

ANNUAL REPORT

2025

Sustainability Report

L'insalata
dell'ORTO

A RESOURCE TO
BE PRESERVED



NEW VALUE
TO WASTE



water

energy

matter

tecnhology



SELF-PRODUCED
CONSUMPTION



INNOVATION THAT
IMPROVES PROCESSES

a constant commitment

Contents

	Letter to stakeholders	4
1.	A Company with strong roots	6
	Identity and mission	6
	Our story	8
	The values that guide us	9
	Products and value chain	10
2.	Our sustainability journey	16
	Mapping and engagement of our stakeholders	16
	Materiality analysis: key topics and priority impacts	17
	Our sustainability goals and the 2030 Agenda (SDGs)	19
3.	Our Governance	21
	Strength and transparency	21
	Certifications	24
	Anti-corruption and integrity	25
	Economic aspects through the lens of responsibility	26
4.	Our concrete commitment to the environment	29
	Responsible energy management	29
	A commitment to tracking emissions	31
	Water: a resource to be protected	33
	Waste management and reduction	33
5.	People at the centre	34
	Employment, growth and turnover	34
	Health, safety and wellbeing	36
	Equal opportunities and non-discrimination as core values	37
6.	Shared impact and responsibility along the value chain	39
	Quality and food safety	39
	Our suppliers	40
	Protection of human rights and working conditions along the value chain	42
7.	Methodological note	43
8.	GRI content index	44
	Annex 1: Tables	50
	Annex 2: Coefficients	52

Letter to stakeholders

GRI 2-22



Dear Stakeholders,

trust is one of the most valuable assets of a company. It is built over time through daily work, respect for people, and consistency between the commitments we make and the choices we make. For an agri-food company like ours, this means ensuring quality and safety, overseeing the supply chain, engaging with customers, suppliers, and partners, measuring our impact, and taking responsibility for improvement.

It is in this spirit that we present our 2025 Sustainability Report, a year of particular significance for us, as we celebrated the 25th anniversary of our founding. This is an opportunity to reflect on the journey we have taken, assess the strength of our model, and reaffirm our commitments for the future: all aspects that you will find in this Report, prepared in accordance with the GRI Standards.

We have grown while maintaining a strong connection to our agricultural and family roots, while at the same time adopting an increasingly entrepreneurial and managerial approach. Today, this means responsibly managing a complex supply chain that begins with the land and ends on consumers' tables.

2025 was a year of consolidation, during which we took steps to counter rising costs and adapt our product offerings to changing consumer trends, while always remaining attentive to environmental and social issues. We continued to invest in supply chain control, process efficiency, product quality, and organizational strengthening. For us, sustainability is, in fact, a key criterion for evaluating our production, commercial, and technological decisions.

We were among the first companies in our sector in Italy to adopt a Sustainability Report. We did so because we believe in reporting as a tool for external transparency and as an internal working

method. Measuring our impacts, setting goals, and comparing results also helps us build trust.

The report details our results, projects, and areas for improvement. For my part, I would like to emphasize the overarching purpose of this commitment: to build value responsibly throughout the entire value chain, scrutinizing every link and paying attention to every detail. This means strengthening traceability and sustainability with suppliers and agricultural partners, investing in quality and innovation, using energy, water, and materials carefully, and promoting working conditions that respect people. Looking ahead, we aim to strengthen our model along three key axes: supply chain control, innovation, and social and environmental responsibility. My thanks go to all of you for your trust, for your input, and for the contribution you make every day to this journey, through your work, your expertise, your decisions, and the quality of the relationships we build together. It is also thanks to this shared commitment that we can continue to grow in a solid and sustainable manner.



Cinzia Busana
CHIEF EXECUTIVE OFFICER
L'Insalata dell'Orto



1.

A Company with strong roots

Identity and mission

GRI 2-28

L'Insalata dell'Orto was born from the convergence of a strong agricultural tradition and a bold, innovation-driven entrepreneurial vision. Based in Mira, in the province of Venice, we have been growing our business for over 25 years by combining agronomic expertise, technological innovation, and a focus on international markets, while never losing our connection to the local community.

Our mission is to promote healthy and natural eating through the production and sale of fresh, ready-to-eat salads and vegetables of the highest quality. Our product line (which includes both First-Range and Fresh-cut Produce) is aimed at both the consumer and foodservice markets, with a growing focus on convenience and the nutritional value of our products.

Our agricultural supply chain operates in collaboration with the Producer Organization (O.P.) La Maggiolina and encompasses approximately 493 hectares spread across Veneto, Lombardy, and Campania. A distinctive feature is the high proportion of organic crops (approximately 70%) which underscores our commitment to protecting the environment and consumer health.

Over time, we have established ourselves as **European leaders in the production of edible flowers¹**, a niche segment that we have successfully promoted also in international markets.

Our bond with the local territory is a cornerstone of our corporate identity and it is reflected in our commitment to promoting local products, including those recognised with Protected Geographical Indication (PGI), and in the development of environmental and social initiatives. The projects launched in 2025 are also part of this effort, including initiatives aimed at reforestation and creating value for local communities.

The company's governance is characterized by **strong female leadership**: day-to-day operations are led by Cinzia Busana (Chief Executive Officer) and Raffaella Busana (General Manager), supported by a Board of Directors that includes, in addition to the two of them, Luigi Busana (Chairman) and Maurizio Busana. This structure reflects a balance between family continuity and managerial expertise, helping to guide the company's long-term development.

¹Fresh edible flowers set a European record - Il Sole 24 ORE

L'Insalata dell'Orto in 2025 – key figures:

WE SUPPLY

22 COUNTRIES:
19 EU and 3 non-UE

WE ARE IN THE

3rd
generation of our
family business

7,000 m²
of production
facility

94%
of our suppliers
are Italian

ALMOST
90%
of waste is organic
and directed to
biogas production

20%
of our products are
certified organic

28%
of our products
comply with
GLOBALG.A.P.
standards

80%
of new suppliers are
GRASP-certified,
a standard for
social practices
in agriculture

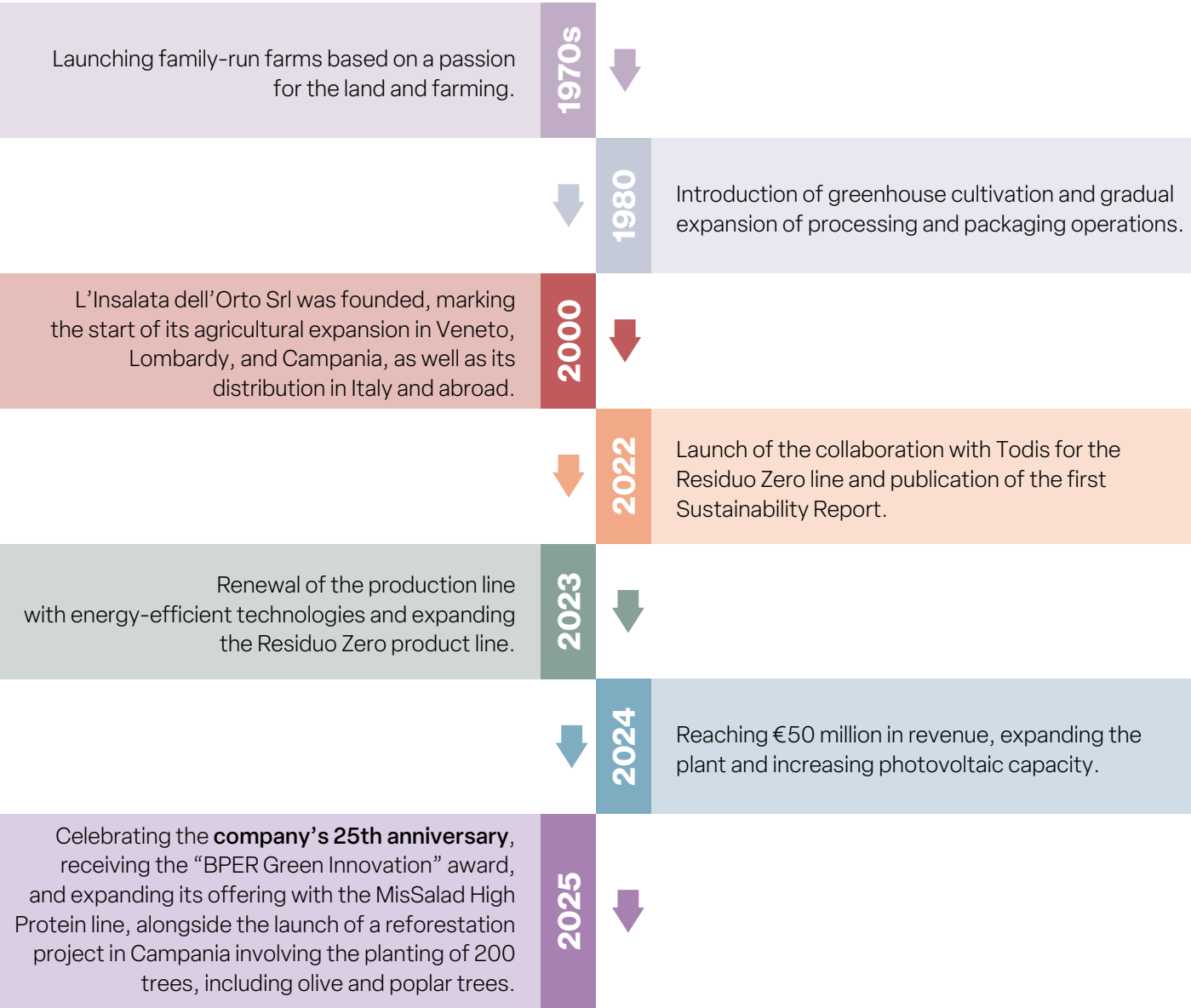
7
active certifications
reflect our
commitment to
excellence and
responsibility

Our story

The history of L’Insalata dell’Orto has its roots in agricultural tradition and has evolved over time through a process of continuous innovation. Starting with the first family-run farms established in the 1970s, the company has gradually evolved its business model while maintaining a constant focus on quality, the local area and people. .

Starting in the 1990s, the introduction of greenhouse cultivation marked a significant turning point, ushering in a phase of integration between traditional practices and innovative solutions and laying the groundwork for the development of processing and packaging operations. This evolution has enabled the company to consolidate, over time, a structured and controlled supply chain capable of effectively meeting market demands. In recent years, L’Insalata dell’Orto has strengthened its presence in the B2B market and developed strategic partnerships with leading national distributors. These initiatives have helped promote a product offering focused on sustainability and

quality, yielding significant results in terms of growth as well. The year 2022 marked a significant milestone in the company’s journey with the publication of its first Sustainability Report, which formalized its commitment to measuring and reporting on environmental, social, and economic impacts. In the years that followed, the company consolidated this approach, gradually integrating agricultural and production practices aimed at reducing environmental impacts, including the adoption of integrated pest management methods, the optimization of energy consumption, and the expanded use of renewable energy. In 2025, the 25th anniversary of the company’s founding, L’Insalata dell’Orto continues on its path of responsible growth, strengthening initiatives to protect the environment and the local area and developing innovative solutions for the market. This context includes both the recognition received through the “BPER Green Innovation” award and the continuous development of its product offerings, with a particular focus on products aligned with new consumer trends and a wellness-oriented approach.



The values that guide us

The values that guide us every day are simple, yet deeply rooted in the way we operate:



Passion for the land:

we cultivate in harmony with natural cycles, selecting varieties that best express freshness and organoleptic quality. Our relationship with the soil is the foundation of every decision we make.



Quality and food safety:

we operate through processes governed by certified management systems (BRC, IFS, ISO 22005), supported by regular inspections and a traceability system that ensures constant monitoring throughout the entire supply chain.



Environmental responsibility:

we take a resource-conscious approach, aiming to progressively reduce our environmental impact. Among the measures we have implemented are the use of thinner plastic packaging, the use of reusable crates, and the recovery of waste for biogas production. This commitment extends from waste management to energy efficiency.



Innovation and responsible partnerships:

we are committed to developing new projects to highlight our products that are more environmentally friendly and better for people's health. We believe in the value of partnerships with stakeholders who share our principles, to promote more conscious and responsible consumption.



Clarity and transparency:

each label is verified by the quality control department to ensure it is clear and compliant with regulations; this guarantees the highest level of respect and transparency for the end consumer.

Products and value chain

GRI 2-6, GRI 416-1

L'Insalata dell'Orto offers a wide and diverse range of vegetables, developed with the goal of combining quality, sustainability and innovation. The product line is divided into **several categories**:



Baby leaf salads² – mixed or single variety:

- **First-Range:** tender leaf vegetables (e.g. rocket, lamb's lettuce, baby spinach, baby lettuce), fresh, whole and unprocessed.
- **Fresh-cut Produce:** the same varieties, washed and packaged, ready to eat.



Mixes of baby leaf and headed salads:

combinations of cut greens and mature salads, available in both First-Range and Fresh-cut Produce formats.



Sprouts:

mung beans (also known as green soybean sprouts), alfalfa, red chard, leeks, red radishes, peas, etc.



Edible flowers:

available both fresh and in dried form.

The product lineup includes both as single varieties and in selected mixes. Many product categories, such as baby leaf (First-Range), baby leaf (Fresh-cut Produce), edible flowers, are available not only from conventional farming but also in organic and Zero Residue versions. The baby leaf First-Range is also available under the Naturland line.



Headed salads³ – Fresh-cut Produce:

these include varieties such as lettuce, iceberg lettuce, radicchio, and endive, which are processed and packaged for immediate consumption.



Herbs:

basil, chives, mint, parsley, rosemary, sage, celery, thyme, etc.



Vegetables:

ready-to-eat products (such as sauerkraut, white and red cabbage, and carrots) and products to be cooked, including minestrone with or without legumes, spinach, pumpkin, savoy cabbage, and vegetable noodles.



² For baby leaf we mean leafy vegetables cut at the base, harvested mechanically or manually, which grow back after each cut

³ Headed lettuces such as curly and broad-leaved endive, sugarloaf chicory, red and variegated radicchio.

Product innovation: the MisSalad High Protein line

SPAGHETTI
DI VERDURE
HIGH PROTEIN

PEPERONATA
CORNELIO®
HIGH PROTEIN

ZUCCA
A CUBETTI
HIGH PROTEIN

MINISTRONE
DI VERDURE
HIGH PROTEIN

Throughout 2025, L'Insalata dell'Orto continued to expand its range of fresh-cut produce and ready-to-cook products, introducing solutions in line with evolving eating habits and consumer trends.

It was in this context that the **MisSalad High Protein Ready-to-Cook** line was launched, presented in the fall of 2025 at the Fruit Attraction trade show. The line features four high-turnover ready-to-cook products to which a naturally flavored granular pea protein has been added to the recipes in various ways.

The 4 products are:

1. HP Vegetable Spaghetti with Tomato Sauce
(13 g of protein per package)
2. HP Traditional-Flavored Diced Pumpkin
(15.5 g of protein per package)
3. HP Rosemary-Flavored Vegetable Minestrone
(25.5 g of protein per package)
4. Cornelio® HP Mediterranean-Flavored Peperonata
(13 g of protein per package)

The line was created in response to the growing interest in high-protein, plant-based products, expanding the company's offerings to include solutions with greater nutritional value. At the same time, the distinctive elements of the company's production model (such as the selection of raw materials, the simplicity of the recipes, and the emphasis on natural ingredients) have been preserved.

The products have been developed to ensure ease of preparation and versatility of use, making them suitable for various cooking methods and aligned with the practical needs that characterize contemporary consumption patterns.

MisSalad High Protein is the latest result of product development efforts aimed at effectively responding to changing consumer habits, while maintaining the quality standards that define our product line.

H I G H
PROTEIN
100%
VEGETALE



In compliance with current European regulations, the company has gradually supplemented its conventional production with production models geared toward more advanced standards in terms of sustainability and food safety. This approach includes the **Zero Residues** and **Organic** lines, which are currently under development and gaining increasing popularity:

Organic Line



Organic products account for a significant portion of the company's revenue, particularly in foreign markets. As in the previous year, approximately 20% of our revenue in 2025 will come from products certified as organic.

Zero Residue Line



It includes products certified according to the standard and guarantees that, at the time of harvest, the levels of synthetic pesticide residues in the products are less than or equal to the limit of analytical determination (0.01 mg/kg).



O.P. La Maggiolina: a key partner in the supply chain

The **Producer Organization La Maggiolina** is a fundamental part of our supply chain. Comprising **18 farms** located in **Veneto, Lombardy, and Campania**, it forms a network that guarantees a continuous supply of raw materials throughout the year, while ensuring high levels of traceability and compliance with certified quality standards, thanks to close collaboration with the group's agronomists and the possession of numerous international certifications. As a model of a **short supply chain and comprehensive traceability**, the Producer Organization La Maggiolina is our **primary supplier and strategic partner**, with whom we share values deeply rooted in agricultural and family traditions, a strong connection to the local area, and a shared vision focused on quality and sustainability. This long-standing collaboration, combined with

close operational and organizational integration, has led to the development of dedicated control procedures that are consistent with the nature of our relationship and based on principles of trust, transparency, and continuity.

With a total area of approximately 493 hectares (70% of which is farmed organically) and operations spanning three regions, O.P. La Maggiolina makes a decisive contribution to production stability and product variety. This enables L'Insalata dell'Orto to respond flexibly and promptly to market demands while maintaining high quality standards.

The partnership between the two organizations serves as a model for an integrated and transparent supply chain, capable of combining a strong local presence, innovation, and shared responsibility. Starting in 2024, L'Insalata dell'Orto has also become a subsidiary of O.P. La Maggiolina.



Value chain



Upstream operations: our suppliers

The quality of our products stems from the land and the work of the people who cultivate it. That is why we pay special attention to selecting suppliers and building lasting relationships based on reliability, transparency, and shared values. Our approach to supply chain management is based on direct and in-depth knowledge of our agricultural partners, with whom we collaborate to ensure high standards of quality, safety, and social responsibility. In this context, the **Producer Organization (O.P.) La Maggiolina** plays a central role as our main supplier and strategic partner, with whom we have developed an integrated supply chain model over time.

Own operations: what happens at our facility

Upon arrival at our facility, the products are promptly transferred to state-of-the-art cold storage units with a total capacity of 6,000 cubic meters. This system allows for rapid cooling of the vegetables, helping to preserve their **freshness and organoleptic characteristics**. The raw materials are processed quickly to ensure **freshness, quality, and food safety**.

The processing and packaging phase takes place within our facility, where salads and leafy vegetables are washed, sorted, cut, and packaged with great attention to product quality and yield. These activities are carried out with the support of a consortium whose member cooperatives operate directly on-site. While the company utilizes external partners, it maintains constant oversight of the entire process by setting operational objectives, providing guidelines, and conducting periodic audits, with the goal of ensuring continuous improvement in production and quality performance.

Downstream operations: logistics and distribution

The storage and order fulfillment processes are managed in-house, while transportation is handled by external logistics providers.

The company primarily serves large-scale retail chains in the domestic market, complemented by a well-established presence in Europe and in certain non-EU markets, including the United Kingdom and the United Arab Emirates.



2.

Our Sustainability Journey

Mapping and engagement of our stakeholders

GRI 2-29

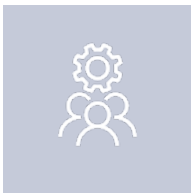
L’Insalata dell’Orto considers dialogue with its stakeholders to be essential for guiding business decisions and developing a sustainable approach that stands the test of time. Starting in 2022, we launched a structured process of stakeholder mapping and engagement, which includes both internal and external stakeholders who are part of the value chain or are affected, directly or indirectly, by our activities.

These engagement activities are conducted in accordance with the principles of the AA1000 Stakeholder Engagement Standard (AA1000-SES). In preparation for the 2024 Annual Report, we distributed a questionnaire to our key stakeholders to gather their perspectives on the materiality of the identified impacts, involving all internal staff and a broad panel of external stakeholders. The results of that process, described in detail in the section dedicated to the materiality analysis, have also been confirmed for this report, as they remain representative of the operating context and the expectations of stakeholders.

The stakeholder categories identified and involved in the materiality assessment conducted in 2025 were confirmed to remain unchanged for the 2025 reporting year as well:



Owner/
Shareholders



Employees



Clients



Suppliers



Financial
Institutions



Associations/
Third Sector
Organisations

Materiality analysis: key topics and priority impacts

GRI 2-14, 3-1, 3-2, 3-3

In 2025, while preparing the 2024 Sustainability Report, we updated the materiality analysis conducted in 2022, in accordance with the requirements of the GRI Standards (GRI 3, 2021 edition), with the aim of capturing changes in economic, environmental, and social impacts, as well as in the priorities expressed by stakeholders. The update involved a review of the stakeholder mapping and the reference context, with particular attention to the concept of impact and risk analysis. In line with the GRI Standards, material issues are defined as those that reflect the organization’s most significant economic, environmental,

and social impacts, including effects on human rights. For the 2025 Sustainability Report, the results of the analysis conducted in 2025 were deemed to remain representative of the operating context and stakeholder expectations; therefore, no further update was performed, and both the material topics and the categories of stakeholders involved were confirmed.

The materiality analysis was conducted in four main phases:

PHASE 1	Analysis of the organisational context An in-depth analysis was conducted of the context in which the Company operates, taking a comprehensive look at its business model, the services it offers, its target markets, and its relationships with customers and suppliers. This process also included an assessment of trends in the ESG (environmental, social, and economic) context and the identification of the main categories of stakeholders, both internal and external. This work made it possible to develop a comprehensive and structured view of the operating environment and the value chain, laying the groundwork for identifying impacts.
PHASE 2	Identification of potential and actual impacts Based on the context analysis, the key ESG issues of interest to stakeholders were identified, as well as the impacts (current and potential, positive and negative) associated with the company’s activities on the economy, the environment, and people, including human rights. Each impact has been linked to one or more relevant sustainability issues. Where possible, the following report also refers to GRI 13 - Agriculture, Forestry and Fishing (2022).
PHASE 3	Assessment of relevance The identified impacts and issues were evaluated by management and stakeholders. The process directly involved the owners and the key stakeholder groups previously identified. This involvement took place through an evaluation questionnaire, in which respondents were asked to assign a level of importance to each issue on a scale from 1 (“Not very important”) to 4 (“Very important”).
PHASE 4	Prioritisation of topics and impacts Based on the results of the assessment, the topics and impacts were prioritized according to their relevance to determine the material topics to be reported. The impacts were grouped into topics, and a threshold was established to define which topics to include as priorities in the reporting. The threshold was set at 3.6, but it was decided to also include supply chain management, diversity, equal opportunity, and non-discrimination, as well as emissions and climate change, among the material topics. Management validated and approved the identified impacts, thereby defining the material topics on which the reporting focuses.

The topics considered material, for which reporting has therefore followed the GRI requirements, cover the 13 issues identified. For other GRI topics, information and data were collected quantitatively and qualitatively wherever possible.

Table 1 provides the list of impacts and topics considered most relevant for L'Insalata dell'Orto and its stakeholders.

IMPACTS 2025	MATERIAL TOPIC	ESG DIMENSION	IMPACT TYPE	IMPACT STATUS	IMPACT SCORE	SDGs
Impacts linked to non-compliance with human rights in all company activities	Respect for human rights in company activities	Social	Positive	Current	3.87	 
Impacts generated by compliance with laws and regulations	Regulatory compliance	Governance	Positive	Current	3.86	
Impacts resulting from compliance with rules and the promotion of best practices in workplace safety, prevention and hygiene	Worker health and safety	Social	Positive	Potential	3.73	
Impacts generated by the supply of safe and high-quality products	Product safety and quality	Social	Positive	Current	3.71	 
Impacts linked to the provision of effective remedies in cases of human rights violations	Ability to remedy human rights violations	Social	Negative	Potential	3.67	
Impacts caused by the responsible use and proper disposal of chemical substances	Control over chemical substances	Environment	Positive	Current	3.66	 
Impacts generated by adopting measures to optimise and limit water consumption	Responsible water management	Environment	Positive	Potential	3.63	
Impacts caused by the provision of clear and complete product information	Clear product communication	Social	Positive	Current	3.63	
Impacts generated by adopting ethical and transparent decision-making practices	Ethics and transparency	Governance	Positive	Current	3.61	
Impacts linked to adopting measures to reduce energy consumption	Energy consumption management	Environment	Positive	Current	3.61	 
Impacts linked to incomplete monitoring of the supply chain	Supply chain control	Governance	Negative	Potential	3.56	 
Impacts linked to attention to diversity and equal opportunities, removing all forms of discrimination	Diversity, equal opportunities and non-discrimination	Social	Positive	Current	3.47	 
Impacts caused by reducing CO ₂ emissions through efficiency measures to tackle climate change	Emissions and climate change	Environment	Positive	Potential	3.40	

Table 1 - List of impacts and the most relevant topics for L'Insalata dell'Orto and its stakeholders (2025 update)

Our sustainability goals and the 2030 Agenda (SDGs)

GRI 2-22/25

Building on the priority topics identified through the materiality analysis, L'Insalata dell'Orto has defined a set of ESG targets and commitments structured into short term (0–1 year), medium term (1–3 years), and long term (3–5 years) goals, with the aim of progressively strengthening the integration of sustainability into the company's strategy.

The definition of these goals was also aligned with the Sustainable Development Goals (SDGs) of the 2030 Agenda, in order to frame the Company's contribution in relation to the main global priorities in the environmental, social, and economic spheres.

The 2030 Agenda, adopted in 2015 by the United Nations, serves as an internationally agreed framework for sustainable development, based on 17 goals and 169 targets, which bring together governments, businesses, and civil society in a joint effort.



The following table shows the relationship between material issues, the relevant SDGs, and the Company's key ESG commitments.

MATERIAL TOPIC	COMMITMENT DESCRIPTION	TIMEFRAME	SDGs	
Respect for human rights in company activities	Train employees on the principles underpinning the code of ethics, which will be revised in 2026	Medium		
Ability to remedy human rights violations	Activate a whistleblowing channel for reporting, collecting and monitoring potential misconduct	Short		
Regulatory compliance	Periodic evaluation, as part of the management review, of regulations that have been implemented or are soon to be implemented, in comparison with measures already adopted, in order to ensure the timely adaptation of company procedures and processes	Medium		
Worker health and safety	Continue to ensure a safe working environment and working conditions, with the goal of achieving zero accidents	Short		
Product safety and quality	Maintain certifications on food safety and traceability, and continue to provide staff training on food safety	Short		
Control over chemical substances	Comply with increasingly stringent requirements of national and international retail chains regarding the use of plant protection products	Short		
Responsible water management	Implement a process of periodic monitoring of consumption, with precise readings of well extraction meters and discharge points	Medium		
Clear product communication	Provide every retail client with all the necessary information to support full communication to the end consumer	Short		
Ethics and transparency	Update the Code of Ethics to integrate ESG principles and commitments more explicitly	Medium		
Energy	Reduce reliance on fossil fuels by progressively increasing the share of hybrid/ electric company vehicles	Long		
	Assess the implementation of smart meters to monitor machine performance, ensuring maximum energy efficiency and reducing extraordinary maintenance interventions	Short		
	Replacement of the refrigeration system with a system that uses ammonia (NH3) as a refrigerant	Short		
	Evaluate replacing the photovoltaic system with a more efficient one	Medium		
Supply chain sustainability	Draft a supplier code of conduct to be signed by suppliers	Medium		
Equal opportunities and non-discrimination	Consider providing staff training on diversity and inclusion topics	Long		
	Strengthen the company's commitment to employees and respect for diversity by assessing the achievement of ISO 30415 certification (<i>Human Resource Management – Diversity and Inclusion</i>)	Long		
Emissions and climate change	Continuing our partnership with Treedom to help reduce CO ₂ emissions	Short		
	Formalise the company's commitment to energy efficiency and reducing environmental impact by adopting an environmental policy	Medium		
	Further reduce dependence on fossil fuels by selecting company vehicles with higher environmental performance	Long		

Table 2 - L'Insalata dell'Orto's sustainability commitments

3.

Our Governance

Strength and transparency

GRI 2-9/10/11/12/13/14/15/16/17/18/24/26, GRI 3-3

The **governance** structure of L'Insalata dell'Orto is designed to ensure continuity in management and clarity in the allocation of responsibilities. As a family-run business, the company has established a clear framework of roles, responsibilities, and decision-making processes, aimed at ensuring managerial effectiveness, risk management, and the robustness of the internal control system.

The **company's leadership** consists of a team directly involved in day-to-day management, with a functional distribution of responsibilities. Specifically, Cinzia Busana oversees economic and financial matters and capital investments, while Raffaella Busana coordinates activities related to purchasing and sales, drawing on her experience in the commercial sector.

The **Board of Directors (BoD)** serves as the primary decision-making body and consists of four members: Luigi Busana, founder and chairman; Cinzia Busana, CEO and representative of management; Maurizio Busana; and Raffaella Busana. From 2024, the composition of the BoD reflects substantial gender balance, with an equal representation of men and women.

The control system is further strengthened by the presence of the Statutory Auditor, an external figure responsible for auditing and oversight activities. Operating with full autonomy and independence, the **Statutory Auditor** helps ensure administrative integrity and the reliability of financial reporting.

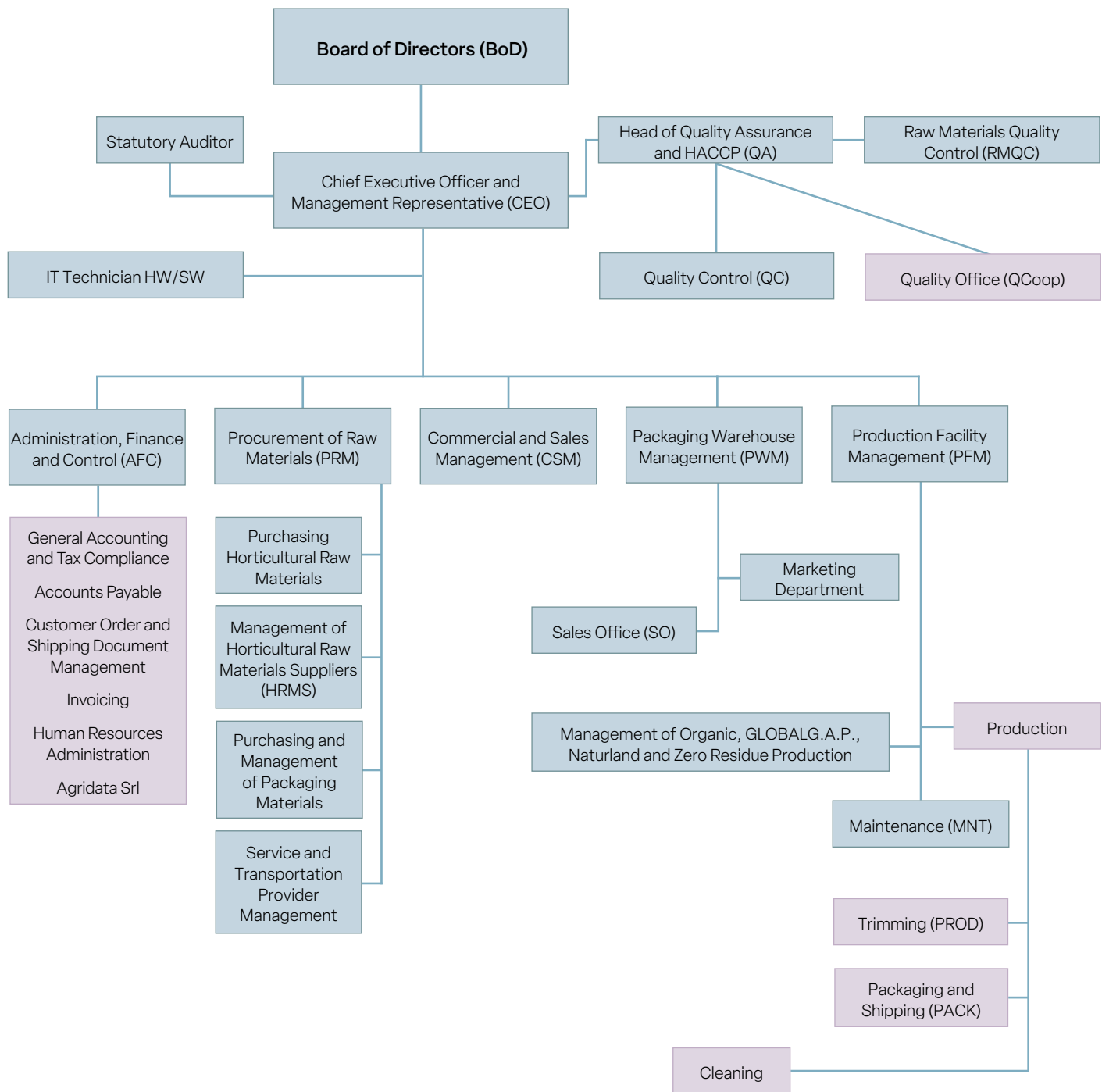
Members of the Board of Directors are appointed by the Shareholders' Meeting based on their expertise and managerial experience, without applying formal criteria related to diversity, independence, or direct stakeholder involvement.

The principles of accountability and consistency guide the governance model, including with regard to sustainability issues. Although there is no dedicated function, **the Board of Directors and management are directly involved in defining ESG strategies, setting objectives, and updating the company's values and mission.**

The Board's responsibilities also include **overseeing due diligence processes and managing economic, environmental, and social impacts.** In this context, the Board approved the contents of this Sustainability Report, including the material issues, while the Chief Executive Officer validated the results of the materiality analysis, verifying their alignment with strategic guidelines.

The company has also established various mechanisms for collecting and managing reports, including anonymous suggestion boxes, direct channels to management, internal and external audits, and oversight by the Statutory Auditor. Any emerging critical issues are analyzed and discussed at the management level.

"Our values guide every decision we make: we are committed to having a positive impact on people and the environment, creating shared and lasting value. These principles guide our ethical objectives, which are based on integrity, accountability, transparency, and responsible and inclusive development."



Services outsourced to qualified third-party providers

Code of Ethics

The Code of Ethics sets forth the principles that guide our conduct and our relationships with everyone who interacts with the company. It applies to anyone acting with or on behalf of L'Insalata dell'Orto, from directors and employees to suppliers, customers, partners, and institutions. It serves as a concrete and binding guide, designed to support daily decisions that are consistent with our values and reflect a responsible and transparent approach toward all stakeholders. At the core of the Code is a commitment to balancing business objectives with respect for the collective good, with particular attention to social and environmental impacts.

The content is organized into three main areas: the founding principles, which express the company's values; the rules of conduct, which govern relationships with stakeholders; and the implementation procedures, aimed at ensuring the

Code's effectiveness and continuous improvement over time.

The company's ethical approach extends throughout the entire supply chain. Suppliers, partners, and employees are expected to adhere to the same standards, in line with key international guidelines, including the **UN Declarations on Human Rights** and **International Labour Organisation (ILO) Conventions**. In this context, L'Insalata dell'Orto promotes safe and dignified working conditions and is committed to combating all forms of discrimination, exploitation, forced labor, and child labor.

The values of legality, integrity, fairness, confidentiality, and respect for the individual guide the company's conduct, with a particular focus on the protection of human rights and the promotion of diversity in all its forms.

A specific section is dedicated to the management of conflicts of interest: all individuals subject to the Code are required to avoid situations that could interfere with the company's interests and to promptly report any potential issues. In the event of violations, the company is committed to taking appropriate and proportionate measures.

To date, no specific processes for managing conflicts of interest have been formalized at the level of the highest governing body, nor have any structured systems been established for evaluating performance in this area.

The Code of Ethics serves as the concrete framework by which the company guides internal and external conduct, with its application extended to suppliers and partners as well.



Certifications

Our integrated risk management system is completed and strengthened through the adoption of **certifications recognised at both local and international level**, attesting compliance with rigorous standards in food safety, environmental protection, working conditions, and labour rights. These certifications serve as a guarantee for our customers and are a fundamental tool for monitoring and continuously improving our company's performance.

In the agri-food sector, these certifications are a requirement for ensuring quality, safety, and transparency throughout the entire supply chain.

For L'Insalata dell'Orto, these are not merely tools for compliance, but a concrete expression of a corporate vision focused on sustainability, quality, and regulatory compliance, with the goal of offering products that meet the expectations of all stakeholders.

Quality assurance is embodied in a comprehensive and structured system of controls that encompasses every stage of the production process: from the selection of raw materials to operational management, right through to inspections of the final product. This model ensures consistency, reliability, and value over time.

 	IFS Food (International Featured Standards) BRCGS (British Retail Consortium Global Standard)	Standards that promote a management system focused on quality and food safety, taking the HACCP system as a reference.
	GLOBALG.A.P. Chain of Custody	Standard that ensures the traceability of GlobalG.A.P. certified products throughout the entire distribution chain. Certification according to the GLOBALG.A.P. Chain of Custody (CoC) standard guarantees the segregation, traceability, and integrity of the certified status of products along the entire life cycle, from the farm to the point of sale. This standard ensures transparency across the supply chain, protects food integrity, and strengthens consumer trust. Only products from GLOBALG.A.P. certified companies can display the logo or be marketed as certified.
	UNI EN ISO 22005:2008 Traceability in Food Supply Chains	Standard that ensures the traceability of internal flows of raw materials, semi-finished, and finished products.
	BIO (Organic Farming)	Certification that confirms production methods based on the use of natural substances and processes, promoting a high level of biodiversity.
	Naturland	Certification that combines the principles of organic farming with strict environmental and social standards, promoting responsible agricultural practices, fair working conditions, and transparent trade relations.
	Zero Residue	Certification that guarantees products with residues of synthetic chemical pesticides below the detection limit (0.01 mg/kg).

In 2025, a significant share of our production was certified according to recognised standards, confirming the company's commitment to offering safe, traceable, and responsible products.

Regarding our finished product:

- il 20% is certified **Organic (BIO)**,
- il 28% is certified **GLOBALG.A.P.**,
- l'1.2 % is certified **Zero Residue**,
- il 2.7% is certified **PGI (Protected Geographical Indication)**,
- l'1.3% is certified **Naturland**.

These results clearly demonstrate the company's determination to promote responsible farming practices and aligning itself with a market that is increasingly focused on environmental and social impacts, as well as the overall quality of products.

Anti-corruption and integrity

GRI 2-27, 205-3

L'Insalata dell'Orto promotes a corporate culture based on **transparency, integrity** and **legality**, viewing these as fundamental values for building solid and lasting relationships with all stakeholders. The commitment to preventing all forms of corruption is an integral part of the company's approach and is reflected in the adoption of the Code of Ethics, supported by rigorous internal procedures and control mechanisms that govern relationships with customers, suppliers, public entities, and business partners.

The **Code of Ethics** defines general principles and rules of conduct aimed at ensuring integrity, transparency, and fairness in both internal and external relationships, with a particular focus on preventing unlawful conduct.

During the 2023–2025 period, there were no incidents of corruption, nor were any proceedings initiated or reports received regarding such matters. The Company has not been subject to any sanctions nor has it been involved in any disputes related to unlawful conduct.

Furthermore, during the reporting period, there were no significant cases of non-compliance with laws or regulations. Overall, the effectiveness of the internal control system and the Company's constant commitment to ensuring compliance with applicable regulations are confirmed.

L'Insalata dell'Orto will continue to strengthen tools, safeguards and initiatives aimed at promoting an ethical and transparent operating environment, consistent with its values and responsive to stakeholder expectations.

Economic aspects through the lens of responsibility

GRI 201-1

For L'Insalata dell'Orto, financial performance is not merely an indicator of results, but rather the foundation upon which to build sustainable development over time. The ability to generate economic value in a stable manner allows the company to support investments in innovation, quality and human capital, progressively integrating economic objectives with environmental and social ones. The company's financial strength over the past three years

has made it possible to support investments in production innovation and to continue delivering value to its various stakeholders: suppliers, employees, the local community and the government. In this context, ESG (Environmental, Social, Governance) issues serve as strategic levers integrated into management decisions and development strategies.

During the 2023–2025 period, L'Insalata dell'Orto demonstrated the strength of its business model, confirming its ability to adapt in a macroeconomic environment marked by geopolitical tensions, cost volatility and inflationary pressures.

2023 was a year of significant growth, driven by investments in technological innovation and the expansion of our presence in foreign markets. In 2024, this positive trend continued, with revenue exceeding 50 million euros, despite a more challenging environment marked by a slowdown in consumption in the fresh-cut produce sector and rising costs, particularly energy costs.

2025 emerged as a year of consolidation and gradual strategic repositioning. In an evolving market context, characterized by growing demand for fresh, convenient and highly nutritious products, as well as increased focus on sustainability and plant-based diets, the company continued its development by focusing on product innovation, diversification of its product range and optimization of the supply chain.

In this context, L'Insalata dell'Orto maintained sound financial performance and improved operational efficiency, despite a slight decline in total revenue, primarily due to conditions in the domestic market. To support these results, the Company continued to implement a targeted investment strategy aimed at both strengthening production capacity and improving quality.

In recent years, measures have been implemented to enhance production processes, including the introduction of technologies for detecting foreign objects, the strengthening of quality control systems and an increasing focus on the development of organic production. This initiative reached a particularly significant milestone in 2025 with the progress of the project to expand the Mira production facility, which is expected to be completed by 2028.

The investment is also supported by access to CMO subsidies for fruits and vegetables, made possible by the company's membership as a subsidiary of the Producer Organization (O.P.) La Maggiolina, and earmarked for upgrading equipment, facilities and operational activities. At the same time, the process of integration into the supply chain has played a significant role. Joining the O.P. La Maggiolina and participating in the establishment of the Unione Quarta Gamma (A.O.P.) in December 2025 represent strategic steps aimed at strengthening coordination within the sector and fostering dialogue with modern retailers.

Large-scale retail remains the primary sales channel, both in Italy and abroad, accounting for the majority of production. A significant portion of revenue comes from partnerships with leading modern retail chains, for which the company develops private-label products. In 2025, approximately 42% of revenue was generated in foreign markets, with Germany, Slovenia and Hungary among the main destinations.

At the same time, the Company expanded its presence in complementary, high-potential segments, including the supply of ingredients to the food industry, the Horeca channel with dedicated formats and specific solutions for the cruise industry, as well as wholesale markets.

During 2025, major organizational and technological initiatives were also completed, including the implementation of new management software and the launch of efforts to comply with the NIS2 directive on cybersecurity. On the energy front, the expansion of the photovoltaic system helped cover a significant portion of the company's energy needs, improving resilience in the face of volatile energy costs.

Despite uncertainties in the international environment, the first few months of 2026 show signs of recovery in terms of both volume and value, confirming the strength and competitiveness of the company's business model.

An analysis of the **economic value generated and distributed** is a key tool for understanding the Company's impact on the economic and social system. The value produced translates into tangible benefits for a wide range of stakeholders, including suppliers, employees, local communities and government, reflecting a commitment to creating shared value.

EURO	2025	2024	2023
Economic value directly generated: revenues	47,887,862 €	50,048,276 €	47,514,543 €
Economic value distributed to:			
- Operating costs	45,653,892 €	47,853,090 €	45,263,280 €
- Employee salaries and benefits	1,129,859 €	1,096,432 €	1,005,375 €
- Capital providers	247,902 €	321,634 €	273,091 €
- Public Administration	16,868 €	18,186 €	29,415 €
- Community investments	1,500 €	900 €	4,342 €
Economic value distributed	47,050,021 €	49,290,243 €	46,575,502 €
Economic value retained	837,841 €	758,033 €	939,041 €

Table 3 - Economic value directly generated and distributed

Economic value generated, distributed and retained



Figure 1 - Economic value generated, distributed and retained by L'Insalata dell'Orto

“Creating shared value with our community”

We believe in the value of our connection to the local community, and in line with this commitment, we support social and cultural initiatives that benefit local communities.

In 2023, we contributed to the restoration project for the Church of San Lazzaro in Venice, promoting the initiative through our “Rinascere San Lazzaro” line of salads, which featured special packaging. Thanks to our partnership with several major retail chains in the Veneto region, consumers were able to actively participate in the project: a portion of the proceeds from each package sold was donated to the organizing committee to support the restoration work.

That same year, we supported the La Cometa Association in Mira (VE), which has been active since 1996 in supporting adolescents and young adults with special needs. The association operates through educational and therapeutic programs based on curative pedagogy and sociotherapy, promoting personal development, independence and social inclusion.

In 2024, support for La Cometa was confirmed and was complemented by a contribution to the Veneto Foundation for Diabetes Care, based in Padua, which is dedicated to promoting research, education and awareness regarding type 1 diabetes mellitus.

In 2025, these initiatives were continued, reaffirming the Company’s ongoing commitment to local organizations active in the social and healthcare sectors.

These initiatives are part of a corporate social responsibility vision focused on creating shared value, in which economic development goes hand in hand with generating a positive, tangible and lasting impact on local communities.



4.

Our concrete commitment to the environment

Responsible energy management

GRI 3-3, GRI 302-1

In 2025, the plant's total energy consumption stood at 11,605.33 GJ, down from 2024 (12,516.31 GJ) and essentially in line with the 2023 figures (12,083.61 GJ). This decrease reflects an improvement in overall energy efficiency, with a reduction in electricity purchased from the grid from 10,635.2 GJ in 2024 to 9,695.61 GJ in 2025.

Energy self-generated and self-consumed through our own photovoltaic systems totaled 1,886.70 GJ, a slight increase compared to 2024 (1,801.88 GJ), confirming the central role that on-site renewable generation continues

to play in our energy strategy. We continue to participate in the regional operational project in collaboration with the Gruppo di Acquisto Energia Sostenibile (G.S.E.), which mandates procurement from certified renewable sources.

As for diesel, consumption in 2025 fell significantly to 23.02 GJ, compared to 79.22 GJ in 2024. The sharp decline recorded over the past year is attributable to the disposal of the company car, which led to a significant reduction in diesel consumption.

Registration in the registry of energy-intensive businesses and energy audits

In 2025, a significant milestone was reached in the company's energy management: official registration in the registry of energy-intensive companies, effective January 1, 2025. This status provides access to discounts on electricity supplies, with the goal of optimizing energy costs and reinvesting in solutions with a low environmental impact.

At the end of 2025, the energy audit of the Mira (VE) plant was completed, conducted in accordance with Legislative Decree 102/2014 and the UNI CEI EN 16247 standard, based on consumption data from 2024. The audit provided a systematic mapping of consumption by functional area and type of use, and identified five energy efficiency measures, with estimated savings ranging from a few MWh to over 200 MWh per year per measure, and payback periods ranging from approximately 2 years to over 10 years for the most complex measure:

- Installation of an electricity consumption monitoring system
- Heat recovery from air compressors
- Installation of a power quality system
- Replacement of the mechanical filters in AHU with electrostatic filters
- Replacement of the refrigeration system with an NH3 system

Refrigeration system using an NH3 system

The project to upgrade the refrigeration system was approved in 2025. In early 2026, we began replacing the refrigeration system at the Mira plant with a system that uses ammonia (NH3) as a refrigerant, replacing the previous HFC (hydrofluorocarbons, a family of synthetic refrigerant gases) system. This project complies with the requirements of the Regulation on fluorinated greenhouse gases, which mandates a phased reduction in HFC use of 80% by 2030, and

enables the transition to a refrigerant with both a global warming potential and an ozone depletion potential of zero. The system is equipped with devices for the progressive speed control of the compressors and cooling tower fans, an automatic system for optimizing the condensation temperature, and tools for monitoring electricity consumption by individual user, in line with the structured energy management plan initiated following the diagnostic assessment.



At the same time, the replacement of the existing photovoltaic system with a more efficient one is under consideration, to further strengthen the site's capacity to generate its own renewable energy.

SOURCE	2025		2024		2023	
Purchased Electricity	2,693,224.00 kWh	9695.61 GJ	2,954,224.00 kWh	10,635.21 GJ	2,721,094 kWh	9,795.94 GJ
Solar PV System (Self-Consumption)	524,083.34 kWh	1886.70 GJ	500,523.38 kWh	1,801.88 GJ	596,106.00 kWh	2,145.98 GJ
Diesel	644.15 l	23.02 GJ	2,216.65 l	79.22 GJ	3,967.22 l	141.69 GJ
Total Energy		11605.33 GJ		12,516.31 GJ		12,083.61 GJ
Solar PV System Sold	19,774.00 kWh	71.19 GJ	8,720 kWh	31.39 GJ	11,200 kWh	40.32 GJ

Table 4 - Energy consumed and produced within the organisation (GRI 302-1)

A commitment to tracking emissions

GRI 3-3, GRI 305-1/2

In 2025, we produced a total of 486.49 tonnes of CO₂ equivalent resulting from our energy consumption, including purchased electricity, self-generated solar power and fuels. This figure corresponds to a total consumption of 3,223,701.82 kWh, equal to 11,605.33 GJ.

SOURCE	QUANTITY	UoM	QUANTITY	UoM
Purchased Electricity	2,693,224.00	kWh	9,695.61	GJ
Electricity from Solar PV	524,083.34	kWh	1,886.70	GJ
Subtotal Electricity	3,217,307.34	kWh	11,582.31	GJ
Diesel	644.15 ⁴	kWh	23.02	GJ
Total (Electricity + Diesel)	3,223,701.82	kWh	11,605.33	GJ

Table 5 - Energy consumed within the organisation in 2025

These figures give us a better understanding of how much energy is associated with each metric ton of salad we purchase and process. In 2025, our specific energy consumption stands at 133 kWh per metric ton for the electricity subtotal and 134 kWh per metric ton for the total (including electricity and fuels), confirming the limited role of fuels in our energy mix.

This figure represents a slight increase compared to the 121 kWh/t (electricity subtotal) and 120 kWh/t (total including fuels) recorded in 2024, attributable to the decrease in the quantities purchased and processed: with energy consumption remaining essentially stable, a lower volume base results in higher specific consumption, without this reflecting a decline in process efficiency.

A comparison with the industry benchmark, however, paints a distinctly positive picture: multinational companies operating in the same sector recorded average values of 884 kWh/t for total energy and 327 kWh/t for electricity consumption alone in 2025⁵. This result reflects greater energy efficiency in business processes.

Added to this is our limited dependence on fossil fuels and the contribution of our photovoltaic system, which allows us to generate and consume a significant portion of renewable energy on-site, helping to reduce the climate-changing emissions associated with our processes.

Energy consumption per metric ton of processed product

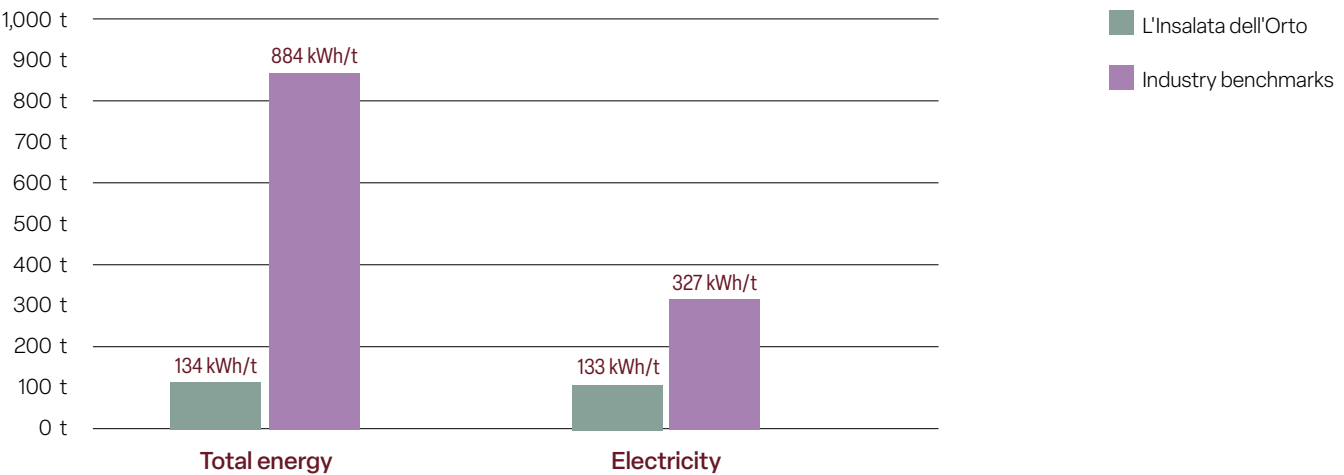


Figure 2 - Comparison of energy consumption per metric ton of product purchased and processed

⁴ Value used for conversion: 9.927 kWh/l (NET CV), source: DEFRA 2025
⁵ 2024/25 Full Scope Data for the benchmark company

An analysis of greenhouse gas emissions for the period 2025–2023 shows a trend consistent with the actions taken in the area of energy sustainability. Scope 1 emissions, related to the direct use of diesel fuel, have shown a gradual and substantial reduction: from 10.55 tCO₂e in 2023 to 5.90 tCO₂e in 2024, down to 1.71 tCO₂e in 2025. As mentioned in the previous chapter, the decline in consumption and, consequently, in diesel-related emissions in 2025 is attributable to the phasing out of the company-owned vehicle

Total Scope 1 and Scope 2 (location-based) emissions show an overall positive trend: after the increase recorded in 2024 (670.60 tCO₂e compared to 622.80 tCO₂e in 2023), 2025 saw a return to a significant reduction, with a value of 486.49 tCO₂e.

Registration in the energy-intensive companies registry, effective as of January 1, 2025, represented a concrete step in our energy management strategy, granting access to discounts on electricity supplies. The resources optimized in this way, together with the energy efficiency measures (currently under evaluation) identified by the energy audit conducted during the year, form the foundation upon which we intend to build further improvements in our climate performance in the coming years.

TYPE	SOURCE	2025	2024	2023
SCOPE 1 ⁶	Diesel	1.71 t/CO2e	5.90 t/CO2e	10.55 t/CO2e
SCOPE 2	Purchased Electricity (Location based)	484.78 t/CO2e	664.70 t/CO2e	612.25 t/CO2e
	Purchased Electricity (Market based)	1,131.69 t/CO2e	1,303.39 t/CO2e	1,362.09 t/CO2e
TOTAL (Location Based)		486.49 t/CO2e	670.60 t/CO2e	622.80 t/CO2e
Year-on-Year Change % (Location Based)		-27.45%	+7.67%	/

Table 6 - Emissions generated within the organisation - GRI 305-1, 305-2

Treedom Collaboration

In 2025, to mark the 25th anniversary of L'Insalata dell'Orto, we launched a partnership with Treedom, choosing to plant trees as a concrete expression of our commitment to reducing CO₂ emissions and actively promoting environmental sustainability. We planted 200 trees (including olive and poplar trees) in selected areas of Campania. According to Treedom's

estimates, these trees will be able to absorb up to 15 tonnes of CO₂ over the course of their lifetimes. Our partnership with Treedom continues and represents our desire to make a tangible contribution to mitigating climate change, complementing our commitment to transparency with actions that generate positive impacts on the environment.



⁶ No fugitive refrigerant emissions were detected during the reporting period

Water: a resource to be protected

GRI 3-3, GRI 303-3

During the 2023–2025 period, we continued to manage a resource that is essential to us—water—with responsibility and consistency. We operate in an area characterized by a medium-to-high level of water stress, a factor that drives us to approach every decision related to its use with even greater awareness.

Water is used primarily for washing vegetables, a crucial step in ensuring the high hygiene and sanitation standards

that distinguish our products. In 2023 and 2024, freshwater withdrawal from groundwater remained constant, with an estimated annual volume of approximately 108,000 m³. In 2025, the estimated figure stands at 135,000 m³.

As for the purchase of water from external suppliers, the volume stood at 2,852 m³ in 2023, rose to 3,297 m³ in 2024, and reached 4,180 m³ in 2025.

Waste management and reduction

GRI 3-3, GRI 306-1, GRI 306-2

In 2024, we began systematically classifying waste by EWC code. This enabled us, in 2025, to conduct our first annual analysis of the main waste streams and to precisely identify areas for improvement. In 2025, this process was consolidated, allowing us to conduct our first annual analysis of the main waste streams generated. For us at L'Insalata dell'Orto, waste management is a material issue, closely linked to the environmental impacts of our production cycle, particularly for fresh-cut produce and packaging materials.

The most significant waste stream in terms of volume is the vegetable waste generated from vegetable processing. The 2024 figure was **2,598.61 t**. In 2025, the figure stood at **2,708.05 t**. In accordance with regulatory requirements and the principles of the circular economy, we do not consider these residues to be waste, but rather byproducts: the waste from trimming mature head lettuce and from the selection and sorting of cut greens is shredded and sent to an external facility for biogas production, thereby recovering energy from the organic fraction.

As for packaging and other non-organic waste, the total recorded in 2025 stood at 285.71 t, compared to 319.63 t in 2024. The most significant figure concerns the composition of the plastic waste stream: recyclable plastic reached 108.81 t, while non-recyclable plastic decreased to 5.55 t, compared to 47.44 t and 73.29 t, respectively, in the previous year. Paper and cardboard totaled 71.32 t (98.04 t in 2024), mixed packaging totaled 56.74 t (62.29 t), and wooden packaging totaled 33.1 t (28.54 t). In 2025, solid waste from filtration and primary screening processes (3.76 t) and sludge from washing and cleaning operations (2.22 t) were also recorded, confirming the gradual refinement of our monitoring system. The hazardous waste streams recorded in 2024 (resulting from end-of-life equipment, hazardous components, and aqueous liquid waste, totaling 3.44 t) were not present in the 2025 survey.

For packaging materials, we continue to use plastic, a necessary choice to ensure the efficiency of our machinery and the safety of our products. However, we are actively moving toward more sustainable solutions: we have reduced the thickness of our packaging and are using reusable, closed-loop plastic crates (a solution strongly promoted by large-scale retailers) which allows us to avoid the use and disposal of cardboard. The use of this system is directly influenced by the demands of large-scale retail customers: in 2024, usage increased by 9% compared to the previous year, while in 2025 there was a 13% decrease compared to 2024, in line with the guidelines received from the distribution chain.

5.

People at the centre

Employment, growth and turnover

GRI 2-7/8/30, GRI 401-1

People are the true strength of L'Insalata dell'Orto: with their expertise and dedication, they support the company's journey of growth and innovation every day. Every day, we foster relationships based on **trust and collaboration**, believing that a positive and inclusive work environment is the foundation for promoting organizational wellbeing, boosting motivation, and supporting each individual's professional growth. Our commitment translates into building a **corporate culture rooted in active listening and fairness**, one that recognizes individual needs and creates the conditions for each person to fully express their skills and potential. With an eye toward the future, we also work to pass these values on to the next generation, contributing to the creation of skilled and sustainable job opportunities in our local community.

As of December 31, 2025, L'Insalata dell'Orto's direct workforce consisted of 23 employees, including 10 women and 13 men, confirming a balanced gender representation. In addition, to ensure operational efficiency and flexibility in human resources management, L'Insalata dell'Orto works with two cooperatives that provide qualified personnel for production and logistics activities, making a significant contribution to the efficiency and continuity of business operations. Overall, 281 workers were employed through these cooperatives as of December 31, 2025, reflecting an organizational model that values cooperation and shared work while promoting inclusion and employment in the local area. Throughout the 2023–2025 period, all direct and indirect employees were covered by the relevant sector-specific National Collective Labour Agreements (NCLA), which ensured fair and transparent working conditions.

Employment quality is a key element of our human resources management strategy. As of December 31, 2025, 83% of employees (19 people) were employed on permanent contracts, while the remaining 17% (4 people) were employed on fixed-term contracts. This represents an improvement, reflecting the Company's commitment to strengthening stable and long-term employment relationships and offering its employees long-term professional prospects. The organization of work also remained highly stable throughout the three-year period. In 2025, in particular, 91% of the workforce (21 people) were employed on a full-time basis, including 12 men and 9 women, while the remaining 9% consisted of two female employees working part-time.

The company's organizational structure currently does not include any executives or middle managers. The workforce is divided into office staff and manual workers, according to the breakdown by gender and age group shown in the following chart. The age groups considered are: under 30, between 30 and 50, and over 50.

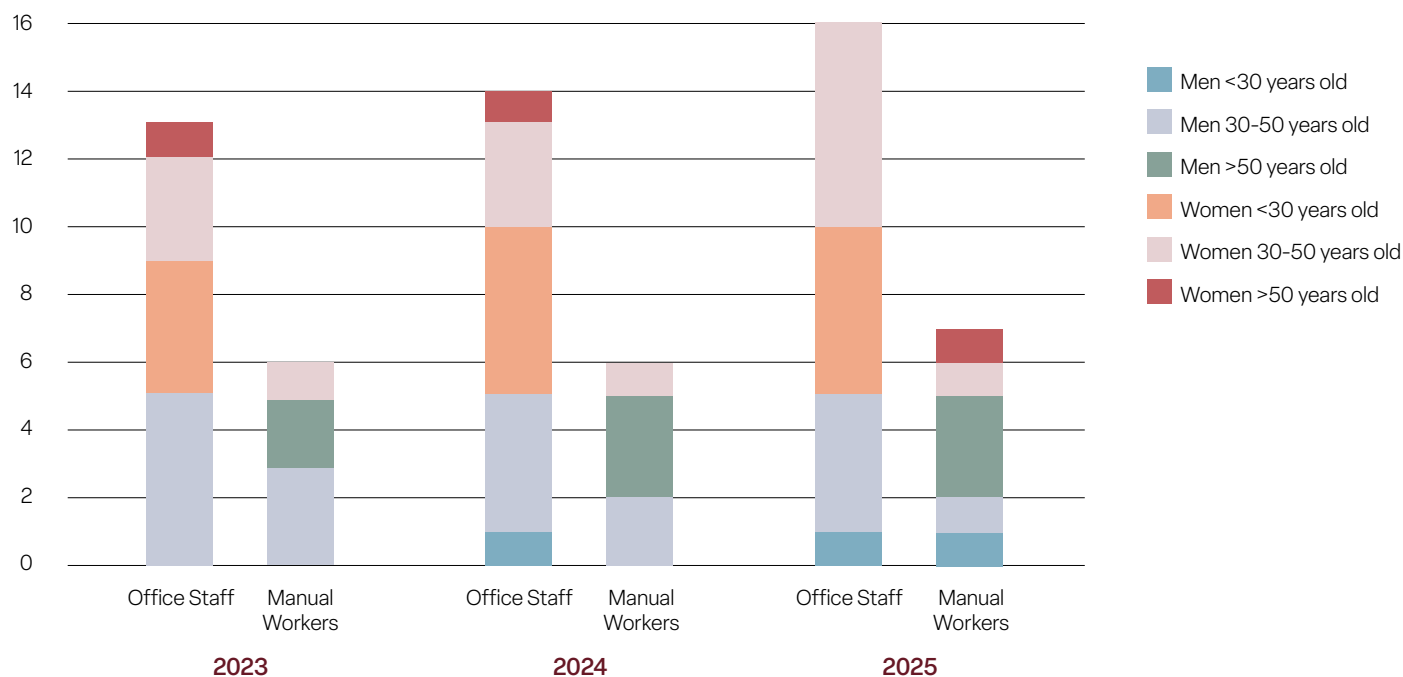


Figure 3 - Distribution of employees by gender and type of employment over the three-year period

A key indicator is the company's **ability to attract and retain its employees**. Over the three-year period from 2023 to 2025, L'Insalata dell'Orto recorded **low employee turnover**, confirming the strength of the relationships built with its employees and the effectiveness of its human resources management policies.

During the period in question, there were a total of 8 new hires and only 2 departures, resulting in a positive net employment change. This figure demonstrates L'Insalata dell'Orto's ability to balance business growth with employment stability, maintaining a solid and lasting relationship with its employees over time.

The year 2025 stands out as particularly significant: with no departures, the Company hired 3 new employees, continuing its efforts to strengthen its workforce in support of the development of its operations. The hires recorded over the three-year period thus reflect a gradual expansion of the organizational structure and the Company's ability to attract new talent in line with its evolving needs.

There is a high proportion of young people among the new hires: 7 of the 8 new hires over the three-year period were individuals under the age of 30. This demonstrates L'Insalata dell'Orto's commitment to creating professional opportunities for the younger generation and to fostering emerging skills and potential.

The ability to attract young talent, combined with the presence of employees who have extensive experience in the company, helps create a dynamic work environment that successfully blends experience, continuity and innovation.

	FORMULA	2025	2024	2023
Overall Turnover	(entries + exits) / average workforce during the period x 100	13.95%	25.64%	11.11%
Positive Turnover	(entries during the period / workforce at beginning of period) x 100	15.00%	15.79%	11.76%
Negative Turnover	(exits during the period / workforce at beginning of period) x 100	0.00%	10.53%	0.00%

Table 7 - Turnover at L'Insalata dell'Orto 2023-2024

Health, safety and wellbeing

GRI 13.19, GRI 401-2.3, GRI 403-1,2,3,4,5,7,8,9,10

We take a structured and proactive approach to protecting the health and safety of our employees, based on a systematic approach to prevention and continuous improvement.

The management of occupational health and safety processes is entrusted to an external Health and Safety (H&S) Manager, who ensures that all employees receive the required and specific training, including the issuance of the relevant certifications and periodic refresher courses. During 2025, the Company also implemented the changes introduced by the State-Regions Agreement of April 17, 2025, adjusting the content and frequency of training programs, which include general and specific training modules tailored to each job role, with updates every five years.

The cornerstone of the prevention system is the Risk Assessment Document (DVR), drafted in accordance with Legislative Decree 81/2008 and updated in February 2019. The RAD systematically analyzes the main risks (e.g., physical, chemical, biological, ergonomic, psychosocial, and environmental) and defines preventive and protective measures for each, with particular attention to specific categories, such as working mothers. The assessed risks include, among others, noise, vibrations, manual handling of loads, work-related stress and interference risks.

The Interference Risk Assessment Document (DUVRI) is dedicated to this latter aspect; it identifies and manages the risks arising from the coexistence of multiple companies in the same workplace. The DUVRI describes the contracted activities, safety responsibilities and the prevention and protection measures adopted, and includes coordination reports between the company and external contractors, thereby ensuring effective management of operational interference.

The physical and mental wellbeing of employees is monitored through a structured health surveillance system: in 2025, 100% of workers subject to surveillance underwent the medical examinations required by the health protocol. The presence of personnel trained in first aid is also ensured.

To support internal feedback and the prevention of psychosocial risks, anonymous suggestion boxes are available for reporting issues, supplemented by the support of the HR Department.

We employ a structured internal communication system that ensures comprehensive outreach to all employees, both direct and indirect. Operational, organizational and managerial information is disseminated through various channels, including company bulletin boards, the internet, pay stubs and flyers. In particular, regarding the assessment of work-related stress, we use targeted tools such as meetings, informational events, classroom training and written communications, thereby ensuring a constant and transparent flow of information. This approach fosters awareness, participation and the active involvement of employees in issues related to occupational health and safety.

In the event of an accident, we carefully analyze the circumstances of the incident to identify any necessary corrective and improvement actions. Although the management system is not certified, the technical documentation and practices in place demonstrate L'Insalata dell'Orto's ongoing commitment to ensuring a safe work environment that complies with regulations and prioritizes the wellbeing of its employees.

Over the three-year period from 2023 to 2025, accident indicators showed an overall positive trend. Specifically, there were no accidents in 2023 and 2025, while in 2024, two isolated incidents were recorded: a commuting accident and a hand injury that occurred during manual work, attributable to the improper use of Personal Protective Equipment (PPE).

Following these incidents, the Company strengthened its preventive measures by intensifying awareness and training activities on the proper use of PPE, in accordance with the provisions of the Risk Assessment Document (DVR).

The average accident frequency rate for the three-year period stood at 18.62, reflecting an overall low and improving trend, particularly given the absence of recorded incidents in 2025.

During the same period, no cases of occupational disease were reported.

YEAR	HOURS WORKED	ACCIDENTS ⁷	NUMBER OF DAYS OF WORK LOST	ANNUAL FREQUENCY RATE ⁸	THREE-YEAR AVERAGE FREQUENCY RATE ⁹
2025	37,696.25	0	0	0	18.62 ¹⁰
2024	36,692.00	2	58	54.51	
2023	32,998.00	0	0	0	

Table 8- Hours worked, accidents, days lost and accident frequency rate in the 2023–2024 three-year period

During the 2023–2025 period, no cases of company employees taking parental leave were recorded. We nevertheless guarantee full access to all social protection measures provided for by current legislation and the applicable National Collective Labour Agreement, ensuring that all workers can benefit from them, regardless of their type of contract or work schedule.

The main recognized protective measures include:

- the option to take parental leave in accordance with the limits and conditions provided by law;
- compulsory insurance cover against accidents and occupational diseases through INAIL, with a guarantee of job security and the financial protections provided for in the collective labour agreement;
- regular social security contributions, as well as access to supplemental pension plans and supplemental health care promoted by sector-specific bilateral bodies.

Equal opportunities and non-discrimination as core values

GRI 3-3, GRI 405-1, GRI 406-1

We are committed to ensuring a fair, inclusive and diverse workplace, grounding our corporate culture in the principles of equal opportunity and non-discrimination.

During the three-year period from 2023 to 2025, no cases of discrimination, harassment or workplace bullying were reported, nor were there any violations of rights related to gender, age, ethnic origin, religion or other personal factors.

During the same period, the Company ensured the inclusion in the workforce of one person belonging to a vulnerable group.

The focus on equity and inclusion is also reflected in corporate governance: the Board of Directors is composed equally of two women and two men, ensuring gender balance in senior leadership roles.

This is complemented by a significant number of women in key positions, including the CEO, the General Manager and the Head of Marketing and Communication, reflecting the company's concrete commitment to fostering female talent and expertise.

Human resources management policies also include structured training programs, employee engagement initiatives and active listening aimed at all staff (including workers from cooperatives) with the goal of fostering a participatory, responsible work environment focused on employee wellbeing.

⁷ Over the three-year period, there were no cases of fatalities or work-related accidents with serious consequences among the company's employees; all recorded accidents therefore fall outside these categories

⁸ The three-year average frequency rate is calculated using a weighted average based on hours worked

⁹ The recordable work-related accident rate = (Number of recordable work-related accidents/Number of hours worked) × 1,000,000

¹⁰ Three-year average rate calculated as: total number of accidents over the three-year period/total hours worked over the three-year period × 1,000,000

“Natuurland: social standards supporting inclusion and workers' rights”

The Natuurland certification, which originated in the field of organic agriculture, is distinguished by an integrated approach to sustainability that combines strict environmental requirements with internationally recognized social and ethical standards.

In addition to production aspects, the standard provides for a structured assessment covering issues such as non-discrimination, protection of workers' rights, contractual conditions, and occupational health and safety. In this context, L'Insalata dell'Orto has chosen to voluntarily extend the scope of the social audit to all staff, using the certification as a tool for monitoring and continuously improving its social performance.

The approach adopted also includes workers from external cooperatives involved in production and logistics processes, ensuring a consistent

assessment throughout the entire operational supply chain.

The inspections required by the standard include document reviews, on-site visits and interviews with workers and management, with the aim of verifying compliance with contractual and regulatory requirements. Among the aspects analyzed are the legality of employment relationships, compliance with the hours and wages stipulated by the National Collective Labour Agreement (NCLA), health and safety conditions, and the absence of child or forced labor.

Special attention is also given to the availability of accessible, transparent and even anonymous reporting mechanisms, as well as to the prevention of behavior that is discriminatory or harmful to people's dignity.

The adoption of the Natuurland standard reaffirms the company's commitment to a sustainable development model that synergistically integrates environmental and social aspects, helping to ensure fair and responsible working conditions throughout the entire value chain.



6.

Shared impact and responsibility along the value chain

Quality and food safety

GRI 2-25, GRI 3-3, GRI 416-1,2, GRI 417-2, GRI 13.10.5

For L'Insalata dell'Orto, quality and food safety are central to the company's operations. Ensuring safe, fresh and reliable products means not only complying with regulatory requirements but also building and maintaining consumer trust over time, thereby strengthening the company's reputation for transparency and integrity.

For this reason, the company adopts an approach focused on prevention and continuous improvement, constantly investing in the effectiveness of its food safety management system and promoting a culture of quality throughout the entire supply chain, from agricultural production to the end consumer.

The quality management system covers the entire supply chain, from the qualification of agricultural suppliers to the packaged product, and is verified through periodic internal and external audits. The company takes a proactive approach to risk management, beginning with a **systematic assessment of the impacts on consumer health and safety**. Nine product categories have been identified, and a comprehensive impact assessment (100%) has been conducted for each one, enabling precise management of specific risks throughout the product's entire life cycle.

To support this system, **L'Insalata dell'Orto holds the industry's leading certifications**, which attest to the robustness of its processes and compliance with high standards in terms of quality, safety and responsibility. These certifications are key to ensuring the reliability of production and compliance with applicable regulations.

Supply chain management plays a central role. The company develops long-term relationships with selected suppliers, based on criteria of **transparency, reliability and responsibility**. Raw material suppliers are required to comply with specific ethical and social standards, as well as to hold relevant certifications. Every shipment undergoes a structured risk analysis, which includes aspects such as contamination from allergens, GMOs, foreign objects, microbiological and chemical hazards, as well as the risk of food fraud. Strategic suppliers are also subject to periodic monitoring through audits and on-site inspections, which also cover environmental, occupational health and safety aspects.

At the same time, the Company maintains a **rigorous system of internal controls**, applying high hygiene and sanitation standards and conducting constant inspections of facilities, processes, and infrastructure. Internal and external audits enable the timely identification of any critical issues and the implementation of corrective actions, ensuring consistency, traceability and continuous performance improvement.

The system's effectiveness is supported by **constant monitoring of quality and safety indicators**, which allows for structured oversight of the entire production and distribution process. This approach enables us to promptly identify any anomalies and take targeted action, helping to maintain high standards of reliability throughout the supply chain.

Our daily focus translates into concrete results, as demonstrated by the data on complaints and non-conformities, which serve as an important indicator of supply chain reliability for us. We adopt a structured and proactive approach to risk management to ensure regulatory compliance, food safety and the protection of all stakeholders, thanks to an internal control system that constantly monitors production and distribution processes.

Over the three-year period 2023–2025, with over 189 million units sold, the incidence of non-conformities with potential impacts on consumer health and safety remained at particularly low levels: 0.27 in 2023, 0.23 in 2024, and 0.36 in 2025. These figures confirm the effectiveness of the control and prevention measures implemented, while reflecting the natural variability of operational processes within a complex production environment.

With regard to non-conformities related to labeling and product information, no penalties were recorded during the three-year period. There were 26 formal notices issued by the authorities in 2025, none of which resulted in fines or penalties. Any internal nonconformities are identified and corrected before the products leave the plant and are therefore not recorded.

We also handled several customer complaints, primarily due to printing errors or missing labels, often attributable to language or format issues. The affected products were returned or disposed of as they were unfit for sale, and the reports were handled promptly in accordance with company procedures.

Overall, the data confirm the robustness of the management system in place and the Company's ongoing commitment to ensuring high standards of quality and safety, helping to strengthen consumer confidence and transparency toward stakeholders.

Our suppliers

GRI 3-3, GRI 13-23, GRI 414-1

For L'Insalata dell'Orto, supply chain management begins with the quality of our relationships with suppliers, which we consider a strategic element in ensuring high standards of safety, reliability and accountability. We promote a collaborative model based on transparency, trust and ongoing dialogue, with the goal of building solid, improvement-oriented partnerships over time.

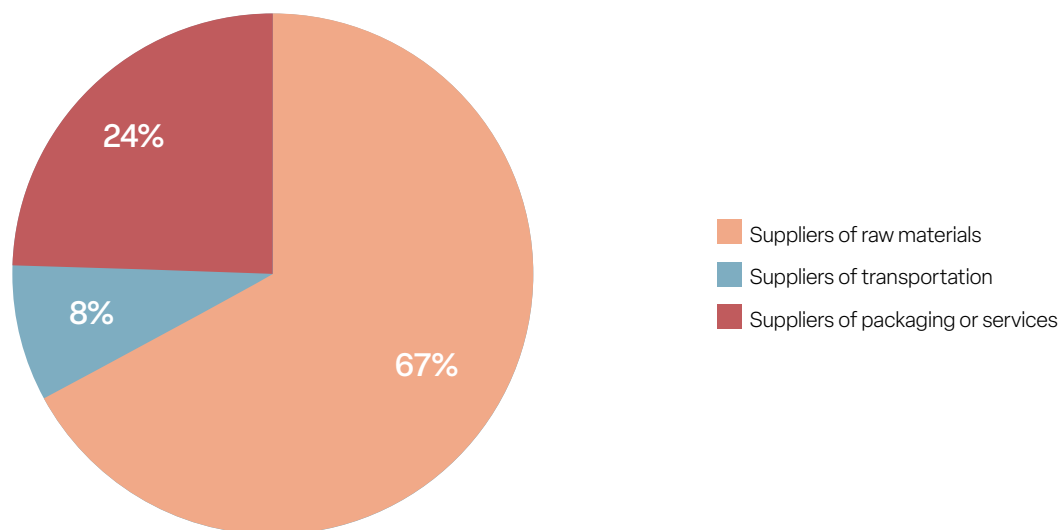
This approach is complemented by a structured supplier management system that clearly governs all stages of the process, from selection to qualification to ongoing monitoring. Oversight is entrusted to the Purchasing Department, which works in coordination with the various company functions and involves the entire supplier base, including raw materials, packaging materials and operational services.

New suppliers are onboarded based on objective and verifiable criteria, which include the quality and availability of supplies, financial terms and the results of preliminary tests. The subsequent qualification phase involves a thorough risk assessment, which considers aspects such as allergens, GMOs, contamination and potential food

fraud, in addition to verifying technical documentation and relevant certifications (including GLOBALG.A.P., BRC, IFS, and GRASP). Detailed declarations regarding origin, production methods and suitability for food contact are also required.

Particular attention is paid to social aspects throughout the supply chain: in 2025, 80% of newly qualified suppliers held GRASP certification, a GLOBALG.A.P. module that attests to compliance with social practices and working conditions on farms. This result reflects the Company's commitment to promoting shared ethical standards and strengthening a model of responsible sourcing.

The supplier base is characterized by **strong local roots: 94% of the company's partners are Italian businesses**, confirming the company's commitment to supporting the local economy and maintaining a short, controlled supply chain. In terms of composition, the majority of suppliers provide horticultural raw materials, supplemented by suppliers of packaging materials, services and transportation.



For strategic suppliers, **Framework Agreements** are established to govern legal and quality standards. When necessary, on-site audits are conducted to verify compliance with good manufacturing practices, traceability requirements, and HACCP (Hazard Analysis and Critical Control Points) protocols.

All suppliers are also required to adhere to principles of social and ethical responsibility, including the prohibition of child labor and forced labor, workplace safety, equal treatment and compliance with collective labour agreements.

Once qualified, suppliers are subject to continuous monitoring, which includes quality checks on deliveries, periodic analytical tests, and updates to documentation. Depending on their risk level, they are classified according to reliability criteria that also take into account the risk of food fraud, in order to ensure constant oversight throughout the entire supply chain.

Protection of human rights and working conditions along the value chain

GRI 2-23/24/26, GRI 3-3, GRI 13-16/17/23, GRI 408-1, GRI 409-1

Respect for human rights is an integral part of the Company's Code of Ethics and is reflected in contractual obligations that also extend to suppliers. **We are committed to ensuring dignified, safe and inclusive working conditions for all workers, both within the Company and throughout the entire value chain.** During the 2023–2025 period, no evidence of forced labor, child labor or other violations of fundamental rights emerged.

Responsible supply chain management is a central element of L'Insalata dell'Orto's approach to sustainability. The company promotes relationships based on transparency, dialogue and collaboration with its suppliers, fostering direct knowledge of the entities involved and ongoing discussion on social, environmental and ethical issues.

In this context, the **collaboration with the Producer Organization La Maggiolina** is a key element in integrating the supply chain, based on shared principles and common goals regarding sustainability and social responsibility.

We adopt a proactive and responsible approach, equipping ourselves with concrete tools to identify and manage any potential issues. Among these is an **anonymous reporting system accessible to all staff, including cooperative workers**. The system allows for confidential reporting via designated drop boxes located throughout the company's premises or through direct contact with management via in-person meetings, telephone or email. Reports are reviewed by management, which, when necessary, involves the Quality Assurance department to define and implement appropriate corrective or preventive actions. Aware of the critical issues affecting the agricultural sector, such as illegal labor recruitment and the exploitation of workers, we extend our commitment to the upstream portion of the supply chain as well. To this end, we have drafted and shared with our suppliers a **Letter on Social and Ethical Responsibility**, which requires compliance with key labor rights throughout the entire fruit and vegetable

supply chain. By signing the letter, suppliers commit to not using child labor or forced labor, to complying with safety regulations (Legislative Decrees 81/2008 and 106/2009), to ensuring the absence of discrimination, to respecting collective labour agreements and to properly managing wages and employee documentation, including that of foreign workers. Furthermore, they are required to support union representation and to extend these responsibilities to their own agricultural subcontractors, in accordance with the principle of cascading responsibility.

We also promote the adoption of **voluntary certifications such as GRASP (GLOBALG.A.P. Risk Assessment on Social Practice)**, which enable the assessment and monitoring of social aspects related to workforce management, with a particular focus on the protection of workers' rights, freedom of association and the prevention of abuse or exploitation.

Special attention is given to workers employed by contractors and cooperatives operating at company sites. The Interference Risk Assessment Document (DUVRI) defines specific coordination and communication measures between the parties to ensure effective management of risks arising from activities carried out in the same location. These aspects are integrated into the Risk Assessment Document (DVR), which helps strengthen the system for preventing and protecting occupational health and safety.

Through the Quality Manual and company operating procedures, L'Insalata dell'Orto monitors the activities entrusted to cooperatives and service providers, verifying any complaints, non-conformities and the effectiveness of the training programs provided. Training on health and safety, hygiene and quality is provided to all personnel working at the company, regardless of their employment status, with the aim of promoting responsible behavior and a shared culture of prevention.

Through this initiative, the Company helps to promote responsible practices throughout its value chain, fostering respect for workers' rights, adequate working conditions and greater transparency in its relationships with all stakeholders in the supply chain.

7.

Methodological note

GRI 2-1/2/3/4/5

L'Insalata dell'Orto S.r.l. presents its **2025 Sustainability Report** (hereinafter, the "Report"), reaffirming the Company's commitment to consolidating a path focused on transparency, accountability and continuous improvement. This document serves as a tool for dialogue with stakeholders, clearly and systematically illustrating the main activities carried out, the strategic decisions made and the results achieved during the fiscal year.

Through this report, the Company aims to provide a comprehensive overview of its contribution to sustainable development, highlighting the economic, environmental and social impacts generated and the value created over time for the local community, people and the entire supply chain.

The report was prepared in accordance with the GRI Standards (Global Reporting Initiative Sustainability Standards), published in 2021 by the Global Reporting Initiative (GRI), the independent body that sets guidelines for non-financial reporting. Where possible and where deemed relevant, reference was also made to *GRI 13 - Agriculture, Forestry and Fisheries* to include additional information helpful for understanding these impacts. Details of the reported indicators are available in the "GRI content index" section, which clearly identifies the information reported in accordance with the standards.

This Report is an update to the previous edition and presents the results for fiscal year **2025 (January 1–December 31)**, ensuring continuity and comparability of information over time.

The **material topics** considered are the same as those identified in the materiality analysis conducted in 2024. Following a careful assessment, the Board of Directors determined that these topics remain relevant and representative for the reporting year. An update to the materiality analysis will be evaluated for future fiscal years, based on the company's needs and market trends.

The **scope of reporting** applies exclusively to L'Insalata dell'Orto S.r.l., with its registered office and operational headquarters at Via Giare 144/A, Mira (Venice), and includes all activities managed directly by the company during the year. Any other business entities attributable to the same owners are excluded from the scope, as they are not part of the corporate structure.

To ensure the reliability and quality of the information, priority was given to the use of directly measurable data, limiting the use of estimates. Where estimates were necessary, they were made using recognized and consistent methodologies.

In certain areas where estimates were required, a monitoring system was implemented to ensure that accurate data will be available in future fiscal years.

In line with the GRI principles of **accuracy and comparability**, data for previous fiscal years (2023–2024) have been reported where possible. In this context, certain data prior to 2025 have been revised from what was published in the 2024 Sustainability Report, following improvements in information collection and management processes and methodological updates. The effects of these revisions have been applied retroactively and, where relevant, appropriately noted in the tables or detailed comments.

In accordance with the principle of materiality, the content covered in this report reflects the issues most significant to the Company and its stakeholders, as identified through a structured analysis process.

L'Insalata dell'Orto S.r.l.'s 2025 Sustainability Report was published in 2026 and is available on the company's website, www.linsalatadellorto.it, in the dedicated section. For further information or comments on this document, please contact the company at info@linsalatadellorto.it.

8.

GRI content index

Statement of use	L'Insalata dell'Orto S.r.l. has reported in accordance with the GRI Standards for the period 1 January 2025 – 31 December 2025.		
GRI 1 used	GRI 1: Foundation 2021		
Applicable GRI sector standard	GRI 13 - Agriculture, Forestry and Fishing 2022		
GRI STANDARD	DISCLOSURE	CHAPTER PARAGRAPH	NOTES/ OMISSIONS
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organisational details	1 A Company with solid roots	
		7 Methodological note	
	2-2 Entities included in the organisation's sustainability reporting	7 Methodological note	
	2-3 Reporting period, frequency and contact point	7 Methodological note	
	2-4 Restatements of information	4 Our concrete commitment to the environment: waste management and reduction	
		7 Methodological note	
	2-5 External assurance	7 Methodological note	External assurance not provided
	2-6 Activities, value chain and other business relationships	1 Products and value chain	
	2-7 Employees	5 Employment, growth and turnover	
	2-8 Workers who are not employees	5 Employment, growth and turnover	
	2-9 Governance structure and composition	3 Strength and transparency	
		Annex 1: Tables	
	2-10 Nomination and selection of the highest governance body	3 Strength and transparency	
	2-11 Chair of the highest governance body	3 Strength and transparency	

GRI STANDARD	DISCLOSURE	CHAPTER PARAGRAPH	NOTES/ OMISSIONS
GRI 2: GENERAL DISCLOSURES 2021	2-12 Role of the highest governance body in overseeing the management of impacts	3 Strength and transparency	
	2-13 Delegation of responsibility for managing impacts	3 Strength and transparency	
	2-14 Role of the highest governance body in sustainability reporting	3 Strength and transparency	
	2-15 Conflicts of interest	3 Strength and transparency	
	2-16 Communication of critical concerns	3 Strength and transparency	
	2-17 Collective knowledge of the highest governance body	3 Strength and transparency	
	2-18 Evaluation of the performance of the highest governance body	3 Strength and transparency	
	2-19 Remuneration policies		Omission due to confidentiality
	2-20 Process for determining remuneration		Omission due to confidentiality
	2-21 Annual total compensation ratio		Omission due to confidentiality
	2-22 Statement on sustainable development strategy	Letter to stakeholders	
		2 Our sustainability goals and the 2030 Agenda (SDGs)	
	2-23 Policy commitments	3 Strength and transparency	
		6 Protection of human rights and working conditions along the value chain	

GRI STANDARD	DISCLOSURE	CHAPTER PARAGRAPH	NOTES/ OMISSIONS
GRI 2: GENERAL DISCLOSURES 2021	2-24 Embedding policy commitments	3 Strength and transparency	
		6 Protection of human rights and working conditions along the value chain	
	2-25 Processes to remediate negative impacts	2 Our sustainability goals and the 2030 Agenda (SDGs)	
		6 Quality and food safety	
	2-26 Mechanisms for seeking advice and raising concerns	3 Strength and transparency	
		5 Health, safety and wellbeing	
		6 Protection of human rights and working conditions along the value chain	
	2-27 Compliance with laws and regulations	3 Anti-corruption and integrity	
	2-28 Membership of associations	-	No memberships of associations identified
GRI 3: MATERIAL TOPICS 2021	2-29 Approach to stakeholder engagement	2 Mapping and engagement of our stakeholders	
	2-30 Collective labour agreements	5 Employment, growth and turnover	
	3-1 Process to determine material topics	2 Materiality analysis: key topics and priority impacts	
GRI 201: ECONOMIC PERFORMANCE 2016	3-2 List of material topics	2 Materiality analysis: key topics and priority impacts	
	3-3 Management of material topics	2 Materiality analysis: key topics and priority impacts	The GRI Disclosure 3-3 is addressed across all chapters of this Report.
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	3 Economic aspects through the lens of responsibility	

GRI STANDARD	DISCLOSURE	CHAPTER PARAGRAPH	NOTES/ OMISSIONS
GRI 205: ANTI-CORRUPTION 2016	205-3 Confirmed incidents of corruption and actions taken	3 Anti-corruption and integrity	
GRI 302: ENERGY 2016	302-1 Energy consumption within the organisation	4 Our concrete commitment to the environment	
GRI 303: WATER AND EFFLUENTS 2018	303-3 Water withdrawal	4 Our concrete commitment to the environment	
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	4 Our concrete commitment to the environment	
	305-2 Energy indirect (Scope 2) GHG emissions	4 Our concrete commitment to the environment	
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	4 Our concrete commitment to the environment	
	306-2 Management of significant waste-related impacts	4 Our concrete commitment to the environment	
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	5 Employment, growth and turnover	
	401-2 Benefits provided to full-time employees not provided to temporary or part-time employees	5 Health, safety and wellbeing	
	401-3 Parental leave	5 Health, safety and wellbeing	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	5 Health, safety and wellbeing	
	403-2 Hazard identification, risk assessment, and incident investigation	5 Health, safety and wellbeing	
	403-3 Occupational health services	5 Health, safety and wellbeing	

GRI STANDARD	DISCLOSURE	CHAPTER PARAGRAPH	NOTES/ OMISSIONS
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	5 Health, safety and wellbeing	
	403-5 Worker training on occupational health and safety	5 Health, safety and wellbeing	
	403-6 Promotion of worker health	5 Health, safety and wellbeing	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5 Health, safety and wellbeing	
	403-8 Workers covered by an occupational health and safety management system	5 Health, safety and wellbeing	
	403-9 Work-related injuries	5 Health, safety and wellbeing	
	403-10 Work-related ill health	5 Health, safety and wellbeing	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity in governance bodies and among employees	5 Equal opportunities and non- discrimination as core values	
GRI 406: NON- DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	5 Equal opportunities and non- discrimination as core values	
GRI 408: CHILD LABOUR 2016	408-1 Operations and suppliers at significant risk of incidents of child labour	6 Protection of human rights and working conditions along the value chain	
GRI 409: FORCED OR COMPULSORY LABOUR 2016	409-1 Operations and suppliers at significant risk of incidents of forced or compulsory labour	6 Protection of human rights and working conditions along the value chain	

GRI STANDARD	DISCLOSURE	CHAPTER PARAGRAPH	NOTES/ OMISSIONS
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1 New suppliers that were screened using social criteria	6 Our suppliers	
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1 Assessment of the health and safety impacts of product and service categories	6 Quality and food safety	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	6 Quality and food safety	
GRI 417: MARKETING AND LABELLING 2016	417-2 Incidents of non-compliance concerning product and service information and labelling	6 Quality and food safety	
GRI 13: AGRICULTURE, AQUACULTURE AND FISHING SECTORS 2022	13.10 Food safety	6 Quality and food safety	
		Annex 1: Tables	
	13.16 Forced or compulsory labour	6 Protection of human rights and working conditions along the value chain	
	13.17 Child labour	6 Protection of human rights and working conditions along the value chain	
	13.19 Occupational health and safety	5 Health, safety and wellbeing	
	13.23 Traceability in the supply chain	6 Our suppliers	
		6 Protection of human rights and working conditions along the value chain	

Annex 1: Tables

COMPOSITION OF GOVERNANCE BODIES (BOD) BY AGE GROUP AND GENDER, IN THE THREE-YEAR PERIOD										
YEAR	AGE GROUP	<30			30 - 50			> 50		
	GENDER	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
2025	n	0	0	0	0	0	0	2	2	4
	%	0%	0%	0%	0%	0%	0%	50%	50%	100%
2024	n	0	0	0	0	1	1	2	1	3
	%	0%	0%	0%	0%	100%	100%	67%	33%	100%
2023	n	0	0	0	0	1	1	2	1	3
	%	0%	0%	0%	0%	100%	100%	67%	33%	100%

Table 9 - Composition of the BoD by age and gender in the three-year period – GRI 405-1

TOTAL NUMBER OF EMPLOYEES BY TYPE OF CONTRACT (OPEN-ENDED AND FIXED-TERM), BY GENDER									
YEAR	2025			2024			2023		
GENDER	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Open-ended	10	9	19	9	6	15	10	5	15
Fixed-term	2	2	4	1	4	5	0	4	4
Totale	12	11	23	10	10	20	10	9	19

Table 10 - Total number of employees by contract type and gender – GRI 2-7

TOTAL NUMBER OF EMPLOYEES BY WORKING TIME ARRANGEMENT (FULL-TIME AND PART-TIME), BY GENDER									
YEAR	2025			2024			2023		
GENDER	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Full-time	12	9	21	10	8	18	10	8	18
Part-time	0	2	2	0	2	2	0	1	1
Totale	12	11	23	10	10	20	10	9	19

Table 11 - Total number of employees by working time arrangement and gender – GRI 2-7

TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CATEGORY (EXECUTIVES, MANAGERS, EMPLOYEES, AND WORKERS), BY GENDER									
YEAR	2025			2024			2023		
GENDER	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Executives	0	0	0	0	0	0	0	0	0
Managers	0	0	0	0	0	0	0	0	0
Employees	5	10	15	5	9	14	5	8	13
Workers	7	1	8	5	1	6	5	1	6
Total	12	11	23	10	10	20	10	9	19

Table 12 - Total number of employees by category and gender – GRI 2-7

WATER WITHDRAWAL	UoM	2025	2024	2023
Surface water	ML	0	0	0
Groundwater ¹¹	ML	135	108	108
Seawater	ML	0	0	0
Produced water	ML	0	0	0
Third-party water	ML	4.18	32.85	29.57
Total	ML	139.18	140.85	137.56

Table 13 - Water withdrawal in the three-year period – GRI 303-3

WASTE GENERATED	UoM	2025	2024
Wooden packaging	t	33.1	28.54
Paper and cardboard	t	71.32	98.04
Mixed packaging	t	56.74	62.29
Recyclable plastic	t	108.81	47.44
Non-recyclable plastic	t	5.55	73.29
Decommissioned equipment	t	0	1.09
Decommissioned equipment containing hazardous components	t	0	0.288
Aqueous liquid waste containing hazardous substances	t	0	2.06
Mixed municipal waste	t	4.21	6.59
Solid waste generated by filtration and primary screening processes	t	3.76	0
Sludge from washing and cleaning operations	t	2.22	0
Processing waste ¹²	t	2708.05	2598.61
Total	t	2993.76	2918.24

Table 14 - Waste generated in the three-year period - 306-3

NEW HIRES									
YEAR	2025			2024			2023		
GENDER	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
<30 years old	2	1	3	1	1	2	0	2	2
30-50 years old	0	0	0	0	1	1	0	0	0
>50 years old	0	0	0	0	0	0	0	0	0
Total	1	2	3	1	2	3	0	2	2

Table 15 - New hires in the three-year period – GRI 401-1

NEW SUPPLIERS	2025	2024	2023
Total new suppliers	5	27	44
New suppliers assessed using social criteria	4	15	24
% of new suppliers assessed using social criteria	80%	56%	55%

Table 16 - New suppliers in the three-year period – GRI 414-1

¹¹ Groundwater: estimated data

¹² The figure for vegetable processing waste for the year 2024, which was reported in the previous sustainability report as 236.51 t, has been restated. Following a review with the client, an error was identified in the collection and reporting of the original data. The corrected figure for 2024 is 2,598.61 t. The restatement affects the total amount of waste and byproducts generated in 2024, which has been updated from 556.14 t to 2,918.24 t.

CASES OF NON-CONFORMITIES REGARDING POTENTIAL IMPACTS ON CONSUMER HEALTH AND SAFETY	2025	2024	2023
Number of cases of non-conformity with regulations regarding impacts on the health and safety of products and services that resulted in a fine or penalty	0	1	0
Number of cases of non-conformity with regulations regarding impacts on the health and safety of products and services that resulted in a warning	3	11	11
Number of cases of non-conformity with voluntary codes regarding impacts on the health and safety of products and services	19	3	6

Table 17 - Cases of product non-conformities regarding potential impacts on consumer health and safety – GRI 416-2

CASES OF NON-CONFORMITIES REGARDING PRODUCT INFORMATION AND LABELING	2025	2024	2023
Number of cases of non-conformity with regulations and/or self-regulation codes on product and service information and labelling that resulted in a fine or penalty	0	0	0
Number of cases of non-conformity with regulations that resulted in a warning*	26	13	17
Number of cases of non-conformity with self-regulation codes**	0	0	0

Table 18 - Cases of non-conformity in product information and labelling – GRI 417-2

Annex 2: Coefficients

CONVERSION FACTOR						SOURCE		
			2025	2024	2023	2025	2024	2023
Diesel	Density	l/t	1204	1204	1205	DEFRA 2025	DEFRA 2024	DEFRA 2023
	Lower calorific value	GJ/t	43.027	43.028	43.044	DEFRA 2025	DEFRA 2024	DEFRA 2023

Table 19 - Conversion factor

EMISSION FACTOR					SOURCE		
		2025	2024	2023	2025	2024	2023
Electricity (location-based)	gCO2/kWh	180	225	225	European Environment Agency (EEA) 2025	European Environment Agency (EEA) 2024 (Fattore di emissione 2023)	European Environment Agency (EEA) 2023
Electricity (market-based)	gCO2/kWh	420.20	441.195	500.565	Association of issuing bodies (AIB) 2025	Association of issuing bodies (AIB) 2024	Association of issuing bodies (AIB) 2023
Diesel	kgCO2e/l	2.662	2.662	2.659	DEFRA 2025	DEFRA 2024	DEFRA 2023

Table 20 - Emission factor

* Warning refers to a customer complaint.

**The number of cases of non-conformity with self-regulation codes is zero for the three-year period because the company intercepts internal non-conformities before shipment, resolving them promptly and not currently proceeding with registration.

ANNUAL REPORT

2025

Sustainability Report

Prepared for:
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