ensuring that each item can be followed along the entire supply chain: each step is 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 also helps us to support environmentally-friendly farming practices, reduce the environmental impact of our processes and ensure high standards of quality and safety.

The packaging of Zuegg products states how to correctly dispose of it, and we always work with great care on improving the visibility and quality of the information conveyed to the consumer.

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: we believe a sustainable approach on this issue is necessary and urgent. This is why we have chosen to consider the right to data privacy as a priority and an issue related to sustainability. In 2025, there were no cases of complaints concerning breaches of customers' privacy or loss of their data.



Taking care OF THE LAND

60 Energy and emissions

64 Water withdrawals and discharges

68 Materials and circularity

Energy and EMISSIONS

[GRI 302-1, 305-1, 305-2]

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 constant consumption throughout the year. The initial stages of processing fruit require 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.

We are constantly monitoring opportunities for energy savings and energy efficiency, and have therefore implemented a number of measures over the years, such as gradually introducing LED lighting and installing cogeneration plants and energy efficiency measures for production.

- 2014: Installation of cogeneration plant at the Verona facility
- 2021: New photovoltaic plants for a total of 599 kwp installed
- 2023: Expansion of photovoltaic plants for a total of 968 kWp
- 2024: Start of the process to join the Science Based Targets initiative.

In 2025, we used **energy from renewable sources** to account for 15% of the Group's plants' total energy consumption, amounting to 303,257.9 GJ (7.3% more than in 2024). The amount of electricity purchased with a guarantee of origin has increased over the years, as has the amount of electricity generated by households using solar panels.

INTERNAL ENERGY CONSUMPTION [GJ]

		2023	2024	2025
Fuels	from renewable sources	0.0	0.0	0.0
	from non-renewable sources	212,038.4	224,567.8	224,096.0
Electricity purchased	from renewable sources	8,293.5	18,469.2	38,977.7
	from non-renewable sources	51,528.1	38,727.9	18,718.8
Self-generated electricity	from renewable sources	2,962.1	5,800.7	7,344.8
	from non-renewable sources	15,849.5	15,604.4	14,120.6
Total		290,671.6	303,170.0	303,257.9

Emissions of greenhouse gases (GHG), are generated by humans' activities and linked to a company's entire value chain. We have started to monitor the GHG emissions associated with the Group's energy consumption

to monitor the climate impact of our production and the energy resources it uses.

To calculate an organisation's carbon footprint, the most internationally-recognised reference standards are the Greenhouse Gas (GHG) Protocol and ISO 14064-1:2018, which define the categories into which an organisation's emissions are classified. Of these, we calculate:

Scope 1 > direct missions from sources owned and controlled by the organisation, which may be stationary or mobile;

Scope 2 > indirect emissions resulting from the production of electricity taken from the grid and consumed by the organisation. Two different approaches are used to calculate these emissions:

- **Location-based**, where emissions are calculated using the average emission factors for the energy mix of the country where the organisation is located. Emissions follow the trend in the energy mix linearly and are calculated on the basis of a national emission factor.

- **Market-based**, which enhances the company's ability to make an informed choice on the free market, and in particular to purchase certified energy from renewable sources. In this case, the fraction of the emissions covered by renewable Guarantees of Origin (GO) is specifically calculated, and the remainder is calculated using an emission factor called the residual mix, which represents a country's energy mix net of the share of renewable energy sold with GO.

In the reporting year, our Scope 1 emissions totalled 12,774.3 tonnes of CO₂ equivalent, whilst our Scope 2 emissions, calculated² using the location-based approach, totalled 6,028.4.

A significant milestone was the procurement of electricity internally from GHG-zero sources, comprising renewable and nuclear energy, bringing the Group's Scope 2 market-based emissions down to 0 tonnes of CO₂ equivalent.

In 2025, we formalised our **membership in SBTi**, an international organisation that helps companies set GHG emission reduction targets **consistent with the scientific evidence on climate change**.



WATER

withdrawals and discharges

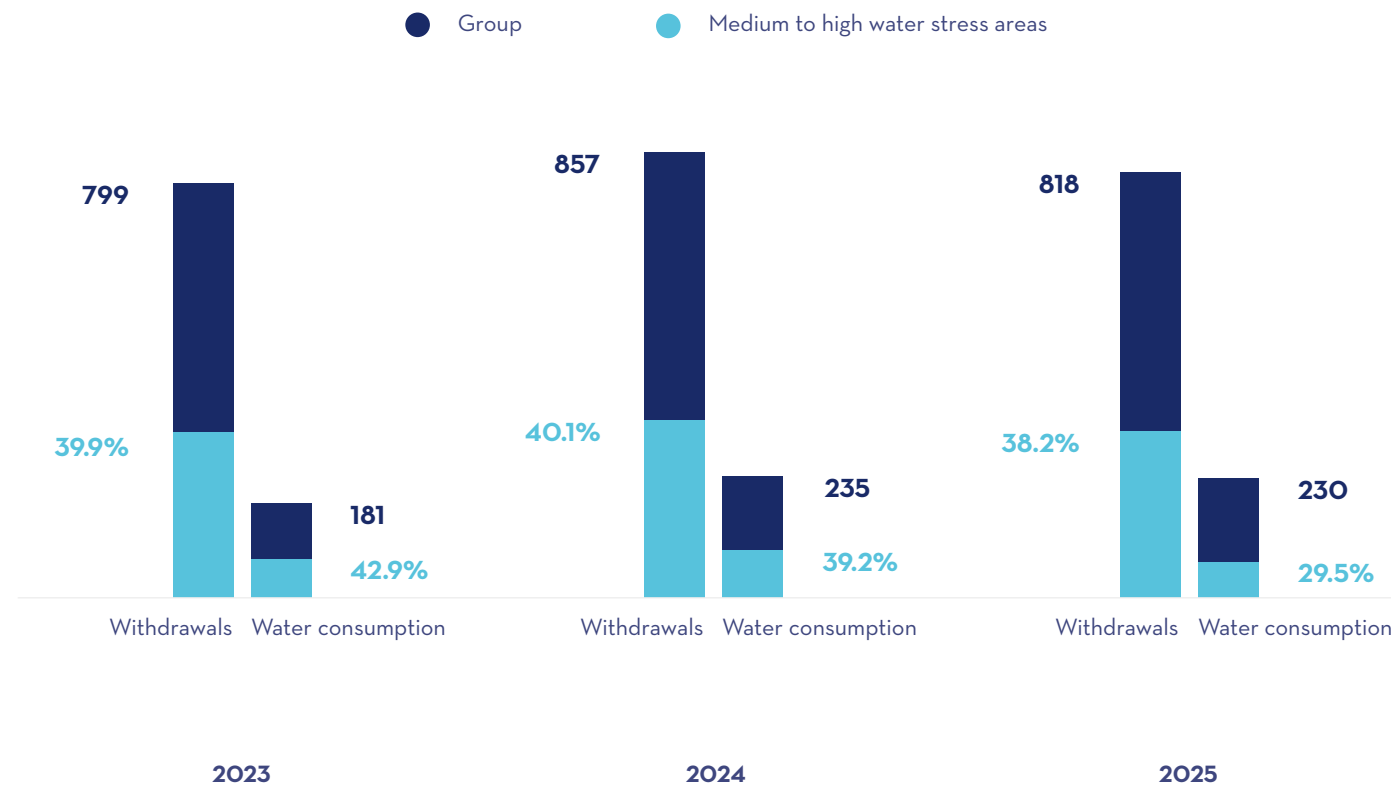
[GRI 303-1, 303-2, 303-3, 303-4]

Water is a vital resource for our business and supply chain, and one of the key factors used to measure a company's environmental impact. 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 aqueducts. We also use rainwater, to treat it and use it for cleaning the yards and irrigating the green areas and orchards adjacent to the Avellino plant⁷.

Altogether, around 229.5 of the 817.7 megalitres of water withdrawn in 2025 was consumed, especially through incorporation, in varying percentages for jams, juices and semi-finished products, into the products that we market.

GROUP WATER WITHDRAWALS AND CONSUMPTION [MI] AND % FROM AREAS WITH MEDIUM OR HIGH WATER STRESS



⁷ – The volume of surface water withdrawn and used cannot currently be quantified.

Our plants in Elne, Avellino, Zörbig and Werneuchen, which accounted for 38% of the Group’s water withdrawals in 2025, are located in areas featuring medium or high levels of water stress⁸.

To limit the pressure exercised, these factories have defined **targets for water consumption per kilo of product**. We have not defined a unique water management strategy at the Group level because the plants sometimes have profoundly different production requirements.

In 2025, significant results were achieved in **in terms of efficiency and water savings**:

- 30,000 m³ at the Verona plant – which accounts for almost 50% of the Group’s water withdrawals, due to production processes mainly dedicated to the production of fruit juices – thanks to the elimination of water from the fruit-handling process on the production line;
- 2,626 m³ in Avellino, for watering flowerbeds and washing yards, as well as approximately 30,000 m³ usually drawn from external wells for irrigating fields, thanks to the use of water from internal wells for this purpose.

Furthermore, specific measures to reduce water consumption have been stepped up at the German plants, such as the optimisation of automated cleaning processes, *clean-in-place* (CIP).

Wastewater management is also different for each production plant. The solutions adopted vary depending, in particular, on the space available and the presence of public infrastructure and services.

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 be equipped with lagooning systems – that is, systems for the natural water purification – and biological wastewater treatment systems, designed to purify the water and ensure that the organic and inorganic substances discharged comply with regulatory limits.

8 - 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.

WATER WITHDRAWALS AND DISCHARGES [Ml]				
		2023	2024	2025
Withdrawals ⁹	from wells	586.8	632.3	599.4
	from aqueducts	212.5	224.3	218.3
Discharges ¹⁰	into the sewerage system and septic tanks	588.0	593.3	556.7
	in surface waters	29.8	28.4	29.7
	other	0.0	0.3	1.8

9 - Total dissolved solid particles ≤1,000 mg/l, for industrial and sanitary use.
10 - Total dissolved solid particles ≤1,000 mg/l and >1,000 mg/l, from industrial and sanitary use).

Materials and CIRCULARITY

[GRI 301-1, 301-2, 306-1, 306-2, 306-3, 306-4, 306-5]

75% of the raw materials we use are fruit and vegetables. In 2025 we processed 73.6 million tonnes of fruit and vegetables including peaches, cherries, plums, apricots, apples, pears, citrus fruit, berries, tropical fruit and vegetables.



AREAS OF ORIGIN

The Italian fruit we use specifically 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.



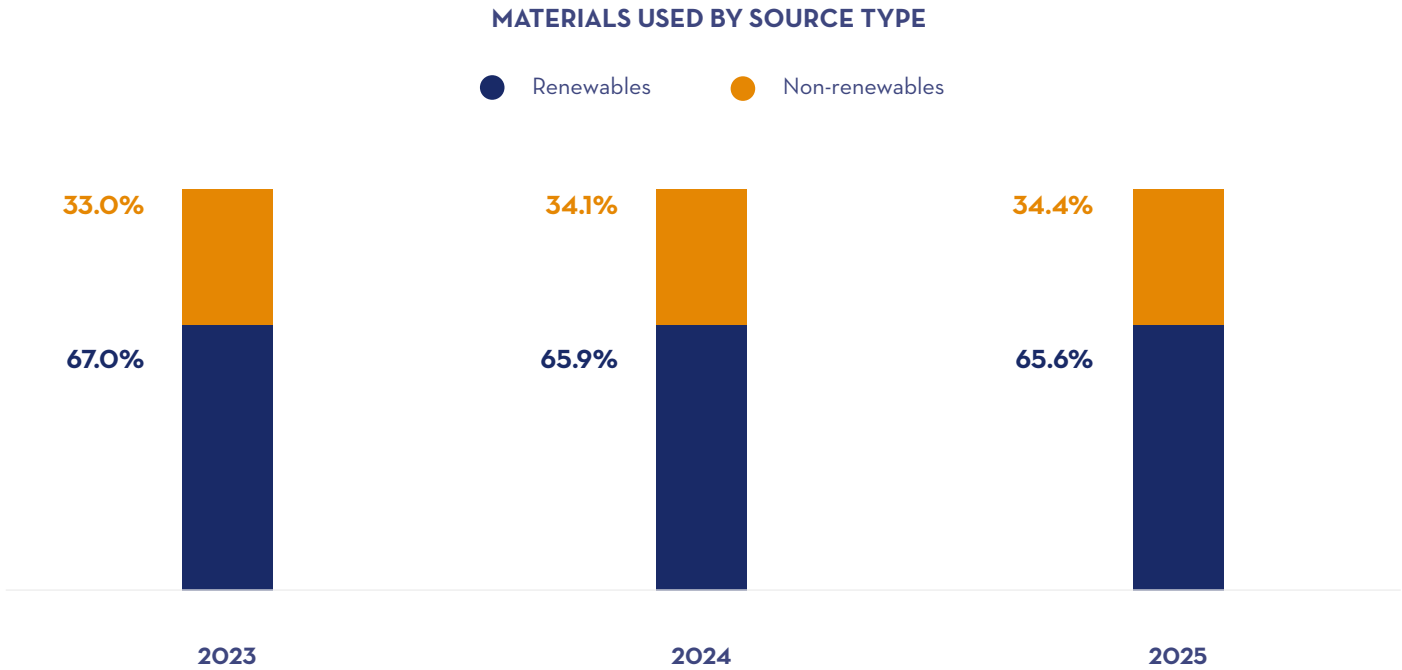
In addition to the fruit and other secondary raw materials that make up our products, our annual manufacturing process also involves a range of packaging materials.

Of the 114.3 tonnes of materials used in production in 2025, raw materials account for the largest share by weight – 86% – whilst **packaging** accounts for the remaining 14%.

MATERIALS USED IN PRODUCTION [TONNES]				
		2023	2024	2025
Raw materials	Fruit and other ingredients, including fibre, salts and vitamins, concentrates and sweeteners	99,592.04	100,843.95	98,733.02
Packaging	Paper and bioplastics	1,861.0	1,967.5	1,391.3
	Glass, plastics, metals and Tetra Pak	15,136.7	14,739.7	14,191.3
Total materials		116,589.8	117,551.1	114,315.7

As they are primarily plant-based, most of the raw materials are by nature virgin and of **renewable origin**, i.e. derived from natural resources that regenerate over time, at a rate sufficient to meet human demand, without compromising the capacity of ecosystems to regenerate them¹¹.

For our packaging, we always try to choose materials that are environmentally-preferable and can meet the safety requirements of our products. Materials from renewable sources, such as paper, cardboard and bioplastics, accounted for 9% of the packaging materials used to package our products.



From year to year, we select the most innovative Tetra Pak packaging options, and the plastic that can be used for our products in terms of the proportion of recyclate

they contain. In 2025, around **30%** of the PET, film and paper we used came **from recycled sources**.

11 - European Environment Agency (EEA), GEMET - General Multilingual Environmental Thesaurus.

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

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

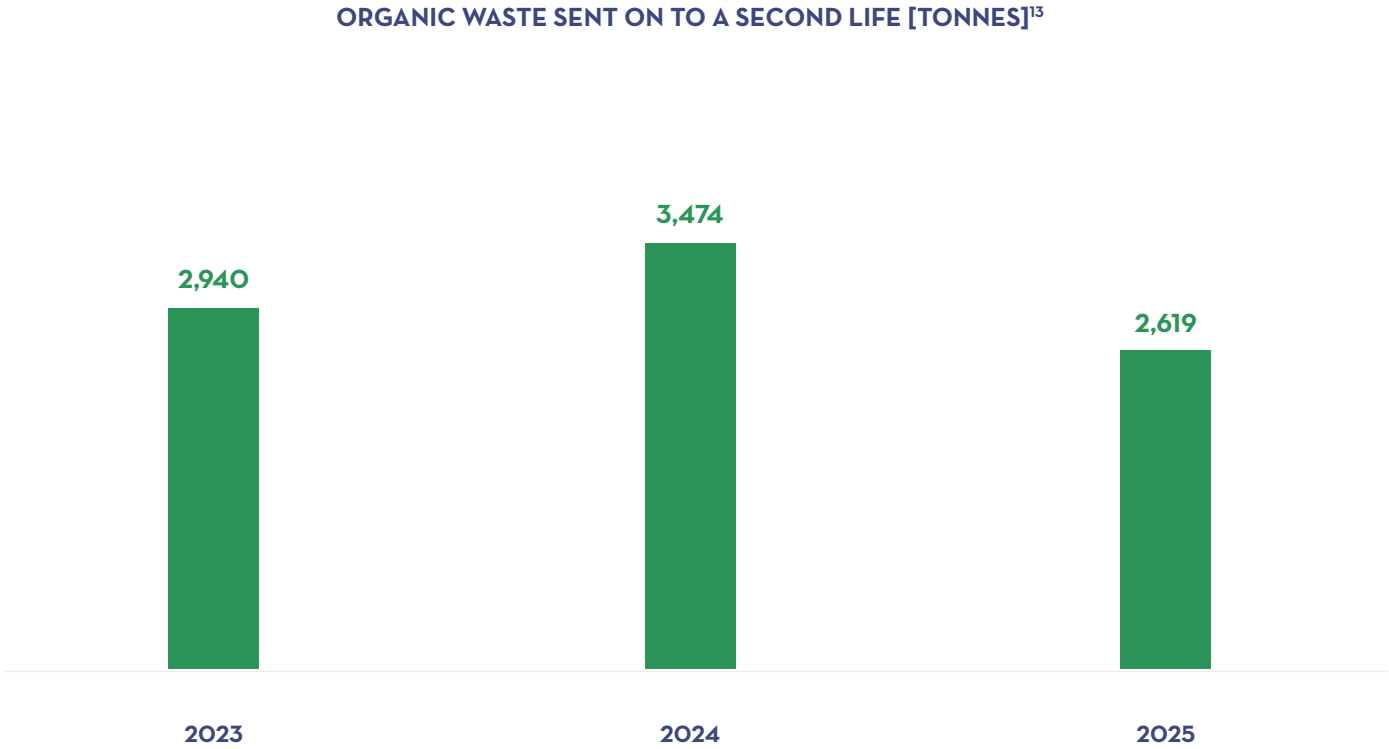
99.6% of the 6,233 tonnes of **waste** generated in 2025 was classified as non-hazardous, whilst 58.1% underwent recycling, preparation for reuse or other recovery operations.

WASTE GENERATED [TONNES] ¹²				
		2023	2024	2025
		5,913.8	4,636.0	6,207.4
Non-hazardous	Directed to disposal	3,182.5	1,182.0	2,603.0
	To be recovered	2,731.3	3,454.1	3,604.4
		169.9	202.1	25.9
Hazardous	Directed to disposal	154.5	186.9	11.0
	To be recovered	15.3	15.3	14.9
Grand total		6,083.6	4,838.2	6,233.2

12 - The figures for 2023 vary slightly from those published in last year's report due to a methodological change that excludes from the table counts all quantities of food waste going on to a second life.

In addition to the waste reported above, we have sent 2,619 tonnes of **organic waste** on to a second life. This contributed in varying proportions to the sectors of animal feed, biogas production and manufacture of other by-products, including cosmetics.

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.



13 – The quantities of organic waste sent on for a second life have been corrected following the discovery of an error and have been converted into tonnes.



Helping PEOPLE GROW

76 Our people

85 The communities we grow
alongside

Our PEOPLE

[GRI 2-7, 2-8, 2-30, 401-1, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, 404-1, 404-2, 404-3, 405-1]

Our Group's corporate culture is based on the principles of trust, integrity and transparency, which guide all internal or external relations. We promote a working environment based on mutual collaboration, fostering team spirit and respect for individual differences, and combating all forms of prejudice, intimidation or discomfort. We guarantee equal opportunities for everyone, without any discrimination on the grounds of religion, ethnicity, political beliefs, gender or other personal characteristics.

Our approach to human resources management is structured and designed to recognise and value both the professional skills and the personal and social qualities that each individual brings to the organisation.

We are convinced that each person represents a fundamental component of our corporate community and contributes with his or her work, to the achievement of a shared project. A principle that we summarise in a single sentence which guides our work: "The purpose of the company is the common purpose of everyone".

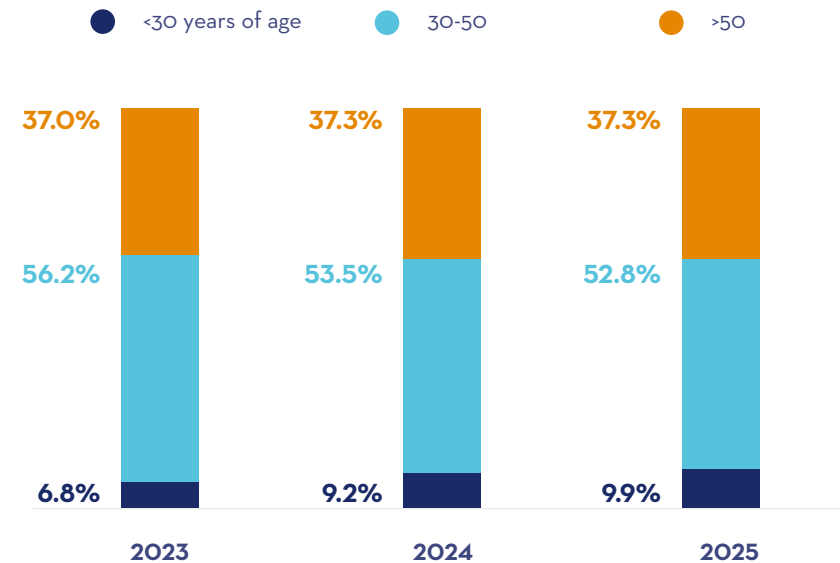
The knowledge that guides us every day is that our true capital does not comprise one production line or department, but all 566¹⁴ people who work with us.

¹⁴ – Employees as at 31 December 2025, excluding seasonal workers.



Although our history began a long time ago, we are a young company: 63% of the workforce is less than 50 years old. In 2025 we hired 88¹⁵ people, while 72¹⁶ people ended their employment with us, either due to age limits or to embark on new adventures. Our staff saw a positive turnover overall, with a hiring rate of 15.5%, against a termination rate of 12.7%¹⁷.

EMPLOYEES BY AGE GROUP



15–31 in Italy, 10 in France, 24 in Germany, and 22 in Russia.

16–17 in Italy, 15 in France, 24 in Germany, and 16 in Russia.

17 - The figures for hires and terminations in 2025 do not take into account the 85 seasonal workers hired in Avellino, who were not present at the plant as of 31/12/2025.

18 - The figure was calculated as the head count as at 31/12/2025.

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 specific 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. In 2025, 116 agency workers worked with us¹⁸.

We consider growth and quality of women's employment to be essential. For this reason, we have adopted a set of actions to guarantee equality between men and women, protecting the career opportunities and the quality of work of women employees. These include, for example, initiatives aimed at facilitating a return to work following maternity leave and measures to safeguard women's professional development.

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. 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. This is why 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 2025, about 76% of the workforce had received a formal performance appraisal.

68%
MEN



32%
WOMEN



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 targets that we pursue by implementing personalised training courses.

Each plant prepares an annual training programme with dedicated budgets. In 2025, specifically, we prioritised the acquisition of technical and health and safety-focused skills.

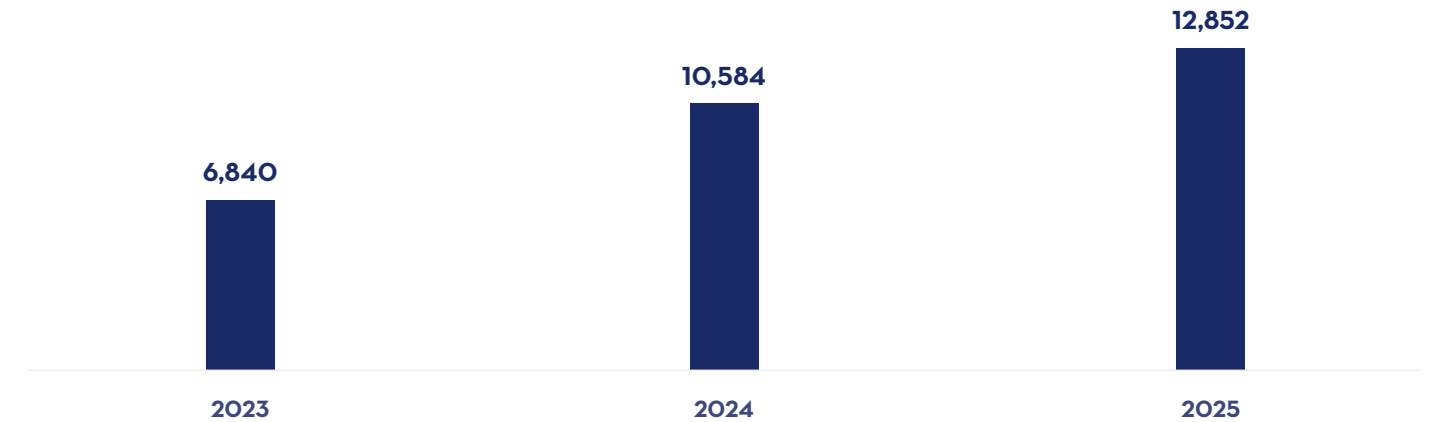
In addition to internal courses for operators and laboratory staff, our training courses include external specialisations to develop skills needed for certain roles: two specific cases are sustainability and the field of research and development.

We also engage experienced and qualified staff to work alongside newly recruited workers or those retiring, close to their leaving, to ensure as much as possible the transfer of skills and business continuity.

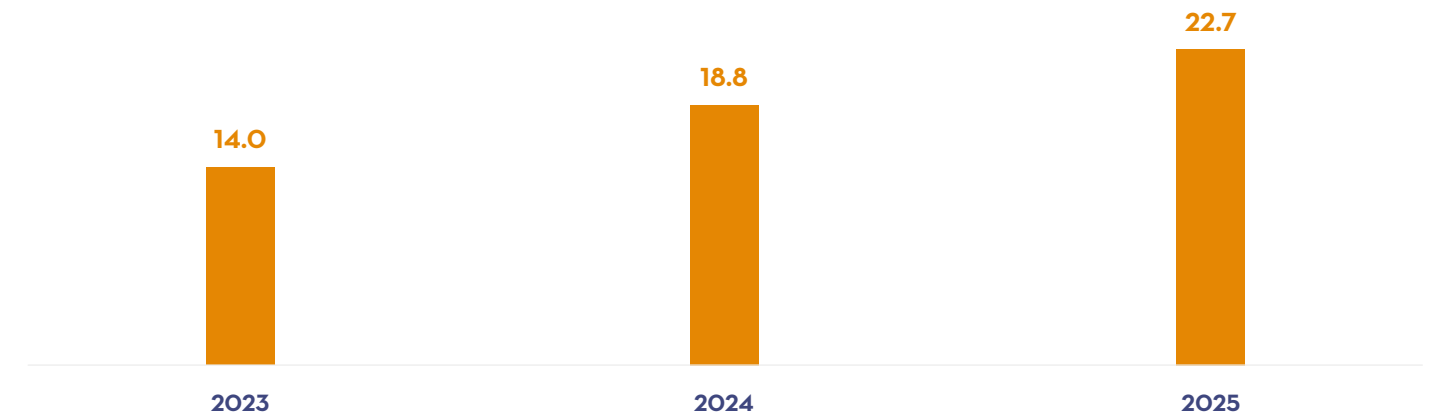
HOURS OF TRAINING PROVIDED IN 2025

CATEGORY	TOTAL NUMBER	NUMBER PER CAPITA
Executives	404.4	23.8
Managers	805.4	12.2
Employees	3,864.4	22.1
Workers	7,451.0	24.2
Women	2,825.8	15.4
Men	10,026.3	26.2

NUMBER OF HOURS OF TRAINING PROVIDED



NUMBER OF HOURS OF TRAINING PER CAPITA



2025 MILESTONES

FOCUS ON TRAINING

- **In-house training programmes for operators and laboratory staff**, with technical programmes designed to improve operational skills and ensure alignment with the process standards of the production sites, including the creation of a cross-functional training plan to train operators across multiple workstations;
- **Refresher programmes in the areas of health, safety, the environment, quality and sustainability** aimed at all staff, with the aim of strengthening the corporate culture around HSE issues and ensuring full regulatory compliance;
- **External skills development courses for specialist roles**, particularly in the B2C and B2B sectors, to strengthen commercial and market engagement skills;
- **Training tailored to quality and maintenance departments** to support succession plans and planned retirements, with a structured handover of key skills;
- **Information and advisory programmes on retirement planning**, including in-house courses on financial planning and meetings with external organisations such as CRAM and France Compétences, to support staff during the transition to retirement;
- **Shared staff appraisal processes and interviews** developed in collaboration with department heads to ensure consistency and quality in role transitions;
- **Coaching and on-the-job mentoring between outgoing staff and their successors**, implemented across all sites as a key tool for operational continuity and the preservation of know-how;
- **Individual training programmes in the field of managerial development**, delivered to meet specific needs and designed to enhance the managerial skills required for individual roles.

The culture of **health and safety** is a 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 accompanied 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.

In 2025, we recorded 107 accidents involving our employees and one involving a temporary agency worker. These were mostly temporary and non-serious in nature.



The communities we GROW ALONGSIDE

[GRI 2-28, 413-1]

We actively take part in the social life of the community from which we receive human resources and raw materials.

To give back a portion of the value generated, we regularly distribute our products free of charge to non-profit organisations. These initiatives are driven by two main objectives: to reduce food waste and to support voluntary work.

As in previous years, Zuegg has joined Confindustria, Pact'Alim and the Chamber of Commerce, which are key organisations for the development of the sector's activities in terms of their impact on the local social and economic fabric.

We also help communities to thrive by promoting healthy lifestyles and supporting sports activities, in-

cluding marathons, competitions and local sports clubs. We also support the education sector by paying the apprenticeship tax, which is calculated each year based on the number of students taking part in our work-study programmes or work placements.

In 2025, we supported a social project that was fully in line with our values: T LAB, 'More than a dream'. This initiative promotes inclusion, personal growth and real opportunities for those involved, making a tangible contribution to the development of the community. The partnership will continue by building on the progress already made and reinforcing our commitment to supporting projects with a significant social impact. We will continue to play an active part in promoting the values that guide us, by supporting initiatives that can generate lasting and shared benefits.

The fruits of our labour table of GOALS

MATERIAL TOPIC	LONG-TERM GOAL	TARGET	YEAR	PROGRESS	TARGET	YEAR
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)	2025	The SBTi targets for 2025 and 2030 have been formalised, along with a roadmap for achieving them. We have started collecting data from our suppliers to calculate Scope 3 emissions.	Reduce by 2030: - Scope 1 and 2 GHG emissions by 42% - Scope 3 GHG emissions of 25% - FLAG (Forest, Land and Agriculture) emissions by 30.3% These reduction targets have been set against baseline figures calculated with reference to the year 2024 in a carbon footprint analysis of the organisation, which is currently still being finalised.	2030

MATERIAL TOPIC	LONG-TERM GOAL	TARGET	YEAR	PROGRESS	TARGET	YEAR
Packaging	Using the most sustainable packaging	Conducting environmental impact analysis of different packaging (including transport)	2025	In 2025, we continued our programme of site visits to our packaging suppliers in order to gain a deeper understanding of packaging and the impacts associated with it and its transport. We have launched a rail logistics project for the transport of goods in Sicily, partly with a view to assessing the potential reduction in GHG emissions resulting from the shift to rail transport. We are also working to ensure that some of the product transport from Verona to the Valesse warehouse is carried out using electric vehicles. Lastly, a supply chain collaboration was launched which led to a reduction, from 2024 to 2025, in the number of rejections caused by the organisation of the transport of product pallets.	Transition, via our B2C division, to a pallet management system incorporating a pooling and reuse scheme.	2026

MATERIAL TOPIC	LONG-TERM GOAL	TARGET	YEAR	PROGRESS	TARGET	YEAR
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)	2025	At our Italian plants, we have maintained our partnership with Banco Alimentare and continued to run internal redistribution schemes and events within the local community to recover our products that are most at risk of exceeding their target market value (TMV).		
				Furthermore, in 2025, a pilot scheme was launched in Avellino to assess collaborating with a start-up specialising in the processing of fruit waste into extruded products for human consumption and cosmetics.		
				Lastly, whilst in Russia process sludge deemed suitable for this purpose was recovered through the fertilisation of agricultural fields, in Germany collaboration continued with certified companies specialising in waste recycling and the recovery of food waste through biogas production.	Upholding our commitment and our action priorities to recover waste, as much as possible in accordance with Directive (EU) 2025/1892 on waste management and the decrees governing the traceability and certification of by-products at national level.	2027

MATERIAL TOPIC	LONG-TERM GOAL	TARGET	YEAR	PROGRESS	TARGET	YEAR
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	2025	In Verona, the replacement in 2025 of water with air for handling fruit on the production line has resulted in annual water savings of around 30,000 m³, and an assessment has been launched to determine the technical feasibility of using well water instead of osmosis-treated water.	Consolidating the centre of expertise that is the Luogosano agronomy office to support suppliers on the issue of water management.	2026
				In Avellino, 460 m³ of water was saved for watering flowerbeds and 2,166 m³ for washing yards, as well as approximately 30,000 m³ usually drawn from external wells for irrigating fields, thanks to the use of water from internal wells for this purpose.		
				Lastly, at the plants in Germany, measures such as the optimisation of CIP cleaning processes to reduce water consumption and the regular inspection of plant equipment to identify and promptly address any water leaks continued and were accelerated.		
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 to drive (medium and long term) environmental and sustainability results	2025	In 2025, we maintained the existing certifications held by our suppliers. A new role has been created within the Avellino agronomy office to support our agricultural suppliers. The aim is to examine in greater detail the topic of the quality of the fruit produced, including in terms of safety and traceability.	Continuing in the development of responsible agricultural practices, analysing their operating results and effectiveness over time.	2031
Biodiversity						

MATERIAL TOPIC	LONG-TERM GOAL	TARGET	YEAR	PROGRESS	TARGET	YEAR
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	2025	We have begun mapping our suppliers according to sustainability criteria, including their carbon footprint. In 2025, work also began on drawing up a set of sustainability principles to be included in the review of contracts with Zuegg's key suppliers.	Strengthening cooperation with our suppliers on ESG issues by developing joint projects, such as the decarbonisation plan.	2027
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	2025	In 2025, we developed our own recipes, marking our entry into the plant-based drinks sector. We have continued to invest in the development of increasingly natural, low-sugar recipes, whilst remaining highly attentive to consumers' needs in terms of budget, age and the nature of their leisure activities.	Maintaining and gradually increasing the proportion by volume of products with reduced sugar content or no added sugar within the overall product range.	2026
Ethics and Anti-Corruption	Maintaining value, not losing it	Avoiding penalties	2025	No penalties were imposed during the year.	Avoiding penalties.	2027

MATERIAL TOPIC	LONG-TERM GOAL	TARGET	YEAR	PROGRESS	TARGET	YEAR
Soundness of the business	Structuring a sustainability governance system that would be better integrated	Defining operational working groups that focus on specific topics in order to make sustainability an increasingly widespread theme in our company.	2025	In 2025, a set of guidelines was drawn up to define what constitutes a sustainable product, which must be implemented across all relevant departments. A working group focusing on sustainable supply chains has also been set up.	Standardise internal management systems in terms of sustainability-related content.	2027
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	2025	In 2025, the procedures for handling requests from the community were reorganised with a view to centralising them and standardising them across Italy. The results of the study have highlighted the value of adopting specific guidelines tailored to the different countries in which Zuegg's plants are located.	Maintaining active partnerships with local institutions, educational bodies and relevant associations.	2027
Employee well-being	Contributing to the psychophysical well-being of our employees and to their personal and professional satisfaction	Developing a Welfare programme	2025	In 2025 the HR processes were digitised and modernised at the Italian plants, and the system for providing meal vouchers to employees was updated with a view to improving the service. A bike-sharing scheme for workers has been introduced in Germany.	Providing training for Elne's staff on business ethics.	2026

Methodological NOTE

[2-2,3,4,5, 2-14, 2-29, 3-1, 3-3]

This Sustainability Report contains information and data for the Zuegg Group for the year 2025 and has not been subject to external sworn translation. 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.

Any revisions or changes to the methodology compared with 2024 are indicated in a note within 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.

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 “Key stakeholders and material topics relating to sustainability”.

For each material topic, impacts, risks and opportunities are considered and monitored from an inside-out and outside-in perspectives.

MACRO- TOPIC	PRIORITY TOPICS FOR ZUEGG	GRI OR ZUEGG-SPECIFIC INDICATOR
1. Environmental responsibility	Sustainable agriculture	% GLOBALG.A.P. certified suppliers
	Biodiversity	Actions implemented to protect biodiversity
	Energy and GHG emissions	302-1 Energy consumption within the organization 305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions
	Packaging	301-1 Materials used by weight or volume 417-1 Requirements for product and service information and labeling
	Water	303-1 Interactions with water as a shared resource 303-2 Management of water discharge related impacts 303-3 Water withdrawal 303-4 Water discharge
	Waste and 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

MACRO-TOPIC	PRIORITY TOPICS FOR ZUEGG	GRI OR ZUEGG-SPECIFIC INDICATOR
2. Social Responsibility	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
	Community relations	413-1 Operations with local community engagement, impact assessments, and development programs

MACRO-TOPIC	PRIORITY TOPICS FOR ZUEGG	GRI OR ZUEGG-SPECIFIC INDICATOR
3. Sustainable governance	Ethics and Anti-Corruption	205-3 Confirmed incidents of corruption and actions taken
	Consumer satisfaction and safety	416-1 Assessment of the health and safety impacts of product and service categories 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data
	Soundness of the business	201-1 Direct economic value generated and distributed 406-1 Incidents of discrimination and corrective actions taken
	Supply chain traceability and sustainability	308-1 New suppliers that were screened using environmental criteria 414-1 New suppliers that were screened using social criteria

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GRI

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			Request omitted	Reason	Explanation
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	2-2 Entities included in the organization’s sustainability reporting	32-35			
	2-3 Reporting period, frequency and contact point	86-93			
	2-4 Restatements of information	Any revisions are duly noted within the document			
	2-5 External assurance	86-93			
	2-6 Activities, value chain and other business relationships	16-21			
	2-7 Employees	58-65			
	2-8 Workers who are not employees	58-71			
	2-9 Governance structure and composition	24-27			
	2-10 Nomination and selection of the highest governance body	24-27			

GRI STANDARDS/ OTHER SOURCES	INFORMATION	PAGE	OMISSIS		
			Request omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	24-27			
	2-12 Role of the highest governance body in overseeing the management of impacts	24-31			
	2-13 Delegation of responsibility for managing impacts	24-31			
	2-14 Role of the highest governance body in sustainability reporting	24-31			
	2-15 Conflicts of interest	24-31, 86-93			
	2-16 Communication of critical concerns	24-31, 86-93			
	2-17 Collective knowledge of the highest governance body	24-31, 86-93			
	2-18 Evaluation of the performance of the highest governance body	-	2-18	Information unavailable/incomplete	
	2-19 Remuneration policies	-	2-19	Information unavailable/incomplete	
	2-20 Process to determine remuneration	-	2-20	Information unavailable/incomplete	
	2-21 Annual total compensation ratio	-	2-21	Information unavailable/incomplete	
	2-22 Statement on sustainable development strategy	5			
	2-23 Policy commitments	12-23, 48-51			

GRI STANDARDS/ OTHER SOURCES	INFORMATION	PAGE	OMISSIS		
			Request omitted	Reason	Explanation
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GRI STANDARDS/ OTHER SOURCES	INFORMATION	PAGE	OMISSIS		
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ETHICS AND ANTI-CORRUPTION					
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GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	66-67			
	403-2 Hazard identification, risk assessment, and incident investigation	66-67			
	403-3 Occupational health services	66-67			
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	403-5 Worker training on occupational health and safety	66-67			
	403-6 Promotion of worker health	66-67			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	66-67			

GRI STANDARDS/ OTHER SOURCES	INFORMATION	PAGE	OMISSIS		
			Request omitted	Reason	Explanation
EMPLOYEE WELL-BEING					
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GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	26-27, 60-65			
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GRI 301: Materials 2016	301-1 Materials used by weight or volume	72-75			
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GRI STANDARDS/ OTHER SOURCES	INFORMATION	PAGE	OMISSIS		
			Request omitted	Reason	Explanation
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GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	68-69			

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