



LADORIA

GROUP

LAND



PASSION



COMMITMENT



SUSTAINABILITY REPORT 2022
La Doria Group

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Letter to the stakeholders

Dear Reader,

This past year has been particularly challenging; 2022 featured an increase in the cost of raw materials and energy price hikes, which in turn affected the cost of packaging such as tinplate, paper and cardboard, and of course, of shipping. The ensuing inflationary pressure inevitably bore down on production costs. Nevertheless, we once again showed resilience in a disadvantageous global scenario and managed to exceed 1 billion in revenue without leaving our sustainability goals by the wayside. It makes us proud to achieve such ambitious goals, but also more aware of how our growth must be sustainable and of our responsibility to all our stakeholders.



Antonio Ferraioli
The Chief Executive Officer

While the new company structure seeks fresh opportunities for growth, we keep going and go the extra mile - sharing development strategies and a structured approach to achieving medium and long-term sustainability goals. We know exactly what our mission is: addressing climate change in practical terms by setting emission reduction targets based on scientifically sound goals and being centred around our people are our top priorities. We must keep concentrating on cutting energy consumption and reducing waste in the operating activities at our facilities. As you can see in this report, we have made a lot of progress toward the goals that we set on certain aspects of our strategic sustainability plan. We backed farmers by introducing technological and digital solutions that reduce waste and optimise resources. For sustainable and responsible management of our supply chain, we obtained Social Footprint certification which evaluates the social aspects of our supply chain for the tomato line. We completed the Indirect emissions (Scope 3) reporting project and formalised our commitment to set quantitative CO2 emission reduction targets in line with SBTi (Science Based Targets Initiative) to set up a Net Zero emissions reduction strategy. In 2023 we confirmed an ambitious investment

plan, a significant part of which is geared towards reducing our carbon footprint. The Group defined two types of procedures meant to cut Scope 1 emissions (i.e. those the company generates) and Scope 2 emissions (those indirectly generated by energy consumption). As regards the former, La Doria envisages procedures for implementing technology that reduces combustible gas use, while the primary procedure as far as Scope 2 emission reduction is concerned will up the use of renewable energy by installing additional photovoltaic plant on our facilities' roofs.

We are aware that the majority of our carbon footprint comprises the emissions from our supply chain, and in the near future efforts will be focused on this aspect, asking our partners for concrete support.

Organic growth and that which will come from future acquisitions must be sustained by our employees. In this regard, I feel I must say that we have to improve by introducing tools for the engagement and enhancement of all our personnel. We believe that it is essential to create an inclusive environment and a corporate culture that exploits the full range of our talents. In 2023 we will concentrate on improving the culture of diversity and inclusion - on which there is still much to be done - following the Women's Empowerment Principles (WEPs). We recognise that diversity is a treasure and that enhancing our female talent brings a competitive edge. To strengthen our approach to human rights, in the coming months we will join the UN Global Compact. The focus on the individual also goes for the local communities that our business affects.

We have made progress this year, but we still have a long road ahead of us.

I would like to thank all the women and men of the Group. They have supported us in achieving these ambitious goals with commitment and devotion and have been proactive in growing the sustainability culture.

We also thank our shareholders, customers, suppliers and all our stakeholders, who day in and day out push us to chart an ever clearer path towards sustainable development.

A handwritten signature in black ink, appearing to be 'Antonio', written in a cursive style.

The fruits of our labour



LAND

The land is our most important resource, the root and origin of our products. It is our duty to protect both it and the quality and safety of the fruits it bears and to avoid waste along the entire production chain.



100%

Of products are of guaranteed quality according to international food safety standards



100%

Traceability of our products



98%

Of waste recycled



€ 724,378

Value of products donated

€ 1.018 billion

Revenues
(97.3% from the *private labels* market)

83.1%

Of revenues from
overseas

6

Production
facilities

898

Personnel

609.7 mln kg

Production

COMMITMENT

We do not just take from the land, we commit on a daily basis to developing its fruits, with coherence, responsibility, safe working conditions, impact mitigation and the generation of shared value over the long term.



53

Ethical field audits carried out over two years



98.8%

Of metal can requirements satisfied internally



17 km

Average distance from most-used outsourced warehouses



94%

Economic value generated distributed to our stakeholders

PASSION

Every one of our products reflects the passion that each of us brings to our work. We wish to see our Italian tradition appreciated and to stand out for quality and excellence.



100%

Fresh Italian tomatoes



100%

Products made at our facilities in Italy



44%

Energy needs satisfied internally





18

Top Italian and overseas clients with us for at least ten years

The sector challenges

The agro-food sector is facing a wide spectrum of challenges with significant environmental, social and economic impacts.









As the world contends with many crises heavy with new strife - from the COVID-19 pandemic to climate change and from economic shocks to growing inequalities - whether it is in food safety, nutrition or sustainable agriculture, various spheres have seen an involuntary sustainable development gridlock.¹ Contrary to initial expectations, these events have exacerbated the already alarming hunger and food insecurity circumstances even more. The latest estimates indicate that in 2021 world hunger touched somewhere between 702 and 828 million people. These estimates imply that since 2015 the rise in malnourished people around the world has all but eroded all the ground gained in the previous decade, taking the world back to the average 2005 hunger level. Moreover, severe food insecurity increased significantly, going from 10.9% of the world population in 2020 to 11.7% in 2021, pushing millions of people with marginal food security towards very low food security, and perhaps hunger².

-  Ensuring that Europeans have access to healthy, affordable and sustainable food
-  Tackling climate change
-  Protecting the environment and preserving biodiversity
-  Ensuring fair economic compensation in the food chain
-  Strengthening organic farming

All this must be addressed to make agro-food systems more resilient to shocks and stressors.

According to the FAO's report, automation in agro-food systems can help reach the Sustainable development goals; without technological progress and increased productivity, freeing hundreds of millions of people from poverty, hunger, food insecurity and malnutrition is an insurmountable feat. It is essential to guarantee that the automation of production processes takes place inclusively, responsibly and so as to foster sustainability³.



 <p>QUALITY AND SAFETY</p> <p>These are at the heart of the sustainability challenges for the sector, as customers and consumers place particular attention on this issue (in some cases they are prepared to pay more for products which they perceive as safer or of higher quality). Over recent years, a number of standards have been achieved in these areas (e.g. IFS, BRC).</p>	 <p>FOOD LOSS AND WASTE</p> <p>Focus continues to intensify on this issue, as it is estimated that approximately 1/3 of all global food production is wasted. In a number of countries, the first rules to reduce waste throughout the supply chain have been introduced. In any other industrial sector, similar inefficiencies would be considered unacceptable.</p>	 <p>HEALTHY FOOD CHOICES</p> <p>Proper nutrition plays a key role in the prevention of a large number of diseases, such as the so-called "diseases of affluence". There is a significant focus on the processing of foods and the reduction of salt, sugars and fats, in addition to newly emerging demands (organic, gluten-free, etc.). More and more emphasis is placed on correct labelling and consumer education.</p>	 <p>ETHICS IN THE SUPPLY CHAIN</p> <p>Over recent years in Italy fruits in general - and the tomato chain in particular - have been the subject of significant pressure regarding the conditions of field workers (undeclared labour, illegal recruitment, migrant workers, safety). Businesses are called on to commit to eradicating these practices throughout their supply chains. Regulations have also been updated to provide greater protections.</p>
 <p>TRACEABILITY</p> <p>This issue in certain ways is related to other challenges (safety, waste, ethics throughout the chain). Clearly knowing the origin of a product (or of its ingredients) is becoming a decisive factor in consumer choices, as it is considered a commitment to product transparency and trustworthiness.</p>	 <p>SMART FARMING</p> <p>Technological development and digitalisation may enable a more effective approach in tackling certain crucial challenges in the farming sector. Digital monitoring systems and <i>precision farming</i> provide new techniques to tackle, for example, water waste, the overuse of soil, the use of chemical agents and the repercussions on ecosystems.</p>	 <p>EFFICIENT USE OF RESOURCES</p> <p>Efficient use of resources often allows cost reduction to be combined with environmental benefits. A number of resources have been under the microscope for some time: the soil, water and energy; others are assuming increasing importance, such as for example the reduction of packaging and its recyclability.</p>	 <p>DEVELOPMENT AND LOCAL GROWTH</p> <p>In this sector, the supply chain can both positively and negatively impact the local communities in which products are grown and in which processing facilities are located. In both cases, the link with the local area is particularly important and businesses can make a difference in terms of employment and local growth.</p>

¹ Source: [2022 "Tracking progress on food and agriculture-related SDG indicators" report](#)
² Source: <http://www.fao.org/sdg-progress-report/en/>
³ Source: The State of Food and Agriculture 2022

Against this backdrop, changing consumer habits, with an increasing focus on healthy eating choices and product quality and safety, in addition to increasing awareness that their decisions may impact the planet's sustainability, pose a number of questions which sector operators simply cannot ignore.

On May 20, 2020, the European Commission introduced the Farm to Fork strategy along with the "EU Biodiversity Strategy for 2030"⁴. These strategies outline a food policy with measures and objectives that make their mark on the food chain from production to consumption, involving distribution in addition to preventing food waste and waste generation. The "Farm to Fork" strategy seeks to accelerate the transition to a sustainable food system designed to:

- have a neutral or positive environmental impact;
- contribute to mitigating climate change and adapting to its impacts;
- reverse biodiversity loss;
- guarantee food security, nutrition and public health by ensuring that everyone has access to sufficient safe, nutritious and sustainable food;
- maintain food affordability while generating fairer economic returns, fostering the competitiveness of the EU supply sector and promoting fair trade.

The EU Green Deal (European Commission, 2019) sets out the overall policy framework for the future of the EU, establishing three main objectives: 1) achieving net zero emissions by 2050; 2) decoupling economic growth from resource use; 3) promoting an inclusive green transition. The European Commission aims to align the legislation to programmes to reduce CO₂ emissions by achieving climate neutrality by 2050. The producer-to-consumer strategy is the EU's first approach to covering all those involved in the food chain. Although the European Green Deal has been widely welcomed for its high level of ambition, many also point to challenges in implementing it: on the one hand, the EU's approach may be insufficient to achieve such ambitious environmental goals; on the other hand, the plan may prove too destabilising for current European economic activities.

Actively addressing these challenges is decisive in the pursuit of the United Nations Sustainable Development Goals (SDGs⁵), the achievement of which has been made even more challenging by the crises of recent years. The SDGs are the result of a wide-ranging consultation process conducted through surveys, presentations, working groups and meetings with companies. They establish objectives on a number of global issues requiring urgent action, all while integrating the ten principles of the UN Global Compact. The 17 SDGs were approved in 2015, and consist of 169 targets. They aim to mobilise every group involved, including institutions and organisations, but also companies and civil society, to achieve three common goals by 2030: end extreme poverty; combat inequality and injustice; solve climate change.



⁴ For further details, see <https://www.europarl.europa.eu/italy/it/succede-al-pe/strategia-ue-dal-produttore-al-consumatore-per-alimenti-pi%C3%B9-sani-e-sostenibili>
Source: <http://documenti.camera.it/leg18/dossier/Testi/RI041.htm>

⁵ <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>

The 17 United Nations objectives form a concrete framework for companies to integrate sustainability practices into their medium- and long-term strategies, thereby helping to achieve said objectives. La Doria contributes to achieving 16 Sustainable Development Goals (SDGs). Its entry into the United Nations Global Compact scheduled for 2023 will open the door to participation in a new phase of globalisation, one of sustainability, international cooperation and partnership with a multi-stakeholder outlook which will allow La Doria to help achieve SDG 17 as well.

La Doria incorporates the Ten Principles of the United Nations Global Compact⁶ into its strategies, policies and procedures. By doing so it lays the foundations for a culture of integrity and long-term success. As such it supports and respects internationally proclaimed human rights (principle 1), ensuring that it is not even indirectly complicit in violations of said rights (principle 2); on labour, it upholds workers’ rights to freedom of association and collective bargaining (principle 3) and rejects all forms of forced and compulsory labour (principle 4), child labour (principle 5), and any kind of employment and occupation discrimination (principle 6). On the environment, La Doria maintains a precautionary approach to environmental challenges (principle 7), and simultaneously undertakes initiatives to promote greater environmental responsibility (principle 8), encouraging the research, development and diffusion of new technologies (principle 9). Finally, it is committed to working against corruption in all its forms, including extortion and bribery (principle 10).



SOCIAL
ECONOMIC
ENVIRONMENTAL



⁶ <https://unglobalcompact.org/>

Sustainability Plan

[GRI 2-22]








La Doria's commitment is formalised in the 2023-2030 Sustainability Plan which was approved by the Board of Directors on March 24, 2023⁷. The Sustainability Plan represents La Doria's three-year strategic vision of sustainability and sets out strategic, operational and target objectives by linking them to SDGs and material topics.










The Sustainability Plan outlines the strategic objectives linked to six pillars:

- Governance and Sustainability culture;
- Human Capital and Corporate Expertise;
- Environmental protection and climate change;
- Responsible procurement;
- The Community and the local area;
- Product and customer centrality.

⁷ It should be noted that within the areas of commitment for 2020-2022 detailed in the 2021 report, the actions described in the following paragraphs were carried out.

Strategic Objective	Pillars	Sub-Topic	SDG	Objective	Baseline	Target / Year achieved	
Environment	OPTIMISED resource use and reduced emissions	ENVIRONMENTAL PROTECTION AND CLIMATE CHANGE	Climate change		Request validation of the Science Based Targets (SBTi) initiative		By end of 2023
					Develop an action plan to achieve carbon emissions reduction targets		By end of 2023
					Validation of targets		By end of 2023
				 	Meet annual carbon emissions reduction targets	2021	-20,000 equivalent tonnes of CO ₂ (Scope 1) by 2030; -3,000 equivalent tonnes of CO ₂ (Scope 2) by 2030; -260,000 equivalent tonnes of CO ₂ (Scope 3) by 2030;
					Scope 1 reduction project: Install heating systems that do not consume gas (evaporators)*	2022	-125 ton eq di CO ₂ entro il 2023; -249 ton eq di CO ₂ entro il 2024
					Plant 1,000 trees in a previously deforested area at hydrogeological risk (Mosaico Verde project)	2022	1000 trees by end of 2023; 500 trees by end of 2024; 500 trees by end of 2025.
					Operation Pollination Create flower corridors to attract pollinating insects and birds. We will also place winter shelters in these areas to house insects and monitor them.	2022	+4 corridors per year until 2030
			Renewable energy		Scope 2 reduction project: Install additional photovoltaic panels*	2021	-100 equivalent tonnes of CO ₂ by end of 2023 -260 equivalent tonnes of CO ₂ by end of 2024
			Water efficiency: precision irrigation	 	Install wireless sensor networks in fields to monitor and manage irrigation	2022	+24 points by end of 2023; +15 points by end of 2024; +10 points by end of 2025; +5 points per year until 2030.
			Reduced use of chemical products		Reduce use of pesticides	2022	-30% by end of 2023
RESPONSIBLE PROCUREMENT and supplier partnerships	RESPONSIBLE PROCUREMENT			Increase the area planted (hectares) with fresh tomatoes from fields near the facilities	2022	+5% by end of 2023	
				Optimise raw material transport. Same quantity of raw materials transported from the USA and Canada. Reduce number of containers by optimising container space	2022	-1% number of containers by end of 2023	

* These projects contribute to the reduction of CO₂ set out in the objective "Meet annual carbon emissions reduction targets"

Strategic Objective	Pillars	Sub-Topic	SDG	Objective	Baseline	Target / Year achieved
Social	HUMAN CAPITAL AND CORPORATE EXPERTISE		  	Annual training/awareness-raising courses on social and environmental topics for our farmers	2022	+16 hours by end of 2023
				Join the technical roundtable with UNHCR (UN Refugee Agency) and AIDP (the Italian HR Management Association) to foster the integration of immigrants		By end of 2023
				Sign the declaration for WEPs (Women's Empowerment Principles)		By end of 2023
				Obtain gender certification		By end of 2024
	RESPONSIBLE PROCUREMENT and supplier partnerships	RESPONSIBLE PROCUREMENT			Ethical audits of suppliers of raw materials/ at-risk ingredients	2022
INTEGRATION of sustainability into business strategies	GOVERNANCE AND SUSTAINABILITY CULTURE		 	Sign up to the UN Global Compact		By end of 2023
SOCIO-ECONOMIC DEVELOPMENT of the community and local area	THE COMMUNITY AND THE LOCAL AREA			Award a maximum of 12 annual scholarships of Euro 1500 to the most outstanding secondary school students, in line with the company's recruitment needs		By end of 2023

Strategic Objective	Pillars	Sub-Topic	SDG	Objective	Baseline	Target / Year achieved
Governance	GOVERNANCE AND SUSTAINABILITY CULTURE		 	Work with NGOs (non-governmental organisations) to promote workers' rights worldwide		By end of 2023
	PRODUCT AND CUSTOMER CENTRALITY	ESG ratings and certifications		Maintain social footprint certification for tomatoes		By end of 2023

Our History

La Doria's history is one of family, a journey commencing way back in 1954 in the Nocerino-Sarnese producing region, when Diodato and Anna Ferraioli had the foresight to imagine the future, in a land which - over time - became the Italian hub for the tomato processing industry. A journey which begins in Angri and returns there after travelling through the US, the United Kingdom, Japan, Australia and across Europe.



1954 FOUNDATION

The Company was founded in 1954 and the La Doria brand registered in 1957



'60 DIVERSIFICATION

Production diversification: together with tomatoes, seasoned sauces, vegetables, pulses, fruits and fruit syrups are produced and the internal production of metal cans developed. Exports to the United Kingdom are launched, the production range restructured and, at the same time, more innovative products reflective of the times included, such as chopped and pureed tomatoes

'70 EXPANSION

In 1973, the sole proprietorship Fabbrica Conserve Alimentari Diodato Ferraioli becomes La Doria S.n.c. di Diodato Ferraioli & Co. Expansion continues with entry into overseas markets: France, Germany, the Middle East and Australia. Towards the end of the 1970's, the Company converts into a joint-stock company



'80 GENERATIONAL CHANGE

These were difficult years - not only because of the sector crisis - but also due to the damage from the earthquake which brought the Company to its knees, forcing it into administration. This period also saw a generational change, with the brothers Antonio and Andrea Ferraioli taking the reins of the Company following the passing of their father. The Company focuses strategically on the production of private labels

Compliance, ethics, transparency and respect for workers' rights and the environment and regional development have been the key and inalienable values behind the business for over 60 years. This is our history and we hope also a reflection of our future.

'90 LISTING

These years featured the Stock Market listing undertaken to further the company's growth. In 1996, La Doria acquires a minority holding in Delfino S.p.A. and control of Pomagro S.r.l. In 1997, it sets up a joint venture with Gerber Foods for the marketing of La Doria products in the United Kingdom, and in the following year acquires control of Gerber La Doria Ltd, becoming the preferred supplier for many leading supermarket chains in the United Kingdom. In 1999, the production site of Star is acquired and the new Sarno production facilities established

'00 LEADERSHIP

An investment plan for over 70 billion Lira is adopted in order to expand volumes, improve efficiencies and reduce production costs. With the 80% acquisition of Sanafrutta S.p.A. in 2004, La Doria becomes the second largest Italian fruit juice producer. Indirect control of Eugea Mediterranea allows La Doria to increase its tomato-based product production capacity by 30%. M&A's are also executed with Pomagro S.r.l. and Sanafrutta S.p.A./Confruit G.

In 2012, the *Tradizione Italiana* consortium is created to promote the best of Made in Italy food on new markets. The full acquisition of Pa.Fi.Al. S.r.l. Group in 2014 enables La Doria to become a leading Italian producer of private label ready-made sauces

'21 CHANGE

The company Amalfi Holding S.p.A., which is indirectly owned by the Investindustrial VII L.P. fund, signs an agreement with the members of the Ferraioli family for the purchase of a 63.13% stake in La Doria

'22 DELISTING

After 27 years of listing, La Doria is now a sole shareholder company. On conclusion of the mandatory public tender offer on the shares of the Company launched by Amalfi Holding S.p.A., Borsa Italiana ordered its delisting from the Euronext Star Milan as of May 27, 2022. To date, La Doria is a subsidiary of Amalfi Invest S.p.A., a Company whose share capital is 65% held by investment companies of the Investindustrial VII L.P. fund, with the remaining 35% held by other members of the Ferraioli family.

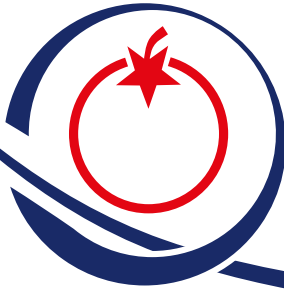
This is the continuation of a new phase marked by both organic and acquisition-led growth. Over time, the project will develop and will further consolidate La Doria's leadership in the food & beverage sector, as well as strengthening the Company's position on the international stage through the penetration of new markets and distribution channels.

Production core in Italy

[GRI 2-1; GRI 2-2; GRI 2-6]

Our products

The La Doria Group produces at six facilities in Italy and distributes its products across the globe.



TOMATO BASED PRODUCTS

The La Doria Group is the leading European producer of peeled and chopped tomatoes in the retail sector. The line includes peeled, chopped and puréed (including enriched) tomatoes and cherry tomatoes.



PULSES AND VEGETABLES

La Doria is the leading European producer of canned pulses in the retail sector. The line includes cooked pulses, baked beans, red kidney beans, ready-made soups, minestrone and canned pastas in tomato sauce.



FRUIT PRODUCTS

La Doria is among the main Italian producers of juices and fruit drinks. The line includes nectars, 100% juices and beverages.



READY-MADE SAUCES

La Doria is the leading Italian producer of private-label ready-made sauces. The line includes ready-made sauces with tomato, meat, fish, white sauces and pesto.



OTHER PRODUCTS

Products sold on the British market by the subsidiary LDH: dry pasta, canned tuna and salmon, corn, among others.

La Doria Group: an alternative to the brands

We are a food company with an Italian heart. We produce private label packaged foods. Our mission is to supply our clients with top quality products at highly competitive prices - pursuing a sustainable development model

In 2022, Group revenues reached Euro 1,018 million. 97.3% of consolidated revenues are generated from private label products, while 1.5% relate to products sold under the company brand⁸.

REVENUES BY PRODUCT LINE IN 2022

Product line	Revenue %
Tomato-based products	22.0%
Pulses and vegetables	27.2%
Fruit products	7.6%
Ready-made sauces	15.0%
Other products (LDH)	28.2%

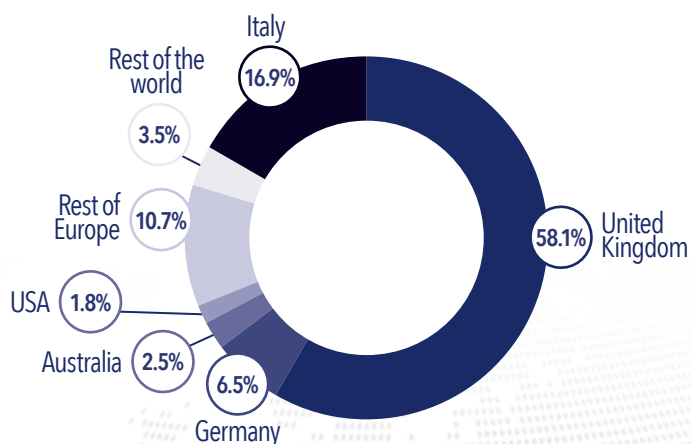
Reference markets

La Doria's international focus and its consolidated presence on overseas markets - garnering credibility and marking the unique Italian identity of its products on a number of specific markets - sets it apart from the competition.

The main market for La Doria's products is Northern Europe and in particular the United Kingdom, thanks mainly to the subsidiary LDH (La Doria) LTD. The company has also gained strong positioning on the German, Scandinavian, Australian and Japanese markets. La Doria is the leading exporter of distributor tomato-based products and baked beans in the United Kingdom; the Group is also the leading exporter of tomato-based products to Australia and Japan.

Despite its international focus, Italy remains a key market, where La Doria leads the private labels pulses and ready-made sauce markets, and is among the leading producers of fruit juices.

REVENUE BREAKDOWN BY REGION



La Doria's product brands



La Doria is the master brand under which the Group markets tomatoes, pulses and fruit juices, principally in Italy



La Romanella is the brand dedicated to the sale of pulses, fruit juices and tomato-based products on the discount channel



Vivi G is a well-established Italian market fruit juice brand



The Cook Italia brand was created for the British market and is associated with the premium quality and excellence of Made in Italy products in the United Kingdom (tomatoes, grated cheese, pizza kits)



Althea and Bella Parma are brands marketing ready-made sauces principally on the Italian market

⁸The remainder (1.2%) concerns the sale of industrial brand products.

The production facilities



[GRI 2-2; GRI 303-1; GRI 305-1; GRI 305-2; GRI 305-4⁹]

Angri

PRODUCTION

Canned tomatoes, canned pasta, canned pulses, juices, nectars and fruit drinks, metal cans and lids.

CERTIFICATIONS

ISO 9001, ISO 14001, ISO 45001, BRC, BRC PACKAGING, IFS, KOSHER, BIOLOGIC, ISO 22005, HALAL, FRIEND OF THE EARTH and SOCIAL FOOTPRINT FOR THE TOMATO.

PERMANENT EMPLOYEES

228

TEMPORARY EMPLOYEES

16

SEASONAL EMPLOYEES

199



AREA

101,000 m²

HOURS WORKED 2022

504,298

QUANTITIES PRODUCED 2022 (NET KG)

2022

	2022
TOMATO-BASED PRODUCTS	46,785,443
PULSES AND VEGETABLES	124,240,937
FRUIT JUICES	62,770,543
TOTAL	233,796,923

WATER SOURCED

2021

2022

	2021	2022
GROUNDWATER IN ML	936	1,135

GHG EMISSIONS

2021

2022

	2021	2022
DIRECT EMISSIONS (SCOPE 1) IN CO ₂ EQUIVALENT TONNES	20,371	20,503
INDIRECT EMISSIONS (SCOPE 2) IN CO ₂ EQUIVALENT TONNES - LOCATION-BASED	1,111	1,111
GHG INTENSITY - LOCATION-BASED	0.09	0.09

⁹ The GHG Intensity index (tCO₂/tonnes of net production) is calculated considering total Scope 1 and Scope 2 emissions.



Sarno

PRODUCTION

Canned tomatoes, canned pulses, soups, juices, nectars and fruit drinks, ready-made sauces and metal cans and lids.

CERTIFICATIONS

ISO 9001, ISO 14001, ISO 45001, BRC, BRC PACKAGING, IFS, BIOLOGIC, KOSHER, HALAL, ISO 22005, FRIEND OF THE EARTH, KRAV and SOCIAL FOOTPRINT FOR THE TOMATO.

PERMANENT EMPLOYEES

176

TEMPORARY EMPLOYEES

16

SEASONAL EMPLOYEES

116

QUANTITIES PRODUCED 2022 (NET KG)

2022

QUANTITIES PRODUCED 2022 (NET KG)	2022
TOMATO-BASED PRODUCTS	35,602,837
PULSES AND VEGETABLES	140,375,130
FRUIT JUICES	4,043,355
READY-MADE SAUCES	11,398,721
TOTAL	191,420,042

WATER SOURCED

2021

2022

WATER SOURCED	2021	2022
GROUNDWATER IN ML	897	938

GHG EMISSIONS

2021

2022

GHG EMISSIONS	2021	2022
DIRECT EMISSIONS (SCOPE 1) IN CO ₂ EQUIVALENT TONNES	13,489	13,299
INDIRECT EMISSIONS (SCOPE 2) IN CO ₂ EQUIVALENT TONNES - LOCATION-BASED	3,717	3,845
GHG INTENSITY - LOCATION-BASED	0.09	0.09



AREA

179,000 m²

HOURS WORKED 2022

370,999



Fisciano

PRODUCTION

Canned tomatoes and pulses, ready-made sauces.

CERTIFICATIONS

ISO 9001, ISO 14001, ISO 45001, BRC, BRC PACKAGING, IFS, BIOLOGIC, KOSHER, ISO 22005, FRIEND OF THE EARTH, KRAV and SOCIAL FOOTPRINT FOR THE TOMATO.

PERMANENT EMPLOYEES

43

TEMPORARY EMPLOYEES

3

SEASONAL EMPLOYEES

207



AREA

112,000 m²

HOURS WORKED 2022

155,087

QUANTITIES PRODUCED 2022 (NET KG)

2022

	2022
TOMATO-BASED PRODUCTS	52,387,639
PULSES AND VEGETABLES	14,981,164
READY-MADE SAUCES	153,316
TOTAL	67,522,120

WATER SOURCED

2021

2022

	2021	2022
GROUNDWATER IN ML	236	217
AQUEDUCT OR OTHER MUNICIPAL SOURCE IN ML	3.580	1.67

GHG EMISSIONS

2021

2022

	2021	2022
DIRECT EMISSIONS (SCOPE 1) IN CO ₂ EQUIVALENT TONNES	6,447	6,239
INDIRECT EMISSIONS (SCOPE 2) IN CO ₂ EQUIVALENT TONNES - LOCATION-BASED	1,501	1,388
GHG INTENSITY - LOCATION-BASED	0.11	0.11



Lavello

PRODUCTION

Canned tomatoes and fruit puree

CERTIFICATIONS

ISO 9001, ISO 14001, ISO 45001, BRC, IFS, KOSHER, BIOLOGIC, ISO 22005, FRIEND OF THE EARTH and SOCIAL FOOTPRINT FOR THE TOMATO.

PERMANENT EMPLOYEES

20

TEMPORARY EMPLOYEES

2

SEASONAL EMPLOYEES

263

QUANTITIES PRODUCED 2022 (NET KG)

2022

	2022
TOMATO-BASED PRODUCTS	37,299,708
FRUIT PURÉE	3,372,200
TOTAL	40,671,908

WATER SOURCED

2021

2022

	2021	2022
GROUNDWATER IN ML	0	0
AQUEDUCT OR OTHER MUNICIPAL SOURCE IN ML	6.25	5.67
CO-OPERATIVE WATER ¹⁰ IN ML	244	203.5

GHG EMISSIONS

2021

2022

	2021	2022
DIRECT EMISSIONS (SCOPE 1) IN CO ₂ EQUIVALENT TONNES	4,887	3,698
INDIRECT EMISSIONS (SCOPE 2) IN CO ₂ EQUIVALENT TONNES - LOCATION-BASED	978	790
GHG INTENSITY - LOCATION-BASED	0.10	0.11



AREA

266,000 m²

HOURS WORKED 2022

122,437

¹⁰ The industrial water used for processing at the Lavello Facility is provided by the Basilicata reclamation co-operative set up with Regional Law No. 1 of 2017, while the potable water is provided by the local aqueduct.



Faenza

PRODUCTION

Fruit purée

CERTIFICATIONS

ISO 9001, ISO 14001, ISO 45001, BIOLOGIC, ISO 22005.

PERMANENT EMPLOYEES

8

TEMPORARY EMPLOYEES

0

SEASONAL EMPLOYEES

42



AREA

24,000 m²

HOURS WORKED 2022

18,339

QUANTITIES PRODUCED 2022 (NET KG)

2022

	2022
FRUIT PURÉE	10,969,184
TOTAL	10,969,184

WATER SOURCED

2021

2022

	2021	2022
GROUNDWATER IN ML	70	67
AQUEDUCT OR OTHER MUNICIPAL SOURCE IN ML	4.46	3.27

GHG EMISSIONS

2021

2022

	2021	2022
DIRECT EMISSIONS (SCOPE 1) IN CO ₂ EQUIVALENT TONNES	625	550
INDIRECT EMISSIONS (SCOPE 2) IN CO ₂ EQUIVALENT TONNES - LOCATION-BASED	214	183
GHG INTENSITY - LOCATION-BASED	0.08	0.07



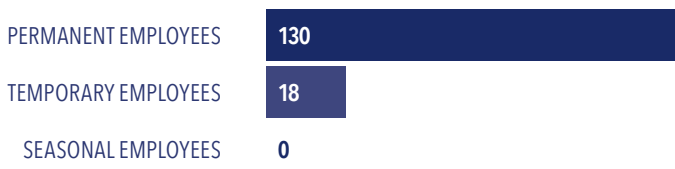
Parma

PRODUCTION

Ready-made sauces & pestos.

CERTIFICATIONS

ISO 9001, ISO 45001, ISO 14001, BRC, IFS, BIOLOGIC, KOSHER, and ISO 22005



AREA

110,000 m²

HOURS WORKED 2022

252,349

QUANTITIES PRODUCED 2022 (NET KG)

	2022
READY-MADE SAUCES	65,327,741
TOTAL	65,327,741

WATER SOURCED

	2021	2022
GROUNDWATER IN ML	498	509
AQUEDUCT OR OTHER MUNICIPAL SOURCE IN ML	0.57	0.84

GHG EMISSIONS

	2021	2022
DIRECT EMISSIONS (SCOPE 1) IN CO ₂ EQUIVALENT TONNES	7,285	7,587
INDIRECT EMISSIONS (SCOPE 2) IN CO ₂ EQUIVALENT TONNES - LOCATION-BASED	914	964
GHG INTENSITY - LOCATION-BASED	0.13	0.13

The product journey

[GRI 2-6]



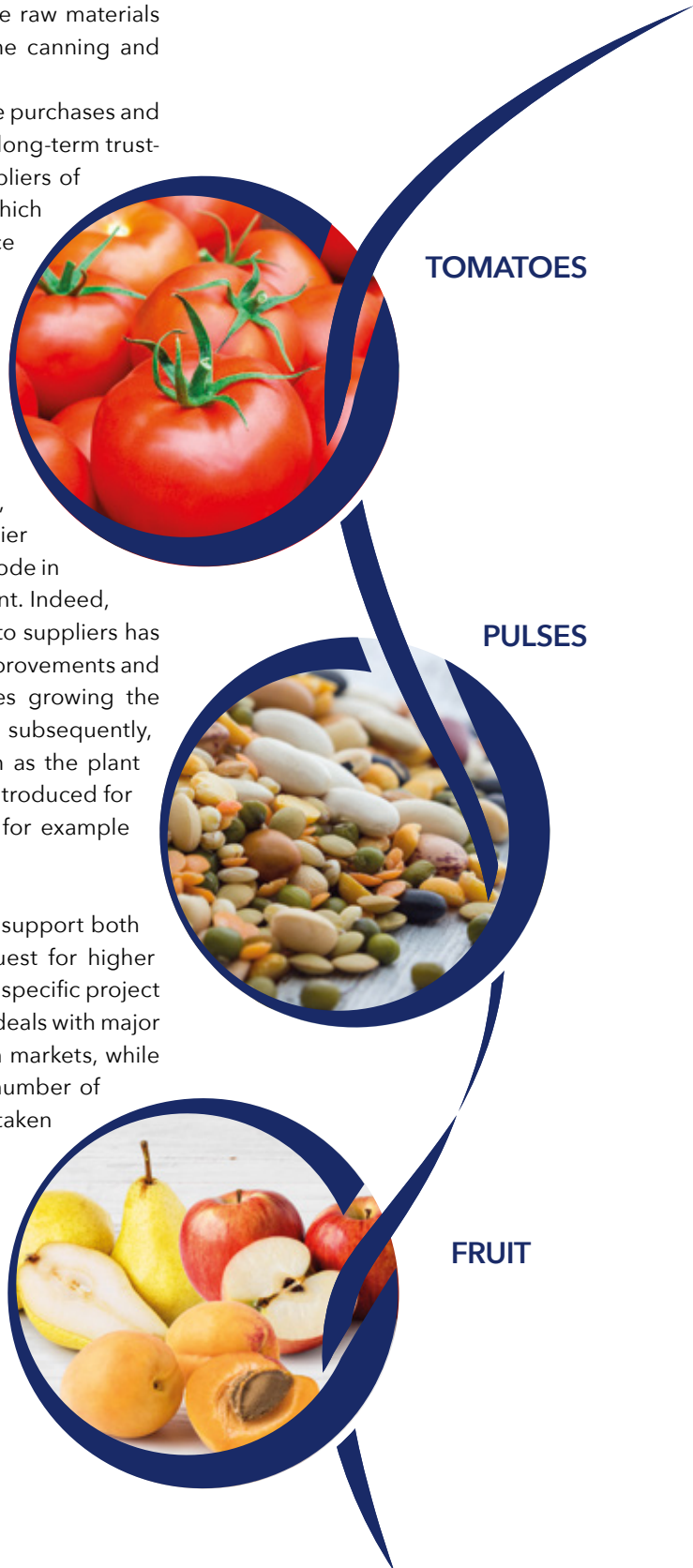
The two main La Doria Group procurement categories are the raw materials which the Company processes and the materials used for the canning and packaging of finished products.

The processed raw materials are undoubtedly the most sensitive purchases and the Group value chain management strategy seeks to develop long-term trust-based relationships and long-term collaboration with the suppliers of these raw materials, through direct contact in the country in which the materials are grown, in order both to oversee compliance with the ethical rules and to educate and train suppliers on aspects which may influence product quality and safety. This approach has ensured highly consolidated procurement and the maintenance of strong relationships over time.

For the tomatoes - 100% cultivated in Italy - the producers in Puglia, Basilicata, Campania and Lazio are monitored every year on the basis of specific **ethical concerns**: health and safety, freedom of association, salaries and working hours. Supplier production operations should comply with the Group's Ethics Code in terms of human rights, workplace practices and the environment. Indeed, the collaborative relationships and ongoing contact with tomato suppliers has enabled the Group to guarantee continuous product quality improvements and the minimisation of waste. Collaboration with the businesses growing the tomatoes begins, in fact, from the supply of the seeds; subsequently, collaboration is undertaken with the farmers on aspects such as the plant protection treatments to be used and the technologies to be introduced for these treatments and the efficient use of resources, such as for example irrigation water.

Pulses, on the other hand, are purchased all over the world to support both economic and geographical sustainability in the constant quest for higher quality. La Doria has, for example, continued development on a specific project to source chickpeas from Italy and Argentina. The organisation deals with major producers to procure pulses on the American and Argentinian markets, while on the Asian market deals with raw material collectors for a number of local growers. Again in this case, extensive collaboration is undertaken to guarantee high product quality and safety standards.

The fresh fruit used in juice production comes from Italy (apricots, pears, peaches and apples) since it is available in appropriate quantities and sourced close to production facilities. Finally, for the production of sauces and pestos, in addition to tomato suppliers, the suppliers of all ingredients used in the recipes also need to be taken into consideration.



TOMATOES

PULSES

FRUIT

INGREDIENTS FOR PESTOS AND SAUCES



The Company generally relies on local suppliers based close to the producing facilities for products such as basil, parmesan cheese and oils.

Strategic procurement is also employed in terms of the materials utilised to package products, with La Doria deciding some time ago to invest in ensuring that most materials are produced at the main facilities, covering in-house the majority of metal can requirements. Meanwhile, for other materials such as the combi packs, glass bottles and product labelling paper, the Group relies on third party suppliers.

Once the products have been processed and prepared for sale according to the terms agreed with clients, they are stored principally at the production plant warehouses, while any additional space needed is sourced from third party warehouses relatively close to the plant.

PACKAGING



Three means are used to ship products to clients: by ship, road and rail. La Doria organises its logistics to exploit the proximity of its facilities to the ports of Naples and Salerno, optimising distribution to Europe, while trucks will continue to be favoured for Italian distribution. The transport companies with which La Doria works will be encouraged to use more environmentally-friendly vehicles. The products, finally, are sold to consumers under the brands of the various retail chain clients of La Doria.

LOGISTICS

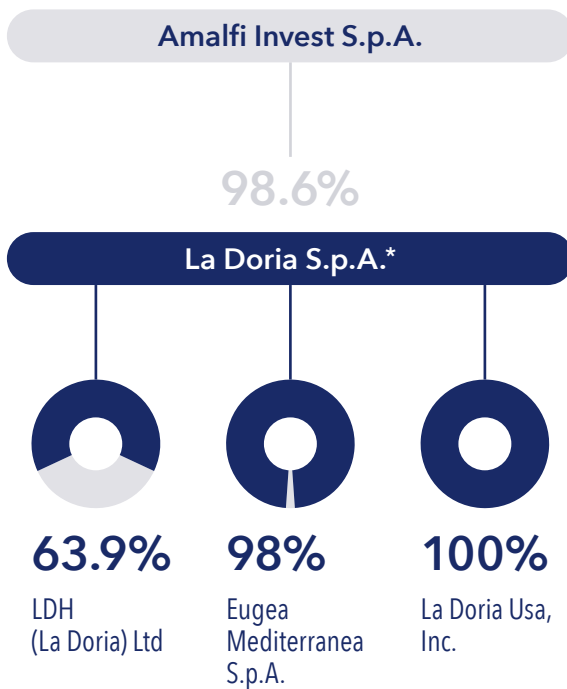


The La Doria Group

[GRI 2-1; GRI 2-2; GRI 2-4]

The La Doria Group (hereafter also the “Company” or “La Doria”) is a leading producer of tomato-based products, fruit juices and beverages, canned pulses and ready-made sauces, principally for the private labels. Company products to a significantly lesser extent are also sold under its own brands and for major Italian and overseas brands. La Doria, together with its subsidiaries, has become the leading European producer of canned pulses, peeled and chopped tomatoes and private label ready-made sauces, and is among the largest Italian producers of juices and fruit drinks.

The Company has established key market positioning, particularly abroad, with a consolidated presence in Northern Europe, Germany, Japan and Australia.



The Group subsidiaries are:

- **LDH (La Doria) Ltd** (direct holding 63.9%). This is a trading company which sells the products of the Group on the British market. It also sells other products, such as canned tuna and salmon, dry pasta etc. LDH (La Doria) Ltd now leads the British market for private label tomato-based products, pulses and dry pasta.
- **Eugea Mediterranea S.p.A.** (direct control of 98%). This company produces tomato-based products and fruit purees.
- **La Doria Usa, Inc.**, wholly-owned, incorporated in 2016 with a strategic objective for medium-term commercial expansion into the US market which offers considerable development prospects, in particular for the ready-made sauces range.

* La Doria S.p.A. holds treasury shares amounting to 1.4% of the share capital.

Integrity and Transparency

[GRI 2-9; GRI 2-10; GRI 2-12; GRI 2-14; GRI 2-22 a GRI 2-28; GRI 205-1; GRI 205-2; GRI 207-1; GRI 405-1]

Group Governance

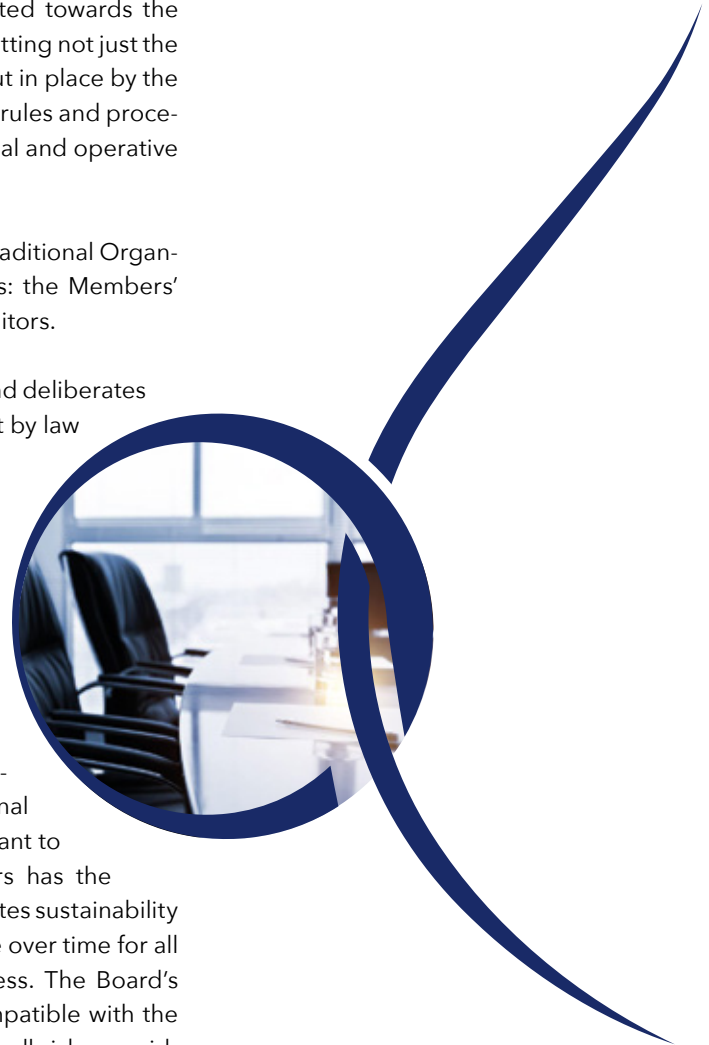
The La Doria S.p.A. Corporate Governance system is based on a set of regulations, conduct and processes formulated to guarantee efficient and transparent corporate governance and effective functioning of the corporate boards and control systems. The governance adopted by La Doria ensures correctness and transparency of management and information and is orientated towards the creation of sustainable value in the medium to long term, benefitting not just the shareholders but also all of its stakeholders. This system was put in place by the Company through preparing and adopting policies, principles, rules and procedures which govern the operations of all company organisational and operative structures.

The corporate governance structure of La Doria is based on a traditional Organisational Model and therefore comprises the following bodies: the Members' Meeting, the Board of Directors and the Board of Statutory Auditors.

The Members' meeting expresses the will of the shareholders and deliberates in ordinary and extraordinary session on matters reserved for it by law and the Articles of Association.

The Board of Directors, invested with the broadest powers of ordinary and extraordinary management of the Company, with the power to perform all appropriate acts for the achievement of the corporate purposes, with the exclusion of acts reserved - by law or by the Articles of Association - to the Shareholders' Meeting. The Board of Directors is the central body of the corporate governance system adopted by La Doria. In fact, it is responsible for strategic and organisational policy-making functions, as well as for verifying the effective functioning of the internal control system and the management of risks that may be relevant to the Company's activities. In addition, the Board of Directors has the responsibility regarding the promotion of a strategy that integrates sustainability into business processes in order to ensure the creation of value over time for all stakeholders, consistent with the pursuit of sustainable success. The Board's duties include defining the nature and level of risk that is compatible with the Company's strategic objectives, including in their assessments all risks considered significant with regard to sustainability in the Issuer's medium/long-term operations. To this end, the Company set the guidelines for its Internal Control and Risk Management System; it has adopted the Organisation, Management and Control Model pursuant to Legislative Decree No. 231/01; and it has approved the Sustainability Plan and Policies.

As of December 31, 2022, the Board was made up of 11 members, including three Executive Directors and eight Non-Executive Directors, of whom four are independent. Within the Board, the Appointments and Remuneration Committee and the Control, Risks and Sustainability Committee with consultative and proposal functions have been set up. The Board of Directors on January 23, 2019 in fact assigned to the CRC duties regarding sustainability i.e. the processes, initiatives and activities required to deliver the Company's commitment to



sustainable development throughout the supply chain. The Committee's tasks include: promoting the integration of sustainability into the company's strategy and culture; supervising sustainability issues related to the conduct of business activities and stakeholders interaction dynamics; reviewing the Sustainability Plan and monitoring its implementation; and monitoring the adequacy and effective implementation of the Ethics Code. The Board of Statutory Auditors oversees compliance with Law and the By-Laws, with the principles of correct administration, the adequacy of the structure in terms of the aspects within its scope, of the internal control system and of the administrative-accounting system, in addition to the reliability of this latter to reflect the operating events; it furthermore ensures the concrete implementation of the corporate governance rules and the adequacy of the directions provided by the Company to the subsidiaries. The Board obtains information on and supervises operating activities to the extent of its scope.

THE COMPOSITION OF THE BOARD OF DIRECTORS 31/12/2022

Composition of the Board	2021	2022
Total members	8	11
- male	5	6
- female	3	5
< 30	0	0
30-50	2	4
> 50	6	7

Sustainability Governance

The issue of sustainability, as stated above, is within the scope of the Control, Risks and Sustainability Committee, which undertakes proposal and consultative functions for the Board of Directors with regards to the drafting of objectives, actions and guidelines to promote a strategy which integrates sustainability into business processes, so as to create value over time for the shareholders and for all other stakeholders. A new 2023-2030 Sustainability Plan was therefore approved. Its objectives are in line with those set out in the United Nations 2030 Agenda, and it is organised into operational objectives and specific targets. The Company formalised the Diversity and Inclusion Policy to describe the principles and commitments to diversity, recognising this as a fundamental aspect of sustainability in the medium and long term. The Committee has the duty of implementing and monitoring the Policy so that a culture of sustainability and dialogue with the stakeholders is promoted at all levels - two crucial commitments in pursuing the objective of integrating sustainability into company strategies. Over the years, work in this area has continued to concentrate on raising internal awareness of sustainability issues through training courses on Specific training (Human Rights, Sustainability and the 231 Model) for all employees and through the Stakeholder Engagement process.

The importance of this issue was demonstrated in 2018 by the setting up of a "Sustainability Reporting" Function, with the duty of co-ordinating and aggregating data, information and projects regarding Social and Environmental Responsibility, which reports directly to the Chief Executive Officer.

This Function reports to the Control, Risks and Sustainability Committee on activities undertaken regarding non-financial reporting: the Plan, the policies, the objectives, the initiatives, the materiality analysis and Stakeholder Engagement. La Doria has drawn up and formalised an operating procedure (PG. E3.4 "Preparation of the non-financial report") the process to prepare the Sustainability Report. The Technical Sustainability Committee, formed of Directors involved in the reporting process and of the Sustainability Reporting Function, was set up in 2020 with the main aim of:

- Contributing to the process of identifying material topics;
- Agreeing on ESG proposals and projects;
- Monitoring the achievement of the objectives of the Sustainability Plan;
- Spreading a culture of sustainability at all levels.

Because of the increasing attention paid by La Doria to sustainability issues it has been listed by leading national newspapers as one of the 2022 sustainability leaders - the 150 Italian companies that have distinguished themselves by performing well on environmental, social and economic indicators. Also in 2022, La Doria has been ranked in the top 1 % of companies in **EcoVadis'** annual Corporate Social Responsibility (CSR) assessment, with a score above 78/100, earning a **platinum medal** from one of the leading and reliable providers of corporate sustainability ratings.

Organisation and operating model as per Legislative Decree No. 231/2001 and the Ethics Code

In order to ensure that the conduct of all those operating on behalf of or in the interest of the Company is consistently in line with the principles of legality, correctness and transparency in conducting business and company activities, the Group in 2008 adopted an Operating and Internal Control Organisational Model in accordance with Legislative Decree No. 231/2001¹¹, which makes reference both to the indications contained in the Confindustria Guidelines and best practices applied in Italy. The La Doria Model comprises a General Section and a Special Section, broken down into eight sub-sections dedicated to specific categories of offences. Specifically, Section I is dedicated to "Offences against Public Sector", section II to "Corporate offences", section III to "Market abuses", section IV to "Occupational Health and Safety Offences", section V to "Offences against Industry and Commerce", section VI to "Environmental Offences", section VII to "Offences concerning the employment of illegal aliens" and section VIII to "Tax offences". For the various types of offence set out in Legislative Decree No. 231/01, the areas at direct crime risk and those supporting them were identified, as were the relative methods of commission and the controls targeted at reducing the crime risk.

The Special Sections of the Model were introduced and/or updated following the extension of the body of offences over the years and take account of organisational changes. The Model is constantly updated with the new regulatory provisions and adjusted according to the changes, including those of an organisational nature, that have occurred in the meantime. The most recent approved update of the Model is dated September 10, 2021, and relates to the General Section.



¹¹ The General Part of the Model and the Ethics Code are available on the company website <https://www.gruppoloria.it/en/about-us/corporate-governance/> in the Corporate Governance section. The Italian subsidiary Eugea Mediterranea has also adopted an Organisational Model.

Simultaneous to the adoption of the 231 Model, the relative Supervisory Board was established, with the duty to oversee its effective application and adequacy. The Supervisory Board (SB) comprises three members - of whom two are external consultants and one is the Internal Audit Manager - ensuring the presence of all technical expertise and experience necessary to carry out this task.

In order to verify implementation of the Organisation, Management and Control Model, the Supervisory Board approved a Supervisory Plan, on the basis of which operational audits were carried out according to the plan, with the support of the Internal Audit Department, in relation to the areas considered in the Special Sections of the Organisational Model.

The Ethics Code is an integral part of the Model and combined they represent an additional protection and sense of responsibility in terms of internal and external relations, offering at the same time appropriated efficient and correct management guarantees. The latest updates to the Ethics Code were approved on September 12, 2022. The main objective of the Ethics Code is to instil in all La Doria employees the ability to share and develop conduct that encourages sustainable growth by promoting respect for diversity and developing a real culture of integrity. La Doria encourages all stakeholders to report possible violations of the Ethics Code, ensuring them attentive and effective management of such communications. In 2022, the Supervisory Board (SB) received just one generic report which was dismissed following investigation. The Company has adopted the "Reporting to the Supervisory Board" policy to correctly manage the direct communication channels for the timely reporting of any violations or irregularities concerning the Organisation, Management and Control Model, the Ethics Code and in general the company internal control system. La Doria permits anyone becoming aware of violations and irregularities to report such utilising the dedicated e-mail address organismodivigilanza@gruppoloria.it or anonymously through ordinary mail addressed for the attention of the Supervisory Board, Via Nazionale 320, Angri, SA. To raise awareness of the above-mentioned communication channel and how to use it, La Doria provided training courses on its e-learning platform. In 2022, approximately 55% of employees took courses on anti-corruption topics.



All new hires were provided with training on the Ethics Code.

Combatting corruption

The Company, aware of its impact on the country's social-economic growth, has been committed for a number of years to the fight against corruption. This commitment is reflected in the tools utilised to identify, prevent and control corruption risk: the 231 Organisational Model and the Ethics Code, as an integral part thereof.

La Doria has identified in the Organisational Model the corruption offence risk areas and the relative controls. Specifically, it has prepared and communicated to employees the "Gift Management" and "Relations with the Public Sector" procedures to prevent both active and passive corruption. The prohibition on offering or accepting "any offer which may solicit a favour, even if only to speed up a due request" is expressly set out in the company's Ethics Code, which is communicated and a part of training activities.

The controls implemented resulted in the allocation of a maximum legality rating for the parent company by the Communications Authority (AGCM). The rating assigned in 2017 was renewed on August 31, 2021.

The overseas subsidiary adopted an anti-bribery policy.

With regards to training on Legislative Decree No. 231/01, reference should be made also to the offences covered, including Public Sector corruption, Corruption among private parties and Incitement to corruption.

The Internal Control and Risk Management System

The Internal Control and Risk Management System, the pillar on which Corporate Governance is based, is a central element for the parties and departments, each within their own remit, contributing to the running of the enterprise in a sound and correct manner and in line with the risk management objectives. The coordination between the various parties involved in the Internal Control and Risk Management System is achieved through the sharing among the parties of all significant information concerning the system. This takes place in an institutional manner through the participation of the principal actors in the Internal Control and Risk Management System at the meetings of the Control and Risks Committee. Specifically, Independent Directors, the Internal Audit Manager, the Legal Affairs Manager (as secretary), and all members of the Board of Statutory Auditors, in addition to - for the meetings relating to issues of a financial nature - the CFO, participate at the Committee in addition to the three members. The Chief Executive Officer meets periodically with the Internal Audit Manager, discussing any significant issues in relation to the carrying out of the Audit Plan; The corporate risk management system - the ERM (Enterprise Risk Management) system - provides a preventive approach to risks which, through identification, assessment, management and monitoring of principal risks, helps to support informed decision-making processes and, where possible, to translate these risks into opportunities and competitive advantage.



The methodology adopted for the assessment of business risks is that of self-assessment. This consists of an auto-diagnostic process carried out by managers in individual areas of operation, and seeks to provide an estimate of the probability and impact of potential damaging events. This estimate is based on the perceived risk that the Managers of the Departments/Functions associate with the processes under their control.

La Doria's Risk Management System is structured to identify, assess and manage all risks impacting its business. In terms of non-financial risks, La Doria also considers: risks related to climate change, with regards to both major weather phenomena which may potentially threaten the Group's operating continuity (physical risks) and the Company's reaction to the transition to a sustainable economy (transition risk); risks arising from epidemiological events, risks related to the agricultural supply chain that provides the raw materials used in our facilities; risks related to the growing community and customer interest in environmentally-friendly industrial processes; compliance risks (quality, environment and safety); and risks associated with social responsibility, such as the implementation of the correct working conditions which La Doria demands of all its suppliers.

Climate change affects many sectors, and agriculture is one of the most vulnerable. Agriculture and climate change are linked by a cause-effect relationship. The agricultural sector, in fact, creates climate risks and subsequently suffers the impacts of climate change. Temperature increases and greater concentrations of greenhouse gases in the atmosphere are believed to reduce the yields and quality of many crops. Climate change will also affect the availability of water resources and the proliferation of plant pests, thus affecting agricultural production. La Doria's business is vulnerable to these risks, and as such it has already implemented corrective actions within its remit to ensure sustainable management of resources and the local area, using an approach based on mitigation and adjustment. Action has been taken to promote the transfer of knowledge and skills to our suppliers/farmers regarding good sustainability practices and reduction in waste, both of natural resources and products, using biodiversity as a tool to counteract the effects on crops, and in particular on tomatoes. With regard to pulses, both the transfer of good sustainable agriculture practices and the diversification of supply countries reduce the financial impact of these risks on our business. In addition, the company's adaptation to climate change towards a more sustainable model may lead to transition risk in the medium to long term. These risks can be divided into compliance risks (legal, reputational and relating to policies and regulations), market risks and technology risks. National governments and supranational institutions are increasingly active in designing and implementing policies to reduce the impact of economic activities on the climate. This means companies must comply with rules that require, for example, maximum levels of energy efficiency and/or minimum greenhouse gas emissions. Climate change risk may also be linked to market risk driven by changing consumer preferences, increasingly oriented towards products with a low environmental impact. In order to mitigate this risk, along with technological risk, which requires that advanced technologies be adopted to contain emissions, La Doria invests in improving its production lines, reducing its energy consumption and cooperating with its suppliers to reduce packaging surfaces and/or to use renewable, plant-based raw materials to minimise the impact on the environment.



Similarly to all industries, La Doria produces, by its very nature, an environmental impact in terms of energy consumption, the use of water and the production of waste material. Therefore investments were made to reduce consumption and waste, by monitoring the performances of the production facilities. In terms of reputational risks, the Company is exposed to risks concerning the monitoring of compliance with the ethics principles by the procurement chain. In order to mitigate this risk, La Doria monitors the tomato and pulses supply chain in line with the ISO 26000 Social Responsibility Guide. In 2022 La Doria obtained Social Footprint Certification for tomatoes. This certification verifies a product's social footprint by analysing the organisation, people and production chain.

La Doria is certified “Friend of the Earth”, which promotes a model of agricultural production based on integrating innovations that reduce the environmental impact of crop cultivation, as well as respect for workers at every stage of the production chain. In pursuit of this goal, La Doria began to collaborate with the Ethical Trading Initiative (ETI), an association of businesses, trade unions and volunteer organisations that have a shared commitment to improving working conditions throughout the supply chain.

The risks related to compliance regarding food safety, occupational and environmental health and safety, the production activity of the Group companies and the introduction of increasingly stringent regulations has made it necessary to closely monitor these issues, implementing all necessary actions to mitigate such risks.

La Doria has in place certified operating systems to continuously monitor compliance with food safety and environmental regulations and those for the protection of workers. All La Doria Facilities are ISO 9001, ISO 45001 and ISO 14001 certified. Compliance risks include also those concerning the Administrative Responsibility of Entities, as per Legislative Decree No. 231/01), which La Doria offsets through adopting an Organisation, Management and Control Model which reduces the risk of committal of the offences contained therein, in addition to its Ethics Code. Despite the emphasis placed on all aspects of health and safety at the La Doria facilities, in 2022 it had to deal with a serious event. Specifically, on September 13, 2022, a worker and employee of ours suffered a fatal accident due to the explosion of a steam generator. The cause of death has yet to be established.

For details on material topic risk management, reference should be made to the relative paragraphs.

Dialogue with the stakeholders

[GRI 2-28; GRI 2-29]

Over the years La Doria has continued the process of improving relations with its stakeholders, with the goal of involving them more in the decision-making process. An effective stakeholder engagement process in fact allows companies to improve its decision-making process and make it more “sustainable”, while driving social, environmental and financial performances.

The involvement of the stakeholders and the frequency of dialogue with each varies according to the matters considered and the opportunities available to come together. Over the years, we have consulted workers, customers and suppliers using ad hoc questionnaires to gather opinions, ideas and suggestions to improve the Sustainability Report.

We summarise below the main communication means and matters of interest

INVOLVEMENT OF STAKEHOLDERS AND MATTERS CONSIDERED

Stakeholders map

Stakeholders	Subgroups	Involvement and communication	Matters of interest
SHAREHOLDERS	Majority shareholders Non-controlling interests	<ul style="list-style-type: none"> Members’ Meeting Interim financial reports Sustainability Report 	<ul style="list-style-type: none"> Economic sustainability Quality of the organisation Climate Change
CUSTOMERS	Italian customers Overseas customers Consumers Future generations	<ul style="list-style-type: none"> Dedicated meetings Collaboration in the development of products and improvement of services Production facility visits Questionnaires 	<ul style="list-style-type: none"> Product quality and safety Food loss and waste Quality of the organisation Economic sustainability Human rights and responsibility throughout the supply chain Traceability Environmental impacts of Production Climate Change Packaging sustainability Logistics optimisation and efficiency Innovation Italian identity
PERSONNEL	Management boards Headquarters personnel Facility personnel Trade unions Third-party company employees	<ul style="list-style-type: none"> Circulation of the Ethics Code Specific meetings and training Company intranet Company review Questionnaires 	<ul style="list-style-type: none"> Quality of the organisation Occupational health and safety Economic sustainability
MEDIA	Local and international press Social Media Specialised/Trade Press	<ul style="list-style-type: none"> Interviews Meetings Informational material Website 	<ul style="list-style-type: none"> Product quality and safety Food loss and waste Quality of the organisation Economic sustainability Human rights and responsibility throughout the supply chain Traceability Environmental impacts of Production Climate Change Packaging sustainability Innovation

Stakeholders map

Stakeholders	Subgroups	Involvement and communication	Matters of interest
COMPETITORS	National and international competitors	<ul style="list-style-type: none"> • Conferences • Events • Network 	<ul style="list-style-type: none"> • Product quality and safety • Food losses and waste • Quality of the farm system • Economic Sustainability • Human Rights and Responsibility in the supply chain • Traceability • Environmental impacts of production • Climate Change • Packaging Sustainability • Innovation
FINANCIAL COMMUNITY	Institutional investors Banks Insurance companies	<ul style="list-style-type: none"> • Institutional website • Press releases • Interim financial reports • Sustainability Report 	<ul style="list-style-type: none"> • Economic sustainability • Quality of the organisation • Environmental impacts of production • Climate Change
SUPPLIERS	Suppliers of raw materials Suppliers of goods Suppliers of services Maritime and transport companies Consulting companies	<ul style="list-style-type: none"> • Dedicated meetings • Training courses on specific issues • Site visits • Institutional website • Contracts • Questionnaires 	<ul style="list-style-type: none"> • Traceability • Food loss and waste • Human rights and responsibility throughout the supply chain • Logistics optimisation and efficiency • Economic sustainability
PUBLIC SECTOR AND LOCAL AUTHORITIES	Government institutions Regulatory authorities Control bodies Local public bodies European Union	<ul style="list-style-type: none"> • Dedicated meetings • Conventions • Institutional communications 	<ul style="list-style-type: none"> • Quality of the organisation • Economic sustainability • Product quality and safety • Environmental impacts of Production
INDUSTRY ASSOCIATIONS AND OTHER ORGANISATIONS	Confindustria National Association of Fruit and Vegetable Preservation Industries (Anicav) Federalimentare Italian Food Union (UIF) Association for Italian Joint-Stock Companies (Assonime) Italian Association of Family Businesses (AIDAF) Non-Governmental Organisations	<ul style="list-style-type: none"> • Organisation of events and conventions on specific issues 	<ul style="list-style-type: none"> • Product quality and safety • Human rights and responsibility throughout the supply chain • Italian identity • Food loss and waste • Traceability
LOCAL COMMUNITIES	Schools Universities Local associations Municipalities Citizens in the municipalities where the production plant are located	<ul style="list-style-type: none"> • Partnership • Involvement of Schools and Universities • Disbursement of Scholarships 	<ul style="list-style-type: none"> • Quality of the organisation • Economic sustainability • Environmental impacts of Production • Loss and waste

The image shows several young green seedlings with two leaves each, growing out of a mound of dark brown, textured soil. The background is a soft, out-of-focus green gradient. The word 'LAND' is written in large, white, sans-serif capital letters, partially overlapping the seedlings.

LAND

Product quality and safety
Traceability
Food loss and waste



Product quality and safety

[GRI 416-1; GRI 416-2; GRI 417-2; G4-FP5]



The utmost quality and safety of our products is imperative for us, and for this reason we are constantly raising our standards.

In addition to complying with all applicable regulations, all our facilities have ISO 9001 and ISO 22005 certified quality management systems; in addition, the facilities that produce for the Retailers are certified to the main food safety standards (IFS, BRC).

Such certifications and the constant monitoring of our products ensure the very highest levels of quality and safety.



FACILITIES CERTIFICATIONS

Certifications at our facilities
ISO 9001, BRC, IFS, ISO 22005



FOOD SAFETY

All our production facilities are certified according to the food safety standards



QUALITY

The three steps to our quality:

1. Carefully select
2. Support our agricultural suppliers
3. Constantly invest

Issues relating to climate change - such as soil deterioration due to ozone concentrations, worsening air quality, increasing temperatures, volatility of seasons, changes in rainfall patterns, frequency of extreme events - have a direct impact on production and can affect the quantities and nutritional qualities of food. They also produce changes in working process requirements (e.g. as regards irrigation) and in production timing, since warmer temperatures shift production to the winter and affect the specific production suitability of agricultural areas. These threats can have major impacts on crop yields and therefore significant effects on human health and the ability to ensure food security, i.e. its continuing ability to meet global demand for crop products over time. La Doria therefore undertakes actions designed to reinforce its food safety system by obtaining certifications, adopting technological innovations, and increasing its focus on soil, fertilisers, energy, water, and seeds, all to ensure products of the highest quality.

Quality in 3 steps

We carefully select locations across the globe for the production of the very best raw materials. The areas of origin of the ingredients used by the Company are selected according to certain criteria that significantly affect the quality of our products. These criteria include climatic and meteorological conditions, territorial morphology, specific soil characteristics and, naturally, the production capacity of the land. To guarantee the right conditions, our quality team regularly visits suppliers to verify that they are able to meet the criteria required by La Doria.

We support our agricultural suppliers in purchasing the very best materials and tools needed for cultivation. We also monitor the entire supply chain to guarantee the full traceability of products, from the field to the shelf. In order to ensure the highest quality of products, and especially the flagship tomato products, La Doria takes it upon itself to provide farmers with the actual seeds to be planted. This decision derives from thorough studies of the characteristics that the raw materials must have in order to express all the qualities required in the production of the final products, but also to ensure adequate crop resistance during cultivation, thus minimising the need for crop protection measures. La Doria monitors the growth of crops and provides agronomic consulting services and targeted training for suppliers on issues such as the responsible and strictly limited use of agrochemicals, and educates on the care to be taken to ensure maximum yield and product safety.

At the end of each production cycle, all our suppliers are assessed on the quantity and quality of the raw material conferred, as well as on the number of non-conformities and customer complaints.

Naturally, for all our main ingredients (tomatoes, pulses and fruits), we carry out a series of exacting quality controls in collaboration with our suppliers. Regarding pulses for example, La Doria partners with major suppliers committed to ensuring the very highest standards and rigorous quality and safety controls, which La Doria double-checks on receipt of the raw ingredients destined for production.



We constantly invest in the most advanced production and control systems for quality monitoring at every single stage of processing. The Group's investments in automating controls and introducing advanced production systems are an important contribution to guarantee product quality and safety. A series of automations have been successfully introduced in the collection, sorting and control of raw materials, with the aim of minimising manual labour errors. These systems have not only been introduced in La Doria's own facilities, but also in those of raw material suppliers. In 2022, and in partnership with a start-up, La Doria launched a project to help farms optimise their management of crop nutrition, irrigation, and defence. This was accomplished by collecting data from the field using wireless agricultural sensors and analysing it using artificial intelligence (OPI). The OPI system provides key information on climate, growth, and plant diseases and allows the crop cycle to be optimised by limiting fertiliser usage to the necessary amount and reducing water wastage.

The Company's investment in this area also focuses on human resources and the organisation. In 2022, we continued an initiative to refresh skills in the Quality Assurance area through the organisation of a series of specialist courses in collaboration with an external company on topics regarding overseas legislation, HACCP, Food Safety internal audits, and Ethical Audits.

These three steps are accompanied by assessments throughout the lifecycle of our products to verify and ensure their quality and safety. We check for the presence of heavy metals (lead and cadmium) and pesticides, which may derive from agricultural treatments or soil quality. In the production stage, we monitor the weight, where requested, of the pH and Brix levels, the latter an important measure of the quantity of sugars in fruit and vegetables, in addition to other soluble and naturally present substances such as salts and acids. Finally, we assess all the organoleptic, chemical and physical properties of the finished products.

La Doria has obtained ISO 22005:2008 certification for tomatoes, basil, and fruit, and BRC certification for box packaging.

Complaints

During 2022, under the Company's quality management system, 1,629 complaints were registered, of which 1,178 pertaining to LDH customers. This number includes all types of quality complaints that La Doria receives, including those received directly from consumers, which are managed by the subsidiary and by clients directly. La Doria is constantly committed to taking full charge of complaints and providing an effective response, as well as putting in place the most adequate measures to prevent such issues from re-emerging.



In 2022, there was a reduction in complaints relating to the pulses, tomato, and fruit lines compared to 2021. This was due to both supplier awareness and technological improvements implemented in our facilities. The tables below summarise the number of complaints.

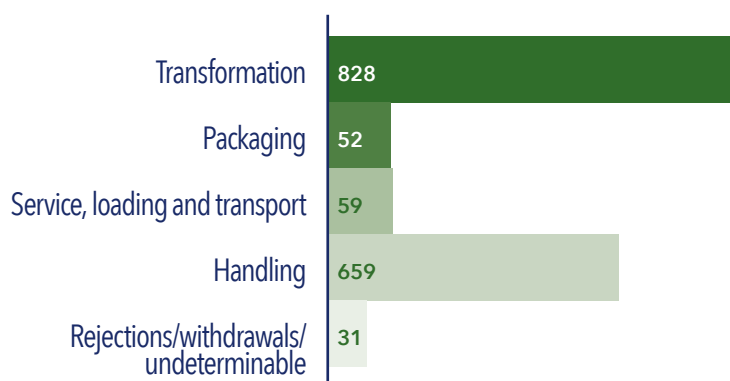
TOTAL NUMBER OF COMPLAINTS RECEIVED AND PERCENTAGE OF THOSE SETTLED

Complaints regarding the quality of products	2021	2022
Number of complaints received	1,781	1,629
Percentage of complaints settled during the year	100%	100%

QUALITY COMPLAINTS BY PRODUCT LINE PER MILLION ITEMS SOLD (IN PPM) EXCLUDING LOADING, SERVICE AND TRANSPORT

Complaints regarding the quality of products	2021	2022
Sauces and Pestos	2.14	2.17
Tomatoes	1.76	1.36
Pulses	0.86	0.70
Fruit	0.15	0.08

BREAKDOWN OF 2021 COMPLAINTS BY TYPE



Several types of complaints are not directly related to the production process itself, such as “service, loading and transport” and “handling”. Complaints relating to “service, loading and transport” include those attributable to handling companies whose activities are outsourced by La Doria. In such cases, La Doria works in close partnership with its suppliers to constantly improve supplies and performance, with the aim of minimising the number of complaints. Complaints for “handling”, on the other hand, are filed and managed by La Doria and come from final consumers of the supermarket chains, predominantly in the UK. The defects reported are related to the primary packaging of products, presumably damaged during the multiple handling phases, detected only downstream of the supply chain. This category includes all those complaints that cannot be attributed unequivocally to product processing and/or packaging processes, regarding which the Company has sought to identify causes and, in partnership with clients, to improve the indirectly controlled logistics processes.

However, certain complaints are directly attributable to the production processes at La Doria facilities. These are complaints related to manufacturing activity and packaging processes. The product lines most affected by such complaints are ready-made sauces/pestos and tomatoes.

To address the criticalities in product processing, tools have been introduced to production lines to verify the integrity of packs used and to ensure that the product is properly canned and sealed.

Regarding foreign bodies within products, which pose a risk to food safety, the Group has worked extremely hard in recent years both within its own facilities and in collaboration with suppliers of raw materials. It is of fundamental importance to ensure utmost attention to this issue, particularly in the collection and sorting of crops directly in the field of cultivation. La Doria is conducting major campaigns to raise awareness among agricultural suppliers, the most significant of which is the "Clean Countryside" project, which was conceived to promote better field management. Additionally, the Company promotes the use of automatic sorting machines to assist manual work relating to certain types of raw materials, such as pulses. Agricultural workers are also required to use exclusively black-coloured irrigation accessories, so that the picking machines harvesting tomato produce can effectively identify and expel any collected rubber fragments.

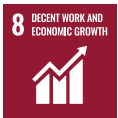
Technological advancements have also been introduced within processing facilities to minimise the risk of foreign bodies in products, including automatic input selection, improved X-ray equipment and broken glass controls.



Traceability



[GRI 301-1] [GRI 417-1]



TRACEABILITY

Full traceability of all product lines



TOMATOES

The traceability of tomato products right down to its cultivation lot

The supply chains form an intricate, complex system. Accordingly, they require adequate control and management safeguards to mitigate risks to the product throughout its journey to the final consumer.

Traceability facilitates the identification of origins of risk factors and the implementation of appropriate measures in the suspected chain to prevent the reoccurrences of any issues.

The traceability of a product consists of the collection of a series of data along the supply chain, with the collaboration of the various actors involved. This is an essential tool for responding to growing consumer demands and for the accountability of the various actors in the supply chain.

This is what traceability means to us, and, with the technologies we have implemented, we remain committed to guaranteeing the quality and safety of each batch of product that is processed within our facilities.

Food traceability is a key element of the broader topic of food safety. It is essential for both consumers to make informed purchasing decisions and companies to manage potential risks promptly, thus reducing the danger of exposure to the concerned product. Ensuring product traceability means improving our competitive advantage, ensuring compliance with the latest EU legislation, and limiting potential fraud.

From the land to the shelf

All product lines processed by La Doria are fully traceable from the land of origin to retailers' shelves, despite the great variety of raw ingredients used and their different origins.

Throughout the whole chain, whether long or short, key data is collected with the use of IT systems that, at any given time, associate a product being processed or already prepared for sale with its origin and lot. In this way, it is possible to trace the product's entire journey and identify all those who have had anything to do with the product along the supply chain. This data ensures that correct and reliable information about the characteristics of the raw materials is consultable at any time. The system enables La Doria to ensure the highest safety standards and to track down all product lots to wherever they have been distributed to clients in case any withdrawals or post-marketing controls are required.

GEOGRAPHICAL ORIGIN OF PRODUCTS (PERCENTAGE BREAKDOWN)

	NORTH AMERICA	SOUTH AMERICA	ASIA	ITALY	EUROPE OTHER	EGYPT
FRESH TOMATOES kg 189,751,427	-	-	-	100%	-	-
PULSES kg 61,055,455 ¹²	53.17%	16.80%	5.27%	6.69%	12.11%	5.96%
FRESH FRUIT ¹³ kg 11,474,667	-	-	-	100%	-	-
FROZEN ¹⁴ kg 4,958,080	-	19.11%	22.45%	14.99%	43.45%	-

To ensure that the system is effective, audits are carried out both internally and externally by ISO 9001, BRC and IFS Quality Management Systems' certification bodies, as well as by the subsidiary LDH in relation to its suppliers, other than La Doria, to verify full compliance with product traceability procedures. Additionally, the Group's major clients also carry out periodic product traceability controls.

La Doria's commitment to this concern is ever greater since the Company considers traceability an indispensable element to operating responsibly on the market. For this reason, the implemented traceability system is constantly evolving, with a progressive drive to adopt new technologies to improve its

¹² The figure includes approximately 3,000 tonnes of goods "in transit" that were the property of La Doria at 31/12/2022

¹³ Peaches, apricots, pears and apples processed in facilities to transform the fruit into puree for fruit juice production.

¹⁴ Semi-processed fruit that is frozen and shipped to La Doria facilities to be transformed into juices and fruit-based beverages.

reliability. As evidence of this evolution, La Doria has obtained ISO 22005:2008 certification for tomatoes, fruit and basil. The standard is intended to support companies in documenting product history by allowing them to always determine product location and origin. La Doria considers voluntary certification a useful tool in ensuring the conformity of production processes or in understanding and monitoring each of the risks arising from its daily business operations, going beyond compliance with the technical requirements established by domestic and international standards.

All products, as per legal requirements, are labelled with detailed information on their contents (i.e. ingredients), how to use and store them, and how to dispose of them.

The journey of a tomato

Regarding tomatoes, which are the traditional produce of the Group and entirely cultivated in Italy, La Doria deals directly with local associations of agricultural producers, not with other companies that produce for themselves or collect raw materials from local suppliers, as for other products. This characteristic of the tomato supply chain also allows for the identification of the Agricultural Production Unit (UPA), namely the exact field of cultivation. Indeed, every tomato field is geo-tagged through a GPS system. And the close collaboration with agricultural suppliers does not end here; a data set is also collected during the actual cultivation of the plants and fruit, providing detailed information on each lot arriving at the processing facilities. All tomatoes used by the Company are subject to this traceability system. Once the tomatoes arrive at a plant, each lot is linked to a Transport Document containing all the information gathered up to that point. Using the associated code, every movement within the facility can be mapped, ensuring the maximum traceability of every tomato and its characteristics.

Traceability at LDH

The approach taken by the subsidiary to this issue has a different connotation in view of its trading activity, while still pursuing the same aim of ensuring the traceability of the finished product. LDH seeks to ensure that traceability drills involving its suppliers' finished products are concluded within a maximum of four hours. All traceability audits conducted in 2022 were successfully completed. LDH was certified compliant with version 3 of the BRC Agents and Brokers standard in 2022. The audit reviews the protocols and procedures associated with product traceability and examines controls in place regarding any indications of origin on packaging. All the technical audits conducted by LDH - or directly by its clients at its production facilities - include traceability assessments.

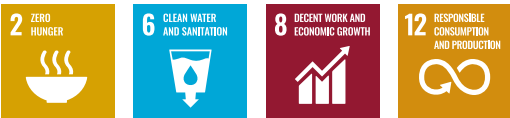


LDH has adopted a supply chain mapping model for information and visibility regarding products and suppliers. LDH has mapped 82% of its supply chain. A new version of supply chain mapping was introduced, featuring a greater level of detail and more comprehensive information on environmental and labour impacts. This template was sent to all suppliers of canned fish, fruits, and vegetables to collect this information. Most mapping templates were returned and supply chains were risk-assessed. LDH contributes to the Global Dialogue on Seafood Traceability to better map seafood supply chains. In 2022, they used the information collected in its supply chain maps to assess supply chain risks.





Food loss and waste




The issue of food loss and waste is increasingly a focus of the international community in its concern over the quantity of healthy products fit for consumption that are left uneaten.

Well-aware of the sensitivity of this issue, we are constantly striving to minimise and prevent losses throughout the entire value chain. For example, during the cultivation phase, we help farmers optimise their use of resources by introducing new technologies, and, during product processing, by increasing the use of processes, machines and equipment that reduce product waste and by recycling certain by-products.

Additionally, we strive to maintain strong partnerships with non-profit associations to which we can donate some of the products that are fit for consumption but cannot be sold to customers.

 **1,693,017**
No. products donated to charity

 **551,900 kg**
Fruit stones (peaches and apricots) reused in 2022

 **6,120,116 kg**
Skins (tomato and fruit) reused in 2022

The broadest definition of food waste pertains to the lack of value attributed to food production and food itself throughout the various stages of the food supply chain. A food system that generates large amounts of waste but is still not able to feed everyone on the planet is unsustainable. The main food waste prevention measures are: collaborating with food banks to donate food close to its expiry date; transforming food waste into feed; and finally, adopting technology in agricultural production to improve field performance.

Reducing waste in our facilities

Food product loss and waste is a priority issue for La Doria, also because reducing waste helps to reduce costs. Therefore, the Company is constantly committed to ensuring that its facilities adopt all necessary measures to minimise waste. Such measures are varied and applied at different stages of product processing, from the selection of raw materials to the handling of finished products that do not conform to required standards. La Doria also supervises this aspect by monitoring the index representing the reduction in the value of food destruction compared to the value of production.

In the raw material selection phase, automatic tomato and pulses selection tools have been introduced to assist manual work, to ensure greater precision in the initial sorting of the material entering the facilities, to ensure better quality control and to verify the absence of any foreign bodies. This significantly reduces the risk that products are later considered non-conforming and therefore to be discarded.

In the product processing phase, each facility undertakes to constantly monitor raw material and packaging consumption by using several applications that check for deviations in the bill of materials and trigger activities of readjustment and improvement that are evaluated by relevant departments. Based on reviews of deviations, specific readjustment and improvement processes are implemented and evaluated by the relevant departments.

Less waste and a second life for processing by-products

The reduction of production waste can also be achieved through specific projects designed to re-use some production by-products in other product markets or production processes. A case in point is the re-use of tomato skins in animal feed. Tomato skins, as well as seeds, are also re-purposed as soil improvers. On the other hand, the stones of fruit made into purée in our facilities are used in the confectionery industry. These are just a few examples of how by-products are reused and not wasted.



QUANTITY OF RE-PURPOSED BY-PRODUCTS

	2021	2022
Peach stones (kg)	431,560	343,980
Apricot stones (kg)	144,200	207,920
Tomato skins (kg)	6,667,660	5,160,616
Fruit skins (kg)	1,135,870	959,500

Donate - don't waste

Another important activity that the Group carries out is the donation of certain products to charitable organisations, which help address food insecurity, manage surpluses, prevent food loss and waste at source, and move from a linear economy to a circular economy. This "From producer to consumer" strategy, which is at the heart of the European Green Deal initiative, calls for the construction of alliances within the Food System as a strategic and necessary tool to address the current situation, which is ever more complex and increasingly punctuated by unexpected events.

Donation is one way to extend the lifecycle of a product and happens with all those products considered not suitable for sale to customers but still fit for human consumption under food safety requirements. The reasons behind the non-conformities of such products vary; from secondary packaging defects to product characteristics not perfectly compliant with agreed specifications but none of these pose a risk to the goodness or healthiness of the products.

In 2022, La Doria donated 584,899 products to charity, worth around Euro 1,693,017. 73% of these products were donated to the Banco Alimentare (Food Bank).

At the source

La Doria is not only engaged in the reduction of waste generated by raw material processing, over which it has direct control, but also constantly collaborates with suppliers to put in place measures to mitigate product loss in the agricultural production stage.

Such collaboration takes different forms depending on the needs of suppliers, the organisation of their agricultural activities and the type of relationship with the Company.

With agricultural producers with whom there is a more consolidated and direct relationship, La Doria provides the tomato seeds and seedlings to be planted to minimise the risk that crops may be wasted or damaged. This decision is intended to ensure that the product is fully compliant with processing needs and customer requirements and that plantations have inherent resilience to parasites and other pathogens.

Again, in view of reducing waste during cultivation, several projects have been implemented to raise awareness and train agricultural suppliers on the use of innovative crop solutions. One example is the use of pheromone traps that, by monitoring the number of certain insects, allow plant protection measures to be applied only when strictly necessary. The introduction of technological and digital solutions (use of the "OPI" and "Bluleaf" apps) also helps to reduce waste by facilitating the monitoring of field conditions, for example, with sensors able to measure soil moisture, allowing for irrigation adjustments and reductions in wasted water.

Collaboration and communication with our suppliers are, increasingly, a means to educate stakeholders not only on careful sensitivity to the issue of waste reduction, but also as a means to create positive behaviours that contribute to achieving the objectives of the UN 2030 Agenda.

PRODUCT DONATIONS BY LA DORIA

LA DORIA

1,693,017

No. of products donated to charity

LA DORIA

€ 584,899

Economic value of the donated products

LDH

€ 139,479

Economic value of the donated products





COMMITMENT

Environmental impacts of production

Climate Change

Human rights and Responsibility throughout the supply chain

Packaging sustainability

Logistics optimisation and efficiency

Economic sustainability






Environmental impacts of production

[GRI 302-1; GRI 302-3; GRI 302-4; GRI 303-1; GRI 303-2; GRI 303-3; GRI 303-4; GRI 306-3; GRI 306-4; GRI 306-5]



 **2**
Photovoltaic plants at the Sarno and Fisciano facilities

 **2**
Cogeneration plants at the Angri and Parma facilities

 **44%**
Energy needs satisfied internally

A commitment to reducing and monitoring the environmental impact of our production is at the heart of our Environmental Policy.

Our commitment to environmental protection is ensured by compliance with the ISO 14001:2004 Standard at all facilities through development projects and the adoption of technologies which protect the environment by reducing inefficiencies and waste.

The food industry’s impact on the environment includes pollution, the excessive use of land, waste, the abuse of natural resources, and the modification of the natural habitats of several species. Food companies must therefore take action to guarantee the efficient use of basic inputs (like energy) through process optimisation and efficiency, maximise the use of agricultural ingredients and materials in all their components for human food, animal feed, and other utility chains. They must also prevent packaging waste through eco-design, and focus on preventing food waste and managing surpluses. La Doria manages the impacts deriving from direct and indirect environmental aspects by setting up and maintaining certified environmental management systems and through innovation. The regulation requires the maintenance of an Environmental Management System which complies with the benchmark standard, guaranteeing satisfaction of the environmental rules in terms of its processes, products and services, the prevention of pollution, the planning of environmental actions and projects to ensure ongoing improvement in terms of environmental impacts, the monitoring of energy and natural resource consumption so as to ensure the reduction of waste and inefficiencies and the creation of awareness. The Environmental Management System involves all activities and operations carried out at sites that have or could have an influence on expected results. It is periodically verified and audited to ensure compliance with laws and the principles of continuous improvement.

Power supply at our facilities

The energy needs of production facilities are a significant cost item for the Company. In the interest of reducing these costs, and of mitigating associated energy consumption impacts, La Doria has, over the years, made considerable investments in the innovation of facilities, allowing them to reorganise their power supply. Indeed, innovations have been introduced that have markedly reduced power consumption from the electrical grid in favour of energy produced by the Company itself.

Photovoltaic panels have been introduced at the Sarno and Fisciano facilities, with energy production capacities of 3.7 MW and 1 MW respectively, in line with the relative annual consumption and distribution demands. Alternatively, the Angri and Parma facilities have installed cogeneration plant with production capacities of 2,700 kW and 601 kW respectively, covering a considerable portion of energy needs.

These photovoltaic and cogeneration plants are a key resource for the Company, as they are able to supply approx. 44% of production electricity needs, while the remaining share is taken from the grid, as shown in the table.

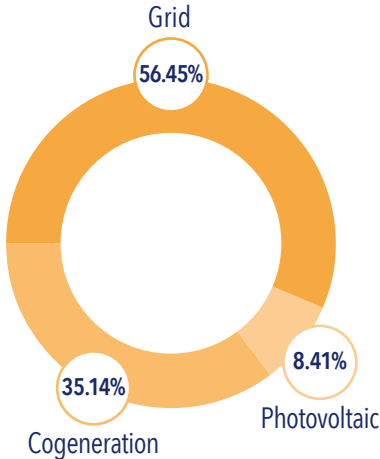
If we analyse in detail the percentage of electricity produced at the facilities themselves, we see that the cogeneration plant at the Angri facility, in particular, is able to cover a great share of demand.

Cogeneration is a system that enables the combined production of electricity and heat from a single energy source.

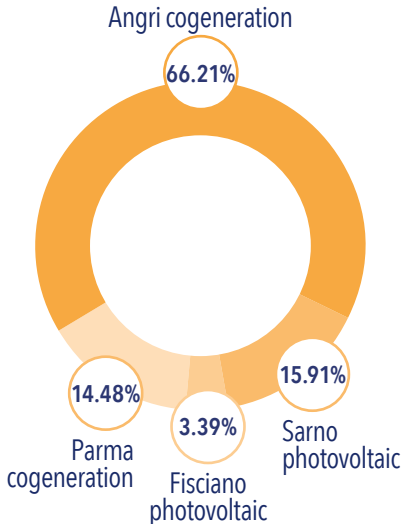
Cogeneration minimises the energy losses that would occur if the two energy vectors were obtained separately.

In addition, in 2022, recovery of heat from engine exhaust fumes and the engine and intercooler cooling of the Angri cogeneration plant of 15,404,011 kWh yielded a reduction in emissions of 378 tonneCO₂.

ELECTRICAL CONSUMPTION BY SOURCE - 2022



SHARE OF ENERGY PRODUCED ON-SITE BY SOURCE



La Doria's cogeneration plant have received "High Yield of Cogeneration" (CAR) recognition¹⁵: This operating recognition is issued to facilities that are able to guarantee a high ratio of energy produced to energy consumed.

In recent years, the Angri cogeneration plant was remodelled, replacing two of the main components i.e. the motor and the alternator.

The two new groups installed, of the same power, are better performing and more reliable than the previous.

The construction features indicate high efficiency and optimal environmental performance.

The two Groups, in fact, already present reduced polluting emissions (CO₂ < 90 mg/Nm³, and NO_x < 250 mg/Nm³).

In addition to cogeneration, La Doria has implemented several other heat recovery innovations that reduce gas consumption and thus CO₂ emissions. At Angri, heat recovery plant, for example for the re-use of the cooling water to heat the pulses processing water or recovered heat from overspray. This recovery has supported the gaining for five years of white certificates (energy efficiency securities).

At the Sarno facility, heat is recovered from the condensation formed in the sterilisation phase of the FMC canned legumes production line (the recovered heat is used to heat the water fed into the legume cooker) and from the condensation of the Odenberg legume production line (the heat recovered preheats the liquid used in the can pasteurisation system).

In 2022, a major investment was made at the Angri facility, where a new high-efficiency steam boiler was installed to reduce the use of natural gas during the tomato campaign.

At the Sarno facility, the boiler has been majorly revamped over the last few years, improving its efficiency and leading to a consequent decrease in gas consumption.

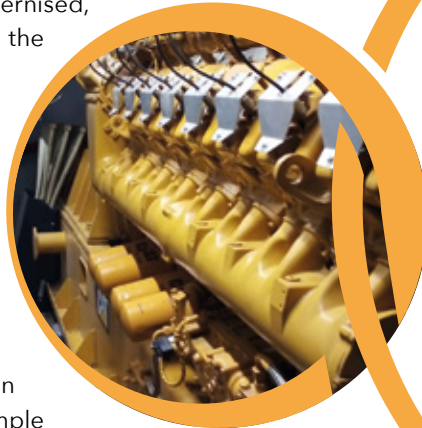
At the Fisciano facility, heat is recovered from the boiling water drains of the boilers. This heat is then used to preheat the boiler intake water.

In terms of energy consumption, at Sarno over recent years initiatives included the following: the revamping or modernisation of the refrigeration cells, the introduction of a glycol¹⁶ plant, allowing the removal of the previous one, and the addition of inverters in well pumps. Also in 2021 and 2022 energy-efficient lighting revamping projects continued in all facilities and meters were installed in order to improve the collection and distribution of consumption data through the Wonderware platform, designed to integrate operating and IT systems in order to implement an energy vector monitoring system.

Newly installed measuring instruments and monitoring have reduced electricity consumption at the Angri purification plant.

In summary, in 2022 heat and energy recovery reduced consumption by 6,484 tCO₂.

The tables detail the energy needs of all facilities over the last two years. The data on the Company's own energy production takes into account all the electricity produced.



¹⁵ For certification criteria, refer to those established by the Ministerial Decree of August 4, 2011 (Annex III), valid from January 1, 2011 and completing the transposition of Directive 2004/8/EC initiated by Legislative Decree No. 20 of 2007.

¹⁶ Glycol is an antifreeze fluid.

ENERGY SAVINGS BY SOURCE

Source ¹⁷	2021		2022	
Electricity	403,354 kWh ¹⁸	1,452 (GJ)	655,396 kWh	2,359 (GJ)
Natural gas	2,456,472 m ³	96,785 (GJ)	2,552,185 m ³	90,187 (GJ)

ENERGY CONSUMPTION WITHIN THE ORGANISATION

Energy consumed ¹⁹	2021		2022	
	(kWh)	(GJ)	(kWh)	(GJ)
Electricity ²⁰	56,165,154	202,195	56,318,989	202,748
- from renewable sources ²¹	4,400,919	15,843	4,735,105	17,046
Natural gas	26,750,737 (m ³)	1,053,979	26,032,838 (m ³)	919,922
Total consumables		1,272,017		1,122,670

Energy self-produced ²²	2021		2022	
	(kWh)	(GJ)	(kWh)	(GJ)
Electricity produced	19,457,810	70,048	19,887,206	71,594
Electricity self-consumed ²³	19,141,404	68,909	19,793,040	71,255

Energy intensity index ²⁴	2021		2022	
	(MWh/tonne)	(GJ/tonne)	(MWh/tonne)	(GJ/tonne)
	0.06	1.73	0.06	1.72

Less Waste and less wastefulness

Fully aware of the potential impact of waste management on the environment and on human health, La Doria has adopted a policy of reducing waste production and eliminating wastefulness. It has also set up specific procedures and monitoring systems in order to:

- cut waste generation through scrap and waste reduction;
- take appropriate measures to use waste and scrap as a resource.

Each phase of the Company's production activities is managed to ensure the monitoring and control of consumption, promptly identifying and eliminating any scrap and wastage. Specific management methods are also drawn up and introduced for each type of waste, taking into account whether it may be hazardous and considering contamination risks and possible treatment in order to reduce and/or eliminate environmental impacts.

The types of waste produced are:

- waste related to production activities;
- waste related to packaging activities;
- waste related to auxiliary activities (purification, maintenance, laboratory waste, etc.).

¹⁷ The data does not include the subsidiary LDH as reporting insignificant energy consumption (trading company and therefore not undertaking production). The only significant consumption is related to the warehouses, although the data is not available.

¹⁸ The figure has been restated from that published in the 2021 report because 43,200 kWh of saving from the Fisciano plant was added.

¹⁹ The energy consumption given below refers to the Group's production facilities.

²⁰ The data refers to the consumption of energy from the grid and from own production.

²¹ The renewable energy indicated here is that produced by photovoltaic plants on the roofs of the Sarno and Fisciano facilities.

²² This is the energy produced by the Group's facilities.

²³ This self-consumed electricity represents the energy produced by the cogeneration plants that is consumed in the facilities themselves.

²⁴ The energy intensity index was calculated on the basis of the energy, gas and electricity vectors, entering the facilities. The generation of electricity is included within natural gas consumption and has already therefore been considered. The specific parameter used to calculate energy intensity is net production. Data shown were calculated using preliminary estimates based on ISPRA 2021 - National UNFCCC Inventory conversion factors (average of values for the years 2017-2019).

WASTE PRODUCED BY GROUP FACILITIES BY TYPE

Type	Quantity (t)	Hazardous (t)	Non-hazardous (t)
waste related to production activities	13,657	-	13,657
waste related to packaging activities	5,809	93	5,716
waste related to auxiliary activities (purification, maintenance, laboratory waste, etc.)	13,866	71	13,795
Total	33,332	164	33,168

The majority of waste is treated, and disposal is limited to only a few types of waste. In 2022, 98% of waste produced was recovered.

In order to prevent waste production, packaging has been optimised, leading to a reduction in plastic packaging and the use of recycled paper packaging. No shortage of attention is paid to collaborating with raw material suppliers and/or working to raise their awareness of issues regarding waste. At the Sarno and Angri facilities, a unit for the treatment of some production waste has been successfully introduced. This compacts the packaging, re-purposes its contents as a nutrient for the bacteria of biological activated sludge treatment plants and sends other materials for recovery.

To reduce waste volume and weight, a plant was installed in the Parma facility to dehydrate the mud extracted from the purification cycle’s flotation system.

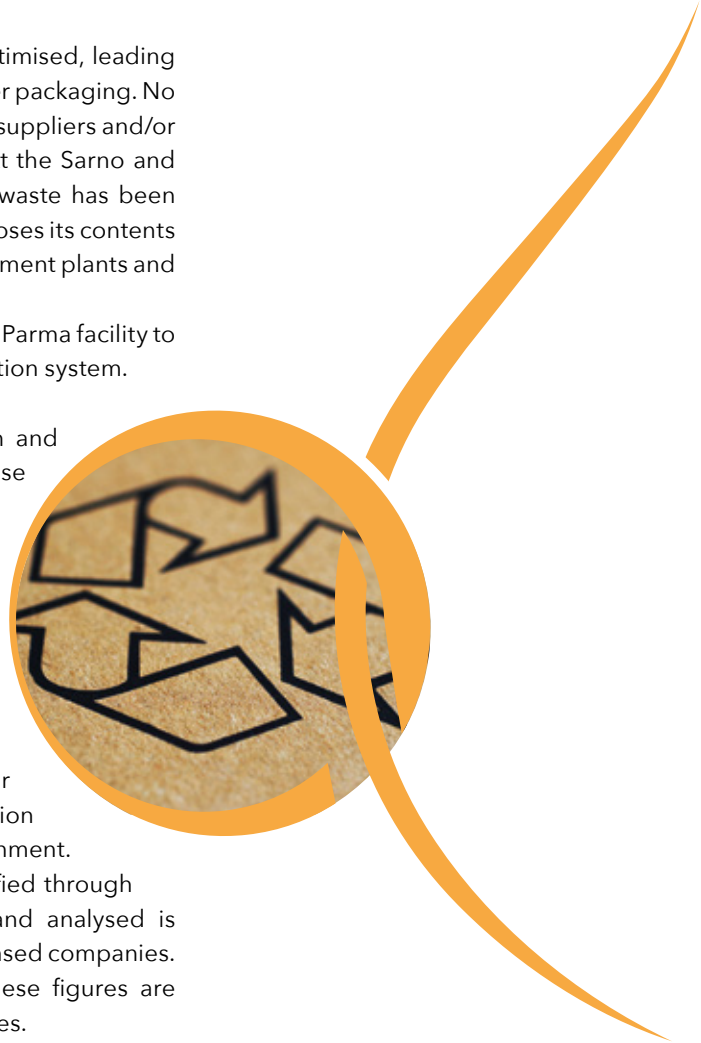
By-products also contribute to preventing waste production and favouring circularity since, by their nature, they are suitable for use in other processes. These by-products include:

- tomato skins and seeds;
- fruit processing waste;
- animal by-products;
- copper scraps.

To manage the waste produced within La Doria, specific collection areas have been provided. These are equipped for each type of waste, using suitable sealed containers and collection tanks to prevent contamination of products or the environment.

Hazardous waste and potential treatment methods are identified through analysis of waste characteristics. Waste collected, sorted and analysed is transported, disposed of and/or recovered by appropriate licensed companies. Waste is weighed to record the quantity produced, and these figures are compared with the quantities reported by the treatment facilities.

Finally, suppliers are involved in optimising waste management by: ensuring the quality of their products; providing less hazardous substances and preparations as opposed to more hazardous substances and preparations; reducing packaging where possible and/or adopting packaging that is more easily reused; providing products in bulk and/or with reusable packaging. Specifically, all fresh tomato suppliers receive training on the management of agricultural waste and specific protocols are defined and monitored to manage other waste (irrigation hoses, plastic, containers of hazardous substances).



La Doria, for its part, is attentive to the end-of-life of its products and, in accordance with the relevant legislative provisions, labels its products with information on the correct way to dispose of packaging.

WASTE PRODUCED BY GROUP FACILITIES

Hazardous waste	2021	2022
Total weight (tonnes)	132.14	164.60
- destined for re-use or recycling	-	-
- destined for recovery	113.96	140.00
- destined for incineration	-	-
- destined for landfill	-	-
- other disposal	18.18	24.60
Non-hazardous waste	2021	2022
Total weight	34,179.53	33,167.60
- destined for re-use or recycling	-	-
- destined for recovery	33,733.13	32,542.20
- destined for incineration	-	-
- destined for landfill	-	-
- other disposal	446.03	625.40
Total waste (hazardous and non-hazardous)	34,311.67	33,332.20
Production volumes (tonnes)	624,320	609,708
Ratio of generated waste to production volumes	0.055	0.055

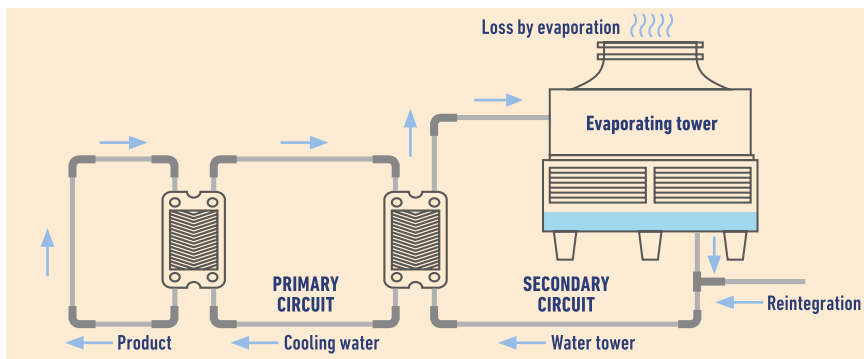
Water consumption

Since La Doria is an industrial company that requires a significant amount of water, it is essential that it commit to rational water use, in terms of both progressively reducing its water use and minimising the risk of possible pollutants that could prevent water from being returned to the environment. Over the years, La Doria has thus developed a strategy that allows water consumption to be optimised and maintains the original quality characteristics of its water sources. Specifically, the strategy is implemented in the Environmental Management System: the Company carries out a risk and opportunity assessment for each process and production phase that has an impact on water in order to minimise any impacts related to water management and continuously improve environmental performance. The Environmental Management System is thus characterised by the development and implementation of environmental policy and the achievement of the objectives set out in it. La Doria monitors water consumption at its facilities, reducing the use of natural resources and climate change impacts. The planning, execution, and periodic controls, and more generally the correct management of water resources, optimises water consumption.

Over the years, various water reuse actions have been taken, e.g., the recovery of the cooling water for finished product tomato line boxes at facilities and/or the addition of condensers. The water at 30°C, coming from the box cooling phase, is reutilised in the various tomato washing phases, immediately before peeling. Other water recovery projects include the addition of evaporative towers.

These processes comprise two circuits: a primary circuit in which the cooling water exchanges heat with the product and a secondary circuit in which the tower water exchanges heat with the cooling water. The water tower transfers heat to the external environment to “cool down” and in turn cools the primary circuit water and then warms up again. The project evaporation towers have an evaporation loss of 3%, therefore this quantity should be reintegrated.

SIMPLIFIED GRAPH OF A CLOSED CYCLE CIRCUIT WITH EVAPORATION TOWER



To minimise water consumption, another closed-circuit cooling circuit with evaporation towers was constructed at the Parma facility in 2020. The latter makes it possible to avoid using “running” water during the cooling phase of one of the ready-made sauces production lines.

During the years, water recovery in the tomato concentrator condenser in Eugea, the recovery of softened water from pasteurisation tunnels in the glass lines in Parma, and the upgrade of the softener on regeneration cycles at the Fisciano facility all contributed to optimising water consumption within the Group. In 2022, a new high-efficiency blower was installed at the Angri facility, resulting in a decrease in the purification plant’s electricity consumption.

In terms of its water performance, in 2022 La Doria’s production facilities withdrew a total of over 3 million cubic metres of water. Most water used is groundwater and/or aqueduct water. A water flow meter is installed in each well, enabling constant monitoring of water consumption. Monthly and annual use of the water drawn is reported with the frequency set by the competent authorities and/or the managers of the integrated water service.

Finally, wastewater is discharged, depending on the facility, either directly into a surface water body and/or into the public sewer system. Water quality is constantly monitored using chemical/physical analysis.

All quantities withdrawn are measured and checked monthly. Meters placed on the outflow of the well suction pumps are used as the measuring instruments. Water resource management is based on facility and customer needs. The management process is sufficiently flexible that it can be adapted and tailored to individual facility needs and customer requirements. Any significant impacts are managed through potential optimisations of the facilities concerned. Minimum quality standards are set by the authority that issues the discharge authorisation and pollutants are monitored to ensure compliance with the authorised limits.

Water withdrawal and discharge are shown below.

Water withdrawal by source	2021	2022	Water discharge	2021	2022
Groundwater in ML	2,637	2,866	Sewerage in ML	1,300	1,350
Aqueduct or other municipal source in ML	14.86	11.45	Groundwater in ML	1,253	1,290
Co-operative Water in ML	243.6	203.5	Soil or subsoil in ML	-	
Total procurement	2,895	3,081	Total	2,553	2,640
Total water withdrawal m ³ /tonne product	4.6	5.1	Total water discharge m ³ /tonne product	4.08	4.33

WATER STRESS DISTRIBUTION ACCORDING TO THE WEBSITE Aqueduct Water Risk Atlas²⁵

Water discharge			Angrì		Sarno		Fisciano		Lavello		Faenza		Parma		TOTAL	
		Unit	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
Low	< 10%	ML											446	446	446	446
Medium Low	10% - 20%	ML													-	-
Medium High	20% - 40%	ML													-	-
High	40% - 80%	ML													-	-
Very High	> 80%	ML	750	870	807	844	234	215	244	205	72	60			2,107	2,194

Water withdrawal			Angrì		Sarno		Fisciano		Lavello		Faenza		Parma		TOTAL	
		Unit	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
Low	< 10%	ML											498	510	498	510
Medium Low	10% - 20%	ML													-	-
Medium High	20% - 40%	ML													-	-
High	40% - 80%	ML													-	-
Very High	> 80%	ML	935.6	1,135	896.9	938	239.6	219	249.8	209	75	70			2,397	2,571

²⁵ Water stress areas were identified according to the World Resources Institute criteria, through the use of the Aqueduct Water Risk Atlas tool, as suggested by the GRI 303 reference document. This classification system considers only the quantity and not the quality or accessibility of water resources under the inclusive approach.

Climate Change



[GRI 305-1; GRI 305-2; GRI 305-3]



10.8%
CO2 reduction in 2022

Our commitment to climate action is an essential part of our sustainability strategy.

In 2022 we determined our value chain-related indirect emissions so that in 2023 we can submit our CO2 emission reduction targets to the Science-based Targets Initiative (SBTi) for validation. In so doing, we gain a twofold effect: the reduction of our carbon footprint and that of our clients, to whom we have pledged our assistance in working towards net-zero emissions.

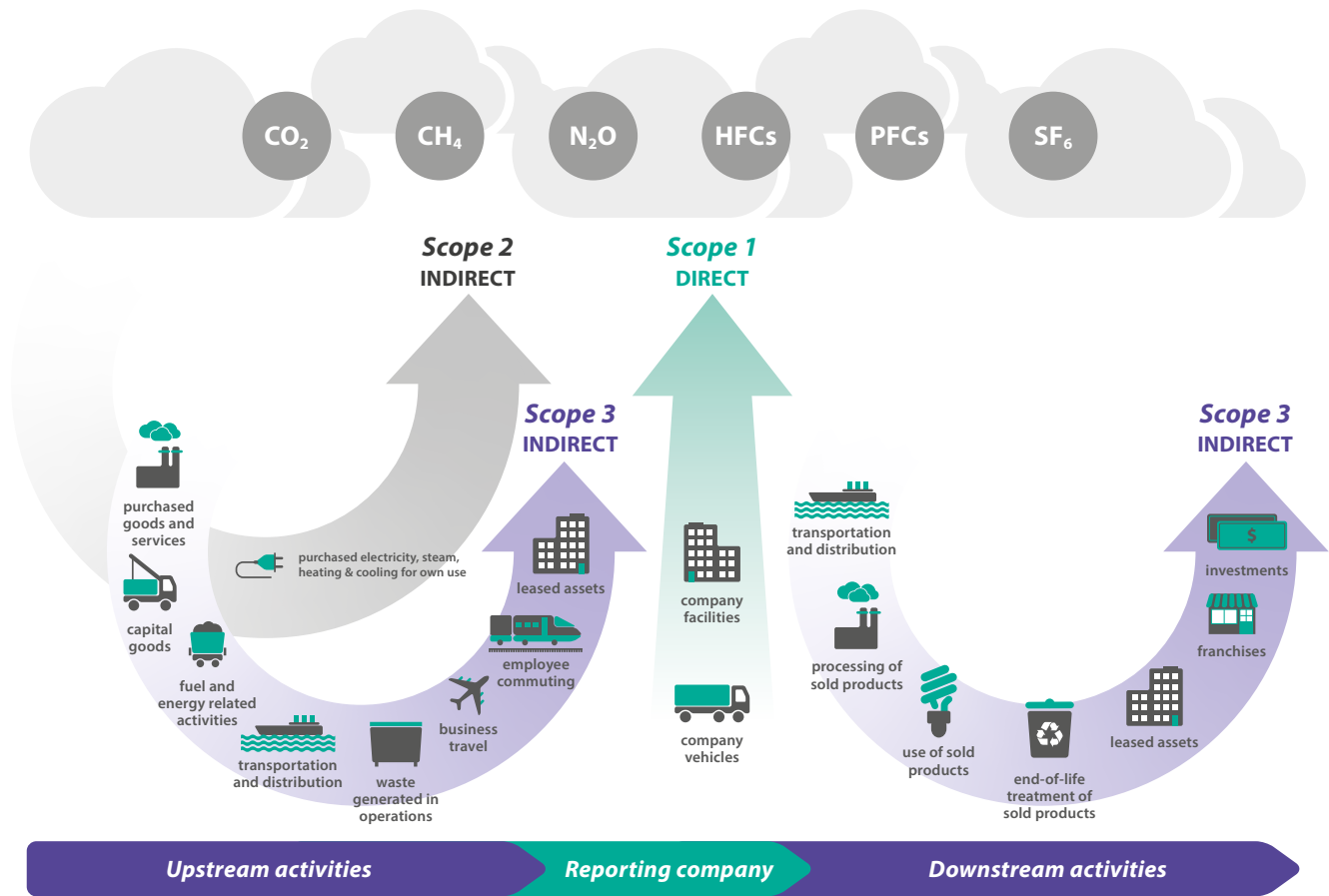
Climate change is one of the most insidious threats that humanity is called to face, since it can cause irreversible effects on ecosystems, human beings, human settlements, and infrastructures; this is because natural and human systems are pushed beyond their adaptive capacity. Hence the need for a change in production and consumption models and the propagation of development which is sustainable. In the United Nations Framework Convention on Climate Change (UNFCCC) the Paris Agreement was signed. The agreement's long-term mitigation goal is to hold "the increase in the global average temperature well below 2°C", pursuing efforts to limit it to 1.5° C, thus considerably reducing the risks and effects of climate change. The planet absolutely must be healthy for it to be able to produce the raw materials and ingredients we depend on. We are aware of how food systems are closely linked to the planet's resources. It is our duty to help protect, renew, and replenish the resources that we all depend on. Against this backdrop and after having gained awareness on the impacts in terms of climate change, for the emission sources under Scope 1 and 2 of the GHG Protocol, La Doria S.p.A. decided to focus on value chain-related indirect emissions. Therefore, it performed an analysis of Scope 3 so that in 2023 it can submit CO₂ emission reduction targets to the Science-based Targets Initiative (SBTi) for validation and help achieve the goals of the Paris Agreement. This same year, La Doria will join the United Nations Global Compact, the biggest business sustainability initiative in the world. The goal of this partnership is to align strategies and projects with the 10 universal principles which include the respect of human rights, the environment and labour, not to mention fostering the progress of the Sustainable Development Goals championed by the 2030 Global Agenda.



GHG emissions

Greenhouse gas emissions are classified in the Green House Gas Protocol (GHG Protocol) in three scopes. Scope 1 encompasses direct emissions from sources owned or directly controlled by the Organisation. Scope 2 covers indirect emissions from the generation of electricity, steam, heating, or cooling purchased or consumed by the Organisation. Scope 3 includes all the other indirect emissions given off upstream or downstream of the Organisation's value chain. To face the challenge of cutting greenhouse gases and abating the effects brought on by climate change, we have decided to take stock of and quantify greenhouse gas emissions ("carbon footprint") linked to indirect (Scope 3) contributions from production activities at Group facilities. Scope 3 includes all indirect emissions that occur upstream or downstream of the organisation's value chain; the impacts of these stages of the product lifecycle play a key role in the assessment of environmental sustainability related to the organisation's activity, even if they are not directly generated by the organisation.

²⁶ <https://sciencebasedtargets.org/reports/sbti-progress-report-2021/progress-data-dashboard#datadashboard>



The table below reports the direct and indirect greenhouse gas (GHG) emissions according to that set forth by the Greenhouse gas protocol.

Emissions	2021	2022
Direct emissions (Scope 1) - (tCO ₂ eq)	53,105	51,876
Indirect emissions (Scope 2) - Location-based (tCO ₂ eq) ²⁷	8,475	8,282
Indirect emissions (Scope 2) - Market-based (tCO ₂ eq)	14,960	14,515
Total emissions - Location-based (tCO₂eq)	61,580	60,158
Total emissions - Market-based (tCO₂eq)	68,065	66,391
Tonnes of product	624,320	609,708
Emission intensity index (tCO ₂ /t of product) Scope1 and Scope2) - Location Based	0.10	0.10
Emission intensity index (tCO ₂ /t of product) Scope1 and Scope2) - Market Based	0.11	0.11

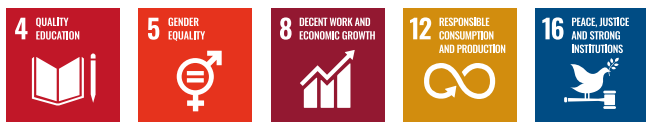
Emissions	2021	2022
Indirect emissions (Scope 3) - (tCO ₂ eq)	523,919	568,613
Emission intensity index (tCO ₂ /t of product) (Scope 1, Scope 2, Scope 3) - Location Based	0.94	1.03
Emission intensity index (tCO ₂ /t of product) (Scope 1, Scope 2, Scope 3) - Market-Based	0.95	1.04

²⁷ Scope 2 Location based calculation does not take into account purchased renewable energy from photovoltaic panels.



Human rights and Responsibility throughout the supply chain

[GRI 406-1; GRI 414-1; G4-FP2]



Our commitment is evident in terms of three sustainability aspects: Economic, Environmental, Social.

Respect for individuals, moral integrity and mutual trust are integral parts of La Doria’s business culture. The Company strives to promote respect for human rights and the elimination of all forms of human rights violations within its organisation and by its suppliers. Over the last few years, in the tomato supply chain serious criticisms have been raised in relation to illegal hiring practices adopted in some regions, the extensive use of undeclared labour, the exploitation of migrant workers and inhumane working conditions. In this context, we continue our important commitment regarding the tomato supply chain - which achieved Social Footprint certification in 2022 - because we want to be sure of not contributing, even indirectly, to the violation of people's rights and because we want to play an active part in eliminating the problem.



ISO 26000

We have created an assessment system for the tomato supply chain inspired by the key aspects of ISO 26000



53

Field checks and audits were conducted over the 2021-2022 period by La Doria, its clients and third parties



0

There are 0 tomato suppliers assessed as at risk in 2022



SOCIAL FOOTPRINT

Achievement of Social Footprint Certification for tomatoes

Respect for Human Rights

Both governments and companies are responsible for detecting, monitoring, and preventing human rights violations. Operations along a company's value chain play a major role in human rights outcomes, as highlighted by the 10 principles of the UN Global Compact. The right to work under equal and favourable conditions, the right to social protection, and the right to a suitable standard of living are areas where companies are particularly vulnerable. Human rights violations can expose companies to legal disputes and reputational risks. Within its sphere of influence, La Doria is committed to supporting the protection of the human rights enshrined in the United Nations Universal Declaration of the Rights of Man and the treaties inspired by it, such as the Declaration on Fundamental Principles and Rights at Work issued by the International Labour Organization (ILO).

This commitment is reflected in the Human Rights Policy adopted by La Doria. The Group has also formalised a "Modern day slavery statement" document²⁸, setting out the commitment to avoid any kind of involvement or show any kind of tolerance to slavery and human trafficking connected with the company's products or commercial activities. La Doria uses its Ethics Code²⁹ as an instrument to increase the ability to share and develop conduct that encourages sustainable growth by promoting respect for diversity and developing a real culture of integrity. Education in human rights and an understanding of the fundamental rights of humankind are the subject of training.



Responsible supply chain management

Our commitment throughout the supply chain is evident in terms of three sustainability aspects:

- **Economic**
- **Environmental**
- **Social**

In terms of economic sustainability, we undertake a number of initiatives to develop the community and ensure business continuity to our strategic suppliers. In terms of environmental sustainability, we work to reduce negative impacts on the environment (waste, water wastage, insecticide use, etc.). In terms of social sustainability, we commit to improving working conditions for those involved in agriculture.

In the wider context of increased focus on climate change, we have implemented programmes to convey good soil management practices to farmers, meaning increased water retention and carbon build-up in the soil to protect against floods and drought.

The activities carried out in the last few years have also preserved biodiversity, which helps adaptation to climate change, and combats the build-up of greenhouse gases in the atmosphere.

Respect for just working conditions and workers' rights is a requirement that the La Doria Group demands of all of its suppliers and is verified right from the supplier selection stage.

²⁸ The declaration is available at https://www.gruppoladoria.it/wp-content/uploads/2022/12/The_Modern_Slavery_Statement_2016.pdf

²⁹ The Ethics Code is available on the website of the La Doria Group <https://www.gruppoladoria.it/wp-content/uploads/2022/11/EthicsCode-LaDoria.pdf>

To this end, in 2022, we obtained Social Footprint certification for our tomato chain. The Social Footprint certification is the first of its kind to assess a product's social footprint by analysing the organisation, people and production chain. The goal is to encourage consumers to make more socially conscious purchasing choices while helping companies to communicate transparently with the market. To obtain certification, we mapped all suppliers of fresh tomatoes, packaging, and ingredients. We subsequently calculated the social footprint of specific aspects related to worker protection, including the absence of illegal labour practices, respect for fair working conditions, absence of racial and gender discrimination, and fair wages. Our commitment for the coming years will be to maintain the certification.

Our focus on the tomato and pulses supply chain in recent years has also revealed the need for specific measures to verify and ensure effective compliance with ethical principles.

Qualification of suppliers

A specific procedure guides the process of approving and validating all suppliers. In the case of agricultural raw materials (e.g. tomatoes, pulses, fruits), prior to the signing of contracts with suppliers, La Doria inspectors make visits to their fields to verify in person several aspects, including those related to social sustainability. On selection, all suppliers are required to adhere to the company's Ethics Code and to commit to its upholding.

The Risk Assessment Procedure in the tomato supply chain

With the support of SGS³⁰, La Doria has a system of ethical risk monitoring in the tomato supply chain, which, on an annual basis, checks for the emergence of specific risks. Every year, SGS assesses La Doria's management of the tomato supply chain and its effectiveness and issues a certification letter.

This system, based on indications provided by ISO 26000 "Guidance on Social Responsibility", has over recent years identified suppliers at risk of improper working conditions. The analysis considers four factors:

1. Geographical location of the supplier;
2. Type of supplier (single producer or cooperative of producers);
3. Type of harvest;
4. Quantity of produce supplied.

The risk monitoring activities use a specific checklist to collect information and check critical aspects during audits at supplier sites. Over recent years, La Doria has carried out an ever-greater number of specific audits, initially focusing on the suppliers deemed most at risk and then expanding the number involved. In 2022, audits were conducted involving tomato suppliers in the regions of Puglia, Basilicata, and Campania.



MECHANICAL HARVESTING, A WAY TO LIMIT FIELD WORK

All the tomatoes that La Doria receives are entirely harvested mechanically. This choice is not only motivated by guaranteed rapid and accurate harvesting, but also by avoiding the exposure of workers to the hazardous working conditions of manual harvesting. Indeed, this policy dramatically limits the possibility that a large number of people have to work in the fields for many hours during the summer and under conditions unsuitable in terms of safety and fair employment.

ETHICAL AUDITS CONDUCTED BY LA DORIA

20
2021

17
2022

³⁰ SGS is an inspection, verification, analysis and certification services company

The audits are designed to check:

- the working conditions of suppliers in order to ensure compliance with health and safety standards;
- employment contracts and salary payments in order to ensure the absence of undeclared work and illegal hiring practices;
- the absence of any form of child labour, discrimination, abuse or forced labour.

In the event of any emergence of risk, La Doria is committed to immediately seeking agreement with the supplier on necessary measures to restore proper working conditions. The efficacy of the collaboration was verified by the risk assessment, which did not indicate any at-risk situations in the 2021-2022 period.

CHECKS AND AUDITS CONDUCTED BY CLIENTS AND THIRD PARTIES



In the two-year period 2021-2022, no issues emerged from customers’ field visits

POTENTIAL NEGATIVE IMPACTS CONCERNING LABOUR PRACTICES AND THE PROTECTION OF HUMAN RIGHTS IN THE TOMATO SUPPLY CHAIN

	2021	2022
Percentage of higher-risk suppliers audited	100%	100%
Number of suppliers that have negative, potential or existing, impacts concerning labour practices	0	0
Percentage of suppliers with possible negative impacts with which the Company has agreed specific actions to mitigate such impacts	-	-
Percentages of suppliers with possible negative impacts with which the Company has decided to terminate work relations based on the results of the conducted analyses	-	-

COMPLAINTS RECEIVED CONCERNING WORKING CONDITIONS

	2021	2022
Number of complaints received	0	0
Number of complaints received and resolved	0	0

Collaboration with suppliers, clients, and organisations

To tackle this issue effectively, collaboration between the different stakeholders in the supply chain and third-party organisations is crucial.

La Doria supports farmers both in the adoption of sustainable agricultural practices and in the development of specific training and awareness-raising campaigns, to promote a culture of sustainability throughout the supply chain. For such purposes, an imaginary character named “Happy Tomato” was created to lead the campaign demonstrating what La Doria means by a sustainable supply chain: product quality and safety, attention to the environment and waste, ethical and economic responsibilities. Considering the success of the campaign, La Doria has decided to extend the project to other supply chains involving Group activities.

For us, responsibility within the supply chain also means collaborating with suppliers to carry out projects focusing on environmental sustainability - reducing the consumption of water for irrigation and agro-pharmaceutical uses, and optimising water from phyto-sanitary treatments (mix residues in tanks and equipment cleaning water) and promoting biodiversity within systems supporting pollination. We understand that these habitats are the biological foundation for the natural and semi-natural landscapes, and that by supporting numerous plant and animal species they play important roles in the ecosystem, including soil protection, carbon absorption, and global warming temperature

mitigation. In 2022, La Doria financed the creation of around ten flower corridors to attract pollinating insects and birds. Winter shelters were also placed in these areas to house insects and monitor them. Over recent years, close collaboration has been built up with a Northern European non-profit organisation, the ETI (Ethical Trading Initiative), which leads a network of non-profits, businesses and trade unions engaged in the promotion of workers’ rights across the world. Collaboration with this organisation has led to education and discussion upon the issue and the identification of improvement opportunities for responsible chain management. Among other initiatives, in 2022 the ETI developed an Anti-Gangmasters Help Desk.

Pulses supply chain

Pulses are purchased all over the world to support both economic and geographical sustainability in the constant quest for higher quality, including through the continuation of a specific project to source chickpeas from Italy and Argentina.

The organisation deals with major producers to procure pulses on the American market, while on the Asian market deals with raw material collectors for several local growers. With the aim of mapping criticalities within the pulses supply chain, in 2019 La Doria launched an audit campaign covering the geographical areas from which pulses are purchased. In 2022 La Doria also monitored the supply chain of pulses according to the Social Responsibility Guide UNI ISO 26000:2010.



POTENTIAL NEGATIVE IMPACTS CONCERNING LABOUR PRACTICES AND THE PROTECTION OF HUMAN RIGHTS IN THE PULSES SUPPLY CHAIN

	2021	2022
Percentage of higher-risk suppliers audited	100%	100%
Number of suppliers that have negative, potential or existing, impacts concerning labour practices	0	0
Percentage of suppliers with possible negative impacts with which the Company has agreed specific actions to mitigate such impacts	-	-
Percentages of suppliers with possible negative impacts with which the Company has decided to terminate work relations based on the results of the conducted analyses	-	-

Action taken in 2022

1. Awareness was raised amongst tomato producer organisations (POs) regarding the obtainment of GLOBAL G.A.P. GRASP certification for the implementation of agricultural and social best practices;
2. KRAV certification was retained for organic pulses;
3. Training was provided on the use of e-mail addresses to report situations at risk anonymously;
4. Tomato and pulse suppliers were provided gadgets in support of sustainable farming;

5. "Friend of the Earth" certification was maintained for tomatoes and chickpeas (Italy). The initiative promotes a model of agricultural production based on integrating innovations that reduce the environmental impact of agriculture, as well as respect for workers at every stage of the production chain.

Further control schemes and awareness-raising activities will be progressively introduced also in other supply chains through collaborations with local raw material suppliers.

All our facilities are registered with the SEDEX platform and were subject to a SMETA audit in 2022. In 2022, we commenced the SMETA ethical certification process.

LDH - The Human Rights Commitment

LDH has adopted policies and procedures to develop and support the management of responsible behaviour within supply chains. LDH's responsible sourcing strategy continues to be refined each year. LDH adopts a framework that also considers the human rights aspect when evaluating supplier performance. Risk assessments are conducted annually to identify the high-risk suppliers and the areas they need to focus on to improve their performances. LDH creates action plans on the basis of the findings of its risk assessments. Constant dialogue and performance monitoring are designed to reduce the risk class of suppliers to at least a medium or low level.

In addition, all of LDH's suppliers are required to become members of the Supplier Ethical Data Exchange (SEDEX), a non-profit organisation committed to the promotion of ethical principles in global supply chains. The organisation is the broadest platform in Europe collating and processing data on the ethical conduct of supply chains.

The SEDEX Members Ethical Trade Audit (SMETA) methodology, implemented by SEDEX, gathers together best practices in ethical and social audit practices. LDH accompanies the use of this methodology with a series of audits conducted directly by the company's own technicians. In fact has developed the "Responsible Sourcing Program" based on the Sourcing Assessment Framework, the purpose of which is to understand and improve social and environmental impacts throughout the supply chain. This program translated into a series of social audits of suppliers at medium and high risk according to the Ethical Trade Initiative Base Code (SMETA method). The suppliers found to be at high risk are the first to be subject to an improvement plan.

According to the framework used, all suppliers are reassessed annually, or as soon as new information becomes available. In addition, the Supplier Sedex and Audit Compliance Tracker keeps track of all cases of non-conformity resulting from ethics audits, the corrective actions taken and the reports on the audits conducted. LDH works closely with its suppliers to support them and ensure that improvement actions are taken.

Uses three methods to monitor working practices and conditions:

1. The LDH Social Audit Tracker, which records first-level suppliers' performances in SMETA audits and highlights audits that have identified the most significant cases of non-conformity. This tool helps identify negative current and potential working processes and keep up a dialogue with suppliers to support them in improving;
2. The Responsible Sourcing Assessment, which aids in understanding indicators of potential negative working practices within the supply chain. A supplier assigned a "high risk" assessment requires more attention to workers' well-being;
3. The Horizon Scanning process, which performs weekly searches for any relevant alerts in the supply chain. This provides the opportunity to take action on problems identified or prevent potential issues.

A corrective measure is associated with each of the three methods:

1. Where a SMETA audit indicates a case of critical non-conformity or the auditor reports negative behaviour towards a worker, LDH immediately contacts the supplier to understand the cause and take corrective action;
2. Where a direct supplier is deemed to be at high risk, LDH helps it develop and implement an action plan;
3. When a problem is detected, it is recorded and reported to the internal technical team, who will inform the supplier of an investigation to analyse the root cause and/or identify possible corrective action.

In 2022 potentially at-risk situations were identified from the SMETA audits but the appropriate corrective actions were taken to remedy them.

POTENTIAL NEGATIVE IMPACTS IDENTIFIED BY THE LDH MONITORING SYSTEM

	2021	2022
Percentage of high-risk suppliers (SMETA Audit) evaluated	100%	100%
Percentage of high risk suppliers (SMETA Audit) of total number of suppliers	39%	50%
Number of suppliers that have negative, potential or existing, impacts concerning labour practices	6	4
Percentage of suppliers with possible negative impacts with which the Company has agreed specific actions to mitigate such impacts	9%	6%
Percentages of suppliers with possible negative impacts with which the Company has decided to terminate work relations based on the results of the conducted analyses	0%	0%

LDH - HUMAN RIGHTS TRAINING

Data	2021	2022
Number of training hours on human rights policies and procedures	10	2
Percentage of white-collar workers involved in training activities	1%	1%

Through Food Defence certificate assessments (TACCP/VACCP) and SMETA customer/audit assessments, LDH evaluates potential incidents of corruption.

LDH sends the Human Rights Policy and Supplier Code of Conduct to all suppliers.

GRI 414-1 (2016)	Percentage of new suppliers assessed according to human rights criteria		
Data	2021	2022	Comments
Percentage of new suppliers assessed	100	100	All new suppliers were assessed according to their working practices

LDH has also joined the Food Network for Ethical Trade (FNET), along with major British retailers and many food sector companies. The goal of this organisation is to respond to ethical issues in the sector through the collaboration of all of its members.

G4-FP2	Percentage of purchase volumes verified according to internationally recognised responsible, credible production standards, broken down by standard		
Data			
Name of standard 1	RSPO (Roundtable on Sustainable Palm Oil)		
Name of standard 2	MSC (Marine Stewardship Council)		
Name of standard 3	Cocoa Rainforest Alliance		
Percentage of product purchased per standard	2021	2022	Comments
Percentage for standard 1	100	100	All palm oil used is RSPO certified
Percentage for standard 2	2	11	Salmon and anchovies are MSC certified
Percentage for standard 3	100	100	All products containing cocoa are RFA certified





Packaging sustainability

[GRI 301-1; GRI 301-2]



945 mln
Number of cans self-produced by La Doria (98.8% of 2022 requirements)

Product packaging plays an important role in our industry as it protects food and safely preserves it during transport and storage.



100%
Of corrugated cardboard from recycled material

Today, however, consumers are very sensitive to packaging sustainability, which is increasingly regarded as a key purchasing factor. The demand for sustainable packaging and for a reduction in unnecessary packaging is constantly growing.



95%
Of shrink-wrap from recycled material

Cognisant of the need to take actions which integrate sustainability into the company decision-making process, we follow sustainable packaging guidelines. For us, packaging sustainability means:

- self-producing a significant quantity of packaging, reducing costs and transport related impacts and avoiding storing large quantities of packaging;
- increasing the use of packaging made using renewable sources and recycled materials;
- reducing packaging volumes and unnecessary packaging.

The main categories of product packaging that the Group uses are cans, glass containers, cartons (Tetra Pak) and composite cartons (both of which are polycoated).

La Doria has committed itself over the coming years to contribute to developing the circular economy through the procurement of packaging from renewable sources, from reused and recycled, recyclable or biodegradable materials, in turn based on a circular production chain for the manufacturing and consumption aspects. This model reduces market demand for non-renewable and sometimes scarce resources, in addition to reducing the quantity of waste and removing system inefficiencies.

Over the years, La Doria has increased the use of recycled materials, to reduce local environmental and food chain impacts to benefit the entire community. In collaboration with one of its main suppliers, La Doria uses packaging made from renewable and plant-based raw materials, and also reduce the surface area of this packaging. We will increasingly focus on reducing the use of fossil-based plastic and move towards plant-based materials, without compromising food safety requirements.

We have revised our "La Doria" brand packaging, providing suggestions to the consumer on the ideal kitchen use of the product, and detailed information on how to properly dispose of each package.

During the rebranding process in 2022, we sought to align La Doria's brand image with the Group's new identity, portraying it as an international food company with Italian roots, a significant global presence, and an increasing commitment to sustainability. The new logo highlights and combines new features with the Group's commitment to the local land and ethical-cultural principles, which it has always championed.



In-house production of the most used packaging

La Doria's main commitment to the sustainability of its packaging lies in its own production of a large proportion of cans - by far its most used packaging. In 2022, the Sarno and Angri facilities produced approximately 98.8% of all company requirements for this type of packaging. These two facilities are also the main users of this type of packaging, since the bulk of the production of tomato-based products and canned pulses is concentrated there, although a portion of the cans is also sent to other nearby facilities.

This investment, starting 50 years ago, allows the Company to simultaneously limit outsourced costs for packaging and transporting products and contributes significantly to sustainability. The production of "easy open" can lids has also been insourced.

100% of the cans are entirely recyclable and the steel with which they are made maintains its properties over time despite repeated recycling, which does not require the use of additives or other primary materials. The properties of this material are therefore unchanged through recycling, allowing it to be recycled several times without progressive degradation.

In recent years, in agreement with several major customers, La Doria has reduced the thickness of its cans, a further step in making the packaging of its most sold products more sustainable.



Focus on other materials

95% of demand for heat-shrink products comes from recycled sources, and we are committed to increasing their use over the coming years. La Doria’s glass principally comes from Europe. The weight of glass bottles and jars has also reduced over recent years.

Cartons and composite cartons, used mainly for the packaging of fruit juices, beverages, some tomato sauces, other sauces and pulses are both recyclable materials and 100% FSC-certified.

For paper and cardboard, La Doria has committed to procuring FSC-certified packaging.

In the last few years, projects have been completed that will entail the elimination of secondary plastic packaging and the replacement of plastic clusters with certified cardboard.

In the coming years, the Company’s attention will be focused on making increasing use of packaging with a percentage of recycled materials.

PACKAGING QUANTITIES AND ORIGINS³¹ (2022)

Material	Unit	Quantity	NORTH AMERICA	SOUTH AMERICA	ASIA	ITALY	REST OF EUROPE	TURKEY	OTHER COUNTRIES
CANS	KG	53,941,500	-	-	16%	23%	37%	4%	20%
GLASS CONTAINERS	KG	54,365,684	-	-	-	39%	36%	25%	-
CARTONS	KG	2,654,632	-	-	-	43%	57%	-	-
COMPOSITE CARTONS	KG	1,885,671	-	-	-	-	100%	-	-

Packing for transport

Our commitment to packaging sustainability also encompasses the materials used for the packing of raw materials received and for the finished products sent to clients.

Pulses are transported in large sacks that are often thrown away after use. La Doria and its sack supplier have agreed on the manufacturing of sacks that can be reused approximately 20 times before being discarded. When La Doria receives pulses at its facilities, it sends the sacks back to the sack supplier to be cleaned and repaired of any tears caused by transport before sending them on to bean suppliers, who use them again for the collection of the raw material.

A similar project has been introduced in relation to the boxes used for the transport of tomatoes from the field to facilities. In this case, they are plastic containers that are used several times until they break. Once they can no longer be used, they are sent to a specialised company that breaks them into pieces and reuses the plastic.

Other initiatives have been introduced in the packaging and transport of products in order to reduce the quantity of materials used or to select more sustainable materials that derive from recycling. 51% of the polyethylene the Group purchase, (extendible and shrink-wrap plastic film for packing trays, etc.)

³¹ The data refer to production facility countries.

is made from recycled material; the cardboard interlayers that are inserted between stacks of products on transport pallets are used more than five times, resulting in an annual saving of more than 1,000 tonnes of cardboard. The thickness of the extendible film covering the finished and semi-finished product pallets was reduced in 2022 and for the coming years a different form of palletising is under study, also involving the use of hot-melt adhesives, to increasingly limit the use of extendible film. In addition, for the transport of finished products, La Doria has proposed to an increased number of customers the use of CHEP pallets, reducing the use of the exchange.

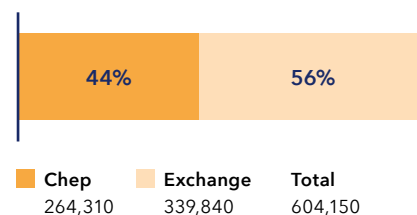
The CHEP pooling solution, based on a circular economy concept, allows for the reutilisation of a greater number of pallets compared to exchange, in order to minimise the use of the resource, waste, CO₂ emissions and consequently environmental impact.

Specifically, by using this system La Doria has saved 257m³ of wood, or 248 trees, reduced CO₂ emissions by 318 tonnes - the equivalent of seven truck trips around the Earth - and saved 26 tonnes - or six trucks' worth - of waste.

The reduced environmental impact is due to a combination of factors, such as the extensive presence of the company CHEP across the country, reducing therefore transport costs to recover pallets, continued maintenance and repair, extending the life cycle of the pooled pallets, and the exclusive use of wood from sustainable forests.

The environmental benefits have been quantified through the certified LCA "Life Cycle Assessment" calculator.

DELIVERY QUANTITIES 2022



LCA ASSESSMENT RESULTS

IMPACT	Unit	CHEP - 2022	2022 EXCHANGE SIMULATION	2022 Savings	Savings %
Potential Global Warming (CO ₂)	ton CO ₂ eq.	262	579	318	55%
Wood consumption	m ³	107	364	257	71%
Waste destined for landfill	ton	8	34	26	76%

The type of transport can also affect packaging sustainability, as some transport means reduce the number of pallets and packaging volumes required, such as in the case of shipping.

The increasing focus of the Group's clients on this issue, not only for ethical reasons, but also due to the high costs of waste disposal, has led to constant demands to use less packaging material for transport, for example, by reducing storage tray sizes, by optimising cardboard use, by reducing plastic wrapping weight and by using trays that do not require shrink-wrapping.



Logistics optimisation and efficiency



Logistics is increasingly a key element in ensuring reliability and the reduction of costs and environmental impacts associated with the transport of raw materials, semi-finished products and finished products.

Accordingly, we are constantly committed to making all of our transportation needs more sustainable, by favouring the shipment of finished products directly from the final production facilities, by reducing the movement of materials and semi-finished products between facilities and by limiting the use of external warehouses. The proximity of the La Doria facilities to the ports of Naples and Salerno is also a strategic advantage that the Group has decided to exploit in order to increase intermodal transport and progressively reduce road transport.



17 km

All external warehouses used are within an average radius of approximately 17 km of production facilities



OVER 42,000

Pallet spaces at the Sproughton warehouse (LDH-La Doria Ltd)



7,000

Around 7,000 pallet spaces will be created at the Fisciano facility by 2023

Optimisation begins at our facilities

There are three main approaches to logistics optimisation through which the Company can gain more control: by increasing storage capacity at final production sites, by minimising the movement of materials and semi-finished products between Group facilities, in order to maximise shipment to our clients directly from final production sites, and by the Group's in-house production of a considerable portion of its packaging, which reduces the transport of such materials from third-party facilities to those of La Doria.

Significant investments have been made in recent years in the development of the Group's warehouses, with the aim of expanding storage capacity within production facilities and reducing the use of external warehouses. Shelving has been extended in the Fisciano warehouse to streamline product storage space. By the end of 2023, this extension will provide approximately 7,000 pallet spaces (drive-in) to store composite carton products, enhancing use of the area by 20%. In 2022 work was also done to optimise the storage of packaging. A semi-automated compactable warehouse was installed to better manage the Sarno label supply, improving the use of existing space and the quality of storage.

Continuing its strategy of constant optimisation and greater efficiency of logistics services, the subsidiary LDH (La Doria) has developed a logistics platform over the years, specifically designed to meet the needs of the British supply chain. With a total capacity of over 42,000 pallet spaces, the facility revolves around fully automated, high bay racking (42 metres). This design layout allowed the building (27,000 m²) to be built on a smaller area than traditional sites with equivalent capacity. Automation of pallet handling in the warehouse also allows a reduction in the number of forklifts used on site and the resulting energy savings. The platform allows for more efficient inbound and outbound goods handling thanks to its 30 unloading slots and 11 dedicated loading bays.



LDH Sproughton Warehouse, the automated warehouse built in Ipswich, UK.

Its location, 17 miles (27km) from the port of Felixstowe (one of the UK's main container ports) and in proximity to major roadways, allows LDH to maintain a high degree of efficiency in inbound and outbound road transport of imported and distributed goods.

In addition to the logistics efficiency aspect, in the design of LDH's warehouse there was also a focus on reducing energy consumption and environmental impacts through the installation of automatic lighting management systems that are sensitive to sunlight and the presence of personnel. Energy-efficient electrical systems for stacker cranes and photovoltaic solar panels were also installed.

In addition, to encourage the use of alternative and more ecological or environmentally friendly means of reaching the workplace, charging points for electric cars and bicycle racks have been set up.

Despite the Company's commitment to leveraging as far as possible its own warehouses, at several peak times of the year it is necessary to make use of external warehouses for temporary product storage. In such cases, in order to minimise movements between internal and external warehouses, the latter are located within a certain cut-off radius from the production facility. The facility that requires the use of external warehouses in peak production periods is predominantly Sarno, and to a lesser extent Angri and Fisciano. In the case of the Sarno facility, external warehouses are within an average radius of approximately 17 km. The external warehouse used by the Angri facility is approximately 10 km away.



Commitment to reducing the environmental impacts of transport

The proximity of the La Doria facilities to the ports of Naples and Salerno is also a strategic advantage that the Group has decided to leverage upon in order to increase intermodal transport and progressively reduce road transport. Additionally, the Company is committed to developing intermodal logistics, favouring not only maritime transport but also rail transport as a substitute for road transport, where possible, in order to reduce the negative impacts of this form of transport on the environment.

In 2022 we remained committed to shipping to international markets using forms of intermodal transport. Road transport is the most commonly used mode of transport in Italy. In 2022 La Doria again raised awareness among hauliers using road vehicles of the search for technological and organisational solutions to prevent environmental damage, including maintaining an efficient, up-to-date vehicle fleet.

In 2022, the intermodal route connecting the facilities in Campania with the Italian railway company (CFI) in Parma was opened. In partnership with CFI, we opened an external warehouse along the intermodal transfer route between Fisciano and Parma. This warehouse permits a portion of the Fisciano facility's production, destined for northern regions, to be temporarily stored to avoid congestion in internal warehouses and delays at intermodal railway hubs. When fully operational, the depot will be able to store up to 3,000 pallet spaces.




Economic sustainability

[GRI 201-1] [GRI 204-1] [GRI 207-1]
[GRI 207-2] [GRI 207-3]



 **94%**
Economic value generated and distributed to the various stakeholders

 **57%**
Spending on raw materials from local suppliers

 **78%**
Services spend relating to local suppliers

Economic sustainability for us means acting responsibly to ensure the long-term stability of the business.

With this in mind, we commit to generating value over time through a high quality and competitive product range, alongside high standard services within a continually evolving market.

Economic stability also means for the Company supporting local growth and all parties involved in the company's value chain. The value generated by La Doria is indeed distributed throughout the regions in which it operates, principally Southern Italy, through the creation of employment and the engagement of a high percentage of local suppliers - in this sense going against the grain and actively supporting employment and investment growth.

Financial highlights

2022 featured significant raw material and packaging price inflation, particularly in terms of tinsplate, energy and gas, which was reflected in the price of products sold to customers.

Sales were up 17.6% to Euro 1,018.40 million, while EBITDA decreased by 12.4%, despite inflation on raw materials and energy costs, which severely impacted the sector's margins.

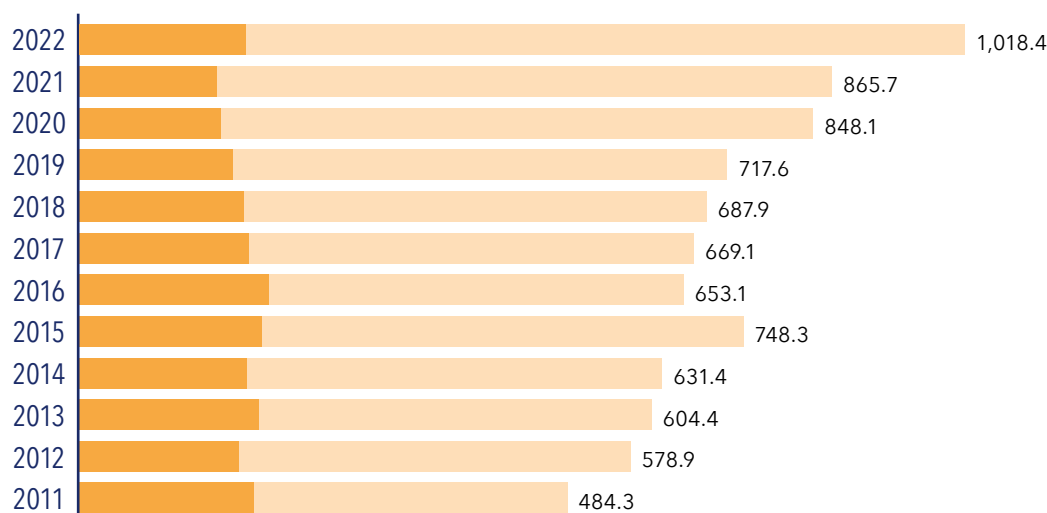
Sales of industrial products increased in all areas. In particular, the best performance was recorded in the pulses line with an increase of 25.3%, in the tomato line with 20.8% and in the sauces line with 20.5%.

The 38 million Euro investment plan was approved in early 2023. The plan centres around three main areas, each with its own set of specific interventions: production capacity, environmental impact, and digital transformation.

ANNUAL REVENUES

Data in Euro millions

Italy Overseas



Direct economic value generated and distributed

A sustainable business is capable not only of creating value but also of redistributing part of the wealth produced to the regions in which it operates and to its stakeholders - whether they be employees, suppliers, the public sector or the entire community.

The table presents, for the 2021-2022 two-year period, the economic value generated, distributed and summarised through a reclassification of the Group consolidated income statement accounts.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

	2021		2022	
Economic value generated	879,857	100%	1,095,763	100%
Economic value distributed	823,779	93.6%	1,030,252	94.0%
Reclassified operating costs	725,683	82.5%	952,612	86.9%
Value distributed to employees	58,338	6.6%	58,595	5.3%
Value distributed to providers of capital	7,095	0.8%	5,406	0.5%
Value distributed to Public Sector	16,669	1.9%	9,887	0.9%
Value distributed to shareholders	5,192	1.7%	2,593	0.2%
Value distributed to the community	802	0.1%	1,159	0.1%
Economic value retained	56,078	6.4%	65,511	6.0%

As the figures indicate, over the last two years the breakdown of distributed economic value has remained largely stable. The percentage breakdown of this value shows that the value distributed to the Public Sector has reduced by half (due to the reduction in taxable income), a slight decrease in the value distributed to capital providers and a slight decrease in percentage terms of the economic value retained, which constitutes a base on which to develop future growth strategies.

In order to contribute to improving health care, support research for medical treatment and/or enhance and promote the socio-cultural aspects of local area, La Doria donates to non-profit organisations, voluntary associations and local authorities.

The majority of the economic value generated concerns the purchase of raw materials and services, which in the specific case of La Doria has a significant impact on the company’s regions, considering the close connection with the suppliers of the raw materials produced in Italy and the local service providers. This is a distinctive feature of La Doria, which is committed to investing in Italy, particularly in Southern Italy (the “Mezzogiorno”), despite the market tendency to look overseas.

This local investment model rooted in the region in which the Company was founded and has grown contributes to the distribution of value to local communities which otherwise would exist in challenging economic-social conditions.

Analysing specifically the location of raw material and services providers, principally with regards to logistics and plant maintenance, the Company’s contribution to the local, national and regional (Campania, Emilia-Romagna, Basilicata) economic fabric is evident. This is a major commitment by the Group which is afforded ongoing focus.



PROPORTION OF SPEND TO LOCAL SUPPLIERS

	Cost	% of economic value generated	Suppliers	2021		2022	
					Of which regional		Of which regional
% of raw material procurement spend			Local	52.41%	34.56%	56.60%	35.40%
			Non-local	47.59%		43.40%	
% of services spend (maintenance, logistics, etc.)	119,370	11%	Local	68.93%	35.25%	78.01%	34.93%
			Non-local	31.07%		21.99%	

La Doria became part of the Fondazione Filiera Italia³², an association which brings together the main players in the agricultural sector, private companies and cooperatives, and leaders in Italian production and large-scale distribution. This new organisation unites the best of national agricultural production, represented by Coldiretti, the food industry, with over 80 national players, and distribution, which has now been extended to include the country's main distributors.

The Fondazione Filiera Italia (Italian Supply Chain Foundation) intends to be the central spokesperson for a new model to reinforce the sustainability approach, combatting imitation and "Italian-sounding" products, transmitting the value of authentic "Made in Italy" around the world, promoting good business practices such as supply chain contracts, developing a fair production model that valorises products of 100% Italian origin, and strengthening research and innovation. It is an alliance that seeks to put the focus on people and on the community, to protect their rights and ensure them accessible, healthy and high-quality food.

In 2022, value distributed to the Public Administration in the form of taxes and duties totalled Euro 9,887 million.

While the Group's fiscal strategy is not formalised for La Doria, it plays an important role in the internal control system. It is designed to ensure that legally owed taxes are correctly and promptly determined and paid, that related obligations are met, and that tax risk - understood as the risk of violating tax regulations or the abuse of the principles and purposes of the tax system - is minimised. The Group's tax strategy is aligned with its sustainability objectives - themselves integrated into its business strategy - and is based on the principles set out in the Ethics Code. These include transparency and correctness in dealings with the tax authorities.

The Company shall therefore apply the tax laws of the countries in which it operates, ensuring that the spirit and purpose of the rule or regulation in question is observed. Where the interpretation of tax regulations is unclear, or where they are difficult to apply, the Group pursues a reasonable line of interpretation based on the principles of legality, employing external professionals where necessary and implementing the appropriate procedures for dialogue with the tax authorities. The Subsidiary LDH (La Doria) Ltd, in accordance with the requirements of Schedule 19 Finance Act 2016, publishes its tax strategy annually on its website³³.

³² <https://www.filieraitalia.it/>

³³ <https://www.ldhltd.com/home/tax-strategy/>

In order to consolidate transparency in its dealings with the tax authorities, the Company adheres to the provisions regarding transfer pricing documentation, in compliance with the OECD Transfer Pricing Guidelines. This approach of openness and transparency in dealings with the tax authorities is designed to ensure communication that is transparent, accurate and timely.

Roles and responsibilities in the tax management process are clearly assigned, ensuring that the principles of segregation of duties are properly observed. A formal procedure is in place to govern relations with the public administration and identify the corporate functions that are authorised to deal with public sector bodies.

In pursuit of the objectives of minimising tax and reputational risk, the Group does not carry out transactions that primarily pursue a tax advantage and does not set up businesses and/or investments in territories classified as tax havens with the primary aim of reducing its tax burden.

With a view to continually improving its governance system and strengthening its Internal Control and Risk Management System, La Doria has concluded the risk assessment activities that led to the preparation of a section of the Special Section of the Organisation, Management and Control Model dedicated to Tax Offences (Article 25-quinquiesdecies of Legislative Decree No. 231/01). In the coming years, the Company undertakes to encourage the development of a culture and values that prize the correct application of tax regulations by organising training activities for all staff. The Group is aware that taxation is an important source of revenue and is vital for the macroeconomic stability of the country.





PASSION

Innovation
Quality of the organisation
Italian identity



Innovation



We view innovation and sustainability as two issues which are central to the present, and above all, crucial to building a future of greater well-being for all.

Innovation has two main pillars for us: the creation of new product lines and adapting existing lines to new market trends; and recipes and facility streamlining through innovation of IT systems and the production process.

We are producers of private labels, so for us product innovation necessitates close collaboration with our clients. Nonetheless, we make it a priority to identify market trends and consumers' expectations and propose new products and processes to our clients and commercial partners.

In product innovation, we have focused in particular on packaging, with the aim of meeting the growing demand on the market for sustainable products with a reduced energy/environmental impact by exploring new materials and new application technologies.

For production process innovation, we focus on production optimisation and the mitigation of production environmental impacts.



114

New product development projects launched in 2022



PRODUCTION PROCESSES

Versatile and efficient production processes

The Italian and international food products markets are increasingly affected by societal transformations, by changes in eating habits and by a growing focus on the environment. Consumers are increasingly able to recognise the intrinsic value of what they buy, from technological aspects and the attention paid to the correct environmental use of natural resources, to logistics and packaging, as part of a concept of global quality and shared responsibility. For La Doria, investing in innovation means making a concrete contribution to modernising the country and improving competitiveness.

Recipes for all needs

Product development is entrusted to a specialised team that analyses customer needs and proposes the best possible recipes to meet those needs. Innovative product design is entrusted to a dedicated team tasked with identifying new consumer trends and needs and improving and differentiating the range of products to be offered to clients.

Over the last few years, La Doria has seen an increase in demand for organic, vegan and free-from products and those in the healthy range, ranging from low-salt and low-sugar items to more complex formulations.

In 2022, 114 innovation projects were launched, involving all product lines. The work carried out over the last few years has resulted in the introduction of several new La Doria products, including vegan pestos, ready-to-eat pulses, white sauces for the US market and various low-sugar products. We offered our clients recipes linked to local culinary traditions on the basis of an analysis of shifting consumer tastes.

In 2022 new product development projects involved modifying and improving the quality of the recipes already in production and pitching existing recipes to new clients (the latter referred to as "association" in the table), but the majority of the activities was dedicated to product innovations viewed as the use of innovative, new ingredients and packaging.

La Doria is set to join the "AG 4 Future Food" accelerator programme in 2023. The initiative seeks to identify and foster the growth of start-ups that intend to develop new technological applications that could significantly influence the sector's innovation, sustainability, and growth.

Versatile and efficient

In the field of innovation, a very important role is also played by the organisation of production processes and facilities in order to guarantee more production flexibility, cost reduction and the mitigation of environmental impacts.

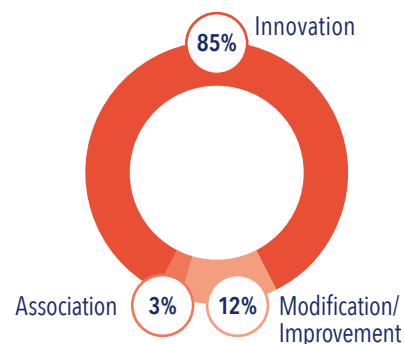
Flexibility in format changes

At La Doria facilities, production processes are characterised by a high degree of versatility. Indeed, each production line must be able to vary its operations according to the different product formats required by clients.

Due to the importance of this aspect, over the years every one of the Group's facilities has been involved in a Kaizen improvement project dedicated to optimising format changes, with the additional goal of simplifying the product range. Kaizen is a Japanese management strategy meaning "change for better", or "gradual and continuous improvement", which encourages many little day-to-day improvements. To implement the project, a special team was



NEW PRODUCT DEVELOPMENT PROJECTS



formed, composed of staff from all the facilities, who, on the one hand, analyse the relevant data in detail, including the mapping of all format changes and theoretical switching times, and, on the other hand, make direct observations on the lines, analysing the actual switching times and interviewing line operators. The project allowed the Company to draw up procedures to improve processes and to make the approach homogeneous across the different facilities.

Technological innovation

Over the years, La Doria has constantly pursued a process of innovation, taking advantage of the opportunities offered by technological innovation, while adequately supporting the business and human resources involved in the organisation.

La Doria's performance in recent years shows that technological innovation is a winning strategy.

A feasibility study was carried out in recent years which identified the action needed to improve the functionality of existing IT systems. In response, a multi-year plan of projects has been drawn up which has involved - and will continue to involve for the coming years - every area of the Company. The aim of the plan is to achieve a high degree of integration of the processes, systems and human resources involved. The La Doria Digital Transformation program called for updating and development of the SAP system; development of a business intelligence system providing the various levels of the Company with reports analysing the various processes; dematerialisation of paper documents; updating of the technological infrastructure and adaptation of IT security procedures.

The complex and ambitious programme involves and will continue to involve the whole Group and in particular the many young people present in all areas. These are the driving force for introducing new measures and acquiring skill and mastery in new tools, which in turn are crucial levers as we rise to face the challenges of the near future.





Quality of the organisation

[GRI 2-7; GRI 401-1; GRI 403-1 a GRI 403-9; GRI 404-1; GRI 405-1; GRI 405-2]



10 YEARS

18 top Italian and overseas clients with us for at least ten years



3%

Increase in workforce

The quality of the corporate organisation is what appeals to clients and provides an ecosystem for the growth and consolidation of corporate expertise.

Over time, we have been able to build a solid relationship with our clients, gradually gaining their trust by constantly listening to them and responding to their needs quickly and efficiently through the delivery of quality products and services.

To do this, in an extremely competitive market, the daily contribution of everyone is required in order to be responsive enough to face challenges positively, aware that tomorrow further new competences will be needed. This is inseparable from the attention that the Company needs to dedicate to its people, their safety and their well-being. A responsible food system has the capacity to be strong and resilient.

A failure to satisfy clients and employees (two key stakeholders) can have financial repercussions and an adverse effect on a company's reputation. La Doria devises programmes and projects that promote a culture of sustainability and improve the workplace, starting with compliance with relevant regulations. This commitment increases productivity and operational effectiveness. As a result, our clients are more loyal.



Customer focus

The quality of our corporate organisation is what clients first notice about La Doria, in terms of product quality, know-how, capability, reliability and integrity and the transparency of our corporate governance.

Working in the private labels market with a large customer portfolio spread throughout the world is an ambitious challenge. Varying consumer preferences demand constant collaboration with clients and great production flexibility in terms of recipe formulation and format changes, all without compromising the very highest standards of quality and safety. However, these qualities alone cannot guarantee success and must be paired with efficient and effective services giving clients the fullest confidence that, year after year, requested product volumes can be realised and delivered within agreed timeframes.

The commitment and dedication with which the Group faces these challenges is reflected in the market leads achieved in Italy and abroad and in the confirmed loyalty of our main clients.

Of La Doria's top ten Italian clients, accounting for 76% of turnover in the past two years, nine have been our clients for at least ten years.

LOYALTY OF MAIN LA DORIA CLIENTS IN ITALY

ITALY	2021	2022	Years of loyalty of the 10 top clients	Number of clients
Percentage of turnover from top 10 clients	75%	76%	Between 0 and 6 years	0
			For at least 7 years	1
			For at least 10 years	9

Regarding overseas markets, and excluding the subsidiary LDH, which alone accounts for more than 36% of La Doria's foreign turnover, the top ten clients account for 61% sales abroad. Of these, 9 clients have been loyal to La Doria for at least 10 years.

LOYALTY OF MAIN LA DORIA OVERSEAS CLIENTS

OVERSEAS EXCLUDING LDH	2021	2022	Years of loyalty of the 10 top clients	Number of clients
Percentage of turnover from top 10 clients	63%	61%	Between 0 and 6 years	1
			For at least 7 years	0
			For at least 10 years	9

LOYALTY OF TOP LDH CLIENTS (LA DORIA PRODUCTS)

OVERSEAS TURNOVER FROM LDH	2021	2022
Percentage of turnover from LDH	39%	36%
Percentage of turnover from LDH's top five clients	93%	94%

Years of loyalty of the top 5 clients	Number of clients
Loyal for at least 10 years	5

The top five clients of the subsidiary LDH accounted for over 93% of the overseas sales of La Doria in the last two years. All five clients have been loyal to LDH for at least ten years.

To maintain these levels of competitiveness, La Doria must be ready, every day, to respond to changing customer needs for new product lines, such as premium and organics lines, for packaging optimisation, for quality controls along the whole supply chain and for the simplification of product distribution.



Our people

The quality of the corporate organisation is bound to the work that, every day, our people with well-being and competence commit to the Group.

The Group has 807 employees in Italy and 91 in the United Kingdom, of which 833 under permanent contracts. These people are the solid base on which the Company is founded. The peculiarities of production cycles, however, demand the use of seasonal workers during peak production periods, mainly during the tomato season (from July through to September). Over the last year, the Company has hired 828 seasonal workers on temporary contracts. Such workers enjoy the same protection as others on our production lines and receive all necessary training to carry out their work in a safe way to the highest quality standards of the Company. As a confirmation of the attention that La Doria reserves for these workers, a high percentage work with us on an annually repeating basis, during peak production periods, or are offered longer-term contracts.

The type of work at our facilities, where most staff are employed, dictates a predominance of males and a gender imbalance. Women, indeed, account for approx. 21% of the total workforce. The net imbalance is only partially offset in professional categories other than manual workers.

GROUP PERSONNEL BY ROLE, GENDER AND AGE BRACKET AT 31/12/2022

	Total	Male		Female	
Executives	23	22	96%	1	4%
< 30	0	0	0%	0	0%
30-50	6	5	83%	1	17%
> 50	17	17	100%	0	0%
Managers	46	32	70%	14	30%
< 30	0	0	0%	0	0%
30-50	26	16	62%	10	38%
> 50	20	16	80%	4	20%
White-collar	284	156	55%	128	45%
< 30	33	14	42%	19	58%
30-50	184	99	54%	85	46%
> 50	67	43	64%	24	36%
Blue-collar	545	497	91%	48	9%
< 30	127	118	93%	9	7%
30-50	303	277	91%	26	9%
> 50	115	102	89%	13	11%
TOTAL	898	707	79%	191	21%

³⁴ The GRI Content Index gives more detailed information on average training hours (indicator GRI 2-7).

La Doria is committed to ensuring a workplace environment free of discrimination, as per statutory law upon equal opportunities in the workplace.

La Doria complies with statutorily established salary levels and those under national collective bargaining. In addition, supplementary company agreements providing more favourable company benefits, in addition to bonuses on the basis of objectives achieved, have been established.

The ratio between average female/male salaries at La Doria is reported below, indicating for white-collar workers a disparity of 14%, and for blue-collar workers of 9%, due only in part to a greater number of men with more years of seniority and consequently higher average salary levels. The imbalance is greater in the foreign subsidiary.

AVERAGE FEMALE/MALE SALARY RATIO LA DORIA

	2021	2022
Executives³⁵	-	-
Managers	90%	97%
White-collar	92%	86%
Blue-collar	97%	91%

AVERAGE FEMALE/MALE SALARY RATIO LDH

	2021	2022
Executives	61%	55%
Managers	64%	69%
White-collar	66%	73%

We recognise the value of diversity and acknowledge that there is considerable room for improvement in this regard. To this end, we have committed to subscribing to the UN Women Empowerment Principles (WEPs) in 2023. Our objective is to promote gender equality and women's empowerment in the workplace, business practices, and society. In addition, in 2022, we took measures to maintain our connection with our employees by supporting them through this period of significant cost-of-living hikes. We achieved this by providing them with a financial contribution of Euro 600 net, which we disbursed at the start of the Christmas holidays. The company introduced remote working for employees in the Group's Italian offices last October, to promote work flexibility and guarantee a healthy work-life balance.

Importance of the local community and opportunities for young people

Another element of the quality of La Doria's corporate organisation is its commitment to contributing to local growth and the community. Indeed, most of the company's staff come from the facilities' neighbouring communities. In recent years, this commitment has most of all focused on creating job opportunities for young people through the "Rosso d'Estate" initiative.

³⁵ The figure is not present because there are no women in the executive category.

DATA ON TURNOVER OF PERMANENT PERSONNEL IN ITALY

	Annual hires			2021			2022			Annual departures			2021			2022		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female			
Total new hires	25	24	1	88	77	11	Total departures	68	59	9	63	55	8					
< 30	11	11	0	52	46	6	< 30	12	10	2	8	7	1					
30-50	14	13	1	33	28	5	30-50	29	26	3	38	33	5					
> 50	0	0	0	3	3	0	> 50	27	23	4	17	15	2					
New hire rate (%)	3.6%	4.2%	0.8%	11.8%	12.5%	8.5%	Departures rate (%)	9.7%	10.2%	7.2%	8.5%	8.9%	6.2%					

DATA ON TURNOVER OF PERMANENT AND FIXED-TERM PERSONNEL IN ITALY

	Annual hires			2022			Annual departures			2022		
	Total	Male	Female	Total	Male	Female	Total	Male	Female			
Total new hires	230	194	36	Total departures	205	173	32					
< 30	126	105	21	< 30	100	84	16					
30-50	94	79	15	30-50	79	65	14					
> 50	10	10	0	> 50	26	24	2					
New hire rate (%)	28.5%	29.1%	25.5%	Departures rate (%)	25.4%	26.0%	22.7%					

DATA ON TURNOVER OF PERMANENT AND FIXED-TERM PERSONNEL IN THE UNITED KINGDOM

	Annual hires			2021			2022			Annual departures			2021			2022		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female			
Total new hires	23	10	13	17	5	12	Total departures	20	9	11	15	4	11					
< 30	10	5	5	6	2	4	< 30	11	6	5	2	2	0					
30-50	9	4	5	9	3	6	30-50	6	2	4	10	1	9					
> 50	4	1	3	2	0	2	> 50	3	1	2	3	1	2					
New hire rate (%)	25.8%	25.0%	26.5%	18.7%	12.2%	24.0%	Departures rate (%)	22.5%	22.5%	22.4%	16.5%	9.8%	22.0%					

The project was born from the company's ongoing and long-term corporate strategy of investment in human capital. It is a privileged channel for selecting, training and developing key human resources for the Group's production sites. Participants are engaged in a training course that enables them to acquire basic skills for the world of work and company operations, with valuable work experience during the summer tomato season.

The program, conceptually simple, is quite complex in its structure and implementation, consisting of a series of steps towards a single goal: choosing the right people in which to invest, offering them real opportunities to stay in their environment and community.

The programme involves:

- Presentation of the project at selected institutes;
- Registration of interest;
- Selection of students;
- Professional training course;

- Participation in the tomato campaign;
- Final evaluation;
- Apprenticeship contract for standout participants.

In 2022, three 15-student classes were organised for each of the facilities in Campania.

In 2022, our collaboration with the Department of Economics, Management and Institutions at the University Federico II of Naples continued, where the Company contributed to the organisation of the master's in marketing and service Management. In addition to economic support, the partnership involves internships at the Company and the development of project work focusing on business analysis of the company's sector of operation. Another major investment by La Doria supporting the right to study, now in its fifth edition, is our "Anna and Diodato Ferraioli" scholarships reserved to children of employees starting their university careers and in 2018 also to top students graduating from local secondary schools during the year and enrolling in university programs consistent with the skillsets required by the Company.

The Company, with this competition, has awarded 12 deserving students, ten of whom are children of La Doria employees, with a contribution for the year 2022 of a total of Euro 18,000. Though this intervention is not directly related to the training and development of people inside the Company, it is still a worthy commitment to supporting people who are part of the La Doria family, encouraging university education for deserving students from lower income families and people from the entire local community.

In 2023, we will maintain our commitment to local communities through the "Adopt-a-School" programme in partnership with an education company. This initiative will grant schools, colleges, or universities access to a range of online courses emphasising non-cognitive skills, digital abilities, and sustainability.

We support local associations committed to creating projects focused around inclusion and independence. These projects seek to improve the lives of numerous families who tackle obstacles related to autism and disability daily.

Training and development

The ability of the Company to be competitive on the market and to maintain growth necessarily relies on the development of its people. Product diversification and the speed of technological development would have a limited impact if it were not for a strong investment in professional growth. Corporate expertise is consolidated through a set of coordinated actions including training programs, individual and group coaching and career path development. In 2022 La Doria spent around Euro 160,000 on training activities. The main training topics focus on the development of new products and food safety, production skills, line maintenance, workplace safety, linguistic abilities, and updating administrative-accounting skills. The online training platform was a central tool for spreading and expanding company knowledge. 14.4% of employees were involved in Human Rights training in 2022.



This type of learning proved beneficial and consistent with the need for flexibility expressed by employees, who had the opportunity to learn without conflicting with their work commitments, to consult online materials as needed and to monitor their learning. The use of these technologies also made it easy for the Company to share its content and update it promptly.

ANNUAL HOURS OF TRAINING

Year	2021	2022
Total	15,265	16,555
- of which temporary	133	596

In 2022, the Potential Assessment Project carried out on some personnel to analyse their individual skills and characteristics and steer their development within the Company towards current and future management positions came to an end.

At the Lavello facility, we provided innovative management training using the “mini-factory” approach. We used a miniature organisational structure to reconstruct day-to-day activities at the company. Participants filled various organisational roles across the main company areas and departments, working with other team members to reach the shared goal of meeting market needs within the required time frame. The participants were asked to tackle the following tasks: products to be assembled, layouts to be designed, machines to be managed, the production process to be optimised, clients to be satisfied, suppliers to be monitored, production schedules to be met, strategies to be defined, personnel to be organised, standards to be met, and above all: a shared goal to be achieved.

In the last weeks of the year, we began the process of strengthening our Senior Executive team, which will continue for most of 2023. By examining and exploring management-related topics, participants will be encouraged to follow a thought process that combines their individual skills with their team identity. The goal is to build a team that can: Lead the Future.



In spring 2022, we launched the first edition of the STEP programme, a Leadership Evaluation system that seeks to develop leadership within the organisation; define the company’s priorities and organisational behaviour; measure both personal and organisational growth; consolidate relationships between management and staff by sharing objectives and providing feedback. The programme involved executives and their direct reports.

In addition, we organised two major employee training courses in 2022 to improve technical and engineering skills and foster a culture of cross-departmental project management and development.

In 2023, in addition to consolidation of the programmes and projects already underway, the following developments are expected:

1. Launch of the Skilla Library, Italy's largest multimedia e-learning training catalogue;
2. Education of the company on Cyber Security topics through training courses and a phishing campaign;
3. Adoption of the Zucchetti HCM suite for increasingly integrated HR process management;
4. Launch of an app to promote carpooling and cycling to work;
5. Employee surveys to increase employee engagement on topics of company interest.

Safety

Regarding the health and safety of workers, La Doria has made a significant commitment in recent years through initiatives focusing on greater worker involvement. La Doria is increasingly focused on supporting and establishing an effective safety culture at its facilities.

To formalise its commitment to this issue, La Doria has obtained UNI EN ISO 45001:2018 Certification for all its facilities. An integral part of the System is the Policy, which is available to all workers and stakeholders. The documentation supporting the Safety Management System includes:

- a) the Manual of Occupational Health and Safety, which describes and illustrates the Occupational Health and Safety Management System and the characteristics and strategic and market aspects of the Company;
- b) analysis of Context, stakeholders, risk and opportunity analysis;
- c) the Occupational Health and Safety Procedures, which cover all the points of the UNI ISO 45001:2018 Standard and ensure that it is correctly applied to guarantee full compliance.



To ensure the correct implementation of this System, further audits were planned and conducted in all facilities by the Integrated Prevention and Protection Service to raise awareness around worker conduct, involving also Senior Executives and work supervisors.

Specific occupational health and safety objectives allow company performance to be continuously improved and, once approved by the Management, are communicated to everybody directly involved in applying them.

In line with the commitments undertaken, La Doria involves employees in Safety management, through the Facility Committees, at which Worker Safety Representatives take part, and through specialised training.

In accordance with law, La Doria has a Prevention and Protection Service with Managers and Focal Points appointed at each facility, supporting the relative assigned roles. HSPPO's (Health and Safety Prevention and Protection Officers) are formally assigned to provide operational support for all facilities. The Prevention and Protection service produces the Risk Assessment Document (RAD), identifies Prevention and Protection measures and training and education needs, prepares an annual Programme to coordinate prevention activities, organises and implements periodic workplace visits and meetings, and liaises with the Appointed Doctor.

The documentation created for the implementation, management and checking of Occupational Health and Safety Prevention and Protection (P&P) activities comes from the Risk Assessment, and is collected in a designated list attached to the Risk Assessment Document (RAD).

Those workers who are exposed to specific occupational environmental risk factors in the course of their duties are subject to periodic health checks, carried out by specialised doctors, in order that their health is constantly monitored.

Any event that may cause injury or damage to property, equipment, or the surrounding environment is governed by a specific procedure (Accident and injury investigations and corrective and preventive measures). This procedure calls for an accident/injury report and a systematic analysis of the causes of the event. The fundamental aim of this investigation is to identify and evaluate possible:

1. Critical conditions and any responsibilities;
2. Non-Compliance with or deviation from regulatory and legal standards;
3. Undocumented hazardous conditions and need for risk assessment;
4. possible disciplinary actions;
5. possible obligation to report to the authorities;
6. formal drafting of a Corrective, Preventive and Improvement Action Plan.

Workers may report any hazardous conditions to their health and safety representative, or do so anonymously using any of the designated boxes in each facility.

Worker involvement has contributed to the development of an active attitude in terms of reporting hazardous conduct ("near misses"), consistently monitored by the integrated Prevention and Protection Service to improve the prevention of accidents. The near misses are appropriately analysed and, where required, corrective actions are taken to avoid repetition.

Constant attention is paid to training and awareness raising among both permanently contracted employees and seasonal workers employed during peak production periods. The minimum training requirements for homogeneous groups of workers are thus listed in an attachment to the Risk Assessment Documents for each plant. Training activities are carried out in accordance with the Central Government-Regions Agreement of 2011, with periodic refresher sessions. The efficacy of all training initiatives is assessed by administering questionnaires on the topics examined.

Accordingly, corporate procedures require that all seasonal workers receive training on basic health and safety and company management procedures prior to starting work on the production lines.

Unfortunately, despite our commitment in this regard, in 2022, a serious injury led to the death of one of our employees at the Eugea Mediterranea subsidiary company³⁷. The cause of death has yet to be established.

INJURY RATE

Injury rate ³⁶	2021	2022
Total	10,00	14,98
- male	11,81	16,42
- female	2,90	9,13

³⁶ The injury rate is calculated as follows: (injuries/hours worked) *1,000,000.

³⁷ For more information, please refer to GRI 403-9 of the GRI Content Index on page 120.

Italian identity



The agro-food sector is the undisputed linchpin of “Made in Italy”, ensuring Italian success internationally and playing its part in presenting to the world the eminent quality produced by our country

All of our raw materials are processed at the Italian facilities, ensuring our “Made in Italy” guarantee.

For the Tomato Line products, Italian raw materials are used.

For the Pear Nectar, Peach Nectar, Apricot Nectar and Juice Line products, only Italian fruit is used.

Where the raw materials for other products are not available in the quantity required or due to climatic conditions, they are sourced from overseas but with processing in Italy.

We are committed to exporting the values and typical flavours of Italy - in particular Southern Italy - to a broad base of consumers across the world.



MADE IN ITALY

100% of products are produced at our Italian plant



100%

Fresh tomatoes are 100% Italian



100%

The pears, apples and peaches in our fruit juices are sourced 100% from Italy

The strength of Made of Italy

Italy has a gastronomic heritage which few can match, largely featuring products and styles which are based on the Mediterranean diet, as a healthy and balanced dietary model which is increasingly recognised and appreciated also overseas. The food sector over recent years has become a pivotal aspect of Made in Italy, as associated with high quality and authentic products, while also guaranteeing the important competitive levers of safety, healthiness and origin.

Tomatoes, a core vegetable of the Mediterranean diet (and in general the entire packaged tomato segment), represent an area of major excellence for the Italian food industry. They play a driving role in the domestic economy and particularly in Southern Italy, where the majority of cultivators are based. The climatic and territorial characteristics of certain regions - in particular Campania, Puglia, Basilicata and Molise - in fact are unique, with this reflected also in the organoleptic and nutritional characteristics of the tomatoes.

The same focus on origin is placed also on other agricultural products, in particular on certain fruit varieties utilised for the production of juices. The fruit purees used for the "nectars" are made with fruit entirely sourced from Italy: the pears and the apples are from Northern Italy, while the peaches and apricots are sourced from Southern Italy.

For all those raw materials which may not be sourced from Italy in the quantities necessary for industrial processing - as is the case for pulses - the Made in Italy guarantee is based on industrial production carried out entirely in Italy according to high quality and safety standards.

The La Doria Group feels a sense of responsibility to its native land and its tradition to reflect in its products that which makes Italy truly unique. The business model is therefore based on the quality of the product and on a constant commitment to improving environmental sustainability. La Doria every day therefore proudly contributes to developing the Italian and Campanian agro-food sector.

Italian excellence across the world

For true Italian flavour when you Cook Italian... Cook Italia!

With a goal of exporting not only products, but Italian values and flavours, the "Cook Italia"³⁸ brand was launched on the British market almost a decade ago, distributed by the British subsidiary LDH. The Company was therefore able to not only promote the taste and tradition of the Italian agro-food sector, but also extend its range to British supermarkets.

www.cookitalia.co.uk



³⁸ The brand markets a series of Italian products on the British market, not only those produced by La Doria, but also by other Italian companies.

Encompassing the best tradition of the Italian food industry

"Tradizione Italiana - Italian food tradition" is a consortium, with La Doria as one of the main founders, representing Italian culinary excellence and promoting the quality of Italy's agro-food sector. In addition to strengthening Italy's presence on the international markets, the consortium provides an opportunity to develop synergies among members both at production and commercial and distribution levels.



The Consortium is composed of 16 leading companies in the Italian food industry, and has aggregate revenues of Euro 3 billion, with an export market of 40%.

The product portfolio is extremely broad, covering a range of food categories, including pasta, tomato-based products, olive oil, mozzarella, dried fruit, coffee, wine and other traditional products. A vast range of Italian tradition specialised products are offered, exporting the taste and flavours of the Mediterranean.

www.italianfoodtradition.com











Origins of this report

Methodological Note

[GRI 2-1; GRI 2-2; GRI 2-3; GRI 2-4; GRI 2-5]

The definition of the material topics for the La Doria Group (hereafter also the “Group”) and for the stakeholders, is undertaken based on a materiality analysis, as described in the “Definition of material topics” paragraph of this document. The Sustainability Report’s reporting scope relates to La Doria and its subsidiaries Eugea Mediterranea and LDH as at December 31, 2022.

LDH (La Doria) LTD is excluded from the consolidation scope concerning environmental information and data since it is a company with no production activities and whose environmental aspects were not considered relevant to ensure the understanding of the Group’s business activities and the impact produced by it.

For further information on the corporate structure, please refer to the Company’s website.

The 2021 figures are reported for comparative purposes, in order to support an assessment of the performance. Any restatements of the comparative data previously published is clearly indicated as such. Furthermore, the use of estimates has been limited as much as possible to give a correct representation of performance and to ensure data reliability. Where use has been made of estimates these are based on the best available methodologies and are reported appropriately.

In 2022, there were no further significant changes to the Group’s size, consolidation scope or supply chain.

Regarding the organisational and ownership structures of La Doria, we note that the company was publicly listed for 27 years until May 2022, when it was delisted and became a private company. La Doria’s share capital is 65% indirectly held by investment companies of the Investindustrial VII L.P. fund, with the remaining 35% held by members of the Ferraioli family.

The Sustainability Report 2022 was developed with reference to the "GRI Sustainability Reporting Standards" in the edition updated to 2021 according to "With reference to" option. The "Food processing sector Disclosures" published by the GRI in 2014 were also taken into consideration. The presence of content responding to the guidelines is indicated in the text by means of identification codes shown at the beginning of the relevant paragraphs. As required, we abide by the key concepts of the Standards, adopting the GRI 2021 reporting principles (accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability), which we have factored into all stages of the document writing process.

In order to integrate sustainability into strategy and all of our operational processes, La Doria has developed a 2023-2030 Sustainability Plan. Its objectives are in line with those set out in the United Nations 2030 Agenda, and it is organised into operational objectives and specific targets.

The new Sustainability Plan was approved by the Board of Directors on March 24, 2023.

Combatting bribery and corruption

This matter is overseen by the Parent Company and its Italian subsidiaries within the framework of the Organisation, Management and Control Model pursuant to Legislative Decree No. 231/2001, and by LDH through the adoption of an anti-bribery policy. Finally, the legality rating assigned to the Parent Company by the Antitrust Authority should be noted. With regards to training on Legislative Decree No. 231/01, reference should be made also to the offences covered, including Public Sector corruption, Corruption among private parties and Incitement to corruption. All new hires are trained on the Ethics Code.

Social aspects, personnel and respect for human rights

The Group operates in a sector - the tomato and fruit and vegetable chain in general - which over recent years has been the subject of significant pressure related to field worker conditions (undeclared labour, illegal recruitment, migrant workers, safety). In this regard, a "Human rights policy" was formalised and made official. Together with the "Modern day slavery policy", this defines the commitment and rules which the Group has adopted to manage these aspects. In 2022, the La Doria Group obtained Social Footprint certification for its tomato chain. Social Footprint evaluates the social aspects of the supply chain underpinning products and services, including the ethical and social conditions at the various stages of the production chain.

La Doria monitors the tomato and pulses supply chain according to the ISO 26000 Social Responsibility Guide.

With regards to product quality and safety, critical aspects to operate successfully in the food sector, an initiative to refresh skills on the Quality Assurance and Control Area continued, through the organisation of a series of specialist courses in collaboration with an external company.

In addition, a "Sustainability Policy", updated in June 2022, and a "Diversity Policy", approved in January 2019, were issued, involving education and action initiatives.



Environment

Aware of the environmental impact of its production processes, the Group has adopted policies and practices aimed at the correct management of its aspects and associated environmental impacts by adhering to the UNI EN ISO 14001 standard on Environmental Management Systems for all production facilities. It also has an energy management system at production sites which enables the effective management of energy aspects and supports investment with respect to efficiency.

In 2020, the **reporting policy** for the Sustainability Report was finalised and adopted by the parent company and the subsidiaries. The La Doria Group remains committed to ongoing improvements on all sustainability aspects in order to increasingly comply with best sector practices and to support dialogue with its stakeholders.

This Sustainability Report is prepared annually and was submitted to the Control, Risks and Sustainability Committee and was subsequently approved by the Board of Directors of Doria S.p.A. on March 24, 2023.

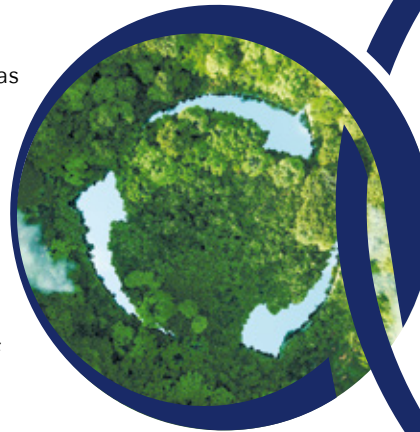
The Report is also subject to limited examination ("limited assurance engagement" according to the criteria indicated by the ISAE 3000 Revised standard) by PricewaterhouseCoopers, which, at the end of the work performed, issues a specific report on the truthfulness of the information provided.

The 2022 Sustainability Report was made public also on the website <https://www.gruppoloria.it/sostenibilita/bilancio-di-sostenibilita/>

For any clarification or further information on the contents of this Sustainability Report, please contact:

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Definition of material topics

[GRI 2-2; GRI 2-4; GRI 3-1; GRI 3-2; GRI 3-3]

The 2022 Sustainability Report has been structured in accordance with the material topics identified by La Doria, as reported in the matrix presented in this section of the document. The issues represent the most significant aspects for La Doria and its stakeholders.

To reach the definition of the material topics, La Doria adopted a process envisaging:

1. identification of the relevant issues, or all those issues that might potentially be significant for the Company;
2. assessment of issues with most significant impacts;
3. validation of the materiality matrix.

In order to identify relevant issues, an analysis was made of several sector-specific reference documents, of industry research, of material topics for the sector identified by the Sustainability Accounting Standards Board (SASB)³⁹, of the expectations and key points highlighted by La

Doria’s main clients⁴⁰, both national and international, and of the majority shareholder's strategy guidelines. In addition, a benchmark analysis was conducted on the sustainability communications of a panel of national and international players. The results of these activities are shown in the materiality matrix for the identified social, environmental, and governance topics.

As required by the new GRI Standard, we conducted an initial analysis this year to examine the effects of material topics. After examining the alignment of our material topics with those of the sector, we evaluated their potential impact on the economy, environment, and people (human rights). Having evaluated the impacts, we obtained a score, which is represented on the matrix by the size of the point assigned to each topic.

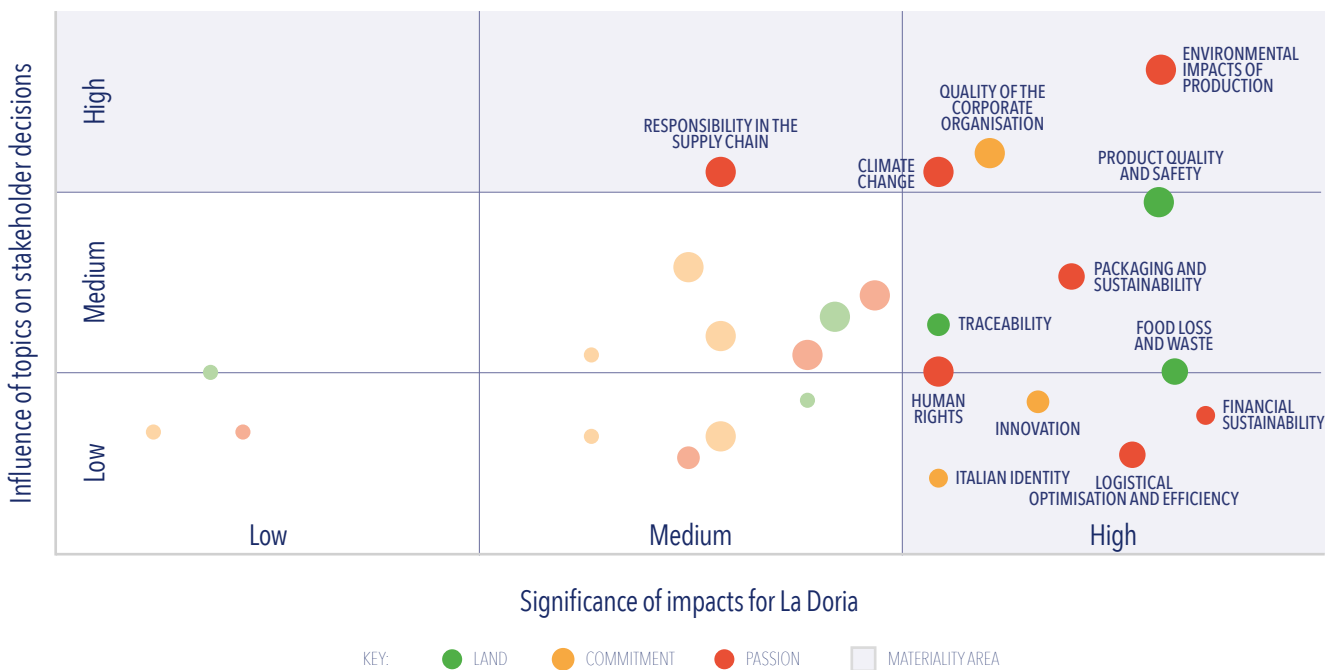
Once the relevant issues had been identified, a workshop with corporate management defined the matrix positioning of the themes in view of the impacts they might have on La Doria,

of the company’s ability to govern such impacts and of the influence on Group stakeholder decisions.

Shareholder involvement was important in creating the materiality matrix. A survey was conducted on certain categories of stakeholders (employees, customers, and suppliers) who may affect the Company’s ability to achieve its objectives. Recent years have seen a gradual maturation in the process for involving stakeholders in sustainability issues: from a first phase focussed solely on listening, to a second stage based on consultation conducted through questionnaires.

This iteration was submitted for examination by the Technical Sustainability Committee, the Control, Risks and Sustainability Committee, and the Chief Executive Officer and approved by the Board of Directors on February 1, 2023. The material topics validated for this reporting cycle are those presented in the matrix shown below.







THE MATERIALITY MATRIX 2022



³⁹ The matrices for the following segments were considered: "Agricultural Products", "Processed Foods", "Non-Alcoholic Beverages", "Food Retailers & Distributors".

⁴⁰ By analysis of specific requests received or of their sustainability documents.

A brief description of each issue and its significance throughout the entire value chain follows.

Material topics for La Doria		The value chain					
							
Product quality and safety	Guaranteeing high product quality and safety, also in consideration of certifications and reference standards (e.g. IFS, BRC, organic).	●	●	●		●	●
Traceability	Guaranteeing the maximum traceability of products, from agricultural origin to the shelf, also in consideration of internationally recognised certification standards.	●	●	●	●	●	●
Food loss and waste	Contributing directly to the reduction of food losses during production and to raising awareness among both suppliers and downstream stakeholders in the value chain, also helping to reduce consumer-related waste, and correctly minimising and managing impacts associated with facility production processes.	●		●		●	●
Environmental impact on production	Minimise and correctly manage the impacts of the production processes: energy consumption, water consumption, and waste.			●	●	●	●
Climate change	Commitment to managing the impacts of GHG emissions related to the production process and supply chain as a whole	●	●	●	●	●	
Human rights and responsibility throughout the supply chain	Commitment to promoting and ensuring responsible conduct along the supply chain, with particular reference to the protection of human rights, to working conditions, to raw material supplier health and safety, to raw material prices and other aspects related to ethical conduct and relations with producers and suppliers.	●	●	●	●	●	
Packaging sustainability	Paying attention to the environmental footprint of packaging used in terms of the efficiency of materials used (packaging reduction), the origin and sustainability of the materials and consumer packaging recyclability.		●	●	●	●	●
Logistics optimisation and efficiency	Guaranteeing logistics efficiency and consequent reduction of environmental impacts deriving from product distribution activities.		●	●	●	●	
Economic sustainability	Economic results of the Company and distribution of generated value to stakeholders.			●		●	
Innovation	Product innovation: working constantly on the search for new products and on responding to the ongoing evolution in consumer food habits and customer needs. Some areas of particular interest are: premium, organic, gluten-free and halal products, etc. Process innovation: replacement of machinery and renewal/innovation in production facilities with the aim of streamlining processes and reducing/minimising the negative impacts of facilities.	●		●		●	●
Quality of the organisation	Dedicated attention to Human Resources, their safety and well-being. Corporate know-how, efficiency and responsiveness in meeting customer needs. Consolidation of customer relations and perceived quality of products and services.			●		●	
Italian identity	The importance of the origin of our products such as our 100% Italian tomatoes, Italian chickpeas, Italian fruit pulp (apricot, peach, pear and apple), and, for all products made with raw materials of non-Italian origin, the importance of their processing in Italy.	●		●		●	

CORRELATION BETWEEN THE MATERIAL TOPICS AND GRI ASPECTS

Material topic	GRI Aspect	Scope of impact	Type of impact
Product quality and safety	Customer health and safety Procurement practices	<ul style="list-style-type: none"> • Group • Suppliers • Customers 	<ul style="list-style-type: none"> • Caused by the Group • Caused by Group and directly connected through a business relationship • To which the Group contributes
Innovation	-	<ul style="list-style-type: none"> • Group 	<ul style="list-style-type: none"> • Caused by the Group
Traceability	-	<ul style="list-style-type: none"> • Group • Suppliers 	<ul style="list-style-type: none"> • Caused by the Group • Caused by Group and directly connected through a business relationship
Environmental impacts of production	Materials Energy Water Effluents and waste Transport	<ul style="list-style-type: none"> • Group company with production activities 	<ul style="list-style-type: none"> • Caused by the Group
Climate Change	Emissions ⁴¹	<ul style="list-style-type: none"> • Group company with production activities 	<ul style="list-style-type: none"> • Caused by the Group
Food loss and waste	-	<ul style="list-style-type: none"> • Group 	<ul style="list-style-type: none"> • Caused by the Group
Human rights and responsibility throughout the supply chain	Supplier assessment for labour practices Labour practices and grievance mechanisms Supplier Human Rights assessment Human rights grievance mechanisms	<ul style="list-style-type: none"> • Group • Suppliers 	<ul style="list-style-type: none"> • Caused by the Group • Caused by Group and directly connected through a business relationship
Packaging sustainability	Materials	<ul style="list-style-type: none"> • Group • Suppliers • Customers 	<ul style="list-style-type: none"> • Caused by the Group • Caused by Group and directly connected through a business relationship • To which the Group contributes
Logistics optimisation and efficiency	-	<ul style="list-style-type: none"> • Group 	<ul style="list-style-type: none"> • Caused by the Group
Economic sustainability	Economic performance Procurement practices Income taxes	<ul style="list-style-type: none"> • Group 	<ul style="list-style-type: none"> • Caused by the Group
Quality of the organisation	Employment Health & Safety ⁴² Training and education Diversity and equal opportunity	<ul style="list-style-type: none"> • Group 	<ul style="list-style-type: none"> • Caused by the Group
Italian identity	-	<ul style="list-style-type: none"> • Group • Suppliers 	<ul style="list-style-type: none"> • Caused by the Group • Caused by Group and directly connected through a business relationship

⁴¹ Within the climate change theme, the atmospheric emissions aspect is weighted considering CO₂ equivalent. It should be noted that the plants in Parma, Angri, Sarno, Fisciano and Lavello have Integrated Environmental Authorization, where monitoring of atmospheric emissions of NO_x, VOC, NH₃ and CO and annual reporting of the same to the Competent Authorities is required.

No out-of-limit emissions occurred during the reporting period.

⁴² With regards to the monitoring of non-employee worker accidents, the Company shall assess the possibility of undertaking analysis on the number of other non-employee workers, in order to assess the need to collate data at the employer of outside collaborators and suppliers operating at the Group sites and/or under the control of the Group, assessing the quality and accuracy of this data over which direct control is not exercised.

GRI Content Index

GENERAL STANDARD DISCLOSURES

GRI Standard	Disclosure	Description	Page number (or link)																																																																																																																					
GRI 1 Foundation 2021		La Doria has drafted this document in reference to the GRI Standards for 2022																																																																																																																						
ORGANISATION AND REPORTING PRACTICES																																																																																																																								
GRI 2 General Disclosures 2021	2-1	Organizational details	p. 14; 24; 108 For further details, reference should be made to the Corporate Governance Report available on the Group website: https://www.gruppoloria.it/archivio-corporate-governance/																																																																																																																					
	2-2	Entities included in the organization's sustainability reporting	p. 14; 16-21; 24; 112																																																																																																																					
	2-3	Reporting period, frequency and contact point	p. 108-110																																																																																																																					
	2-4	Restatements of information	p. 24; 108; 112-113																																																																																																																					
	2-5	External assurance	p. 108; 124-127																																																																																																																					
ACTIVITIES AND WORKERS																																																																																																																								
GRI 2 General Disclosures 2021	2-6	Activities, value chain and other business relationships	p. 14-15; 22-23																																																																																																																					
	2-7	Employees	In addition to the information reported at page 95 the table with the other data required by the indicator follows. <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Workforce at 31-12</th> <th colspan="2">Facilities in Italy</th> <th colspan="2">LDH</th> </tr> <tr> <th colspan="2">(by type of contract)</th> <th>2021</th> <th>2022</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Permanent contract</td> <td>701</td> <td>745</td> <td>89</td> <td>88</td> <td></td> <td></td> </tr> <tr> <td>- male</td> <td>576</td> <td>615</td> <td>40</td> <td>40</td> <td></td> <td></td> </tr> <tr> <td>- female</td> <td>125</td> <td>130</td> <td>49</td> <td>48</td> <td></td> <td></td> </tr> <tr> <td>Fixed-term contract</td> <td>81</td> <td>62</td> <td>0</td> <td>3</td> <td></td> <td></td> </tr> <tr> <td>- male</td> <td>69</td> <td>51</td> <td>0</td> <td>1</td> <td></td> <td></td> </tr> <tr> <td>- female</td> <td>12</td> <td>11</td> <td>0</td> <td>2</td> <td></td> <td></td> </tr> <tr> <td>Full-time contract</td> <td>713</td> <td>779</td> <td>86</td> <td>87</td> <td></td> <td></td> </tr> <tr> <td>- male</td> <td>597</td> <td>658</td> <td>40</td> <td>41</td> <td></td> <td></td> </tr> <tr> <td>- female</td> <td>116</td> <td>121</td> <td>46</td> <td>46</td> <td></td> <td></td> </tr> <tr> <td>Part-time contract</td> <td>69</td> <td>28</td> <td>3</td> <td>4</td> <td></td> <td></td> </tr> <tr> <td>- male</td> <td>48</td> <td>8</td> <td>0</td> <td>0</td> <td></td> <td></td> </tr> <tr> <td>- female</td> <td>21</td> <td>20</td> <td>3</td> <td>4</td> <td></td> <td></td> </tr> <tr> <td>Total employees</td> <td>782</td> <td>807</td> <td>89</td> <td>91</td> <td></td> <td></td> </tr> <tr> <td>Total male</td> <td>645</td> <td>666</td> <td>40</td> <td>41</td> <td></td> <td></td> </tr> <tr> <td>Total female</td> <td>137</td> <td>141</td> <td>49</td> <td>50</td> <td></td> <td></td> </tr> </tbody> </table>		Workforce at 31-12		Facilities in Italy		LDH		(by type of contract)		2021	2022	2021	2022	Permanent contract	701	745	89	88			- male	576	615	40	40			- female	125	130	49	48			Fixed-term contract	81	62	0	3			- male	69	51	0	1			- female	12	11	0	2			Full-time contract	713	779	86	87			- male	597	658	40	41			- female	116	121	46	46			Part-time contract	69	28	3	4			- male	48	8	0	0			- female	21	20	3	4			Total employees	782	807	89	91			Total male	645	666	40	41			Total female	137	141	49	50	
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GRI Standard	Disclosure	Description	Page number (or link)								
GRI 2 General Disclosures 2021	2-7	Total number of employees by employment contract, employment type, region and gender	The table below indicates the total percentage of new hires on seasonal contracts.								
			<table border="1"> <thead> <tr> <th>Seasonal contracts</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Number of seasonal workers hired in the year</td> <td>828</td> </tr> <tr> <td>- Male</td> <td>426</td> </tr> <tr> <td>- Female</td> <td>402</td> </tr> </tbody> </table>	Seasonal contracts	2022	Number of seasonal workers hired in the year	828	- Male	426	- Female	402
			Seasonal contracts	2022							
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It is specified that the data on the number of hires per establishment (pag. 16-21) are punctual data.											
GOVERNANCE											
GRI 2 General Disclosures 2021	2-9	Governance structure and composition	p. 25-26 https://www.gruppoloria.it/chi-siamo/corporate-governance/								
	2-10	Nomination and selection of the highest governance body	p. 25								
	2-11	Chair of the highest governance body	https://www.gruppoloria.it/chi-siamo/corporate-governance/								
	2-12	Role of the highest governance body in overseeing the management of impacts	p. 25								
	2-14	Role of the highest governance body in sustainability reporting	p. 25								
STRATEGY, POLICIES AND PRACTICES											
GRI 2 General Disclosures 2021	2-22	Statement on sustainable development strategy	p. 9-11; 25								
	2-23	Policy commitments	p. 2-3; 25-29								
	2-24	Embedding policy commitments	p. 2-3; 25-29								
	2-25	Processes to remediate negative impacts	p. 29-31								
	2-26	Mechanisms for seeking advice and raising concerns	p. 28								
	2-27	Compliance with laws and regulations	p. 25-29								
	2-28	Membership associations	p. 32-33								
STAKEHOLDER ENGAGEMENT											
GRI 2 General Disclosures 2021	2-29	Approach to stakeholder engagement	p. 32-33								
	2-30	Collective Agreements	Il 100% of workers are hired under collective contracts.								
INFORMATION ON MATERIAL TOPICS											
GRI 3 Material topics - 2021 version	3-1	Process to determine material topics	p. 112-114								
	3-2	List of material topics	p. 112-114								

SPECIFIC STANDARD DISCLOSURES

DMA and Indicators	Disclosure	Description	Page number or specific information
CATEGORY: ECONOMIC			
RELEVANT ASPECT: ECONOMIC PERFORMANCE			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 80
GRI 201 Economic Performance 2016	201-1	Direct economic value generated and distributed	p. 81-83
RELEVANT ASPECT: PROCUREMENT PRACTICES			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 81-83 https://www.gruppoladoria.it/en/about-us/quality-and-safety/
GRI 204 Procurement practices 2016	204-1	Proportion of spending made in favor of local suppliers	p. 80
RELEVANT ASPECT: CORRUPTION			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 25-28 https://www.gruppoladoria.it/wp-content/uploads/2022/11/EthicsCode_LaDoria.pdf
GRI 205 Anti-corruption 2016	205-1	Operations assessed to determine the risks related to corruption	p. 25-28 La Doria has identified risk areas related to corruption in its Organisational Model. The risks associated with corruption are analysed in the development of the 231 Model.
	205-2	Communication and training on regulations and anti-corruption procedures	p. 25-28
RELEVANT ASPECT: INCOME TAXES			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 27-28; 83-84 https://www.gruppoladoria.it/wp-content/uploads/2022/11/2682-la-doria-organisation-management-control-model.pdf
GRI 207 Tax 2019	207-1	Approach to tax	p. 27-28; 83-84
	207-2	Tax governance, control and risk management	p. 27-28; 83-84
	207-3	Stakeholder engagement and management of concerns related to tax	p. 27-28; 83-84

CATEGORY: ENVIRONMENT

RELEVANT ASPECT: MATERIALS

GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 42; 72-73 https://www.gruppoloria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 301 Materials 2016	301-1	Materials used by weight or volume	p. 73-74
	301-2	Recycled input materials used	p. 73-74

RELEVANT ASPECT: ENERGY

GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 52 https://www.gruppoloria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 302 Energy 2016	302-1	Energy consumption within the organization	p. 53-55
	302-3	Energy intensity	p. 53-55
	302-4	Reduction of energy consumption	p. 53-55

MATERIAL TOPIC: WATER

GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 52; 92 https://www.gruppoloria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 303 Water 2018	303-1	Interactions with water as a shared resource	p. 16-21; 57-59
	303-2	Management of water discharge-related impacts	p. 57-59
	303-3	Water withdrawal	p. 59
	303-4	Water discharge	p. 59
	303-5	Water consumption	In 2022, 440 ML of water was consumed.

RELEVANT ASPECT: EMISSIONS

GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 60 https://www.gruppoloria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 305 Emissions 2016	305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	p. 16-21; 62 The emissions are calculated on the basis of the MinAmbiente 2022 conversion factors.
	305-2	Indirect greenhouse gas (GHG) emissions (Scope 2) - Location-Based	p. 16-21; 62 The emissions are calculated on the basis of the ISPRA 2021 - report 363/2022 conversion factors.
		Indirect greenhouse gas (GHG) emissions (Scope 2) - Market Based	p. 16-21; 62 The emissions are calculated on the basis of the conversion factors outlined in the document: AIB "Residual Mix 2021 factor".
	305-3	Indirect greenhouse gas (GHG) emissions (Scope 3)	p. 62
	305-4	Greenhouse gas (GHG) emissions intensity	p. 16-21; 62

RELEVANT ASPECT: WASTE

GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 52-53 https://www.gruppoloria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 306 Waste 2020	306-3	Generated waste	p. 55-57
	306-4	Waste not delivered to landfill	p. 55-57
	306-5	Waste delivered to landfill	p. 55-57

RELEVANT ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 64 https://www.gruppoloria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 308 Supplier Environ- mental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	All our key suppliers of raw materials are assessed on environmental factors.

CATEGORY: SOCIAL

SUB-CATEGORY: LABOUR PRACTICES

RELEVANT ASPECT: EMPLOYMENT

GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 95 https://www.gruppoloria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf																																																																																
GRI 401 Employment 2016	401-1	Recruitment of new employees and turnover of employees	p. 97 GROUP TURNOVER (LA DORIA AND LDH, EMPLOYEES ON FULL-TIME AND PART-TIME CONTRACTS)																																																																																
			<table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="3">2021</th> <th colspan="3">2022</th> </tr> <tr> <th>Total</th> <th>Male</th> <th>Female</th> <th>Total</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Total new hires</td> <td>214</td> <td>171</td> <td>43</td> <td>247</td> <td>199</td> <td>48</td> </tr> <tr> <td><30</td> <td>127</td> <td>104</td> <td>23</td> <td>132</td> <td>107</td> <td>25</td> </tr> <tr> <td>30-50</td> <td>75</td> <td>58</td> <td>17</td> <td>103</td> <td>82</td> <td>21</td> </tr> <tr> <td>>50</td> <td>12</td> <td>9</td> <td>3</td> <td>12</td> <td>10</td> <td>2</td> </tr> <tr> <td>New hires rate</td> <td>24.6%</td> <td>25.0%</td> <td>23.1%</td> <td>27.5%</td> <td>28.1%</td> <td>25.1%</td> </tr> <tr> <td>Total departures</td> <td>204</td> <td>164</td> <td>40</td> <td>220</td> <td>177</td> <td>43</td> </tr> <tr> <td><30</td> <td>91</td> <td>72</td> <td>19</td> <td>102</td> <td>86</td> <td>16</td> </tr> <tr> <td>30-50</td> <td>78</td> <td>63</td> <td>15</td> <td>89</td> <td>66</td> <td>23</td> </tr> <tr> <td>>50</td> <td>35</td> <td>29</td> <td>6</td> <td>29</td> <td>25</td> <td>4</td> </tr> <tr> <td>Departures rate</td> <td>23.4%</td> <td>23.9%</td> <td>21.5%</td> <td>24.5%</td> <td>25.0%</td> <td>22.5%</td> </tr> </tbody> </table>		2021			2022			Total	Male	Female	Total	Male	Female	Total new hires	214	171	43	247	199	48	<30	127	104	23	132	107	25	30-50	75	58	17	103	82	21	>50	12	9	3	12	10	2	New hires rate	24.6%	25.0%	23.1%	27.5%	28.1%	25.1%	Total departures	204	164	40	220	177	43	<30	91	72	19	102	86	16	30-50	78	63	15	89	66	23	>50	35	29	6	29	25	4	Departures rate	23.4%	23.9%	21.5%
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	401-2	Benefits for full-time employees that are not available to employees who are fixed-term or part-time	All Executives and some Group Managers and Employees are provided with a company car. The daycare/pre-school contribution is provided only to permanent employees at the Parma facility as they are based on the level II agreements in place before the acquisition. Meal vouchers are issued to all full-time employees, to part-time employees at the Parma facility and to part-time employees at all other facilities, working for at least 230 days per year.																																																																																

DMA and Indicators	Disclosure	Description	Page number or specific information																																								
RELEVANT ASPECT: HEALTH & SAFETY																																											
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 92 https://www.gruppoloria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf																																								
GRI 403 Occupational Health and Safety 2018	403-1	Occupational health and safety management system	p. 100-101																																								
	403-2	Hazard identification, risk assessment, and incident investigation	p. 100-101																																								
	403-3	Occupational health services	p. 100-101																																								
	403-4	Employee participation and consultation regarding workplace health and safety programs and related communication	p. 100-101																																								
	403-5	Worker training on occupational health and safety	p. 100-101																																								
	403-6	Promotion of worker health	p. 100-101																																								
	403-8	Workers covered by an occupational health and safety management system	p. 100-101																																								
	403-9	Work-related injuries	<p>In addition to the information reported at page 101 we present the following summary.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2"></th> <th colspan="2" style="text-align: center;">Italian facilities</th> </tr> <tr> <th style="text-align: center;">2021</th> <th style="text-align: center;">2022</th> </tr> </thead> <tbody> <tr> <td>Number of recordable injuries⁴³</td> <td style="text-align: center;">17</td> <td style="text-align: center;">25</td> </tr> <tr> <td>- male</td> <td style="text-align: center;">16</td> <td style="text-align: center;">22</td> </tr> <tr> <td>- female</td> <td style="text-align: center;">1</td> <td style="text-align: center;">3</td> </tr> <tr> <td>of whom temporary</td> <td style="text-align: center;">0</td> <td style="text-align: center;">3</td> </tr> <tr> <td>- male</td> <td style="text-align: center;">0</td> <td style="text-align: center;">3</td> </tr> <tr> <td>- female</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Rate of recordable work-related injury</td> <td style="text-align: center;">10.00</td> <td style="text-align: center;">14.98</td> </tr> <tr> <td>- male</td> <td style="text-align: center;">11.81</td> <td style="text-align: center;">16.42</td> </tr> <tr> <td>- female</td> <td style="text-align: center;">2.90</td> <td style="text-align: center;">9.13</td> </tr> <tr> <td>Rate of lost work days</td> <td style="text-align: center;">200.67</td> <td style="text-align: center;">4,729.93⁴⁴</td> </tr> <tr> <td>- male</td> <td style="text-align: center;">167.60</td> <td style="text-align: center;">5,873.40</td> </tr> <tr> <td>- female</td> <td style="text-align: center;">330.59</td> <td style="text-align: center;">69.96</td> </tr> </tbody> </table> <p>The main types of accidents and injuries that occurred were collisions, bruises and cuts. In 2022, one fatal injury occurred In 2022, three injuries during commute occurred (not considered in the summary table). In 2022, two injuries involving outside company⁴⁵ employees took place. In 2022, only one non-registerable injury occurred at LDH.</p>		Italian facilities		2021	2022	Number of recordable injuries⁴³	17	25	- male	16	22	- female	1	3	of whom temporary	0	3	- male	0	3	- female	0	0	Rate of recordable work-related injury	10.00	14.98	- male	11.81	16.42	- female	2.90	9.13	Rate of lost work days	200.67	4,729.93 ⁴⁴	- male	167.60	5,873.40	- female	330.59
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⁴³ Calculated excluding injuries during commute.

⁴⁴ In 2022, the rate of days lost was particularly high due to a fatal injury. For such events, generally 7,500 lost work days are calculated.

⁴⁵ The data monitoring and collation systems at the Company do not permit for the calculation of third-party company injury rates

DMA and Indicators	Disclosure	Description	Page number or specific information																			
GRI 403 Occupational Health and Safety 2018	403-10	Work-related ill health	In 2022, no work-related ill health was recorded amongst employees. ⁴⁶	<table border="1"> <thead> <tr> <th></th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Cases of work-related ill health</td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> <tr> <td></td> <td style="text-align: center;">Male</td> <td style="text-align: center;">Female</td> </tr> <tr> <td></td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> <tr> <td></td> <td style="text-align: center;">Male</td> <td style="text-align: center;">Female</td> </tr> <tr> <td></td> <td style="text-align: center;">0</td> <td style="text-align: center;">0</td> </tr> </tbody> </table>		2021	2022	Cases of work-related ill health	0	0		Male	Female		0	0		Male	Female		0	0
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Cases of work-related ill health	0	0																				
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RELEVANT ASPECT: TRAINING AND EDUCATION																						
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 92; 98 https://www.gruppoloria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf																			
GRI 404 Training and Education 2016	404-1	Average hours of training per year per employee	In addition to the information reported at page 99 below the tables. Average training hours. ⁴⁷	<table border="1"> <thead> <tr> <th colspan="2">2021</th> <th colspan="2">2022</th> </tr> </thead> <tbody> <tr> <td colspan="2" style="text-align: center;">15.1</td> <td colspan="2" style="text-align: center;">15.7</td> </tr> <tr> <td style="text-align: center;">Male</td> <td style="text-align: center;">Female</td> <td style="text-align: center;">Male</td> <td style="text-align: center;">Female</td> </tr> <tr> <td style="text-align: center;">14.9</td> <td style="text-align: center;">15.9</td> <td style="text-align: center;">15.1</td> <td style="text-align: center;">17.4</td> </tr> </tbody> </table>	2021		2022		15.1		15.7		Male	Female	Male	Female	14.9	15.9	15.1	17.4		
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This data exclusively concerns Group personnel working in Italy. The data is not available for the subsidiary LDH.																						
RELEVANT ASPECT: DIVERSITY AND EQUAL OPPORTUNITY																						
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 24-25; 92 https://www.gruppoloria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf																			
GRI 405 Diversity and equal opportunity 2016	405-1	Diversity in governance bodies and among employees	p. 25-26																			
GRI 405 Diversity and equal opportunity 2016	405-2	Ratio of basic wage and salary of women to men	p. 96																			

⁴⁶ The data monitoring and collation systems at the Company do not allow the calculation of rates of employee work-related ill health at other companies.

⁴⁷ The average training hours were calculated on the basis of the average workforce.

DMA and Indicators	Disclosure	Description	Page number or specific information
RELEVANT ASPECT: LABOUR PRACTICES AND GRIEVANCE MECHANISMS			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 28; 64 https://www.gruppoloria.it/en/about-us/the-tomato-supply-chain/ https://www.gruppoloria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 406 Non-discrimination 2016	406-1	Incidents of discrimination and corrective measures taken	p. 65-70

SUB-CATEGORY: HUMAN RIGHTS

RELEVANT ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 64 https://www.gruppoloria.it/en/about-us/the-tomato-supply-chain/ https://www.gruppoloria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
GRI 414 Supplier Social Assessment 2016	414-1	New suppliers that have been selected using social criteria	The percentage of new raw material suppliers subject to control for working conditions is 100%.
	414-2	Negative social impacts in the supply chain and actions taken	p. 65-70

SUB-CATEGORY: PRODUCT RESPONSIBILITY

RELEVANT ASPECT: CUSTOMER HEALTH AND SAFETY			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 36-37 https://www.gruppoloria.it/en/about-us/quality-and-safety/
GRI 416 Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	p. 36-40 100% of product and service categories assessed on the basis of their health and safety impacts.
	416-2	Incidents of noncompliance regarding health and safety impacts of products and services	There were no cases of non-compliance with regulations and/or self-regulation codes relating to the impact on product health and safety.
GRI 417 Marketing and Labeling 2016	417-1	Labeling requirements and product and service information	p. 42
	417-2	Incidents of noncompliance concerning labeling and information on products and services	No cases of non-compliance with regulations and/or self-regulatory codes on information and labelling of products were recorded in 2022

DMA and Indicators	Disclosure	Description	Page number or specific information
RELEVANT ASPECT: TRANSPORT			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 76 https://www.gruppoloria.it/wp-content/uploads/2022/12/PoliticaSostenibilita%CC%80_22giu2022signedING.pdf
RELEVANT ASPECT: INNOVATION			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 88
RELEVANT ASPECT: ITALIAN IDENTITY			
GRI 3 Material topics - 2021 version	3-3	Management of material topics	p. 102

G4 SECTOR DISCLOSURES

DMA and Indicators	Disclosure	Description	Page number or specific information
G4-FP1		Percentage of purchased volume from suppliers compliant with company's sourcing policy	100% of purchases are from suppliers complying with company policies
G4-FP2		Percentage of volume purchased that is verified according to standards of responsible and credible internationally recognized internationally, categorized by standard	p. 70
G4-FP5		Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	p. 36 100% of production volumes.



Limited Assurance report on Sustainability Reporting

To the Board of Directors of La Doria SpA

We have been engaged to undertake a limited assurance engagement on the Sustainability Report of La Doria SpA and its subsidiaries (hereinafter the “Group”) for the year ended on 31 December 2022.

Responsibilities of the Directors for the Sustainability Report

The Directors of La Doria SpA are responsible for the preparation of the Sustainability Report in accordance with the “Global Reporting Initiative Sustainability Reporting Standards” issued by GRI - Global Reporting Initiative (the “GRI Standards”) published in 2021 by the GRI, as illustrated in the “Methodological note” section of the Sustainability Report.

The Directors are also responsible for such internal control as they determine is necessary to enable the preparation of a Sustainability Report that is free from material misstatement, whether due to fraud or error.

The Directors are also responsible for defining the sustainability performance targets of La Doria SpA Group, as well as for identifying its stakeholders and material topics to be reported on.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management 1 (ISQM 1) and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

PricewaterhouseCoopers Business Services Srl

Società a responsabilità limitata a socio unico
 Sede legale: Milano 20145 Piazza Tre Torri 2 Tel. 02 725091 Cap. Soc. Euro 100.000,00 i.v. - C.F. e P.IVA e Reg. Imprese Milano Monza Brianza Lodi 06234620968 – Altri Uffici: **Bari** 70122 Via Abate Gimma 72 Tel. 080 5640311 Fax 080 5640349 - **Bologna** 40126 Via Angelo Finelli 8 Tel. 051 6186211 - **Brescia** 25121 Viale Duca d’Aosta 28 Tel. 030 3697501 - **Cagliari** 09125 Viale Diaz 29 Tel. 070 6848774 - **Firenze** 50121 Viale Gramsci 15 Tel. 055 2482811 Fax 055 2482899 - **Genova** 16121 Piazza Piccapietra 9 Tel. 010 29041 - **Napoli** 80121 Via dei Mille 16 Tel. 081 36181 - **Padova** 35138 Via Vicenza 4 Tel. 049 873431 Fax 049 8734399 | Rubano 35030 Via Belle Putte 36 - **Palermo** 90141 Via Marchese Ugo 60 Tel. 091 6256313 Fax 091 7829221 | 90139 Via Roma 457 Tel. 091 6752111 - **Parma** 43121 Viale Tanara 20/A Tel. 0521 275911 Fax 0521 781844 - **Pescara** 65127 Piazza Ettore Troilo 8 - **Roma** 00154 Largo Fochetti 29 Tel. 06 6920731 Fax 06 69207330 - **Torino** 10122 Corso Palestro 10 Tel. 011 5773211 Fax 011 5773299 - **Trento** 38121 Viale della Costituzione 33 Tel. 0461 237004 Fax 0461 239077 - **Treviso** 31100 Viale Felissent 90 Tel. 0422 315711 Fax 0422 315798 - **Trieste** 34125 Via Cesare Battisti 18 Tel. 040 3480781 Fax 040 364737 - **Verona** 37135 Via Francia 21/C Tel. 045 8263001

Società soggetta all’attività di direzione e coordinamento della PricewaterhouseCoopers Italia Srl
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Our Responsibilities

Our responsibility is to express a conclusion, based on the procedures performed, on whether the Sustainability Report complies with the requirements of the GRI Standards. We conducted our work in accordance with “International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements other than Audits or Reviews of Historical Information” (hereinafter also “ISAE 3000 Revised”) issued by the International Auditing and Assurance Standards Board (IAASB) for limited assurance engagements. That standard requires that we plan and perform procedures to obtain limited assurance about whether the Sustainability Report is free from material misstatement.

The work performed was less in scope than in a reasonable assurance engagement conducted in accordance with ISAE 3000 Revised and, consequently, we did not obtain assurance that we became aware of all significant facts and circumstances that might be identified in a reasonable assurance engagement.

The procedures performed on the Sustainability Report were based on our professional judgement and included inquiries, primarily of personnel of the Company responsible for the preparation of the information presented in the Sustainability Report, inspection of documents, recalculations and other procedures designed to obtain evidence considered useful.

In detail, we performed the following procedures:

- 1) We analysed the process of definition of the material topics reported on in the Sustainability Report, with reference to the method of their identification in terms of priority for the various categories of stakeholders and to the internal validation of the results of the process;
- 2) We compared the financial information reported in the Economic sustainability section of the Sustainability Report with the information included in the Group’s annual consolidated financial statements;
- 3) We obtained an understanding of the processes underlying the generation, collection and management of significant qualitative and quantitative information included in the Sustainability Report.

In detail, we inquired of and discussed with management personnel of La Doria SpA and with personnel of its subsidiaries (LDH LTD and Eugea Mediterraneae SpA) and we carried out limited analyses of documentary evidence, in order to obtain information about the processes and procedures supporting the collection, aggregation, processing and submission of non-financial information to the corporate function in charge of the preparation of the Sustainability Report.

Furthermore, for significant information, taking into account the activities and characteristics of the Group:

- a) with reference to the qualitative information presented in the Sustainability Report, we carried out interviews and obtained supporting documents to verify its consistency with available evidences;
- b) with reference to quantitative information, we performed both analytical procedures and limited tests to verify, on a sample basis, the accuracy of data aggregation.
- c) with reference to performance indicators, at a consolidated level, and location, we carried out onsite visits during which we met the persons responsible and obtained documentary evidence, on a sample basis, about the correct application of the procedures and calculation methods applied for the indicators.



Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the Sustainability Report of La Doria Group for the year ended 31 December 2022 is not prepared, in all material respects, in accordance with the requirements of the GRI Standards as illustrated in the “Methodological note” section of the Sustainability Report.

Other Matter

The Sustainability Report for the year ended 31 December 2021, information from which is presented for comparative purposes, was the subject of a limited assurance engagement by another auditor, who expressed an unmodified conclusion thereon on March 31, 2022.

Napoli, 31 March 2023

PricewaterhouseCoopers Business Services Srl

Signed by

Paolo Bersani
(Partner)

This report has been translated from the Italian original solely for the convenience of international readers. We have not performed any controls on the Sustainability Report 2022 translation.

