

G R O U P

SUSTAINABILITY REPORT 2024



Contents



INTRODUCTION

Letter from the Chairman 02

1	IM	PACTS, RISKS, AND OPPORTUNITI	ES
	1.1	Analysis methodology and process followed to identify and assess the material impacts, risks and opportunities	07
	1.2	Decision-making process, internal control procedures, integration with risk management procedures	13
	1.3	Material impacts, risks and opportunities (IRO) for the Casillo Group	15
2		E CASILLO GROUP FOR ISTAINABILITY	
	2.1	The Casillo Group	29
	2.2	Vision, mission and values	32
	2.3	Timeline	33
	2.4	Business model and value chain	34
	2.5	Sustainability strategy	37
3		VERNANCE ID BUSINESS CONDUCT Administrative, management	
		and supervisory bodies	49
	3.2	Casillo Group Organisational Chart	57
	3.3	Due diligence on sustainability and stakeholder engagement	59
	3.4	Integrated business risk management	63
_	3.5	Corporate culture, corporate ethics, fight against corruption	67
4	EN	IVIRONMENTAL SUSTAINABILITY	
	4.1	Climate change	73
	4.2	Pollution	87
	4.3	Use of water resources	89
	4.4	Biodiversity and ecosystems	93
	4.5	Circular economy, packaging and waste management	95

5	RESEARCH, DEVELOPMENT AND INNOVATION	
	5.1 Digitalisation and innovation	105
	5.2 Research and Development	115
6	SOCIAL RESPONSIBILITY	
	6.1 Human resource management strategy and model	125
	6.2 Policies related to own workforce	126
	6.3 Processes	130
	6.4 Interventions and actions	132
	6.5 Human resources metrics	137
	6.6 Social commitment to communities	149
	6.7 Creation of shared value and tax contribution	150
7	SUPPLY CHAIN	
	7.1 Composition of the supply chain	157
	7.2 Sustainable management of relations with suppliers and payment practices	161
	7.3 Food safety	165
3	RESPONSIBLE MANUFACTURING	
	8.1 Products, services and markets	171
	8.2 Product innovation and communication	177

199

201

210

215

216

ANNEXES

Methodological note GRI Content Index

List of ESRS disclosures reported

Standard Ethics Rating (SER)

Independent Auditors' Report

Letter from the Chairman

2-22

Dear Reader,

We are pleased to present our twelfth sustainability report, confirming our lasting commitment to transparency and environmental and social accountability, which has now become an integral part of our way of working.

2024 was a complex year, in which the global economy was characterised by a climate of considerable uncertainty, influenced by geopolitical events and international conflicts. The fall in the prices of commodities (in particular, of soft wheat and durum wheat), together with the performance of the euro-dollar exchange rate, were important elements for our reference economic sector; nevertheless our company was able to preserve the usual levels of profitability, necessary for the economic sustainability of the Group.

Among the business aspects interconnected with environmental sustainability, we are pleased to highlight the entry into operation during the year of the new Casillo Next Gen Food business unit, dedicated to the production and sale of flours with a superior nutritional profile, wheat and other products obtained through innovative circular processing techniques. The initiatives closely related to the launch of the production of Casillo Next Gen Food include the launch of the Altograno® brand and the creation of an original informational avatar developed with Artificial Intelligence.

Altograno products have been the subject of specific clinical studies conducted in collaboration with universities (with related publication also in scientific journals) and life cycle assessments.

At the beginning of 2024, the merger involving the two main companies of the Group came into full effect for legal, accounting and tax purposes: namely, the incorporation of the former Casillo Commodities Italia S.p.A. into Molino Casillo S.p.A. S.B., which subsequently changed its own company name into Casillo S.p.A. Società Benefit.

Moving on to the issues most closely related to sustainability, first of all we would like to highlight that this Sustainability Report is characterised by an increase in ESG disclosures. The more technical chapters, such as that on the environment, that which covers human resources and that concerning governance, have been reorganised and the sustainability report has been presented in a more structured way, also in view of a future adoption of the ESRS standards, pending clarification of the regulatory framework on mandatory sustainability reporting.

With regard to environmental sustainability, among the wealth of information contained in the relevant chapter, we are pleased to highlight the further increase in the share of self-produced electricity from renewable sources, which has reached a percentage of over 14% at Group level and represents 26% of the energy requirements of the entire Corato production complex. Considering that milling activities are notoriously energy-intensive, the greater use of renewable energy is fundamental for our strategy to mitigate CO2 emissions. The Group's total gross greenhouse gas emissions fell by 12.5% compared to 2023.

In order to simultaneously achieve environmental and social objectives, and do so from a compensatory perspective, together with the Municipality of Corato, the subsidiary Casillo S.p.A. Società Benefit has continued its activities in support of the environmental protection project for the Cecibizzo Forest (extending to about 150 hectares), located in the heart of the Apulian Murgia area.

On the social side, but also with environmental implications, two important supply chain management policies were defined and implemented in 2024: 1) Green Procurement Policy; 2) Supplier Code of Conduct. In addition, a specific Supplier Accreditation Platform is being implemented. The purpose of all these measures is to strengthen and structure, including for ESG purposes, the procedures for the selection and assessment of suppliers, which play a fundamental role in our value chain.

In 2024, the Group increased its workforce by 20 employees, giving a total workforce of 452 people at the end of the year. Aware of the importance of the professional and human development of our people, around 4,200 hours of training were provided during the year.

The constant commitment to issues such as gender equality has continued. Although the results achieved can still be improved, there was a reduction in the average pay gap during the year. The Group is constantly focused on preventing and combating any form of discrimination.

In addition to being part of our genetic code, research, development and innovation are a fundamental lever for achieving environmental and social objectives, alongside economic ones. Also in this area, numerous interventions and projects were carried out in 2024, including measures to strengthen IT and cybersecurity infrastructures, the migration of the SAP system to the new S/4HANA version in RISE mode, and the digitalisation of business processes (DocsMarshal, artificial intelligence systems, data lakes, etc.).

Finally, we must thank the women and men of our Group, who have always been the driving force and beating heart of our company.

Enjoy your reading!

Porfuel Jose





IMPACTS, RISKS AND OPPORTUNITIES



Materiality analysis is one of the characteristic and fundamental activities of sustainability reporting. In particular, the execution of the materiality analysis is necessary so that the company can identify the impacts, risks and opportunities, related to sustainability issues, considered significant and, therefore, subject to reporting.

In the reporting approach outlined by (EU) Directive 2022/2464 ("CSRD") of the European Parliament and of the Council, transposed in Italy by Italian Legislative Decree no. 125 of 6 September 2024, companies report on sustainability on the basis of the "Double Materiality" principle, which requires the materiality analysis to be carried out by applying a two-pronged approach based on the **two aspects of the** materiality concept covered by the European sustainability reporting principles (ESRS - European Sustainability Reporting Standards): impact materiality and financial materiality, which are interrelated.

The Casillo Group has implemented a *due diligence* process with regard to sustainability issues and conducted a Double Materiality Analysis in relation to the sustainability reporting for the year 2024, described below.



Analysis methodology and process employed to identify and assess the relevant impacts, risks and opportunities

Identification of sustainability matters relevant to Casillo

The indications contained in the specific guidance published by EFRAG in May 2024 were followed in carrying out the Double Materiality Analysis: *EFRAG IG 1. Materiality assessment implementation guidance.*

The initial activities common to the two materiality analyses focused on identifying and defining the sustainability matters to be considered for the purpose of assessing relevance. The steps followed were:

- Updating of the understanding of the organisation context;
- 2. Identification of relevant topics (material sustainability matters);
- 3. Validation of relevant topics through stakeholder engagement.

For phases 1 and 2, the working group (composed of representatives of the Central Finance & Process Department, members of the Sustainability Function and the external Value ATP consultants) firstly held some meetings in order to update the understanding of the context and the identification of sustainability topics potentially relevant to the Group.

Therefore, a benchmarking activity was carried out on a sample of comparable businesses, composed of companies belonging to the same sector and by award-winning foreign companies in the food sector considered best practices at the industry level, in order to define the relevant sustainability topics. In addition, specific analy-

ses of the ESG megatrends were carried out to adequately consider the most topical issues at national and international level.

In order to corroborate the analyses carried out and identify additional issues potentially relevant for the Casillo Group, the following were also consulted:

- the GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 industry standard, in force since 1st January 2024;
- the list of topics and sub-topics included ed in the AR 16 Sustainability matters to be included in the materiality assessment of the ESRS 1 standard.

The issues that emerged were subjected to a relevance validation analysis (phase 3) through specific **stakeholder engagement** sessions: in this case, 3 meetings were held - with the focus group method - in December 2024 and January 2025, which saw the involvement of some internal stakeholders and external consultants, experts in sustainability reporting and ESG strategic planning.

A total of 21 topics relevant to the Group's sustainability were identified by the first three phases of the analysis, an increase compared to the 14 topics identified for the previous year.

Table
List of mate-
rial topics

Sustainability matter	No.	Material topic 2024
	1	Energy efficiency
Climate change	2	Emissions and carbon footprint
Water resources	1 Energy efficiency 2 Emissions and carbon footprint 3 Water resources management 4 Biodiversity and sustainable cultivation practices 5 Use of resources, sustainable packaging waste management 6 Diversity, equal treatment and opportunit 7 Health and safety in the workplace 8 Welfare, training and development of hur resources 9 Relations with communities and territoria development 10 Sustainability of the supply chain 11 Management of relations with suppliers 12 Product quality, traceability and safety 13 Information and communication with consumers 14 Research and development of new producent and business processes 15 Technological Innovation and Digitalisation 16 Cyber Security 17 Governance, impact and risk management 18 Strategy and Business model 19 Corporate culture, ethics, legality, combar corruption and bribery	
Biodiversity and ecosystems	4	
Circular economy	5	Use of resources, sustainable packaging and waste management
	6	Diversity, equal treatment and opportunities
Responsibility to human resources	7	Health and safety in the workplace
noman resources	8	Welfare, training and development of human resources
Local communities	9	Relations with communities and territorial development
Complete sharing	10	Sustainability of the supply chain
Supply chain	11	Management of relations with suppliers
	12	Product quality, traceability and safety
Product quality and safety	13	
	14	Research and development of new products and business processes
Research, Development and Innovation	15	Technological Innovation and Digitalisation
	16	Cyber Security
	17	Governance, impact and risk management
	18	Strategy and Business model
Business conduct	19	Corporate culture, ethics, legality, combating corruption and bribery
	20	Respect for human rights
Value creation	21	Economic performance and value creation

Impact Materiality Assessment

The notion of Impact Materiality pertains to the "inside-out" analysis perspective, which envisages the examination of the ESG impacts generated by the business activity towards the outside (environment and people). In fact, according to ESRS 1, a sustainability matter is material from the point of view of impact when it refers to the material, actual or potential, positive or negative impacts of the company on people or on the environment in the short-term, medium and longterm time horizons.

The impacts include those caused or provoked by the Group and those that are directly related to company operations, products or services through commercial relationships. In identifying impacts, account is taken of the external context in which the Group operates, including business activities and relationships. The upstream and downstream value chain is also considered in the impact analysis.

In the performance of the Impact Materiality analysis, according to the guidelines of the document EFRAG IG 1: Materiality assessment implementation guidance, and according to the guidelines of standard GRI 3, the following steps were carried out:

- 1. Identification of the actual or potential impacts related to each material topic, following specific analysis by the working group. At the end of this analysis, a more substantial list of all possible impacts related to sustainability issues relevant for the Group was drawn up, to be subjected to materiality assessment analysis;
- 2. For each impact identified, referred to in the previous point, the severity assessment was carried out for the actual negative impacts and the scale and scope of each actual positive impact was assessed. For potential impacts, in addition to what has been described above, an estimate of the impact probability (degree of occurrence) and the reference time horizon was carried out. Some of the impacts assessed were entity-specific;

- 3. For the sake of completeness of the analysis and in addition to the assessment referred to in point 2, an assessment was conducted on the severity, scale and scope, probability for the impacts related to each topic or sub-topic of the list reported in the ESRS 1 standard, paragraph AR 16: Sustainability matters to be included in the materiality assessment;
- 4. In addition, the assessment of severity, scale and scope, probability for the impacts related to each of the 26 Likely material topics described in the sector standard GRI 13: Agriculture, Aquaculture and Fishing sectors 2022 (in the absence of a specific ESRS sector standard available) was carried out, to be considered as potential additional entity-specific matters to be assessed;
- 5. Identification of the categories of stakeholders affected by the company impacts;
- 6. Analysis of the positioning of impacts within the value chain;
- 7. Involvement of internal (including some Group employees) and external stakeholders to corroborate and validate the impact assessments carried out;
- 8. Prioritisation of the impacts to be reported.

With reference to negative impacts, the assessment of the severity of each actual or potential impact, the materiality assessment was carried out considering the three characteristics envisaged by ESRS 1 and the aforementioned Implementation guidance: scale, scope and irremediable nature of the impact, with gradation of impact from 1 to 5, where 5 expresses the highest degree of impact.

In the case of a potential negative impact on human rights, the severity of the impact prevails over its probability.

The assessment of positive impacts was carried out considering the scale and scope, with impact



scale from 1 to 5, where 5 expresses the highest degree of impact.

In the case of potential impact, the impact probability was also assessed (or estimated degree of occurrence), with increasing degrees: low, medium, high. In the presence of a low degree of probability, the severity assessment was reduced by 33%, while in the presence of medium or high probability the severity assessment was confirmed.

For the estimation of severity, scale and scope and the probability of environmental impacts, the assessments expressed in international and national scientific papers published in authoritative academic journals (secondarily in sector technical publications) were taken into account, mainly for climate and biodiversity issues and ecosystems. The impact analysis relating to the use of water resources considered the risk and water stress analyses available on the websites of public authorities.

After the assessment of severity, scale and scope, the time-frame of reference (short, medium or long term) for the potential impacts was then estimated.

The results of the assessment of impact materiality, and in particular the assessment of severity, scale and scope as well as probability of impact, were the subject of specific stakeholder involvement and engagement activities, using the focus group method, which involved both internal stakeholders (Quality and Environment area for environmental impacts; HR CD, Communication CD and some Group employees for social impacts; Risk Management, Compliance, Internal Audit and Anti-Money Laundering functions for governance impacts) in January and February 2025, and some external stakeholders (consultants expert in sustainability reporting and ESG strategic planning) in December 2024 and January 2025, primarily to validate the methodological approach followed, the com-

pleteness of the data and information used and the results of the assessments carried out.

Negative impacts were prioritised on the basis of their severity and probability of occurrence, while the priority of positive impacts was assigned on the basis of their scale, scope and relative probability.

Material impacts were considered to be those that, as a result of the assessment process described above, exceeded the score threshold of 2. In this way, the relevant sustainability matters for the purposes of this sustainability report were determined.

The impact assessment process was updated in December 2024 in order to adapt it to the disclosure requirements of the CSRD and ESRS 2, IRO-1. The impact materiality analysis is updated on an annual basis.

Financial Materiality Assessment

The notion of Financial Materiality envisages an "outside-in" analytical perspective, i.e. the analysis of risks and opportunities (or benefits) for the company deriving from external ESG factors.

In the definition given by ESRS 1, a sustainability matter is financially material if it entails, or can reasonably be expected to have, significant financial effects on the company. This occurs when a sustainability matter generates risks or opportunities that have, or can reasonably be expected to have, a material influence on the undertaking's development, financial position, financial performance, cash flows, access to finance or cost of capital over the short- mediumor long-term.

Risks and opportunities may arise from past or future events. As regards the definition of risks and opportunities, an assessment is conducted on how these may arise from the impacts generated by the company.

Financial materiality in sustainability reporting is an extension of the concept of materiality used in the process of determining the information to be included in the financial statements.

In the performance of the Financial Materiality analysis, conducted with reference to the indications included in the aforementioned EFRAG IG 1: Materiality assessment implementation guidance, the following process was carried out:



- 1. Analysis of any financial risks/opportunities generated by or related to each material impact identified and evaluated;
- 2. Identification of additional financial risks/opportunities for the Group connected to each material topic;
- 3. Determination of the financial materiality threshold through discussion with the CD Administration and Control and discussion with the independent auditors;
- 4. Assessment of magnitude, degree of occurrence, financial/equity aspect concerned and reference time frame for each risk and opportunity identi-
- 5. Involvement of internal and external stakeholders to corroborate and validate the assessments carried out;
- 6. Prioritisation of risks and opportunities to be reported.

In the materiality assessment, a preliminary assessment was made of the extent or magnitude of each financial risk or opportunity using a scale from 1 to 5, where 5 expresses the highest degree of financial risk or opportunity for the Group.

For risks and opportunities with an expected or potential financial effect, an estimate was carried out regarding the probability or degree of occurrence of the risk/opportunity, using the 3 valuation levels typically used in the financial statements estimates referring to potential liabilities or assets: probable, possible and remote¹. In the case of the probable occurrence of the risk/opportunity, the magnitude was confirmed; on the other hand, in the case of estimate of possible or remote occurrence, the magnitude was reduced, respectively by 25% or 50%, in order to numerically reflect the lower degree of realisation assumed.

In addition, the financial statement items (balance sheet, income statement, cash flows) were identified, as well as any repercussions in terms of development, access to loans or cost of capital associated with each risk/opportunity analysed. Lastly, the reference time frame (short, medium or long term) related to each risk/opportunity was considered.

Where it was not possible to reliably estimate the financial effect of a sustainability issue, especially for risks and financial opportunities with an expected or potential effect, a qualitative approach was adopted, as envisaged in paragraph 134 of the aforementioned EFRAG *IG 1* guide.

To carry out the assessment of financial materiality, specific **stakeholder engagement** sessions were carried out: first of all with the Ad-

ministration and Control CD and the Processes and IT CD. The involvement of these internal stakeholders took the form of selective meetings held in December 2024, which helped to determine the magnitude thresholds to be assigned to each financial risk or opportunity. Subsequently, in February 2025, a meeting was held in which the national representatives of the Impact Department of a leading Italian bank participated in order to discuss the results of the financial materiality analysis and obtain feedback on the assessments carried out, especially with a view to completeness of the financial risks and opportunities considered.

Material risks/opportunities were considered those that, following the assessment process described above, exceeded the score threshold of 2.

A separate prioritisation was carried out for financial risks and opportunities based on the score resulting from the application of the methodology described above.

The process for assessing financial risks and opportunities deriving from sustainability issues was updated in December 2024 compared to the previous year, in order to adapt it to the disclosure requirements of the CSRD and ESRS 2, IRO-1. The financial materiality analysis is scheduled to be updated annually.

In relation to the degree of realisation and occurrence, future events with impacts on the financial statements can be classified as probable, possible or remote. An event is probable when its occurrence is deemed more likely than the opposite: more than a 50% chance that the event will occur. An event is possible when it depends on a circumstance that may or may not occur: a lower than probable degree of occurrence. Therefore, these are events characterised by a reduced probability of occurrence. An event is remote when it has very little chance of occurring; that is, it can only happen in exceptional situations.

Decision-making process, internal control procedures, integration with risk management procedures

The double materiality analysis,

with the related topics, impacts, risks and significant opportunities identified and assessed according to the methodology described above, was subject to an internal control and approval procedure by the ESG Committee.

In particular, the ESG Committee examines the results of the materiality analysis annually, usually when preparing the sustainability report, both with reference to the impacts generated by the company activities on the environment and on people, and in relation to economic-financial risks and opportunities deriving from corporate responsibility for ESG issues. The ESG Committee informs the Board of Directors (highest corporate governance body) on the results of the assessments carried out.

The process of assessing impacts and risks related to sustainability issues relevant to the Group is incorporated in the integrated business risk management processes. In this case, please refer to section 3.4 for information on the company functions involved in risk management activities.





Significant impacts, risks and opportunities (IRO) for the Casillo Group

Material impacts

The table below shows the significant impacts deriving from the application of the impact materiality assessment methodology, described in paragraph 1.1.



Table - Material impacts

Impact #	Topic	Description of impact on people and/or the environment	Type of impact (actual or potential; negative or posi- tive; short/medium/ long-term only for potential)		Impact assessment (scale 1-5)	Positioning within the value chain	Main stakeholders concerned	
		IMPACT	S ASSES	SED AS	HIGHLY	SIGNIFICANT		
l1	Product quality, tracea- bility and safety	Potential impact on people (including vulnerable people and children) from inadequate quality, integrity and/or food safety characteristics of the product. Failure to adopt food quality and safety standards by suppliers.	Potential	Negative	medium	4.3	Customers and consumers	Customers and consumers
12	Emis- sions and carbon footprint	Emissions of climate-altering gases deriving from company activities. In particular, the milling industry is notoriously energy-intensive, with a consequent environmental impact. Logistics and product distribution contribute to emissions.	Actual	Negative	n/a	4.3	The impact refers to the entire value chain	Environment
13	Energy efficiency	Positive impacts from energy efficiency and self-production actions, with reduction in consumption and cost optimisation.	Actual	Positive	n/a	4.0	The impact refers to the entire value chain	Environment

Impact #	Topic	Description of impact on people and/or the environment	(actua negat tive; s	of impac al or pote ive or po hort/me erm only tial)	ential; osi- dium/	Impact assessment (scale 1-5)	Positioning within the value chain	Main stakeholders concerned
		IMPACT	S ASSE	SSED AS	HIGHLY	SIGNIFICANT		
14	Health and safety in the workplace	Insufficient or inadequate monitoring and prevention of accidents in the workplace can cause injuries to people.	Potential	Negative	short/medium	4.0	Company	Human resources
15	Sustain- ability of the supply chain	Responsible management of procurement processes, through the implementation of policies and tools (code of conduct, evaluation questionnaires, accreditation platform) for the selection, qualification and evaluation of suppliers, also according to environmental and social sustainability criteria, as well as respect for human rights.	Actual	Positive	n/a	4.0	Supply chain, including distribution and logistics	Suppliers, Communities
16	Product quality, tracea- bility and safety	Potential impact on people deriving from any shortcomings in systems for the traceability of raw materials and, as a result, of finished products.	Potential	Negative	medium	4.0	Customers and consumers	Customers and consumers
17	Research and devel- opment of new prod- ucts and business processes	Positive impacts on the environment deriving from corporate circular economy projects (Casillo Next Gen Food, Agritech project), aimed at minimising the waste of raw materials, water and natural resources. Efficient use of resources.	Actual	Positive	n/a	4.0	The impact refers to the entire value chain	Environment
18	Emis- sions and carbon footprint	Impacts on the environment deriving from delays in the implementation of the actions envisaged in the decarbonisation plan, or from inefficient management of energy resources.	Actual	Negative	n/a	3.7	The impact refers to the entire value chain	Environment

Impact #	Topic	Description of impact on people and/or the environment	(actua negati tive; sł	of impac Il or pote ive or po nort/me erm only tial)	ential; osi- dium/	Impact assessment (scale 1-5)	Positioning within the value chain	Main stakeholders concerned
		IMPACT	S ASSES	SSED AS	HIGHLY	SIGNIFICANT		
19	Water resources manage- ment	Negative impacts on the environment deriving from the withdrawal and consumption of water for production activities in areas subject to a high level of water stress.	Actual	Negative	n/a	3.7	Corporate operations	Environment
110	Welfare, training and de- velopment of human resources	Positive impact on people from corporate welfare initiatives and training activities (mandatory and non-mandatory) aimed at the development and professional and personal growth of workers, with the related improvement of work performance.	Actual	Positive	n/a	3.5	Company	Human resources
I11	Techno- logical Innovation and Digi- talisation	Positive impacts on people deriving from constant company investments in information and innovation technology.	Actual	Positive	n/a	3.5	Company, Local communities	Shareholders, employees, local communities, lenders
		IMP	ACTS A	SSESSEI	AS SIG	NIFICANT		
l12	Use of resources, sustain-able packaging and waste manage-ment	Non-responsible risk management of waste generated by company activities. Impacts on the environment from potential inadequacy of disposal and recovery processes and systems.	Potential	Negative	short/medium	3.0	The impact refers to the downstream value chain	Environment
I13	Diversity, equal treatment and op- portunities	Impact on people (workers) from any inadequacy of policies of inclusion, non-discrimination, diversity management, equal pay and opportunities.	Potential	Negative	short/medium	3.0	Employees, non-employee workers	Human resources

Impact #	Topic	Description of impact on people and/or the environment	Type of impact (actual or potential; negative or positive; short/medium/ long-term only for potential)		Impact assessment (scale 1-5)	Positioning within the value chain	Main stakeholders concerned	
		IMF	ACTS A	SSESSEI	D AS SIG	NIFICANT		
114	Govern- ance, impact and risk manage- ment	Potential impact of any inadequacy of the policies for assessing the impacts, the risks to which the Group's activities are subject and management remuneration. Potential non-compliance with national and international principles and guidelines of social and environmental responsibility.	Potential	Negative	medium	3.0	The impact refers to the entire value chain	Shareholders, suppliers, employees, lenders, environment
115	Product quality, tracea- bility and safety	The company's commitment to the production of high quality products generates positive impacts on the well-being of people (customers and consumers).	Actual	Positive	n/a	3.0	Customers and consumers	Customers and consumers
116	Strate- gy and Business model	Positive impacts on people and the environment deriving from sustainable company strategies and related management policies. Positive effects deriving from the integration of ESG strategy and business model with impacts on the creation of shared value for stakeholders.	Actual	Positive	n/a	3.0	The impact refers to the entire value chain	Shareholders, communities, lenders, environment
117	Corporate culture, ethics, legality, combating corruption and bribery	Positive impact on people and the environment from ESG policies for responsible business conduct, the company code of ethics and procedures for compliance with legality and to combat corruption and bribery and anti-competitive behaviour. Operation of the organisational model (pursuant to Italian Legislative Decree 231/2001) and the related company processes aimed at ensuring the prevention of the commission of offences.	Actual	Positive	n/a	3.0	The impact refers to the entire value chain	Shareholders, lenders, employees, environment, community

Impact #	Topic	Description of impact on people and/or the environment	Type of impact (actual or potential; negative or posi- tive; short/medium/ long-term only for potential)		Impact assessment (scale 1-5)	Positioning within the value chain	Main stakeholders concerned	
		IMPACTS A	SSESSE	D AS OF	MEDIU	M SIGNIFICANO	E	
I18	Information and communication with consumers	Potential negative impact on consumers of inadequacy, non-compliance or shortcomings in information to customers and consumers, in the privacy management policies of customers and consumers, or from irresponsible marketing practices.	Potential	Negative	medium	2.7	Customers and consumers	Customers and consumers
119	Manage- ment of relations with sup- pliers	Positive impacts deriving from the good company practices regarding the management of relations with key suppliers and related payment procedures.	Actual	Positive	n/a	2.5	Supply chain	Suppliers
120	Relations with communi- ties and territorial develop- ment	Positive impacts on local communities from initiatives involving development of the local areas, that promote economic growth and social development, also through training activities, sponsorships and collaborations with associations and local organisations.	Actual	Positive	n/a	2.5	Local communities	Local communities
121	Respect for human rights	Potential risk of non-observance of human rights by some types of suppliers involved in the supply chain: lack or inadequacy of actions to combat this.	Potential	Negative	short	2.3	The impact may refer to some types of foreign suppliers	Local communities

Impact #	Topic	Description of impact on people and/or the environment	Type of impact (actual or potential; negative or positive; short/medium/ long-term only for potential) ASSESSED AS OF MEDIUM		Impact assessment (scale 1-5)	Positioning in the chain of value	Main stakeholders concerned	
122	Biodiver- sity and sustain- able cultivation practices	Potential impact on the environment from the second or third level supply chain, relating to the supply of raw materials and agricultural goods. The unsustainable cultivation of agricultural commodities can generate negative impacts on the environment in terms of threats to biodiversity, soil degradation, indiscriminate use of pesticides, waste of water resources.	Potential	Negative Negative	short/medium	2.3	Supply chain	Environment
123	Use of resources, sustain- able packaging and waste manage- ment	Impacts on the environment deriving from non-differentiable packaging.	Actual	Negative	n/a	2.3	The impact refers to the downstream value chain	Environment



Impact no. 11 is to be considered *entity-specific*, in addition to those envisaged by the ESRS.

Material risks

The table below shows the significant financial risks deriving from sustainability issues, following the assessment of financial materiality, according to the methodology described in paragraph 1.1.





Table - Material risks

Risk #	Topic	Risk/opportunity description	Current (in the financial statements) or expected financial effect (hy- pothesized potential effect, not reflected in the financial statements)	Financial/ budgetary aspect concerned (BS, IS, Cash Flow, access to credit or cost of capital)	Time-frame (short-, medium-, long-term)	Degree of occurrence (probable >50%, possible or remote <50%)	Relevance from Qualitative approach	FINANCIAL MATERIALITY
			FINANC	CIAL RISKS				
R1	Emissions and carbon footprint	The ongoing climate changes could determine a reduced availability of raw materials in the future, with a consequent increase in supply prices.	Expected	Costs for the purchase of raw materials, EBITDA, cash flow	medi- um/ long- term	Possible	Yes	3.0
R2	Sustain- ability of the supply chain	The new supply chain qualification procedures from an ESG perspective (new suppliers policy) may result in the need to change/differentiate suppliers, with a potential increase in procurement costs.	Expected	Costs for the purchase of raw materials, EBITDA, cash flow	short/ medium	Probable	Yes	3.0
R3	Emissions and carbon footprint	The Group is working on the definition of a plan to reduce climate-altering emissions, which may involve costs related to the process and to reduction objectives that will be set.	Expected	Costs for services, medium-term cash flows, capex	medi- um/ long- term	Probable		3.0

Risk#	Topic	Risk/opportunity description	Current (in the financial statements) or expected financial effect (hy- pothesized potential effect, not reflected in the financial statements)	Financial/ budgetary aspect concerned (BS, IS, Cash Flow, access to credit or cost of capital)	Time-frame (short-, medium-, long-term)	Degree of occurrence (probable >50%, possible or remote <50%)	Relevance from Qualitative approach	FINANCIAL MATERIALITY
			FINANC	CIAL RISKS			,	
R4	Product quality, tracea- bility and safety	Financial risk related to the potential impact on people of inadequate quality, integrity and/or food safety characteristics of the product, or the failure to adopt food quality and safety standards by suppliers.	Expected	Revenues from sales, EBITDA, cash flow, Provisions for risks and charges	medi- um/ long- term	Possible	Yes	3.0
R5	Cyber Security	Financial risks associated with potential external cyber attacks, in consideration of the fact that the main companies of the Group belong to a critical sector pursuant to the NIS 2 Directive.	Expected	EBITDA and cash flow	medium	Possible	Yes	3.0
R6	Research and devel- opment of new prod- ucts and business processes	Financial effect in terms of business investments required to carry out circular economy R&D pro- jects (Casillo Next Gen Food, Agritech project).	Current	Capex, interest expense	short	n/a		3.0
R7	Technological Innovation and Digitalisation	Financial effect in terms of business in- vestments necessary for information and innovation technolo- gy projects.	Current	Capex, interest expense	short	n/a		3.0
R8	Health and safety in the work- place	Financial risk related to the potential impact of accidents, injuries and illnesses in the workplace.	Expected	Personnel costs, EBITDA, Provisions for risks and charges	short/ medium	Possible	Yes	2.3



Risks no. 5, 6 and 7 are to be considered *entity-specific*, in addition to those envisaged by the ESRS.

Material opportunities

The table below shows the significant financial opportunities deriving from sustainability issues, following the assessment of financial materiality, according to the methodology described in paragraph



Table - Material opportunities

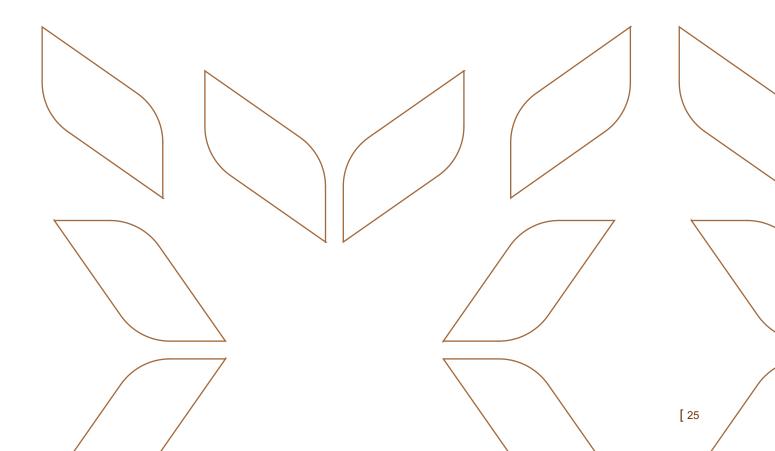
# .ddO	Topic	Description risk/ opportunity	Actual financial effect (in the financial statements) or expected (potential effect assumed, not reflected in the financial statements)	Financial/ budgetary aspect concerned (BS, IS, Cash Flow, access to credit or cost of capital)	Time-frame (short-, medium-, long-term)	Degree of occurrence (probable >50%, possible or remote <50%)	Relevance from Qualitative approach	FINANCIAL MATERIALITY
			FINANCIAL O	PPORTUNITIES				
01	Research and devel- opment of new prod- ucts and business process- es	The significant R&D and innovation investments made by the Group will allow the achievement of significant economic benefits, at the same time as significant positive impacts in terms of circular economy, better use of resources and development of the territory and local communities.	Expected	EBITDA and cash flow	short	Probable	Yes	4.0
02	Economic perfor- mance and value creation	Attainment of loans at better conditions by virtue of specific sustainability objectives and KPIs linked to environmental and social targets and actions.	Current	Cash Flow, access to credit, banking interest	short/ medi- um/ long- term	n/a		4.0
О3	Energy efficiency	Economic benefit from energy efficiency and self-production actions, with reduction in consumption and cost optimisation.	Current	Energy costs, EBITDA, cash flow	short	n/a		4.0

#:ddO	Topic	Description risk/ opportunity	Actual financial effect (in the financial statements) or expected (potential effect assumed, not reflected in the financial statements)	Financial/ budgetary aspect concerned (BS, IS, Cash Flow, access to credit or cost of capital)	Time-frame (short-, medium-, long-term)	Degree of occurrence (probable >50%, possible or remote <50%)	Relevance from Qualitative approach	FINANCIAL MATERIALITY				
	FINANCIAL OPPORTUNITIES											
04	Techno- logical Innova- tion and Digitali- sation	The Group expects economic benefits from the investments made and envisaged in the business plan for the digitalisation of processes and activities, also from an ESG perspective, deriving from the efficiency of management processes.	Expected	Improved EBITDA and cash flow	medi- um	Probable	Yes	3.0				
O5	Product quality, tracea- bility and safety	Economic and financial benefits expected from the company's commitment to the production of high quality products.	Expected	Revenues from sales, EBITDA, cash flow	short/ medi- um	Possible	Yes	3.0				
06	Strate- gy and Business model	Economic and financial repercussions expected from sustainable Company strategies and related management policies.	Expected	Access to credit, revenues from sales, EBITDA, cash flow	medi- um	Possible	Yes	3.0				
07	Sustain- ability of the supply chain	Economic benefit expected from the responsible management of procurement processes, through the implementation of policies and tools for the selection, qualification and assessment of suppliers, also according to environmental and social sustainability criteria, as well as respect for human rights.	Expected	Revenues from sales, EBITDA, cash flow	medi- um	Possible	Yes	2.3				
08	Manage- ment of relations with sup- pliers	Positive economic effects expected from good company practices in managing relations with key suppliers and related payment procedures.	Expected	Costs for the purchase of raw materials, EBITDA, cash flow	short/ medi- um	Possible	Yes	2.3				



Opportunities no. 1, 2 and 4 are to be considered entity-specific, in addition to those envisaged by the ESRS.

Disclosure on the actual and expected effects of significant impacts, risks and opportunities on the business model, value chain, strategy and decision-making process, and the way in which the Group has responded or expects to respond to these effects, including any changes made or that it plans to make to its strategy or business model, is reported in the thematic paragraphs where the company policies and the actions taken in relation to each IRO listed above are indicated.

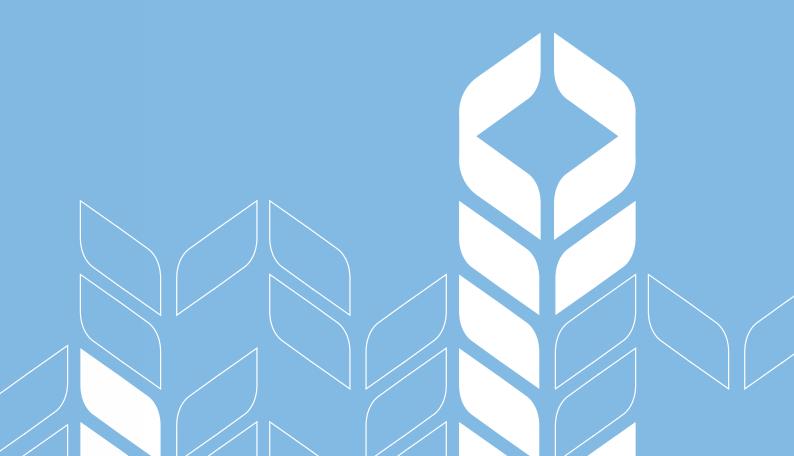








Stakeholders
All



IRO [Impacts, risks, and opportunities]

Material topics

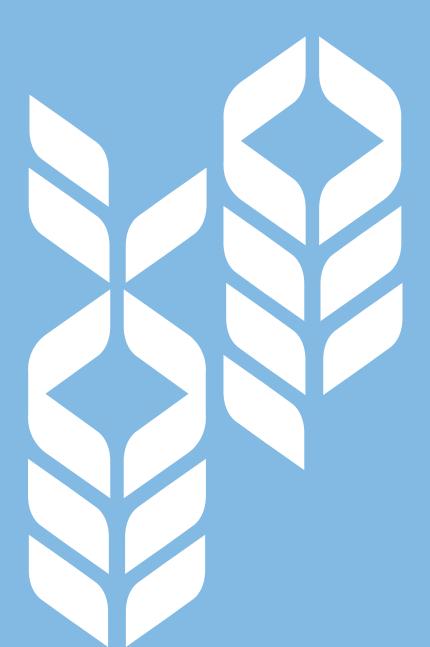
Corporate culture, ethics, legality, combating corruption and bribery; Strategy and Business model

Impacts

116, 117

Opportunities

06



2.1 **Casillo Group**







Business activities and operating segments

Casillo Partecipazioni is a company limited by shares (società per azioni) with a private capital structure, the holding company of the Group ("Casillo Group"), world leader in the purchase, transformation and marketing of wheat. Given its global importance, the Group can be considered a market maker for wheat and related flours.

The registered office and headquarters of Casillo Partecipazioni S.p.A. and the Group are located in Italy, in Via Sant'Elia Z.I., Corato (BA).

The activities carried out by the Group can be gathered into four business macro-areas, in turn divided into business units.

Business Areas



Industrial

The Casillo Group is the global leader in the processing and sale of durum and soft wheat flours. The Group is characterised by a high distributed production capacity with several milling plants in Italy, as well as storage warehouses, silos and port facilities. In addition, this business area is responsible for the packaging and marketing of wheat flours using systems located at the Corato headquarters.

Since 2024, the Industrial segment has included the new Casillo Next Gen Food BU for the production and sale of flours with a superior nutritional value, wheat germ oil and other products obtained through innovative circular processing techniques.







The Casillo Group is the global leader in durum wheat trading and a major international player in agricultural commodities trading.

High levels of efficiency and an excellent reputation on the international procurement markets ensure that the Group can purchase all the types of cereals produced, as well as agricultural commodities, in the various regions of the world.

The availability of silos, port facilities and storage warehouses allow the Group to manage significant quantities of commodities.



Real estate development activities, Property & Asset Management.



Acquisition and enhancement of corporate investments.

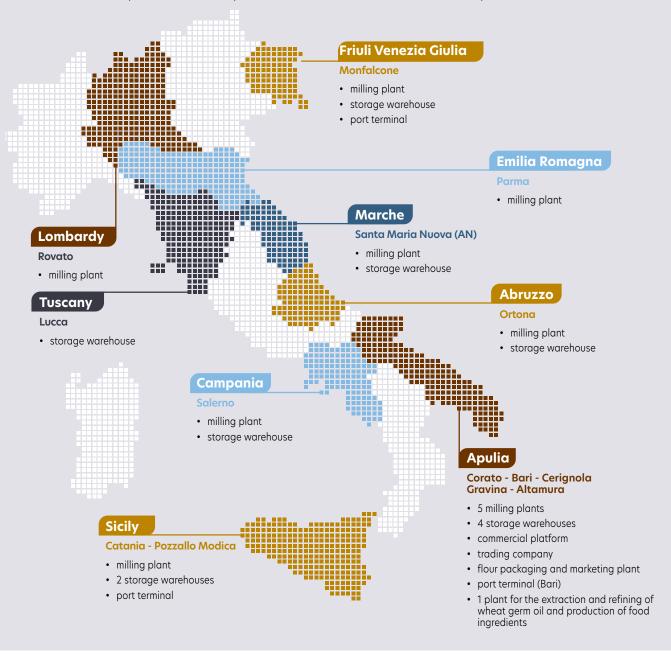
Industrial and Trading are the main operating areas of the Group, essentially attributable during the year 2024 to the activities of the subsidiary Casillo S.p.A. Società Benefit (which in turn controls the transformation activities carried out by Sinergie Molitorie S.c. a r.l.). Casillo S.p.A. S.B. is the main company of the Casillo Partecipazioni Group. The storage activities for both these business areas are handled by the subsidiary Silos Granari di Sicilia S.r.l. The subsidiary Casillo Next Gen Food S.r.l., on the other hand, deals with the activities of the

Industrial area, starting from fractions of wheat germ and bran, by-products of durum wheat milling, for the extraction and refining of wheat germ oil and the production of new innovative circular economy products, represented by fibres and proteins.

As part of its Trading and Industrial/Milling activities, the Group operates at national and international level, while for activities in the real estate and corporate investment area, operations were carried out in Italy in 2024.

Operating sites

The Casillo Group's activities are spread across various facilities all over Italy.



Group structure and reporting scope

The Casillo Group companies included in the reporting scope for the purposes of the consolidated financial statements and the sustainability report are indicated in the following chart. For further information on the consolidated companies and consolidation method, please refer to the "Scope of consolidation" paragraph in the 2024 consolidated financial statements.

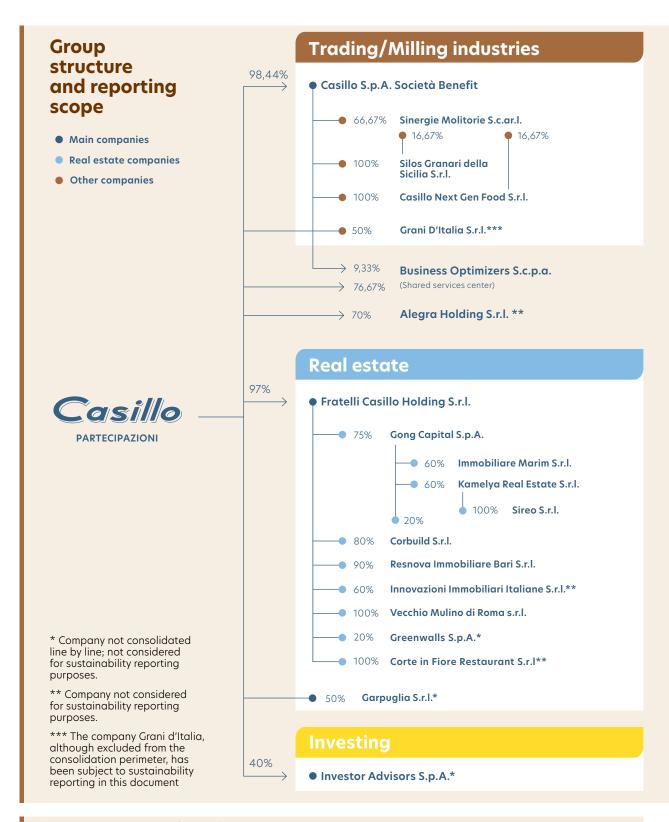


Chart - Group structure and reporting scope

Vision, mission and values





2-23

Casillo has always operated in respect of its founding principles, which identify product quality and safety and customer satisfaction as the main drivers of business growth.

These values, supported by a business approach focused on correctness, consistency, tradition, innovation and the relationship be-

tween man and the environment, embody the Group's strategic direction that, by outlining the periodic objectives and targets, is constantly and firmly committed to implementing a sustainable strategy, in line with the sustainable development goals (SDGs) stated in the UN's 2030 Agenda.

Vision

The purpose of the Casillo Group is to satisfy demand for **products of the future**, through **innovation** and **expertise** matured over the course of its history. The passion for continuous innovation and commitment to the **sustainable development goals** are the lines of development that inspire and drive the business activities.

Values

- → Correctness
- **→** Consistency
- Central importance of people
- **→** Tradition
- → Innovation
- → Respect for the environment

Mission

The Group's mission is based on fundamental aspects such as **raw materials selection**, **production process safety** and guaranteed **traceability** of the **end products** which, in association with the importance assigned to the **local area**, show how the Group intends to engage all its stakeholders, also in a series of social initiatives to promote relations between company and community.

Research and **innovation** are the inescapable drivers to understanding and satisfying **customer needs**, optimising industrial process **resources** and **eliminating waste**, yet also adopting a sustainable approach with **respect for the environment** in which it operates.

Timeline

2-1 2-6

1958

Vincenzo Casillo starts the milling business in Corato

1979

- Construction of Semolificio A. Moramarco S.p.A.
- Transformation from milling plant into an industrial group

1998

Establishment of Casillo Partecipazioni S.r.l., holding company of the Group

2016-2019

- New plant acquisitions
- New renewable energy initiatives

2020

In line with the Business Plan, a corporate rationalisation process with the implementation of business combinations

2021

- Transformation of Casillo Partecipazioni into a company limited by shares, with an increase in the share capital to € 12,000,000
- Share capital of Molino Casillo S.p.A. increases to € 100,000,000
- Merger of Molini Tandoi S.r.l. into Molino Casillo S.p.A.
- Incorporation of Casillo Next Gen Food S.r.l., dedicated to the production and marketing of innovative food products

2022

- The Agrifood Hub and Agritech projects enter the execution phase
- Starting from financial year 2022, Casillo exercised the right to voluntarily adopt the International Accounting Standards ("IFRS") for the preparation of the consolidated and separate financial statements of the Parent Company and the two main subsidiaries (Molino Casillo S.p.A. and Casillo Commodities Italia S.p.A.)

2023

- Launch of the Casillo Next Gen Food plant, the innovative circular economy R&D project
- Real Estate Business Plan
- IT Strategic Plan
- Closure of the SiMBA project, with significant results for patient health (page 63)

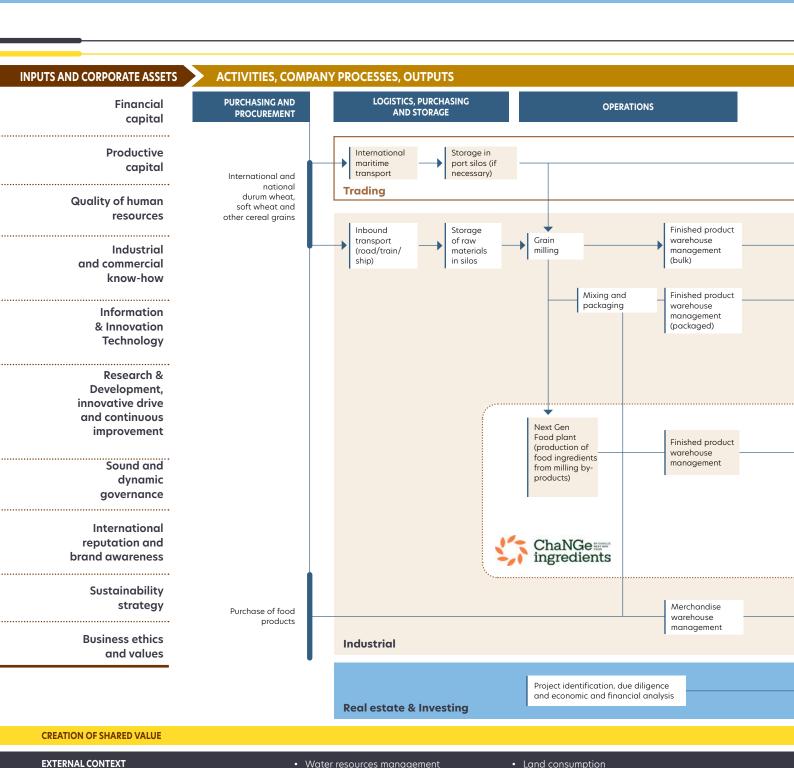
2024

- Merger by incorporation of Casillo Commodities Italia S.p.A. into Molino Casillo S.p.A. Società Benefit, which changed its name to Casillo S.p.A. Società Benefit
- Completion of the production plants of Casillo Next Gen Food
- Establishment of the ESG Committee and appointment of the Impact Manager of Casillo S.p.A. Società Benefit

2025 (preview)

- Launch of the Altograno brand
- Introduction of a new line of Altograno products on the professional market
- Final phase of B Corp certification

Business model and value chain



· Water resources management

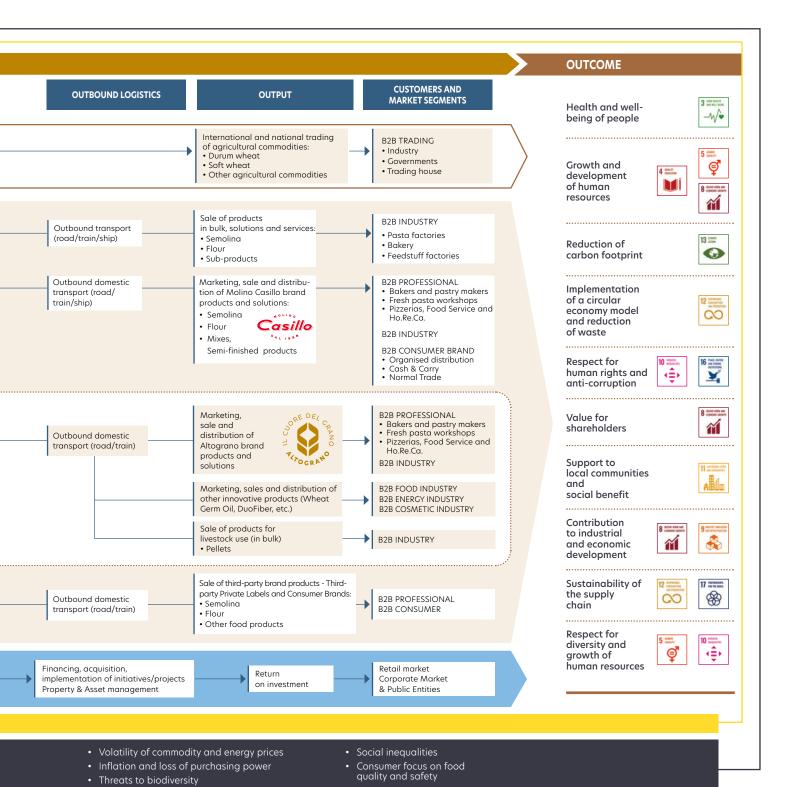
• Climate change Geopolitical tensions · Land consumption

Increasing regulation of the food sector

The Casillo Group's approach to sustainable development is based on a business model that integrates inputs, activities, business processes and outputs, and outcomes in terms of impact on stakeholders, in line with the SDGs pursued by the Group and reported in the various chapters of this Report.

The value chain represents the set of activities, resources and relationships connected to the company's business model and on which the organisation depends for the performance of its activities. In addition, the value chain includes the external financial, geographical, geopolitical and regulatory context in which the company operates.

The Group business strategies, described in the following paragraph, are centred on a circular economy model. The following chart illustrates the Business Model and Shared Value Creation Process.



The value chain includes entities upstream and downstream of the company. The upstream entities (e.g. suppliers) provide the products or services used in the development of the company's products or services. The downstream entities (e.g. distributors and customers) receive the company's products or services.

The main actors in the value chain of the Casillo Group are shown in the following chart.

Upstream value chain	Cross-cutting actors in the value chain	Downstream value chain	
Suppliers of agricultural	Human resources	Trading customers	
commodities (durum wheat, soft wheat, barley, corn, etc.)	Banks	Industrial customers	
Other suppliers of merchandise and agri-food products	Insurance companies	Professional customers	
Shipowners and transport companies (inbound logistics)	Scientific partners (universities, public and private	End consumers Large-scale retail	
Agencies, freight forwarders, port operators	research institutions) Local communities, national associations	Transport and distribution companies (outbound logistics)	
Energy & water utilities	and the territory	Sales agents	
Industrial services and consulting companies	ETS Vincenzo Casillo Foundation	Investors (corporate/retail)	
Construction and plant engineering companies		Advertising agencies and sponsorships	
Providers of maintenance services and spare parts			
Packaging suppliers			
Cleaning and sanitation service providers			
Food safety analysis laboratories			

Graph - Key players in the value chain

2.5

Sustainability strategy





2-22

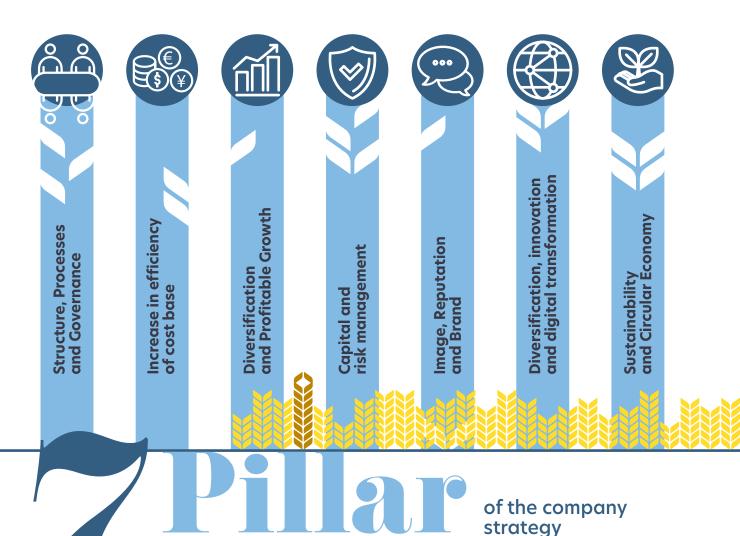
The Strategic Plan is the Group's main policy document. Through its Strategic Plan, Casillo aims to pursue growth and the creation of sustainable value, increasing margins and the remuneration of capital, and, at the same time, controlling the related risks.

The aim of the Plan is to lay the foundations and action guidelines for the sustainable development of the Group, considering economic aspects on the one hand and those of an envi-

ronmental and social nature on the other. For the Group, sustainability is the business paradigm as well as the value compass.

In 2023, the Group updated the Strategic Plan, with the support of a leading consulting company. The document, the economic and financial Business Plan of the Casillo Group for the period 2023-2025, was finalised at the beginning of 2024.

The **Strategic Plan** is structured into **7 strategic pillars**, as described in the following chart.



The new Plan contains important updates compared to the previous version: the 'basic' characteristics of the new Plan encompass the renewed and increased strategic value of the food industry segment, as well as a greater focus on digitalisation and artificial intelligence.

The Casillo Group plans to set its food industry vocation closer to the heart of its business model, which has been the Group's hallmark since its foundation. The major and strategic investments should be interpreted in this sense, first of all in terms of research, development and innovation of products and production processes, with related technological investments, which characterise the Casillo Next Gen Food project for the circular economy enhancement of by-products from milling activities.

Following on from the new Plan, the Casillo Next Gen Food BU was established in 2024, operating within the Industrial area. The renewed central role of the 'food industry' segment can also be seen from the increased percentage weight of this component in the Group's comprehensive income statement. In the company plans, the weight of this component in 2025 is estimated at over 40%, with a rebalancing of the Trading component (which should reach 30%). Over the years of the Plan, it is expected that the weight of revenues will be increasingly oriented towards the Industrial area, driven by product innovations.

The central position of the 'food industry' component in the company plans goes hand in hand, in

turn, with the specific choice to intervene with a view to promoting a circular economy, giving priority to all the Group's sustainable development interventions, as also evidenced by the choice to incorporate in December 2023 (with legal effect from 2024) Casillo Commodities Italia S.p.A. into Molino Casillo S.p.A. Società Benefit, thus extending the purposes of common benefit also to the activity previously carried out by the company historically involved in the procurement of agricultural commodities. The company created by the merger, Casillo S.p.A., has maintained its status as a Benefit Company, demonstrating the absolute importance of the Sustainability and Circular Economy Pillar in the Group strategy.

As further evidence of the strategic importance assumed by the 'food industry' component in the company plans, it should be noted that, in 2024, the commercial strategy of the new Altograno® brand products was finalised, fine-tuned with the collaboration of a leading international advisor, with the related Life Cycle Assessment (LCA) analysis aimed at assessing the environmental impacts along the entire life cycle, the positioning of the brand and the organisational structure of the sales departments.

With regard to the Real Estate segment, the update of the Business Plan envisages real estate investments in the years 2025/2026 and 2027, by which time all the projects will reasonably have concluded.



Sustainability Plan

In 2024, the project aimed at defining the Group's new sustainability strategy was launched, in line with the provisions of Directive (EU) 2022/2464 ("CSRD") and the new European Sustainability Reporting Standards "ESRS" prepared by the EFRAG, which attach special importance to the sustainability strategy.

A specific work team has been set up which, with the help of an external advisor, will be responsible for preparing the Strategic Sustainability Plan of the Casillo Group, for subsequent approval by the ESG Committee and Company Management.

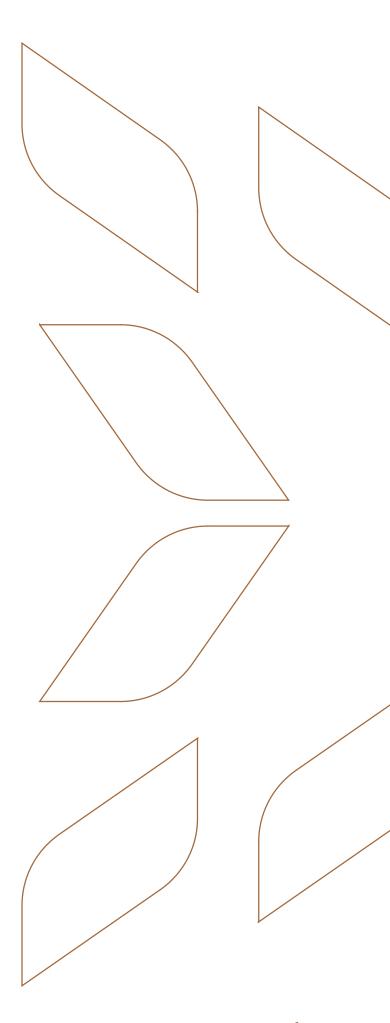
The Strategic Sustainability Plan will provide indications on aspects such as:

- interaction between business model and sustainability strategy, especially in relation to the most significant sustainability issues;
- business plans, enforcement actions and related financial and investment plans;
- the methods for implementing the sustainability strategy;
- ESG targets and measurement metrics.

The Group supports the **Sustainable Develop**ment Goals or SDGs of the UN's 2030 Agenda through programmes and initiatives to gradually reduce negative environmental and social impacts and encourage the responsible use of resources.

The Casillo Group pays particular attention to climate change-related impacts that have repercussions on its businesses, and to the impacts of its own company production processes on the environment and on communities.

In addition, during 2025, the Group launched the necessary processes to obtain the legality rating and the gender parity certification.



IRO [Impacts, risks, and opportunities]

Material topics

Research and development of new products and business processes

Impacts

17

Risks

R6

Opportunities

01



CASILLO NEXT GEN FOOD and ALTOGRANO®:

a circular economy model

Casillo Next Gen Food S.r.l. (also "CNGF") is the food-tech subsidiary of the Casillo Group, which transforms the traditional approach from a commodity supplier into that of a strategic partner for B2B innovation, a **company enhancement**tool. In addition, the Company acts as a centre for new product development, providing internal training and guiding the transition from a commodity asset to a product solution for partners.

CNGF guides research and development through:

- the study of new ingredients;
- the development of practical applications;
- the creation of new products, also for tailor-made projects with customers;
- the industrialisation of innovative pro-
- advanced marketing strategies.

The CNGF business model is integrated into the value creation process of the Casillo Group (see par. 2.4) and starts from the by-products of cereal milling and reaches, through an innovative production process with circular economy criteria (described below) the creation and sale of products and solutions for businesses (B2B).

Casillo Next Gen Food has developed an industrial process to select fractions rich in durum **wheat germ**, limit the alteration of fats in these fractions, extract fats in the shortest possible time and not affect the bioavailability of proteins and fibres in order to obtain ingredients rich in stable proteins and fibres and related to further processing. Casillo Next Gen Food is the only company in the world to integrate the extraction of wheat germ oil in the milling processes.

The **new plant**, the only one of its kind, is **directly** connected to the 5 milling plants of the Corato site and allows the production of wheat germ oil directly from the milling process, within only 60 minutes of grinding the grain. This timing makes it possible to maximise the quality of oil and nutrients, such as protein and fibre, offering unparalleled Made in Italy quality and total control of the production chain.

The wheat germ oil produced is distinguished by its nutritional, technological and sensory properties. It is naturally rich in polyunsaturated fatty acids, vitamin E, plant sterols and other antioxidants. De-oiled flours are obtained from the extraction of wheat germ oil, products with high potential for use and benefits. These can actually be used to strengthen traditional flours and semolinas, giving rise to more nutritionally balanced and higher-performing flours made entirely from wheat. The food revolution starts by imagining a future in which traditional foods such as pasta and bread can have more protein, fibre, vitamins and antioxidants, whilst remaining tasty.



In addition, wheat germ oil can be used for:

- the production of high quality and light oil for seasoning and frying;
- bakery products as an alternative to common vegetable oils;
- palm oil-free margarines and spreads;
- cosmetics (wheat germ oil is well-known in cosmetics as an emollient and natural antioxidant, mainly used in hair and skin care applications);
- creating new products and bringing completely innovative products to the market, such as vegetable drinks and food supple-

The process and the products obtained are the subject of an industrial patent application, filed in June 2022, owned by Casillo Next Gen Food S.r.l., for which the research report was received from the EPO (European Patent Office). A response from the Italian Patent Office is expected in 2025.

Products and product families sold:

- Wheat germ oil
- Wheat fibre
- Altograno®
- Wheat germ expeller

Distribution and sales channels:

- Purely B2B in the Food sectors
- Nutraceuticals
- Cosmetics
- Animal nutrition

Type of customers:

- Food manufacturers (large and medium-sized companies)
- Professional (bakeries, pastry makers, laboratories, pizzerias, Ho.Re.Ca.)
- Distributors (national and international)
- Cosmetics industry
- Energy industry

Automation 4.0

The process that characterises CNGF is a closed cycle, controlling the input of raw material that is received from the mills remotely. The data are communicated digitally in real time and the plants from which to procure products and their scope can be chosen at any time.

A logistics *dashboard was also created* to make all operators aware of the production status. The production process is managed by PLC and SCADA automation systems that allow the start-up and shutdown of the plant, the regulation of the main process metrics and the

logistical interconnection with the storage of oil and flour and de-oiled products by means of sensors and the appropriate operations. All machines have a remote and on-board control system consisting of an HMI (Human Machine Interface) that makes the control and operations of the machine simple and intuitive.

The Altograno[®] brand

Altograno® is the flagship brand of Casillo Next Gen Food.

Altograno® is a genuine and highly nutritious flour obtained exclusively from wheat. Through the innovative *Lavorazione Circolare*® method, the most precious parts of the grain are carefully recovered within the same production process, achieving exceptional nutritional values without sacrificing taste. In fact, Altograno® represents a new product category in the world of wheat flour destined to transform the way in which this daily ingredient is conceived.

Altograno® and Lavorazione Circolare® are registered trademarks of Casillo Next Gen Food S.r.l. at the European Union Intellectual Property Office - EUIPO, in particular:

- ALTOGRANO® (name) registered on 24.09.2024, expiry on 28.05.2034 (certificate no. EUTM 019033449);
- ALTOGRANO® (figurative) registered on 24.09.2024, expiry on 5.06.2034 (certificate no. EUTM 019037455);
- Lavorazione Circolare (EUTM 019042861).

"We are reinventing the art of processing wheat to make the food we love more nutritious".



Altograno® branded products are intended as **B2B2C technological solutions**: the customers are industrial operators but the products are designed for and aimed at end consumers.

The customer can rely on the "tailor-made" processing of the required solution, in the same way as personalised recipes. The sales channels for Altograno® products and solutions are represented by the food industry and the Food-Service, Ho.Re.Ca., Artisans and Food Retail channels.

At the same time, Altograno® branded products are designed for and targeted at end consumers, i.e. people who buy Altograno products for cooking and eating.



Altograno uses circular grinding to obtain all the best parts of the grain, combining the nutritional capabilities of whole grains with the culinary ones of a refined product

Altograno boasts a higher nutritional profile than wholemeal flour

Characteristics

- Higher nutritional values
- Taste
- Proven medical benefits
- Sustainable production process
- Versatile and flexible
- Excellent workability
- Good leavening
- Longer storage life

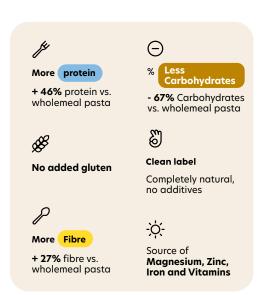
Benefits of Lavorazione Circolare™

- Selects the most nutritious parts of wheat
- Preserves the bioavailability, functionality and quality of nutrients
- It quickly transforms the raw material, before its nutritional and organoleptic properties deteriorate
- It optimises the potential of wheat to produce high-performance food ingredients

Health benefits

- Solid scientific basis for the nutritional benefits of Altograno with medical and academic partners
- Clinical tests conducted in-person together with doctors
- EFSA indications in progress, to be added to the product label
- Publication of scientific articles supporting the results obtained

Pasta made with	Semolina	Whole	Altograno	vs. Semolina	vs. Whole
Carbohydrates	71g	64g	56g	-21%	-13%
Proteins	13g	13g	19g	+46%	+46%
Fibres	3g	8g	11g	+267%	+38%
Fats	2g	3g	1g	-50%	-67%



The processing method

Lavorazione Circolare® is an innovative patented method of processing wheat, the result of 3 years of research with more than 10 Italian universities, which revolutionises wheat processing, blending Italian tradition and modern craftsmanship. It is a production approach based on circular economy criteria which, starting from the by-products of wheat processing, allows the most precious ingredients to be extracted to produce highly nutritious flours, with an unparalleled lightness and flavour.

The process involves some specific fundamental phases to obtain a high-quality product in line with health and safety standards for consumers. The first phase - Accurate selection - takes place at the Corato site, where the production of flour and semolina begins between rollers and sieves, in which the germ and the bran, the heart of the wheat, are removed, because they can be easily altered. Subsequently, the germ, rich in precious proteins, and the aleurone, loaded with soluble fibres, necessary to obtain extraordinary nutrition, are carefully selected.



Compared to that of classic Casillo flours, the production of Altograno® consumes fewer resources



It uses less water

In the production of Altograno® for bread we use over 30% less water than traditional flours.

It pollutes the seas less

Producing Altograno® for bread helps prevent marine pollution, thanks to a eutrophication rate reduced to 32%.

Produces less greenhouse gases

Altograno® for pasta has a reduced impact on the production of this harmful gas for the planet, generating 25% less emissions.





Declaration **Product Environmental**



_CA of Altograno

In collaboration with a leading consultancy company, the Life Cycle Analysis (LCA) of the Altograno product was conducted, within the framework of the Environmental Declaration of Product (EPD) ::.

LCA 🔆 of Altograno - The LCA evaluates the entire life cycle of the product, from the cultivation of raw materials, to processing up to sale to clients.







GOVERNANCE AND BUSINESS CONDUCT

<u>Stakeholders</u>

Shareholders

Lenders

Employees

Business partners

Community



IRO [Impacts, risks, and opportunities]

Material topics

Governance, impact and risk management; Corporate culture, ethics, legality, combating corruption and bribery.

Impacts

114, 117



3.1

Administrative, management and supervisory bodies







2-9 2-10 2-11 2-12 2-13 2-14 2-15 2-16 2-17 2-18 2-19 2-20

The Casillo Group's commitment to sustainable development issues, and the related implications in terms of impacts, risks and opportunities, is also evident from the corporate governance structure. The Group considers good governance to be an indispensable factor for the creation of long-term value while respecting the environment and people.

The Group has constantly reinforced its corporate governance, management and control systems over the years, inspired by national and international best practices, carefully considering the indications set out in documents such as the OECD Guidelines for Multinational Enterprises and the Corporate Governance Code of Borsa Italiana, as well as by taking into account the role of corporate social and environmental responsibility.

The corporate governance model envisages the allocation of general administration and management powers to the Board of Directors, which relies on board committees for the management of specific action areas, whilst the external supervisory and control functions are assigned to the Board of Statutory Auditors, the Supervisory Body and the Independent Auditors, which interact with the Internal Control System.



Board of Directors



The Board of Directors ("BoD") of Casillo Partecipazioni S.p.A. is the administrative and strategic guidance body of the Group, appointed by the Shareholders' Meeting, which is entrusted with the functions provided for by the Italian Civil Code. The BoD represents the company's most important management and administrative body and is vested with the broadest powers for the ordinary and extraordinary management of the company. The BoD ensures the conduct of business activities and plays a key role in the corporate governance system, with responsibility for approving organisational strategies (including approval of the *Strategic Plan*), developing a management policy and defining guidelines on the risk management and internal control system, while identifying a level of risk compatible with the strategic objectives.

Gender Composition:

Men: 100%

Members	Date of appointment	Expiry date	Office held	Executive appointments (proxies)	Date of birth
Pasquale Casillo	29/06/2022	Approval of the financial statements as at 31/12/2024	Chairman of the Board of Directors	Yes	05/06/1969
Cataldo Piccarreta	29/06/2022	Approval of the financial statements as at 31/12/2024	Chief Executive Officer	Yes	26/09/1961
Francesco Casillo	29/06/2022	Approval of the financial statements as at 31/12/2024	Director	No	27/04/1966
Beniamino Casillo	29/06/2022	Approval of the financial statements as at 31/12/2024	Director	No	29/01/1968
Paolo Guzzetti	29/06/2022	Approval of the financial statements as at 31/12/2024	Independent Director	No	17/02/1969

Table - Members of the Board of Directors

The selection of directors primarily takes into account managerial and technical-professional skills and experience in relation to the complex and varied business activities, at the same time considering independence requirements with the appointment of at least one **independent director** (20% of the BoD). All members of the BoD have accrued extensive and in-depth experience with reference to the sectors of activity, procurement and production locations, products and markets served. A brief curriculum vitae of the members of the Board of Directors is available here ...

The BoD, through the ESG Committee, oversees management aspects relating to the **sustainability matters**, and approves annually the sustainability report, validating its Materiality Analysis.



There are no directors with engagements involving the legal representation of employees and other workers.

The sustainability skills of the members of the BoD, gained through many years of experience in managing these issues (consider, among other things, that the Group has continuously drafted the Sustainability Report from the 2013 financial year) are supplemented, for the most complex environmental and social aspects, by the presence of important professional skills within the Group and by the use of leading consulting companies, university teachers and experts. The analysis of impacts, risks and opportunities related to ESG issues is conducted by the Sustainability Team, coordinated and supervised by the ESG Committee, in synergy with external experts with recognised expertise.

Board committees



The Board of Directors of the Casillo Group has set up a number of highly specialised committees, with investigative, advisory and proposal-making functions, dedicated to topics particularly important to corporate governance.

Risk Committee

Functions

Responsible for ensuring risk control and management and the safeguarding of business

The Committee is responsible for supporting the assessments and decisions of the Board of Directors relating to the internal control and risk management system and the approval of periodic financial and non-financial reports.

The Risk Committee informs the BoD, Board of Statutory Auditors and the Supervisory Body on activities carried out.

Composition

The Committee is composed of no fewer than three directors, with the number set by the Board of Directors at the time of appointment. At least one of the members shall be a nonexecutive and independent director and hold the position of Chairman of the Committee. The number of members must be less than the majority of the members of the Board of Directors.

At least one member of the Committee must have adequate knowledge and experience in accounting and financial matters or risk management, as assessed by the Board of Directors at the time of appointment.

The Chairman of the Board of Statutory Auditors or another Statutory Auditor designated by the Chairman of the Board participates in the meetings of the Committee.

Gender composition

Committee for Investments in Tradeable Securities **Securities** and Real Estate

Functions

Ensures the control and management of investments in tradeable securities and real estate for the Group. This Committee works with the Spending/Investments Committee in a specific highlyspecialised area dedicated to financial and real estate investments.

Composition

The Committee is made up of the following officers:

- · Chairman of the BoD of the Parent Company;
- · Chief Executive Officers of Casillo S.p.A.;
- **Executive Director of Casillo** Partecipazioni S.p.A.;

Head of the Central Finance & Process Department.

Gender composition

Men: 100%

Spending/ Investments Committee

Functions

Monitors and controls cost performance at Group level and application of the current Spending Regulation/ Procedure.

Examines and validates the Group budget.

Composition

The Committee is made up of the following officers:

- Independent Director of the Board of Directors (Committee Chairman);
- Chief Executive Officer (Deputy Committee Chairman);
- · Executive Director;
- Head of the Central Finance & Process Department;
- Head of Central Legal & HR & Corporate Communication Department (Committee Secretary).

Gender composition

Men: 100%

Appointments and Remuneration Committee

Functions

Established with the aim of guiding the management and development of human resources according to managerial and relationship transparency criteria.

Submits proposals or expresses opinions to the BoD on the remuneration policy (including remuneration for executives and key personnel), as well as on the correct identification and setting of performance targets for personnel.

Composition

The Committee is composed of no fewer than three directors, with the number set by the Board of Directors at the time of appointment. At least one of the members shall be a non-executive and independent director and hold the position of Chairman of the Committee. The number of members must be less than the majority of the members of the Board of Directors.

At least one member of the Committee must have adequate knowledge and experience in financial matters and remuneration policies.

The Head of the Central Legal & HR & Corporate Communication Department performs the role of Secretary and assists the Committee and its Chairman in the appointed activities.

Gender composition

Men: 100%

Strategic Committee

Functions

Examines strategic investment proposals for submission to the BoD and monitors action plans in the company's Strategic Plan.

Composition

The Committee is made up of the following officers:

- Chairman of the BoD of the Parent Company;
- Executive Director of the Parent Company;
- Chief Executive Officer of Casillo S.p.A.;
- Director of Casillo S.p.A.;
- Head of the Central Finance & Process Department;
- Head of the Central Legal & HR & Corporate Communication Department.

Gender composition

Men: 100%

ESG Committee

(established by the **Board of Directors** decision of 11/01/2024)

Functions

It performs investigative, advisory and proposal-making functions vis-à-vis the BoD in relation to sustainability issues and corporate social responsibility, for aspects such as:

- definition of the sustainability strategy;
- sustainability guidelines and macro-objectives;
- sustainability due diligence;
- approval of impact and financial materiality analysis;
- ESG courses of action, metrics and targets;
- process of drafting the annual sustainability report;
- monitoring of impacts, risks and opportunities related to sustainability issues;
- supervision of the activities of the Impact Manager of Casillo S.p.A.;
- ESG finance.

Composition

The Committee is made up of the following officers:

- Francesco Casillo (Chairman of Casillo S.p.A.);
- Pasquale Casillo (Chairman of Casillo Partecipazioni S.p.A.);
- Michele Romano (Central Director of Finance & Process);
- Gabriella Galantino (Head of HR Department).

Gender composition

Men: 75%

Women: 25%

ESG Committee and Team Sustainability

Sustainability Gender Composition Team:

Women: 100%

The considerable importance of sustainability issues for the Casillo Group is demonstrated by the creation, in 2024, of the **ESG Committee**, specifically dedicated to corporate social and environmental responsibility. The ESG Committee is also responsible for monitoring the impacts, risks and opportunities related to sustainability issues, validating the materiality analysis and sustainability due diligence procedures, carried out through the coordination of the Organisation Function and the work of the Sustainability Team.

The ESG Committee, as the highest body with advisory, investigative and proposal-making functions for sustainability issues vis-à-vis the Board of Directors, is tasked with supporting the Board of Directors in integrating these issues into the corporate mission (contributing to the definition of the sustainability strategy and related targets), in the mandates of the boards and in the development of company policies with direct and indirect environmental or social impacts.

The ESG Committee is responsible for defining the strategy and the sustainability plan, after sharing the strategic policies with the Board of Directors, and controls the definition of the objectives related to ESG impacts, risks and opportunities, supervising the work of the Organisation Function, the Sustainability Team and the external experts involved. The ESG Committee periodically verifies the progress made with respect to the pre-established sustainability targets and, in broader terms, with respect to the established intervention guidelines, also examining the main impact metrics measured on an annual basis. The ESG Committee modifies the sustainability strategy based on the results of these supervisory activities, after sharing with the Board of Directors.

In 2024, the year it was first established, the ESG Committee met only once, in conjunction with the analysis of the results of the sustainability due diligence and the related results of the impact and financial materiality analysis (the list of topics, impacts, risks and material opportunities is reported in Chapter 1). Meetings are expected to be quarterly from 2025.

During the year, the reporting on ESG performance and impacts, as well as the coordination of CSR activities, were undertaken by the Organisation Function, which, through the Sustainability structure, operated in accordance with directives from the BoD, the ESG Committee and the Central Finance & Process Department. In 2024, the Sustainability Team coordinated with the central functions and the main area contacts, monitoring the implementation of the sustainability strategy and compliance with the BoD directives on ESG issues.

The Sustainability Function reports to the ESG Committee on the activities carried out and on the final results.

The establishment of three specific corporate bodies responsible for sustainability issues - ESG Committee, Sustainability Function and Benefit Company Impact Manager - will allow the Group to better manage the various facets of ESG issues and the growing commitments and responsibilities towards the objectives of sustainable development and the creation of shared value.

Steering Committee



Committee set up by the Board of Directors of Casillo Partecipazioni S.p.A., which has responsibility for contributing to the Group Strategy and the preparation of the Group Strategic Plan and Budget, and related implementing plans. Provides support to the Board of Directors in governance decisions for achieving forecast economic and financial results and in operating

performance analysis, proposing corrective actions, solutions and initiatives. Members include the managers of the central departments of the Parent Company and it is chaired by the Executive Director.

Gender Composition:

Men: 100%

Board of Statutory Auditors

The Board of Statutory Auditors monitors compliance with law and the Articles of Association, the principles of sound administration and the adequacy of the organisational, administrative and accounting structure adopted by the Parent Company, as well as its actual operation, including respect for the legislation and regulations on sustainability. This activity



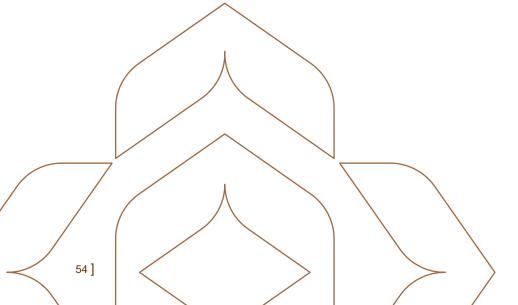
also involves supervision of the internal control system. The independence requirements of the Board of Statutory Auditors are expressly envisaged by law.

Gender Composition:

Men: 100%

Members	Date of appointment	Expiry date	Office held	Date of birth
Daniele Terenzi	29/06/2023	Approval of the financial statements as at 31/12/2025	Chairman of the Board of Statutory Auditors	23/11/1976
Riccardo Martiradonna	29/06/2023	Approval of the financial statements as at 31/12/2025	Standing Auditor	14/06/1956
Umberto Cattaneo	29/06/2023	Approval of the financial statements as at 31/12/2025	Standing Auditor	25/08/1966

Table - Standing Members of the Board of Statutory Auditors



Supervisory Body



The Supervisory Body (SB) is responsible for supervising the adequacy of the Organisation and Management Model pursuant to Italian Legislative Decree 231/2001 approved by the Company, constantly monitoring: (a) compliance by all its recipients; (b) its actual effectiveness in preventing the commission of offences; (c) implementation of its provisions; (d) its updating, if a need for amendments is found in relation to changes in the organisational structure or in applicable regulations. The SB of Casillo Partecipazioni S.p.A. is composed entirely of **independent ex**ternal members.

> Gender Composition: Women: 66%

Members	Date of appointment	Expiry date	Office held	Type of skills	Date of birth
Rosanna Vitone	12/05/2022	12/05/2025	Chairman of the Supervisory Body	Judicial/Legal	30/05/1984
Vito Lisi	12/05/2022	12/05/2025	Member	Economic/ accounting/audit	12/09/1978
Donata Astrid Di Gregorio	28/03/2024	12/05/2025	Member	Judicial/Legal	18/10/1980

Table - Members of the Supervisory Body

It should be noted that each of the main subsidiaries of the Group has established an Organisation Model pursuant to Italian Legislative Decree 231/2001, appointing a specific SB.

Independent Auditors

Audits of the separate and consolidated financial statements of Casillo Partecipazioni S.p.A., and for sustainability report assurance on the contents of this document, have been assigned to the independent auditors EY S.p.A.

Members	Date of appointment/ assignment	Expiry date	Activity carried out
EY S.p.A. (Assurance)	26/06/2023	Approval of the financial statements as at 31/12/2025	Statutory audit of the financial statements of Casillo Partecipazioni S.p.A. and the consolidated financial statements of the Group
EY S.p.A. (Climate Change and Sustainability Services)	18/04/2024	Annual assignment	Group sustainability report assurance

Impact Manager Casillo S.p.A. Società Benefit (Benefit Company)

On 11/01/2024, the BoD of the Parent Company appointed Sebastiano Miscioscia (Group CFO) as **Impact Manager** for the obligations of Casillo S.p.A. (main Group company) as a **Benefit Company**.

The figure of the Impact Manager is envisaged by art. 1, paragraph 380, of Italian Law no. 208 of 28 December 2015. The Impact Manager is the person entrusted with the functions and tasks aimed at pursuing the purposes of common benefit established by the Casillo S.p.A. Società Benefit, in addition to more specifically relating to the company's profits and savings, so that it can operate in a responsible, sustainable and transparent manner towards its stakeholders (people, communities, local areas and the environment, bodies and associations, etc.).

The Impact Manager verifies the balance, in company management, between the interests of the share-holders, the pursuit of purposes of common benefit and the interests of the identified stakeholders.

The Impact Report of Casillo S.p.A. Società Benefit is published on the company website 🔆.





Lastly, with regard to any incentive systems or remuneration policies linked to sustainability issues, no such policies have been implemented for members of the Board of Directors and control bodies. Exclusively for executives and non-executive personnel with managerial responsibilities, MBO performance bonuses are

provided for the achievement of Group sustainability objectives (entry gate and bonus upon achievement of at least 85% of the target value), using specific performance metrics. The portion of variable remuneration linked to sustainability objectives does not exceed 15%.

Group remuneration policy

In 2025, the Group Remuneration Policy was updated, introducing a percentage of the variable remuneration linked to the sustainability objectives for the recipients of the MBO Plan (Management by Objectives). This choice aims to strengthen the involvement of management in the achievement of sustainability objectives.

In particular, the Group has established that 15% of the variable remuneration is linked to the achievement of these objectives, whose results are reported annually in the Impact Report of Casillo S.p.A. Società Benefit and in the Sustainability Report.

The presence of the Appointments and Remuneration Committee, established by resolution of the Board of Directors of the Parent Company, ensures compliance with and implementation of the principles contained in the policy.

The Policy applies to all companies falling within the scope of the Casillo Group as previously defined. All Casillo Group employees are required to comply with this Policy.

3.2

Casillo Group Organisational Chart

The Group's organisational chart envisages a structure of organisational units aggregated by comparable activities, overseen by a department manager. The matrix-type organisational design includes departments that provide staff services (central departments), market-oriented business units and departments that handle operations.

The organisational structure envisages the presence of two central departments: the Central Legal & HR & Corporate Communication Department and the Central Finance & Process Department, which coordinate with the BoD and the internal board committees for the relevant functions. The two central departments coordinate and supervise the activities and objectives of all dependent organisational functions.

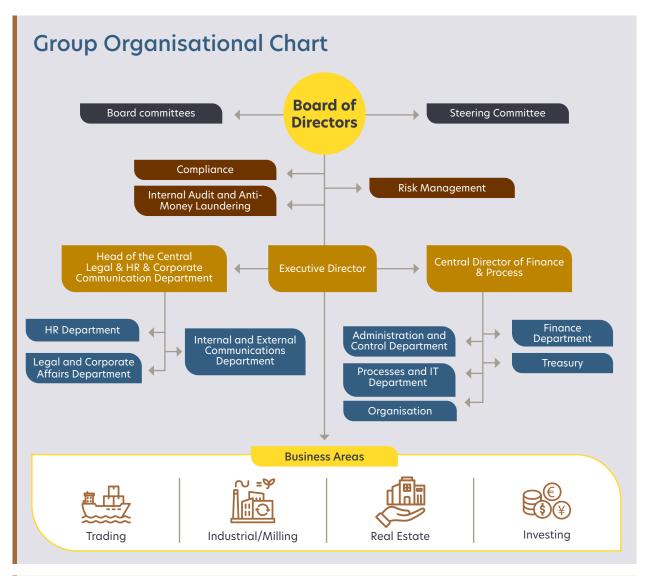


Table - Group Organisational Chart



3.3

Due diligence on sustainability and stakeholder engagement







2-12 2-13 2-22 2-24 2-29 3-3



During 2024, the Casillo Group updated the process of due diligence on sustainability.

Sustainability due diligence is the process through which companies identify, prevent, mitigate and explain how they handle actual and potential negative impacts on the environment and on people, related to their activities. This process is described in the document of the United Nations known as Guiding Principles on Business and Human Rights and in the OECD Guidelines for Multinational Enterprises. In the European approach to sustainability reporting outlined in the Corporate Sustainability Reporting Directive (CSRD) and in the ESRS European reporting standards, one of the main outputs of sustainability due diligence is the materiality analysis, with the identification of impacts, risks and opportunities assessed as significant.

In the approach adopted by the Casillo Group, sustainability due diligence is understood as an ongoing activity, which aims to respond to changes that may impact company strategy, products and services, operating and procurement contexts, and possibly the business model. In particular, the analysis is updated annually by the Sustainability Team, with the support of all the other company functions involved, and is reviewed and validated by the ESG Committee.

The basic elements of due diligence are as follows:

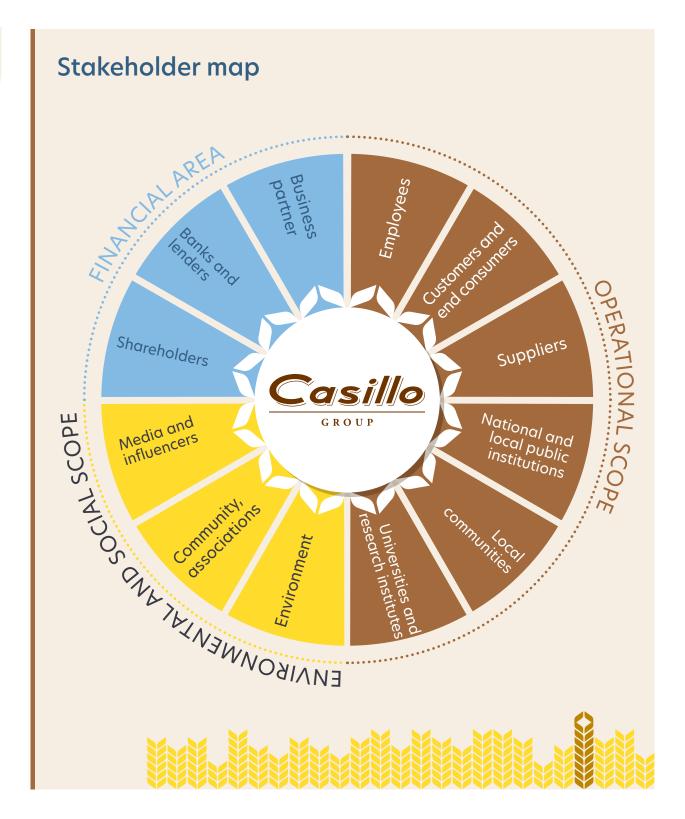
- a) integration of sustainability due diligence into governance, strategy and the business model;
- b) involvement of stakeholders in all fundamental phases of the due diligence process;

- c) identification and assessment of negative impacts;
- d) specific actions to deal with negative im-
- e) monitoring of the effectiveness of actions and communication.

Information on the integration of sustainability due diligence into corporate governance and strategy is contained in this chapter, while that relating to integration into the business model is illustrated in Chapter 2.

In terms of stakeholder engagement, the Casillo Group considers it crucial to carry out the stakeholder engagement of all the most significant stakeholders in all the fundamental phases of the due diligence process. Engagement also took place in 2024 with multiple different initiatives through which it identified and grasped relevant topics from their perspective, with the goal of reporting more effectively on the outcomes of its business strategy.

The Group recognises the principle of inclu**siveness** as a focal point in its relationship with stakeholders by paying attention, through listening and dialogue, to their needs and expectations, as well as reporting periodically on the results and impacts of its business activities.



Many different engagement methods are used. The stakeholder engagement and dialogue process has evolved over time. The main initiatives are presented below:

	Activity				大大大大大
Stakeholder category	Inform	Listen	Consult	Involve	Collaborate
Customers and end consumers	 Website Social Media Commercial documentation Sustainability report 	Customer care Pre- and post- sales assis- tance Market analysis	 Management of digital channels Research centre Surveys Follow-up audits received 	 Direct contacts International meetings Workshops Report and complaint management Customer satisfaction surveys 	Specific interviews
Suppliers	Website Sustainability report Code of Ethics	 Feedback on quality Supplier audit Meetings, conference calls 	Specific meetings Surveys	Periodic technical controls Direct contacts Focus groups and issue-specific workshops Suppliers monitoring programme - Social Accountability 8000	Supplier verification and support programmes Partnerships
Employees	 Periodic newsletter Reserved channel under the 231 Model Website Sustainability report SharePoint Casillo INAZ portal 	Meetings with trade union representa- tives	Monitoring of the company environment Surveys	Team Building activities Training projects Health surveillance and workplace safety monitoring	Safety improvement programmes Whistleblowing System
Shareholders	Consolidated financial statements and report on operations Sustainability report Financial data and quarterly reporting	Conference calls Specific meetings National and international events		Shareholders' Meetings, Board of Directors meetings, steer- ing committee and board com- mittee meetings Presentation of the Sustainability Report Meetings with the Board of Statutory Au- ditors, SB and Independent Auditors	
Environment	AIA - Integrated Environmental Authorisation Certification of the environmental management system Website Sustainability report	Public conventions	• Specific environmental meetings	Promotion and dissemination activities carried out by customers in favour of the environment	Participation in industry work groups

		YAYAYAYA				
Charles had also	Activity	Activity				
Stakeholder category	Inform	Listen	Consult	Involve	Collaborate	
Banks and lenders	Consolidated financial statements and report on operations Financial data and quarterly reporting Sustainability report	Conference calls and meetings National and international events	• Surveys	• Specific meetings	• Investment projects	
Universities and research institutes	Website Sustainability report	• Conferences and events	Surveys Public meetings	• Specific workshops	Projects in collaboration with universities and training schools in Italy and abroad Participation in projects, calls for tenders or research Partnerships	
Associations, local communi- ties, national and local public in- stitutions, media and influencers	Website Casillo Foundation website Social Media Sustainability report	Conventions and organisation of events	 Local event support and participation Surveys Public meetings 	Relations with institutions in the local area Projects and initiatives for the local community Workshops Active participation in institutional work groups on sustainability Specific meetings	Participation in theme-based institutional work groups Participation in projects, calls for tenders or research Participation in projects, calls for tenders or research	

As part of the due diligence process, the Group takes into account the feedback received from stakeholders to better guide its sustainability strategy and assess, if necessary, changes to the business model. The BoD, through the ESG Committee, is informed of the opinions and interests of the stakeholders engaged in relation to significant sustainability impacts.

With regard to the identification and assessment of negative impacts and, in general terms, of all material impacts for people and the environment, as well as the risks and opportunities (or benefits) of an economic-financial nature for the Group deriving from the most significant sustainability issues: the analyses in question are documented in Chapter 1-Impacts, risks and opportunities. The management methods and disclosure on individual impacts are reported in the various paragraphs of this report.

It should be noted that, where the information on the identification, assessment and description of significant impacts is reported in Chapter 1, the information on the methods of management, actions and monitoring of the same is contained in the various chapters of this Report. In order to facilitate disclosure on significant impacts, risks and opportunities and to be able to map the information, the paragraphs of the report that contain the information relating to one of these aspects are marked with a specific infographic, as illustrated in the methodological note. In addition, the mapping of these disclosures is provided as an annex to this report.

The approach to sustainability due diligence described above testifies to the commitment to sustainable development issues by the governance bodies of the Casillo Group.

Integrated business risk management

















Aware of its role in economic, social and environmental terms, and the related implications of responsibility for the impact of its operations on stakeholders and consequently the need to identify, analyse, monitor and manage business risks, the Group has established a well-structured internal control system that sees the active involvement of Governance.

The Internal Control System (ICS) is a fundamental element in the complex governance system of the Casillo Group, in that it ensures that the company's activities are in line with the business strategies and objectives, are consistent with company policies and compliant with cogent and voluntary requirements and also apply the criteria of sound and prudent management. The Group's Internal Control System adopts a modern structure, in that it was designed to be an integrated business risk management tool, a risk-based system that incorporates risk analysis and management processes.

Over the years the Casillo Group has established specific risk control functions¹ and has a set of documents that govern company activities. The structure of the Internal Control System is as follows:

Internal Audit. Risk Management and AML

- · Collaborates in defining and implementing the RAF (Risk Appetite Framework) and risk governance policies
- Provides support to the Board of Directors and Management in correctly identifying and managing risks
- · Controls and monitors the exposure to each type of risk
- Controls operating performance and the evolution of risks
- · Assesses the organisational structure and components of the internal control system, indicating potential improvements
- Formulates recommendations to the corporate bodies based on the results of its controls
- · Monitors anti-money laundering (AML) aspects
- Provides support to the governance bodies, including assurance of the adequacy of the company's internal control system

Quality, Environment and Sustainability

- · Guarantees the correct implementation of all central activities concerning food safety management, Group quality standards and environmental protection
- Monitors the Group quality KPIs
- Manages document-related obligations to the competent authorities

Compliance Officer

- Supervises compliance risk management
- Verifies that internal procedures are suitable for preventing such risk
- Provides support to Management in establishing operating practices aligned with sector regulations
- Defines the compliance risk assessment methods
- · Provides assurance to the governance bodies on the compliance of business activities conducted

Security

- Develops and implements strategies, policies and operating plans to prevent and combat any fraudulent and/or unintentional assault that could damage tangible, intangible, organisational, human and reputational resources of the Group.
- · Promotes the culture of safeguarding corporate assets through security awareness campaigns
- Prepares and shares policies and procedures for the implementation of an integrated security process

Safety

• Workplace safety function that coordinates the activities of the Protection and Prevention Service Managers (RSPPs) for the Group production sites

DPO

• Data Protection Officer, a role introduced by the GDPR for the protection of personal data

All the functions cited have been outsourced to guarantee impartiality, whilst the Quality, Environment and Sustainabili-ty function is insourced. In particular, from 01/07/2023, the Internal Audit, Risk Management and AML function has been 1/2023 for all 1/20entrusted to Deloitte Business Solution S.r.l. S.B.

The components of the Casillo Internal Control System interact with the Risk Committee - which, as indicated in paragraph 2.1, monitors Group risks - and with the Board of Directors, to which most of them report. In addition, the

Board of Statutory Auditors and the Supervisory Body (of the Parent Company and those established by subsidiaries) contribute to raising awareness of Governance in relation to risk management.

Risk Appetite Framework (RAF)

With regard to this important **risk management** tool - aimed at identifying a reference framework for the management of aspects such as risk appetite, tolerance thresholds, risk exposure limits and the related risk governance policies in relation to trading in the various categories of commodities - the Group, through the subsidiary Casillo S.p.A., launched an internal project in 2023 that aims to define the RAF model and ensure its subsequent entry into force.

The project is expected to be completed in 2025, with the introduction of a **management model**, which provides for the support and supervision of operations through a specific tool for monitoring consistency between the risk profile assumed by the Company and the Risk Appetite.

The risks to which the Group is exposed are external, linked to the macroeconomic scenario of reference, and internal, relating to operating activities and the sectors of operation of companies in the Group scope. An overview of the main risk categories is provided below.

ESG (Environmental, Social and Governance) risks

Please refer to Chapter 1 for specific information on risks and opportunities related to sustainability issues, including the disclosure on the assessment approach and methodology, prioritisation of the risks, and the main risks identified. The ESG risk assessment also takes into account the results of assessments carried out by the independent rating agency Standard Ethics as part of its sustainability assessment for issuing of the Standard Ethics Rating.

ESG risks are monitored by all control functions of the ICS (particularly the Quality, Environment and Sustainability, RSPP/Safety, Compliance, DPO functions), as well as by the Risk Committee, Steering Committee, ESG Committee, Board of Statutory Auditors, 231/01 Protocols and the Supervisory Body.

The BoD is periodically updated on said aspects through the ESG Committee.

Strategic, compliance and operational risks

Strategic risks

These relate to management decisions on business growth, company profitability, the diversification pursued by the Group, or which derive from inadequate implementation of business plans and strategies, as well as poor reaction to changes in the external environment. Included in the scope of responsibility of the entire Board of Directors, Steering Committee and Board Committees, these risks are monitored as part of the strategic sustainability plan to shed light on the procedures whereby they are pursued and the consistency of operations with respect to strategies.

Compliance risks

These refer to cases of failure to comply with laws or regulations. They are managed by the Compliance Department and by the Central Legal & HR & Corporate Communication Department, which interact with the Board of Statutory Auditors and the Supervisory Body.

Operational risks

The constant commitment to improving process efficiency and to safeguarding employees accompanies the Group's growth, continuously mindful in every phase of production and operations, and likewise the safety and ongoing training of personnel.

The most important operational risks include those associated with processes to safeguard product quality, guarantee the traceability of raw materials and guarantee the quality of transformation and storage processes.

Operational risks also include those relating to information systems, cybersecurity and the protection of data against external cyber attacks.

For a description of financial risks - liquidity risk, credit risk and market risk (exchange rates, prices and interest rates) - please refer to the Report on Operations in the 2024 Consolidated Financial Statements.



3.5

Corporate culture, corporate ethics, fight against corruption







2-22 2-23 2-27 205-1 205-2 205-3 415-1

Corporate culture and business conduct policies

The corporate values described in par. 1.2 guide the Group's work and modus operandi, helping to distinguish the approach adopted by Casillo in its business conduct. These values are not limited to simple declarations of intent, but permeate every aspect of the company and are transmitted by the governing and management bodies, as well as by colleagues with more seniority in the company, to all employees and associates who operate in the Group.

is to share and disseminate the values in which the Group recognises itself, ensuring that everyone remembers that not only their personal interests, rights and duties are at stake, but also those of others.



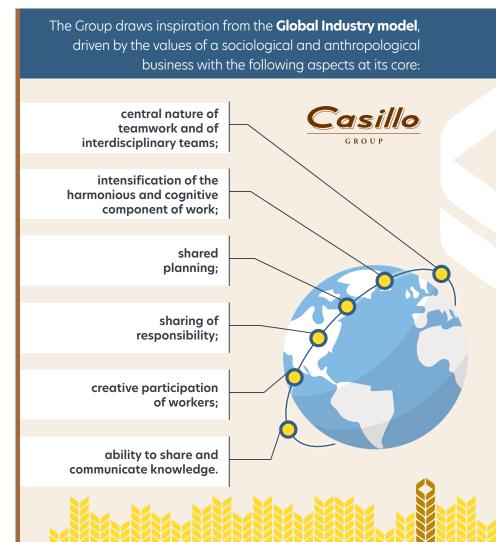
Code of Ethics



The corporate culture is therefore firstly transmitted by example, first and foremost by the founding members. The corporate culture is also promoted through employee engagement and the dissemination and training activities on the Code of Ethics.

The Group considers "Ethics" as the set of rules and moral principles towards oneself and towards others. The transition from individual actions to a broader organisational and business sphere cannot ignore issues of corporate social responsibility and awareness.

Given the importance of respecting ethical values, the Group's Code of Conduct describes the appropriate conduct that must inspire the actions of Group personnel, along with the principles contained in the Code of Ethics **. The primary objective of the Code of Conduct



Among the most important aspects highlighted in the Code of Conduct are the promotion of a human and professional work style, made up of fair conduct, a balance between respect for individuals and the interests of the Group, sharing and respect for human rights and the values and principles of reference.

In defining its values, the Casillo Group is inspired by the UN's **Universal Declaration of Human Rights**, the **International Labour Conventions and Recommendations** issued by the ILO (International Labour Organization), the **Earth Charter** prepared by the ECI Council and the **principles of the UN Global Compact**.

The Group Code of Conduct applies alongside the Codes of Ethics of the main Group companies, which have established an Organisation Model pursuant to Italian Legislative Decree 231/01.

The Whistleblowing procedure, implemented in compliance with Italian Legislative Decree 24/2023 (which transposed EU Directive

2019/1937 in Italy), represents the main mechanism for identifying and reporting concerns regarding unlawful conduct or conduct in conflict with the Code of Ethics and conducting investigations in this regard. This system of anonymous reporting of offences by employees and associates was initiated in 2023.

The company conduct training policy makes provision for information and updating, aimed at all employees, in conjunction with the introduction of or significant changes to the Code of Ethics.

It should be noted that in 2024 there were no cases of non-compliance with laws and regulations, and no situations were reported or identified as prejudicial or involving violations of the 231 Model adopted in relation to crime prevention. It should be noted that there were no episodes or incidents caused by non-respect or violation of human rights, or social discrimination.



Whistleblowing policy



Procedure for the management of commercial transactions with countries at risk

As part of company policies and related procedures on risk management and business conduct, in September 2024 the Group updated the procedure "Management of commercial transactions with countries at risk".

The Casillo Group, an international leader in the marketing of food products, in particular cereal products, has commercial relations with various entities, both physical and legal, also directly or indirectly related to "Countries at Risk".

A country "at risk" means any State subject to restrictive measures adopted by the European Union as part of the action on common foreign and security policy (CFSP), to sanctioning measures applied by third party countries such as the United States of America or sanctions of the United Nations and other National Organisations.

The Group has therefore adopted a procedure aimed at protecting itself from the risks that may be associated with business operations, implementing different levels of control. In particular, in the phase of definition of the commercial transaction, the purchasing or selling company is verified, as well as the other parties who, for various reasons, take part in the transaction, through specific subjective due diligence aimed at excluding their presence in the SDN (Specially Designated Nationals And Blocked Persons) list and/or lists related

to any European and international restrictions. The purchasing company is the end user of the goods involved in the commercial transaction. Further checks and inspections are envisaged.

These controls, internal and divided into three levels (first, second and third), therefore consist of specific checks on each purchasing or selling company, as well as on any entity involved in the transaction. Furthermore, it is established that the only method of payment allowed is a bank transfer made directly to/by the owner of the underlying legal relationship (unless there is a specific and proven mandate/assignment), at a date subsequent to that of signing the contract.

Prevention and identification of active and passive corruption

The Casillo Group has implemented a specific Group Anti-Corruption Policy to prevent corruption and other offences, a set of rules of conduct that the Group asks its employees and partners to comply with in governing their work.

In addition to the Anti-Corruption Policy, important controls to combat corruption include action by the Appointments and Remuneration Committee, the work of the internal control functions (namely the Compliance, Risk Management and Internal Audit/Anti-Money Laundering Departments), and the supervisory activities of the SB and Board of Statutory Auditors.

Casillo interacts constantly with multiple parties and for this reason it was considered necessary to adopt a detailed system of rules and controls to prevent corruption and other offences, with the aim of preventing their commission. The individual company managers must carry out their activities in full compliance with all applicable national laws, the Organisation Models pursuant to Italian Legislative Decree 231/01 adopted by the Group companies and the respective Codes of Ethics.

The Policy applies to all Group companies and has been disclosed to all directors, executives, members of the control bodies and employees of the Group companies, as well as to their advisors and suppliers. The document was last updated as at 10 November 2021.

In addition to issues more closely related to combatting active and passive corruption, the Policy also governs other offences and relevant criminal conduct, i.e. conduct designed to abuse others' trust, contrary to the principle of good faith; circumvent legal and regulatory provisions; and cause harm to others and undue personal benefit.

The Group encourages all employees to report any violations of the Anti-Corruption Policy. The anonymous reporting channels activated include the specific Whistleblowing policy mentioned earlier.

In addition to the training carried out in conjunction with the introduction/update of the Anti-Corruption Policy and the Whistleblowing procedure, no further specific training programmes are envisaged, also considering the type of company activity and the limited exposure to risks of this type.

The company functions most at risk of active and

passive corruption are the purchasing, sales and technical departments.

Please note that no cases of corruption were reported in 2024, nor cases of failure to comply with laws and regulations.

Political influence and lobbying activities

The Casillo Group does not carry out lobbying activities. Corporate matters of interest to the Group, such as those concerning milling activities and the procurement of agricultural raw materials and commodities, with related legislative and regulatory repercussions, are handled through the activities of the trade associations which the Group is a member of (see par. 6.7), which are responsible for representing the legitimate interests of the associates before the competent public bodies.

During 2024, no political contributions were made, either financial or in kind.

The companies belonging to the Casillo Group are not registered in the EU transparency register.

The Chairman of the Board of Directors, Mr. Pasquale Casillo, holds the position of Chairman of the Board of Directors of BDM Banca, belonging to the Mediocredito Centrale Group, wholly-owned by Invitalia S.p.A., whose shares are wholly-owned by the Ministry of the Economy and Finance.

Reputational Rating

Throughout 2024, the Group continued its journey of measuring its corporate reputation, a process initiated in 2023, with Reputation Institute, the company that developed the RepTrak® mo-

The measurement, also in this fiscal year, lasted for an annual period from July 2024 to June 2025, consistently using the Informed General Public as its stakeholder group and increasing the reference benchmark, thus raising it to two competitors for comparison.

The assessment highlighted an increase in the Group's awareness compared to 2023, showing growth in terms of reputation. Furthermore, there's a noted improvement compared to 2023 as a brand recognized for its sustainability efforts, for supporting local communities, for the responsible management of natural resources, and for having a mission of supporting people.



4

ENVIRONMENTAL SUSTAIN-ABILITY

Stakeholders

Environment

National and international institutions

Local communities

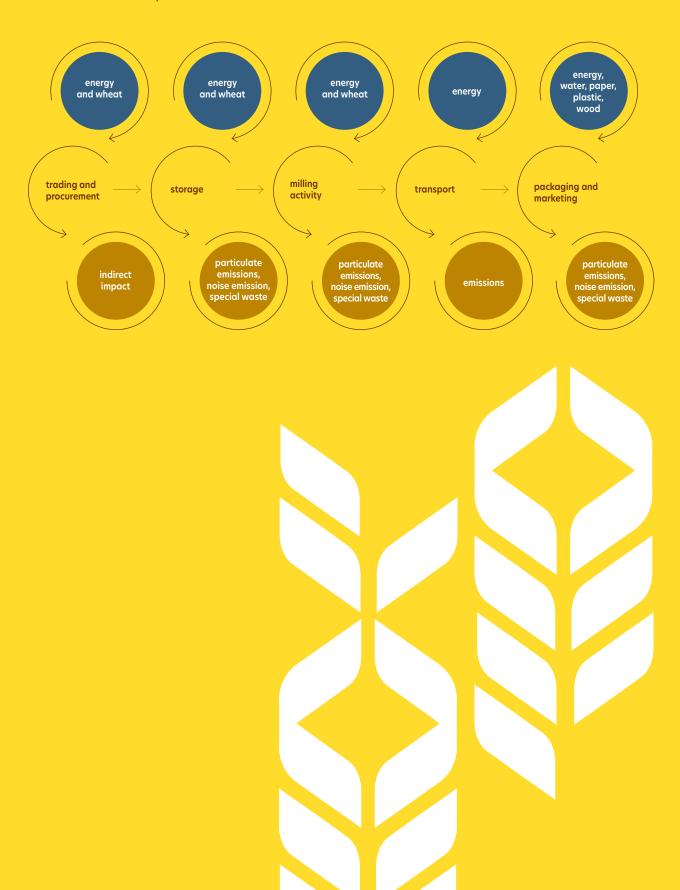
Environmental associations

Universities and research institutes



The importance attributed by the Casillo Group to issues related to climate change and, in a broader sense, to the environment has constantly grown over time, fully aware of the crucial role played by companies in terms of the impacts generated by their activities.

The main environmental impacts of the Group, referring to the two main divisions, can be summarised as follows:



4.1 Climate change









Material topics: Emissions and carbon footprint; Energy efficiency

Impacts: 12, 13, 18

Opportunity: O3

201-2

Risks: R1, R3

4.1.1 Material impacts, risks and opportunities and their interaction with strategy and business model

The description of material impacts, risks and opportunities related to the topics "Emissions and carbon footprint", "Energy efficiency" is provided in Chapter 1, to which reference is made.

In particular, the R1 risk, which incorporates the expected financial effect related to the possible increase in the purchase costs of raw materials due to lower availability of merchandise in the future, as a result of the effects of ongoing climate change, can be considered a chronic physical climate-related risk. In fact, according to the definition given by the ESRS, chronic physical risks derive from longer-term climate change, such as temperature changes and their effects on sea level rises, lower water availability, biodiversity loss and changes in land and soil productivity.

4.1.2 Policies relating to climate change mitigation

Global warming and climate change are increasingly becoming environmental issues that manifest themselves in tangible and worrying events, in some cases with extremely harmful consequences for people and territories, and which require private companies to also take concrete action. The United Nations' 2030 Agenda, in response to the commitments undertaken with the Paris Agreement and the European Green Deal, considers de-carbonisation one of the key pillars in the sustainability strategy of developed industrial societies.

The Casillo Group is an organisation operating in sectors with a high climate impact (as defined in the EU Delegated Regulation 2022/1288 of the European Commission) mainly with reference to indirect scope 2 emissions and indirect scope 3 emissions of the value chain. Therefore, there is an awareness of the relevance of the food system in terms of the climate crisis and the Group's dependence on natural resources.

In relation to the issue of climate change, in addition to operating in compliance with national regulations and the regions in which it is present, the Group is committed to taking an active role in managing the mitigation of the effects of climate change. In particular, Casillo is in the process of adopting a policy for the mitigation of climate change focused, on the one hand, on gradually reducing greenhouse gas emissions and, on the other, on offsetting emissions. It should be noted that carbon neutrality for a Group like Casillo, which operates in energy-intensive sectors, is a complex challenge that requires a long-term implementation period.

The **climate policy**, integrated into the corporate sustainability strategy, will be indicatively divided into the following areas:

- Constant energy efficiency, in order to reduce indirect emissions from electricity consumption from fossil fuels;
- Increase in the production and use of energy from renewable sources;
- 3. Partial offsetting of emissions through **forestry projects** concerning wooded areas;
- Management and monitoring of emissions, through a structured system for measuring and reporting Scope 1, 2 and 3 emissions, according to GHG Protocol standards;
- Integration of sustainability in the supply chain through the supplier code of conduct;
- Forthcoming definition of specific objectives for the reduction of GHG emissions in the short, medium and long-term time horizons;
- Clear and transparent information on climate issues;
- 8. Raising awareness of local communities.

4.1.3 Actions and resources in relation to climate change policies

Among the activities carried out by the Group, the milling industry is the most energy-intensive and, therefore, requires particular attention both in the consumption monitoring phase and in the planning, identification and implementation of energy efficiency actions and reduction of consumption of energy from fossil sources, constantly increasing self-production and the use of energy from renewable sources.

Mainly through the work of Casillo S.p.A. S.B., the Group constantly carries out **energy efficiency** activities, especially through actions concerning the milling plants.

With reference to the year 2024, it should be noted that **revamping and energy optimisation** work was carried out on the pneumatic conveying systems of the milling plant of Santa Maria Nuova (AN).

In the more general context of climate change mitigation actions, it should be noted that in 2024 the Group continued its actions targeted at **dematerialised document management**, with benefits directly related to climate change mitigation stemming from the lower use of electricity for sending e-mails and other internal communications, and consequently to memory savings in data centres powered by electricity. Furthermore, one of the positive impacts that the Group should obtain from completing this process is lower consumption of paper for printing documents.

With regard to the **self-production and consumption of energy from renewable sources**, in 2024 the Group further **increased its use of renewable energy**. Currently, 14.4% of the overall requirements (26% of the Corato milling complex) of the industrial division (mainly absorbed by the subsidiary Sinergie Molitorie S.c. a r.l., which alone accounts for more than 98% of the Group's electricity consumption) is **covered by the photovoltaic plants** installed over the years, while we wait for the other photovoltaic plants for the production and self-consumption of electricity to come on stream.

26% of the energy needs of the Corato industrial complex covered by photovoltaic plants

The increase in renewable energy produced is due to the fact that the new plants installed in 2023 were fully operational throughout the entire calendar year, and the entry into operation of two additional photovoltaic plants: the plant called *Polvere di Rose*, connected in self-consumption mode to the new Casillo Next Gen Food production site in December 2023, and the plant called *Garpuglia*, connected to the grid in August 2023 and implemented in order to share energy according to the very recent scheme of widespread self-consumption (MASE Decree no. 414 of 7 December 2023).

The percentage use of electricity production from installed photovoltaic systems stood at 88% in 2024.

The portion of electricity not self-produced and purchased from the grid was covered through the acquisition and cancellation of Guarantees of Origin.

Green energy was produced in the 2024 financial year through the existing 9 renewable energy power plants, 8 of which are photovoltaic and 1 hydroelectric.

During 2024, construction work began on the Maglioferro plant, to be connected to the former connection point of the C5 milling site, and the final designs were completed for the two new photovoltaic plants to be connected in self-consumption mode to the milling sites of Santa Maria Nuova (AN) and Sorbolo (PR). In addition, the construction works of the two assets were awarded after the relevant tender contracts were signed.

Linked for self-consumption to the respective production facilities of Sinergie Molitorie S.c.a r.l., the additional photovoltaic electric power will make it possible to achieve the following objectives:

- limiting the cost of electricity used in the production process;
- increase the Group's energy independence quota;
- maximising environmental benefits through the use of clean, renewable energy produced directly on site.

In particular, where there is a photovoltaic plant serving a milling site of the Group, between 24% and 34% of the energy needs of this site are met by renewable electricity.



Cecibizzo Forest

Climate change mitigation initiatives include the Cecibizzo Forest environmental protection project (about 150 hectares in size) located in the heart of the Apulian Murgia (in the area of Corato), which has been in a state of total neglect and abandonment for many years. Through a public-private partnership and following an agreement between Casillo and the institutions, a common path was set in motion so that the objective of protecting the natural heritage and allowing the community to enjoy it could be achieved.

The Cecibizzo Forest has been "adopted" by Casillo S.p.A. Società Benefit and the Municipality of Corato, and forestry work has begun for the maintenance and enhancement of local natural resources. Private action, combined with the commitment of public actors, allows for mutually reinforced and organised work on forest management and related bureaucratic tasks.

The enhancement of natural resources is part of the company's ecological and environmental sustainability objectives. In addition, the Cecibizzo Forest was nominated under *Parks for the Climate*, the new energy efficiency programme proposed by the Ministry for the Environment and Energy Security, receiving funding to secure the forest site.

The ministerial initiative is in keeping with the aim of the partnership between Casillo, the Municipality of Corato and the Alta Murgia National Park to **make the forest usable by the community**, including through its inclusion in the network of national park forests; in this sense, the project also has an important social purpose for the local community.

The reforestation of the forest is part of nature-based absorption techniques, i.e. those activities that naturally occur in ecosystems through the management and restoration of certain balances. In this regard, in the case of ${\rm CO}_2$, trees can reduce the amount of ${\rm CO}_2$ in the atmosphere thanks to their absorption capacity.

The Cecibizzo Forest is mainly formed by Aleppo Pines, an invasive species which is extremely widespread in the Mediterranean area and, therefore, also in Apulia.

The start of forestry works will make it possible to achieve benefits in terms of reducing climate-altering emissions through sustainable forest management. In fact, forestry helps reduce CO_2 through

the absorption of atmospheric carbon by trees, the storage of carbon in wood products and the storage of carbon in the soil.

In February 2025, the Environmental Impact Assessment (VINCA) was presented to the Municipality of Corato and the Apulia Region for the start



of the works. In addition, during the first half of 2025, the Group will be able to withdraw the deed issued by the Municipality of Corato, as a result of which, within 60 days of receipt of the measure, it will be possible to start the works on the Forest.



In 2024, the Group finalised the Supplier Code of Conduct and is in the phase of implementing the Supplier Accreditation Platform. The Group is about to engage the main company suppliers, asking them to share Casillo's approach to sustainable development issues and its vision of corporate social responsibility. By adhering to the Casillo Code of Conduct, suppliers undertake to comply with certain rules regarding environmental and social issues of interest to the Group, including specific commitments required of suppliers to contain/reduce climate-altering emissions, to monitor energy consumption and provide information on possible use of renewable energy. By signing the Code of Conduct, suppliers agree to be subjected to audit procedures for compliance with the provisions of the Code.

2025 PREVIEW

In February 2025, Sinergie Molitorie S.c.a.r.l., as the Group's energy-intensive company, registered in the list of companies with high consumption of electricity established at the Cassa per i Servizi Energetici e Ambientali, requested access to the Energy Release 2.0 mechanism referred to in the Decree no. 268 of the Italian Ministry of the Environment and Energy Security of 23 July 2024, a measure established by the Government in order to promote the self-production of renewable energy and pursue decarbonisation in the energy-intensive industrial sector. Access to the mechanism will entail the obligation, on the part of the contractor Sinergie Molitorie S.c.a.r.l., to build additional plants for the production of electricity from renewable sources.

In March 2025, work was completed on the Maglioferro photovoltaic plant, whose connection to the national electricity grid is expected in April.

4.1.4 Energy consumption and mix





The total energy consumption from fossil fuels (electricity and natural gas) in gigajoules was **532,766 GJ** in 2024 (435,047 GJ in 2023). The increase recorded (+22.5%) was affected by both the higher volume of quantities processed and the entry into operation of the new industrial plant of Casillo Next Gen Food Srl.

The following chart shows the trend in electricity consumption.

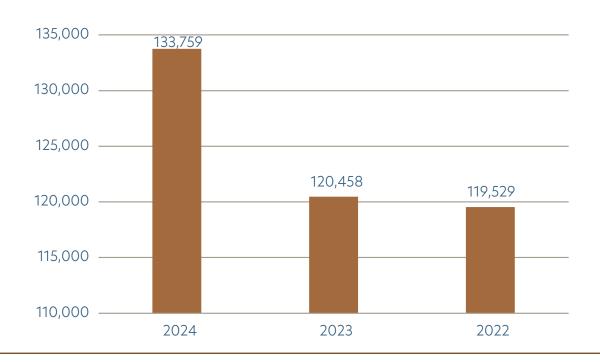


Chart - Electricity consumed (MWh)*

The consumption of electricity from fossil sources in 2024, equal to 481,532.4 GJ (equivalent to 133,759 Mwh) rose by 11.04% compared to the 2023 figure: an increase essentially attributable to the Corato milling complex, the Salerno milling site, as well as the entry into operation of the new industrial plant of Casillo Next Gen Food Srl. It should be noted that the quantities of ground cereals increased by approximately 9% in 2024, compared to the previous year.

On the other hand, natural gas consumption stood at 51,233.43 GJ in 2024 (14,231.51 MWh), marking a significant increase compared to 2023, in which consumption amounted to 1,398.6

GJ (equal to 388.5 MWh). The substantial increase compared to 2023 is attributable to the entry into operation of the Casillo Next Gen Food industrial plant. In fact, 99% of methane gas consumption relates to this plant.

On the other hand, with regard to the energy produced through plants that use renewable sources (photovoltaic and hydroelectric), which contribute to the reduction of energy from fossil sources, with clear impacts in terms of reduction of climate-altering emissions, a comparative chart relating to the green energy produced by the Group is provided below.

^{*} The company Greenwals was excluded from the reference scope with regard to such consumption.

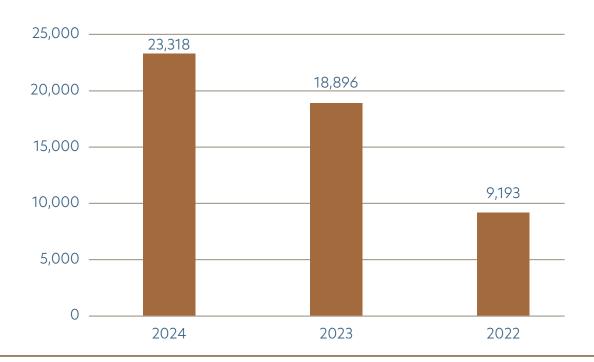


Chart - Electricity produced from renewable sources (MWh)

2024 recorded a further increase in energy produced from renewable sources (+23.4%), attributable to the production throughout the entire calendar year of the new plants that entered into operation in 2023, as well as the entry into operation of two additional photovoltaic plants: Polvere di Rose and Garpuglia.

In compliance with regulatory provisions for businesses that are strong energy consumers, all Casillo Group production sites have **Energy** Management Systems (EMS) to pursue energy optimisation objectives with the aid of a continuous monitoring system for consumption.

In December 2023, on a cluster of production sites representative of the energy consumption of the electric company Sinergie Molitorie S.c.a r.l., the mandatory energy diagnoses (diagnosi energetiche obbligatorie - DEO) were carried out by a certificate third party, in line with the provisions of Italian Legislative Decree 102/2014. The purpose of an energy diagnosis is to assess the possibilities of intervention, so as to reduce consumption, self-produce renewable energy, optimise the building-plant system management methods (energy supply contracts, management methods, etc.) and achieve a reduction in energy costs and environmental impact.

The topic of energy efficiency is central for the industrial investments of the Casillo Group and has been integrated within a wider strategic programme of technological innovation projects, targeted at reaching the objectives set out in the country's Industry 4.0 Programme.

The Casillo Group has worked to:

- apply the technological standards and efficiency solutions consolidated in previous years at the main plants to peripheral plants;
- execute constant improvement actions targeted at maintaining and enhancing performances, achieved through the plant revamping plan implemented from 2012.

These initiatives delivered significant benefits for the Group's energy budget, enabling it to record not only an improvement in energy performances **but also a reduction in CO**, emissions.

The energy intensity, calculated as the ratio between total consumption in Mwh and net company revenues, expresses a value of 0.000103 Mwh/€ for 2024 (0.000071 Mwh/€ for 2023). In calculating the figure, the company sectors were all prudentially considered to have a high climate impact; therefore, the denominator is represented by the consolidated revenues of the Group income statement.



4.1.5 Gross greenhouse gas emissions









The calculation of the Casillo Group's carbon footprint was carried out by an external party, applying the international standard ISO 14064-1:2018 scheme. Greenhouse gases (GHG) emissions are expressed in terms of CO₂ equivalent, which is the unit of measurement that expresses the impact on global warming of an amount of GHG compared to the same amount of carbon dioxide. The calculation is based on the following drafting principles:

Consistency The analyses carried out allow significant comparisons between Relevance the information relating to GHGs The sources, absorbers, GHG reservoirs, data and methodologies appropriate to the Group's needs were **Transparency** selected The disclosure of the data relating to the GHGs emitted by the Group represents an act of transparency in corporate Accuracy communication The inventory is defined in such Completeness a way as to reduce systematic errors and uncertainties, as far as possible, in practical application and with regard to available sources

For the definition of all internal operating procedures dedicated to the process of monitoring and calculating CO₂ emissions generated by direct and indirect sources, the Casillo Group has set up a dedicated working group.

Also for 2024, Fedabo S.p.A. SB prepared the annual update of the GHG inventory. The carbon footprint was then subjected to a validation check by Bureau Veritas, an accredited third-party body compliant with the ISO 14064-1:2018 international standard, which expressed an opinion without qualification at the end of the audit performed.

The Group has established and documented its operating boundaries, providing for:

- the identification of the GHG emissions associated with its activity;
- the division of emissions into the categories defined by the UNI EN ISO 14064-1 standard;
- the inclusion in the quantification of "other indirect emissions" (Scope 3) representative of the activities carried out, in order to carry out a complete and detailed analysis.

The emission categories considered according to the GHG Protocol are as follows:

GHG emission source categories reported:

SCOPE 1

direct emissions generated by the company, the source of which is owned or controlled by the company

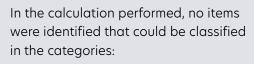
SCOPE 2

indirect emissions generated by energy purchased and consumed by the company

SCOPE 3

includes all other indirect emissions that are generated by the company's value chain

> Indirect emissions for products used by the organisation



- indirect emissions associated with the use of the organisation's prod-
- Indirect emissions from other sources.



The emission categories considered by the Group in 2024, according to the GHG Protocol were as follows:

PFC_s CO₂ N₂O HFC_s CH₄ SF₆ NF₃

SCOPE 1 Direct emissions

Combustion of **natural gas**

Combustion of **diesel for internal use**, mainly referring to consumption deriving from the movement of internal motor power

Combustion of **diesel fuel** consumed for the use of **cars**

Any leaks of **F-gas** present in the circuits of the plant's refrigeration systems

SCOPE 2

Indirect emissions for imported energy

Electricity consumption linked to the operation of all company utilities that are largely dedicated to the production process and to the ancillary services connected to it

Indirect emissions from upstream production of the quantity of fuels

whose consumption is counted in Scope 1 (natural gas and diesel)

Transports for home-work trips of employees: carried out with their own vehicles to go to the plant on working days. The figure in question takes into consideration the outward and return journeys (2 daily trips)

Indirect emissions from the upstream production and transport of the electricity consumed resulting from Scope 2

of finished products: relating to product handling activities. Transport is broken down by type (sea, train or road)

Outbound transport

Trading and procurement activitiescarried out by ship

Transport of waste leaving the plant:

for the Group, calculation of the distances travelled for the transport of waste relating to the EWC codes for a total amount exceeding 1.3 tonnes. The total distance indicated refers to the one-way journey

Business trips:

kilometres travelled for business trips by road with private or rented car, by plane or train

Overnight stays for business trips: reporting referring to all those countries in which the stay took place

SCOPE 3 Other indirect emissions

(value chain)

Transport of incoming raw materials: relating to all goods handling activities entrusted to third parties (receipts and shipments) from suppliers to the plant. Transport is broken down by type (sea, train or road)

Indirect emissions relating to **water consumption**, classifying the source for the purpose of identifying the correct emission factor

Indirect emissions from upstream production of materials: the items relating to the use of the various types of wheat are significant for the Group in terms of quantity. The data for wheat middlings and durum wheat groats are also considered significant

Upstream emissions for the use of packaging, electronic devices and EPAL for shipments

Downstream emissions for the treatment of company waste produced by the plant's activities, broken down on the basis of EWC codes

ORGANISATION

ORGANISATION

UPSTREAM/DOWNSTREAM ACTIVITIES OF THE VALUE CHAIN

WHOLE LIFE CYCLE

Graph - Categories of activities and GHG emission sources subject to screening

Methodology for the analysis of indirect emissions

For Scope 2 and 3 emissions, which represent the most relevant for the Group's climate impacts, the criteria were selected to analyse all the potential sources of indirect emissions, through the development and application of a model **of significance**, in order to select the activities whose emissions can be permanently considered within the study.

An assessment scale was assigned to each criterion, as shown below:

Emission magnitude (1-5), analyses the quantity of emissions in relation to the specific source, compared to other indirect emission sources. To determine the value, reference is made to the data present in the organisation and in the GHG inventory and to information obtainable from the literature, or a precautionary qualitative assessment is carried out;

- **Level of influence (1-3)**, measures the possibility and capacity for the organisation to monitor and implement plans to reduce the indirect emissions considered, with progression from level 1 (no influence) to level 3 (high influence or area of strategic interest);
- Access to data (1-3): indicates the ability of the company to collect and monitor the data relating to the indirect emission source, with progression from level 1 (data not available) to level 3 (data available and easily monitored).

The table below provides a summary of the results of the significance assessment that emerged for the year 2024. The values that exceed the cutoff threshold are highlighted in different shades, depending on the relevance assumed by the individual items. It is assumed that they are all significant net of category 5.

Cat.	Indirect emissions item	Magnitude of issue [1-5]	Level of influence [1-3]	Access to data [1-3]	Total
2	Electricity consumption - location based	3	2	3	18
	Freight transport - road	3	2	3	18
	Freight transport - train	2	1	3	6
	Freight transport - ships	1	1	3	3
	Transport of goods - trading	4	1	3	12
	Business trips + overnight stays	1	2	2	4
3	Waste transport	1	1	3	3
	Employee Home-Work Trips	2	2	2	8
	Upstream of direct emission sources (natural gas and diesel)	1	1	3	3
	Upstream of electricity production	2	2	3	12
	Water consumption	1	2	3	6
	Upstream Raw material - no Wheat	2	2	3	12
4	Upstream Raw material - Wheat	5	2	3	30
	Upstream Packaging materials	2	2	3	12
	Waste management and disposal	1	2	3	6
5	Indirect emissions associated with the use of the organisation's products	2	1	1	2

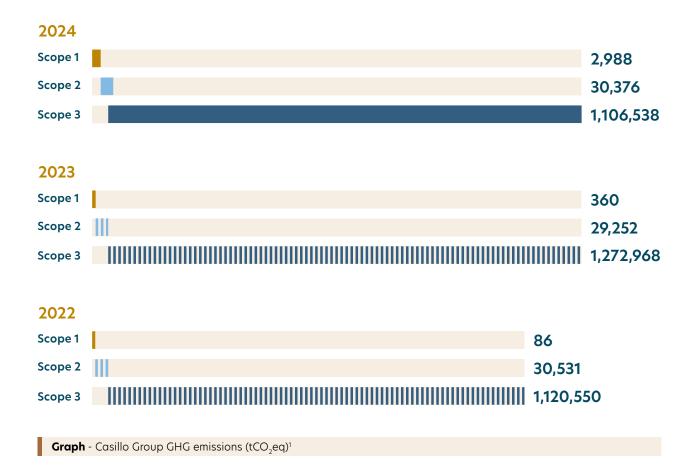
Table - Emissions significance analysis

Metrics: Emissions

In order to better monitor climate-altering emissions, especially those from indirect sources, and thus be able to refine the strategies and objectives for their reductions, the **complete Scope**3 was considered also for 2024 (including raw

materials, packaging, ship voyages, employee travel and commuting, other materials and services purchased by the IT area, etc.).

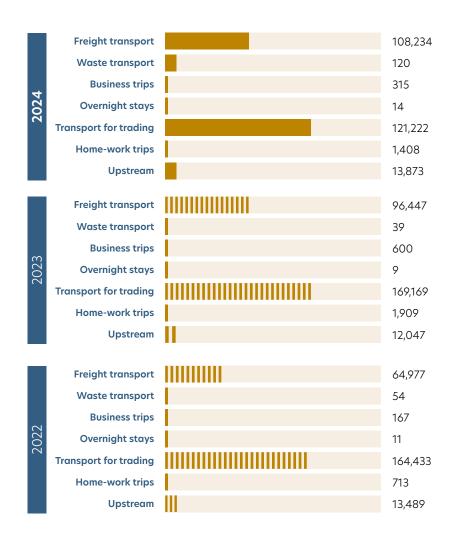
The following graph shows the complete calculation of Scope 1, 2, 3 emissions for the year 2024, compared with the years 2023 and 2022.



The total emissions relating to the **year 2024** for the Group amounted to **1,139,902** tCO_2 eq (1,302,580 tCO_2 eq in 2023): there was an overall reduction in gross greenhouse gas emissions of 162,678 tCO2eq compared to 2023, equal to -12.5%, and an overall reduction in gross greenhouse gas emissions of 11,265 tCO2eq compared to 2022, equal to -1.0%.

Emission intensity, expressed as the ratio between total GHG emissions and net company revenues, expresses a value of 0.00072 tCO-2eq/€ for 2024 (0.00076 tCO2eq/€ in 2023). In the calculation of the figure, the denominator is represented by the consolidated revenues of the Group income statement.

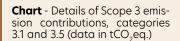
 $^{^1}$ Location-Based approach for Scope 2 emissions (equal to 30,376 tCO $_2$ eq.) The total Scope 2 emissions based on the Market-Based approach is 40,286 tCO $_2$ eq.

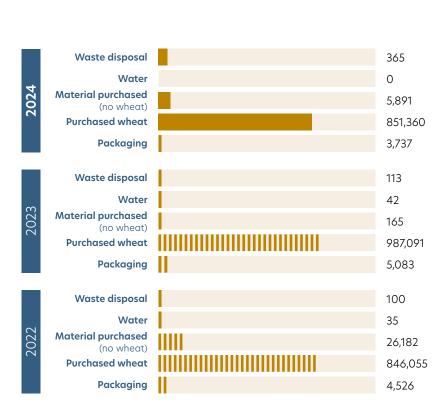


Graph - Details of Scope 3 emission sources (data in tCO₂eq)

Starting already from 2022, the Group began monitoring emissions falling under categories 3.1 Purchased goods and services and 3.5 Waste of the GHG Protocol, which represent the actual indirect emissions linked to products.

The details of the aforementioned items are provided below, showing the predominant contribution deriving from the cereal supply chain.





Finally, it should be noted that in 2024 **biogenic emissions** (emissions that are part of the natural levels of CO₂ present in the atmosphere since pre-industrial times), which are not included in the count reported in the previous tables and graphs, were reported separately and amount to **613.6 tCO₂eq** (698.5 tCO₂eq in 2023).

Of the total GHG emissions reported for the year 2024, it should be noted that 1,139,287.9 tCO_2 eq. (1,301,881.3 tCO_2 eq) relate to fossil emissions + land use.

In the following table, it is possible to analyse the breakdown of "biogenic" and "fossil + land use" emissions for the various categories.

Category	tCO2eq	Weight	tCO2eq (fossil +land use)	Weight (fossil + land use)	tCO2eq (biogenic)	Weight (biogenic)
1 - Direct emissions	2,987.5	0.3%	2,987.5	0.3%	0.4	0.1%
2 - Indirect emissions for imported energy	30,375.9	2.7%	30,343.5	2.7%	32.4	5.3%
3 - Indirect emissions for transport	245,184.7	21.5%	245,057.1	21.5%	127.6	20.8%
4 - Indirect emissions for products used	861,353.0	75.6%	860,899.8	75.6%	453.2	73.9%
5 - Indirect emissions associated with the use of products	0.0	0.0%	0.0	0.0%	0.0	0.0%
6 - Indirect emissions from other sources	0.0	0.0%	0.0	0.0%	0.0	0.0%
Grand total including biogenic	1,139,901.5	100%	1,139,287.9	100.0%	613.6	100.0%

Table - Breakdown of "biogenic" and "fossil + land use" emissions by category

4.2 Pollution







Material pollutionrelated impacts, risks and opportunities

Based on an analysis conducted to identify and assess the material impacts, risks and opportunities, documented and described in Chapter 1, no IROs pertaining to air, water and soil pollution issues were assessed as significant.

The Group does not emit pollutants (as defined in annex II of Regulation (EC) no. 166/2006 of the European Parliament and of the Council) deriving from its own operations and does not generate or use microplastics.

In terms of the value chain, for the supplies of raw materials, it is not possible to totally exclude a risk of soil and water pollution, even if these potential negative impacts are not to be placed in the direct supply chain, i.e. the operators from which Casillo purchases raw materials, as they are placed in the second or third level supply chain, i.e. the farmers who supply Casillo's suppliers.

Similarly, for distribution services, there may be risks of material CO_2 emissions into the air related to the distribution and sale of goods by logistics and transport service suppliers.

Management policies

Considering that, due to the type of activity carried out, there are no direct impacts in terms of air, water and soil pollution deriving from company operations, and that the potential negative impacts of this kind concern the supply chain, the company management policies focused on the **mitigation of impact risks** through **prevention and control tools**.

The main tools adopted include **the Supplier Code of Conduct**, through which the Group has engaged the main company suppliers by asking them to share Casillo's approach to sustainable development issues and its vision of corporate social responsibility.

By adhering to the Casillo Code of Conduct, suppliers undertake to comply with certain rules regarding environmental and social issues of interest to the Group, including those on environmental responsibility, with specific commitments required of suppliers to contain/reduce climate-altering emissions and pollution, sustainable management of their supply chain, respect for biodiversity and in turn sourcing from suppliers that adopt sustainable cultivation practices. These supply chain management policies also make it possible to approach the various issues related to pollution (air, water and soil) in an extensive and all-encompassing manner. There are no specific indications regarding the use of substances of concern and/ or substances of very high concern by suppliers, whose risk is monitored by the quality control protocols in place on the supplies of raw materials.

By signing the Code of Conduct, suppliers agree to be subjected to audit procedures for compliance with the provisions of the Code.

Analyses carried out with reference to the use of pollutants, substances of concern and substances of very high concern in its operations

305-7

The Casillo Group carried out **an analysis of the pollutants** used in its activities, examining each pollutant listed in annex II of Regulation (EC) no. 166/2006 of the European Parliament and of the Council (European Pollutant Release and Transfer Register, E-PRTR) emitted into the air, water and soil, with the exception of greenhouse gas emissions already reported in the previous paragraph.

Pollutants that are hazardous and of concern are those which, due to their chemical nature or their physical properties, may cause a significant risk to human health and/or the environment.It should be noted that the analysis focused on air, water and soil pollution, specifically examining the quantities of each pollutant listed in annex II of the E-PRTR regulation.

In the case of the Casillo Group, all plants are excluded from the application of the E-PRT directive. However, it should be noted that in no cases were the threshold values regarding the following exceeded:

- non-methane volatile organic compounds (NMVOC) [n-hexane];
- nitrogen oxides (NO₂);
- sulphur oxides (SO₃);
- dust (PM10)1.

On the other hand, with regard to substances of concern, none of these are part of the Group's processes.

It should also be noted that the Group does not produce, use, distribute, market, import/export substances that are of high¹ or very high³ concern to the health of people and the environment.

The company constantly monitors the environmental aspects related to its operations, with the aim of preventing and mitigating potential negative impacts, promoting the transition towards a sustainable economic model and in line with the EU action plan "Towards zero pollution".

¹ The Group records the total dust, of which the PM10 is a small part. In any case, the value of the total authorised and detected dust is far below the threshold for PM10.

² Substance that:

i. meets the criteria set out in Article 57 and is identified pursuant to Article 59 (paragraph) of Regulation (EC) No. 1907/2006 of the European Parliament and of the Council (39);

iii. is classified in part 3 of annex VI to Regulation (EU) No. 1272/2008 of the European Parliament and of the Council (40) in one of the following hazard classes or hazard categories: germ cell mutagenicity categories 1 and 2; reproductive toxicity categories 1 and 2; endocrine disruption for human health; endocrine disruption for the environment; persistent, mobile and toxic or very persistent, very mobile properties; persistent, bioaccumulative and toxic or very persistent, very bioaccumulative properties; respiratory sensitisation category 1; skin sensitisation category 1; chronic hazard to the aquatic environment categories 1 to 4; hazardous to the ozone layer; specific target organ toxicity, repeated exposure categories 1 and 2; specific target organ toxicity, single exposure categories 1 and 2;

iii. or negatively affects the reuse and recycling of the materials contained in the product in which it is present, as defined in the relevant Union ecodesign requirements for the product in question.

³ Substance that meets the criteria set out in Article 57 and is identified in accordance with Article 59 (paragraph 1) of Regulation (EC) No. 1907/2006 (REACH).

4.3

Use of water resources



Material topics: Water resources management

Impacts: 19

303-1 303-2 303-3

Material impacts, risks and opportunities related to water and marine resources

The description of material impacts, risks and opportunities related to the topic "Water resource management" is provided in Chapter 1, to which reference is made. In particular, the double materiality analysis conducted highlighted a negative impacts on the environment deriving from the withdrawal and consumption of water for Group production activities in areas subject to elevated water risk and/ or water stress.

In relation to the supply of raw materials, there may be potentially material impacts on the environment regarding the use of water resources in the upstream value chain; however, it should be considered that these potential negative impacts are not to be placed in the direct supply chain, i.e. the operators from whom Casillo purchases raw materials and agricultural merchandise, but mostly concern the second or third level supply chain, i.e. the farmers who supply Casillo's suppliers.



Management policies

The Casillo Group uses water resources essentially for the production activities in the milling segment and, to a lesser extent, for sanitary use in the offices and workplaces, fire protection and garden watering.

With regard to the policies for the management of indirect impacts related to the upstream value chain, the policies in place have focused on the mitigation of impact risks through supplier guidance and monitoring tools. In particular, the main tools include the Supplier Code of Conduct. By adhering to the Casillo Code of Conduct, suppliers undertake to comply with certain rules regarding environmental and social issues of interest to the Company, including those on environmental responsibility and the responsible use of water resources.

By signing the Code of Conduct, suppliers agree to be subjected to audit procedures for compliance with the provisions of the Code.

Metrics: Water consumption

The Casillo Group mostly uses mains water, i.e. drawn from the integrated water system in the local areas of operation. The percentage of water withdrawn from other sources (wells) is considered immaterial.

The supply of water for production in 2024 amounted to 233,495 cubic metres (149,155 cubic metres in 2023), an increase of 56.5% compared to the previous year's figure. This increase is attributable to specific company needs, including the start of operations of the CNGF plant.

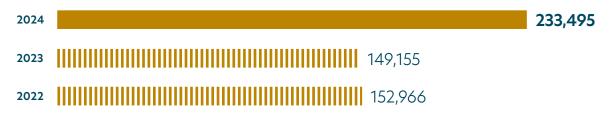


Chart - Water resources withdrawn (data in cubic meters)

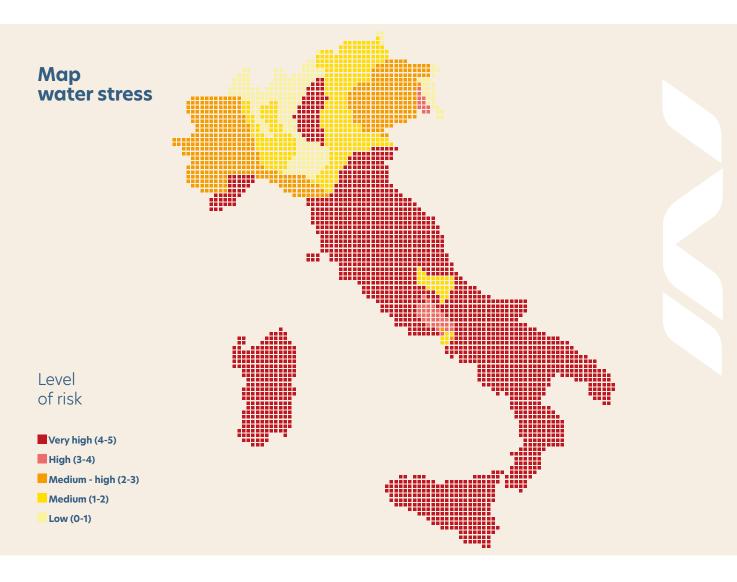
The water situation in 2024 in Italy was affected by low rainfall in the summer months and very high temperatures, effectively reducing the availability of water resources in the reserves for all types of use and, therefore also for industrial use. The table below shows the level of water risk in relation to the different Italian regions in which the Group operates, with a comparison with the previous years.

		2024		2023		2022
Water withdrawal region	m3 tot.	Level water risk	m3 tot.	Level of water risk	m3 tot.	Level of water risk
Apulia	131,127	Very high (4-5)	72,955	High (3-4)/ Very high (4-5)	68,964	Medium (1-2)
Lombardy	13,349	Low (0-1)/ Medium low (1- 2)/High (3-4)	17,519	Medium- low (1-2)/ Medium-high (2-3)	21,865	High (3-4)
Friuli-Venezia Giulia	6,247	Medium-high (2-3)	5,519	Medium-high (2-3)	6,476	High (3-4)
Emilia-Romagna	8,873	Low (0-1)/Very high (4-5)	5,687	High (3-4)/ Very high (4-5)	6,699	High (3-4)
Tuscany	710	Low (0-1) /Medium High (2-3)/Very High (4-5)	611	High (3-4)/ Very high (4-5)	679	Medium (1-2)
Marche	15,431	Medium high (2-3)/Very high (4-5)	8,767	High (3-4)	9,021	Medium (1-2)
Abruzzo	9,326	Medium high (2-3)/Very high (4-5)	10,603	Medium-high (2-3)	10,936	Medium (1-2)
Campania	24,168	Medium high (2-3)/Very high (4-5)	12,972	High (3-4)/ Very high (4-5)	17,873	Low (0-1)
Sicily	24,264	Very high (4-5)	14,522	High (3-4)	10,453	Low (0-1)
Total	233,495		149,155		152,966	

Table - Levels of water risk with geographical breakdown based on the cubic meters of water used by the Group

The water stress status can be inferred from the Aqueduct Water Risk Atlas of the World Resources Institute, indicated by the GRI Standards among the reliable tools for the assessment of water stress areas.





In addition, the state of water severity by region is obtained on the data collected by the permanent district observatories for water uses, which constitute a measure of the Water Management Plan. Pursuant to the Water Framework Directive 2000/60/EC, these are a useful tool to support the integrated management of water, as they provide guidelines for the regulation of withdrawals and uses and possible offsets, particularly during events of drought and/or water scarcity.

Specifically, the water severity scenarios identified in 2024 in the regions in which the Group operates are different and varied. In the case of the northern regions (Lombardy, Friuli-Venezia Giulia, Emilia-Romagna and Tuscany), these are characterised by a normal scenario, i.e. a non-critical scenario, where the water crisis indicators values (flows/levels/volumes/accumulations) are such as to provide the ability to meet the water needs of the natural and man-made system, in the periods of time and in the areas considered. While the central regions (Abruzzo and Marche) and the southern regions (Apulia and Campania) present an average water severity scenario: the critical state intensifies as the flow rates in the riverbed are lower than average, the high temperature determines a higher



State of water severity by region



than normal water requirement, the volumes accumulated in tanks and reservoirs are not such as to guarantee drinking water, irrigation, industrial and environmental uses with standard supply rates. Sicily, on the other hand, shows a high water severity scenario: all preventive measures have been taken but a critical state that is not reasonably foreseeable prevails, where water resources are not sufficient to avoid damage to the system.

2024	2023
Level of water risk	Level of water risk
Average severity	Low severity
Normal	Normal
Average severity	Low severity
Average severity	Low severity
Average severity	Low severity
High severity	High severity
	Level of water risk Average severity Normal Normal Normal Average severity Average severity Average severity

Table - Water severity scenarios for the regions where the Group's production sites are located (Source: ISPRA)

The Casillo Group's wastewater stems from the introduction of the new CNGF plant and from restrooms and changing rooms, the latter similar to domestic wastewater. Wastewater is regularly routed to authorised collection tanks and the integrated water systems managed by the various water service providers. The quality parameters of the wastewater are well within the limits envisaged in current national and regional regulations. All the production sites and workplaces adopt the standards envisaged for wastewater.

4.4

Biodiversity and ecosystems



Material topics: Biodiversity and sustainable cultivation practices | Impacts: 122 | (304-2)

Processes for identifying and assessing material impacts, risks, dependencies and opportunities relating to biodiversity and ecosystems

Corporate impacts relating to biodiversity and ecosystems are never direct, as the Group does not deal with the agricultural production of cereals and other goods that it processes and/or sells. However, fully aware of the critical importance of environmental sustainability, in terms of soil protection, respect for biodiversity and the ecosystems of the cultivation areas from which the agricultural raw materials used in business processes come, the Group has started to assess its indirect impacts, referring to the supply chain, and to identify intervention plans and actions.

The description of material impacts, risks and opportunities related to the topic "Biodiversity and sustainable cultivation practices" is provided in Chapter 1, to which reference is made. In particular, the double materiality analysis conducted highlighted a potential negative impact on the environment from the second or third level supply chain, relating to the supply of raw materials and agricultural goods. The unsustainable cultivation of agricultural commodities can generate negative impacts on the environment in terms of threats to biodiversity, soil degradation, indiscriminate use of pesticides, waste of water resources.

Policies relating to biodiversity and ecosystems

Considering that, due to the type of activity carried out, there are no direct impacts on biodiversity and ecosystems, the potential negative impacts of this kind concern the supply chain, as mentioned above. Therefore, the company management policies focused on the mitigation of impact risks through prevention and control tools.

At present, the company's policies for the management of indirect impacts on biodiversity and ecosystems are focused on the dissemination of the adoption of the **Supplier Code of Conduct** of the Casillo Group and on the implementation of the Accreditation Platform.

By adhering to the Casillo Code of Conduct, suppliers undertake to respect certain rules regarding environmental and social issues of interest to the Group. In particular, with regard to the specific topic "Biodiversity and sustainable cul**tivation practices**", the conduct requirements require commitment by the supplier in:

- communicating its corporate strategy/ transition plans in relation to material impacts regarding threats to biodiversity, soil degradation, indiscriminate use of pesticides, water management;
- indicating the sensitive places and areas in terms of biodiversity;
- communicating whether material negative impacts have been identified with regard to soil degradation, desertification or soil

sealing, and whether its operations have effects on endangered species;

- disclosing its policies for the management of risks related to biodiversity, soil degradation, indiscriminate use of pesticides, management of water resources;
- communicating any actions taken to prevent or mitigate material negative impacts on biodiversity and ecosystems of the soils where the products are grown;
- storing the supporting documents relating to the history of land use and being willing to provide them on request.

Casillo suppliers involved in agricultural product supply chains are also required to practice and promote good agricultural practice throughout their supply chain and towards farmers.

By signing the Code of Conduct, suppliers agree to be subjected to audit procedures for compliance with the provisions of the Code.

Projects and actions for the protection of biodiversity and ecosystems

The main action relating to the issue of biodiversity and ecosystems concerns the dissemination and acceptance of the supplier code of conduct, given its strategic importance for the management of the indirect impacts of the supply chain on the issue in question.

Furthermore, as described in paragraph 4.1.3, the Group is committed to the environmental protection project of the Cecibizzo Forest. Referring to this paragraph for the description of the project, it should be noted that this initiative covers several purposes: environmental, with positive impacts on climate-altering emissions and on the protection of ecosystems, and social, in terms of use of the forest by local communities and the public in the broad sense.

4.5

Circular economy, packaging and waste management



Material topics: Use of resources, sustainable packaging and waste management Impacts: 112, 123

Processes to identify and assess the material impacts, risks and opportunities related to the use of resources and the circular economy

The description of material impacts, risks and opportunities related to the topic "Use of resources, sustainable packaging and waste management" is provided in Chapter 1, to which reference is made. In particular, the double materiality analysis carried out showed two negative impacts on the environment related to this issue.

The first impact is of a potential type and concerns the risk of irresponsible management of the waste generated by the company activities, with an impact on the environment deriving from any inadequate processes or disposal and recovery systems.

The second impact, of an actual type, concerns non-differentiable packaging.

The management policies described in the following paragraph indicate the ways in which the Group mitigates, reduces or eliminates the effects of these impacts through sustainable management of resources and waste.

Policies relating to the use of resources and the circular economy

The Casillo Group carefully monitors waste management, with a focus on special waste, i.e. that resulting from the various industrial processes. The organisation is fully committed to guaranteeing compliant waste disposal, separating and recycling waste wherever possible.

Already for some time, the Group has adopted the Environmental Management System (EMS) compliant with ISO 14001 certification, through which it monitors its milling plant's environmental performance, including in relation to waste production.

The waste produced by the Group comes mainly from the production process, the maintenance of systems/plants and scrap from the packaging processes.

The impacts relating to the organisation's activities essentially relate to production activities, which currently do not present significant risks. On the other hand, at the potential level, the impacts relate to the parties involved in the disposal of waste, for which the company monitors through the appropriate authorisations provided by them.

The Group provides on the packaging of its products, as required by law, all the information necessary for the proper disposal of waste by consumer customers.

However, it is important to distinguish between production waste and that generated by the offices (paper, plastic, wet and dry residual waste), which are similar to municipal waste duly disposed of through the collection channels provided and separated according to instructions of the local authority where the site is located.

With regard to waste related to the Group's activities, some management and disposal methods are specified:

- a) food waste deriving from the production phase the processing residues of vegetable origin deriving from the phase of pre-cleaning and cleaning of the wheat, in their fractions not used for the production of by-products, are disposed of with EWC 02.03.04 "Waste that cannot be used for consumption or transformation" by transferring them to authorised plants through carriers duly registered in the National Register of Environmental Operators;
- b) processes used to collect and monitor waste-related data data relating to waste production and disposal are systematically recorded in the waste loading/unloading registers also through IT systems that allow for rapid consultation and extrapolation;
- c) use of a key for the methods of recovery/disposal of the various types of waste generated R and D based on the relative codes. In particular:
 - the classification of waste recovery activities is currently based on the list of operations R of Annex C to Part IV of Italian Legislative Decree 152/06;
 - the classification of waste treatment-disposal activities is currently based on the list of operations D of Annex B to Part IV of Italian Legislative Decree 152/06.

Environmental Management System (EMS)

The Group has adopted the **Environmental Management System (EMS)** compliant with ISO 14001 certification, through which it monitors the environmental performance of its milling plans, including in relation to waste production.

This certification demonstrates that the certified organisation has an adequate management system to keep the environmental impacts of its activities under control, and systematically strives to improve it in a consistent, effective and above all sustainable manner.

In compliance with the provisions of the international standard **ISO 14001: 2015** - published by the **International Organisation for Standardisation (ISO)** - the Environmental Management System makes it possible to establish a company environmental policy, to identify material environmental aspects, to define objectives and targets for improvement, and to plan the actions needed to achieve the expected results.

Supply chain management policies - Code of conduct

With regard to the management policies related to the impacts generated by the supply chain, through the adoption of the **Supplier Code of Conduct** and the upcoming implementation of the **Accreditation Platform**, the Group requires its suppliers to also make a commitment in terms of the packaging materials used and responsible waste management.

The conduct requirements call for commitment from suppliers in:

- choosing increasingly responsible materials for their packaging, increasing the percentage of 100% recyclable materials;
- reducing the use of plastic for its packaging;
- adopting waste disposal processes that do not harm the environment, minimising water, air and soil pollution;
- designing products and materials in line with the principles of the circular economy;
- communicating whether a circular economy strategy has been defined regarding packaging and materials sold. In particular, it is required to communicate whether the following criteria have been defined: durability, reusability, repairability, disassembly, remanufacturing, reconditioning, recycling, recirculation through the biological cycle or optimisation of materials.

Actions relating to the use of resources and the circular economy

As regards packaging, all paper bags used to package Molino Casillo branded products were selected from suppliers and paper mills that use paper compliant with the FSC (Forest Stewardship Council), a certification that paper and cardboard are sourced responsibly.

In 2024, the following secondary packaging change processes were carried out in order to:

- completely eliminate plastic inserts in paper packs and make them 100% recyclable;
- replace plastic packs for the 500 g format using only paper (in progress also in 2025);
- reducing plastic for secondary packaging (e.g. platform wrapping film) and consequent reduction of the carbon footprint.

The focus on waste management has allowed the Group to achieve high separated waste targets, considering that almost all of the waste generated by the Group is non-hazardous.

FARINA ZERO TIPO '0' 25 Kg e

Waste is temporarily deposited, with particular reference to production sites, in compliance with the environmental legislation, using specific containers differentiated by waste type so as to optimise the quality of separate waste collection and avoid dispersal in the environment.

For waste from the various Casillo Group sites, disposal is carried out by third parties, in accordance with legal obligations.

Metrics: Resource inflows (packaging used)

The packaging used, necessary to protect and safeguard the products in all phases of distribution up to the consumer, consists of primary, secondary and tertiary packaging. Casillo has a mapping for the primary and secondary packaging components.

In 2024, additional labelling data were implemented, such as the weight for each component, thus improving the degree of knowledge about packaging. In addition, the Group is implementing specific procedures to collect information on the percentage of recycled material contained, with the aim of making this information available in the 2025 report.

The primary packaging is represented by the packaging that contains or encloses the products directly, coming into close contact with them. In assessing the environmental impact of the packs, it must be considered that each branded product container can be made up of different components.

In order to guarantee consumers the possibility of correctly disposing of waste deriving from product packaging, Casillo offers all the necessary information on product packaging, pursuant to legislation.

The following table shows the information relating to the breakdown of the primary and secondary packaging.

The following table shows the information relating to the breakdown of the primary and secondary packaging.

Components	Materials used	Quantity (Tonnes)
Primary packaging		
Industrial bags	Virgin Kraft	1,573.51
Retail bags	Virgin Kraft	552.00
5 kg bags with handle	Kraft + Plastic	20.00
ATM plastic bags		9.00
Vacuum film		47.40
Secondary packaging		
Stretch film	Plastic	49.51
Heat-shrink film	Plastic	73.60
Macro-perforated film	Plastic	54.50
Macro-perforated film	Plastic	54.50

Casillo has chosen the path of transparency vis-à-vis its consumers, choosing **responsible and truthful claims related to its packaging**, in line with European Directive 825/2024 on environmental self-declarations, aimed at combating greenwashing and misleading environmental claims.



Metrics: Resource outflows (waste produced)



Table - Components for packaging

Quantitative information on the waste produced by the Group is provided below.

Parties involved based on type	2024	2023	2022
Intermediaries	12	8	7
Recipients	75	58	54
Transporters	40	35	23

Table - Waste management by third parties

The following tables provide a distinction between the waste produced by the Group on the basis of its recovery or disposal. In general, there was a significant increase in waste produced in 2024 compared to 2023. This increase is attributable to a combination of factors linked to the intensification of production activities.

2023

	Waste composition (EWC)	Hazardous *	Non-hazardous	Total
	Waste for recycling R	7.31	1,158.23	1,165.54
2024	Waste for disposal D	4.3	2,020.53	2,024.83
	Total waste produced	11.60	3,178.76	3,190.36
	Waste for recycling R	3.97	1,104.63	1,108.60
2023	Waste for disposal D	3.77	129.28	133.05
	Total waste produced	7.74	1,233.91	1,241.65
	Waste for recycling R	4.73	993.05	997.78
2022	Waste for disposal D	4.1	104.66	108.76
	Total waste produced	8.83	1,097.71	1,106.54

2024

Table - Analysis of waste produced by composition (amounts in t.)

			2024			2023			2022
•	On site	At an external site	Total	On site	At an external site	Total	On site	At an external site	Total
Hazardous waste *									
R3	0	0	0	0	0	0	0	0	0
R12	0	0	0	0	0.01	0.01	0	0	0
R13	0	7.31	7.31	0	3.96	3.96	0	4.73	4.73
Total hazardous waste *	0	7.31	7.31	0	3.97	3.97	0	4.73	4.73
Non-hazardous was	ite								
R3	0	169.65	169.65	0	123.50	123.50	0	221.74	221.74
R4	0	0	0	0	0.20	0.20	0	0	0
R5	0	0	0	0	7.95	7.95	0	0.58	0.58
R12	0	27.33	27.33	0	12.50	12.50	0	24.27	24.27
R13	0	960.93	960.93	0	960.48	960.48	0	746.46	746.46
Total non- hazardous waste	0.00	1,157.91	1,157.91	0	1,104.63	1,104.63	0	993.05	993.05

Table - Waste produced and destined for recycling (amounts in t.)

2022

The details of the waste destined for disposal are shown in the following table. Please note that waste for disposal is delivered to landfills by authorised third parties.

				2024			2023			2022
		On site	At an external site	Total	On site	At an external site	Total	On site	At an external site	Total
Hazardous waste										
Landfill	D1	0	0	0	0	0	0	0	0	0
	D5	0	0	0	0	0	0	0	0	0
	D8	0	0	0	0	0	0	0	0	0
	D9	0	2.08	2.08	0	0	0	0	0	0
INCINERATION	D10	0	0	0	0	0	0	0	0	0
(without energy recovery)	D11	0	0	0	0	0	0	0	0	0
	D13	0	0	0	0	0	0	0	0	0
	D14	0	0	0	0	0	0	0	0	0
	D15	0	2.22	2.22	0	3.77	3.77	0	4.10	4.10
	OTHER D	0	0	0	0	0	0	0	0	0
Total		0	4.30	4.30	0	3.77	3.77	0	4.10	4.10
Non-hazardous w	aste									
ı ICII	D1	0	0	0	0	0	0	0	0	0
Landfill	D5	0	0	0	0	0	0	0	0	0
	D8	0	1,943.58	1,943.58	0	96.04	96.04	0	0	0
	D9	0	2.12	2.12	0	0	0	0	0	0
INCINERATION	D10	0	0	0	0	0	0	0	82.72	82.72
(without energy recovery)	D11	0	0	0	0	0	0	0	0	0
	D13	0	11.56	11.56	0	0	0	0	0	0
	D14	0	22.48	22.48	0	0	0	0	0	0
	D15	0	40.79	40.79	0	33.24	33.24	0	21.94	21.94
	OTHER D	0	0	0	0	0	0	0	0	0
Total	0	0	2,020.53	2,020.53	0.00	129.28	129.28	0.00	104.66	104.66

Table - Waste produced and destined for disposal (amounts in tonnes)

The following table shows that <u>almost all of the waste produced by the Group is non-hazardous</u>, as described by the reference EWC codes.

		2024						2023				2022	
		Waste not for disposal (RECOVERY)	Waste for disposal	7000	מסטסטסום שומסטסטסום שומסטסטס	Waste not for disposal (RECOVERY)	Waste for disposal	-	Waste produced	Waste not for disposal (RECOVERY)	Waste for disposal	Waste produced	
Waste compo- sition (EWC)	Description	R	D	тот	「(t)	R	D	то	T (t)	R	D	тоі	「(t)
EWC 16.10.02 *	Aqueous liquid wastes other than those mentioned in 16 10 01	0.00	1,943.58	1,943.58	60.92%	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%
EWC 02.03.04	Food production waste that cannot be used for consumption or transformation	565.66	45.83	611.49	19.17%	410.95	27.14	438.09	35.28%	481.44	9.18	490.62	44.44%
EWC 15.01.01	Paper and cardboard packaging	155.93	0.00	155.93	4.89%	264.78	0.00	264.78	21.32%	148.10	0.00	148.10	13.38%
EWC 17.04.05	Iron and steel. Impacts generated by production activities	128.67	0.00	128.67	4.03%	175.22	0.00	175.22	14.11%	126.98	1.00	127.98	11.56%
Other non- hazardous	Essentially packaging in non-recyclable plastic, wood and mixed, non-differentiable, from packaging activities.	307.97	31.13	339.10	10.63%	253.68	102.14	355.82	28.66%	236.50	94.40	330.90	29.87%
EWC 16.02.13 *	Waste from discarded electrical or electronic equipment containing hazardous compo- nents	3.76	0.00	3.76	0.12%	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%
EWC 16.10.01*	Aqueous waste solutions containing hazardous substances	0.00	2.08	2.08	0.07%	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%
EWC 15.01.10*	Packaging containing residues of hazardous substances or con- taminated by such substances	0.55	1.20	1.75	0.05%	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%
Hazardous'	Mainly waste from * plant maintenance. Impacts generated by production activities	2.99	1.02	4.01	0.13%	3.97	3.77	7.74	0.62%	4.76	4.19	8.94	0.80%
Total		1,165.54	2,024.83	3,190.36	100%	1,108.60	133.05	1,241.65	100%	997.78	108.76	1,106.54	100%

Table - Waste produced based on the reference EWC code (amounts in t.)







RESEARCH, DEVELOPMENT AND INNOVATION

Stakeholders

National and international institutions
Universities and research institutes
Shareholders
Suppliers
Lenders
Business partners
Customers



The **research and development** of new products and production processes and **technological innovation** are a hallmark of Casillo's modus operandi, as strategic elements of the corporate vision and mission. The business model is heavily geared towards *continuous improvement* and the interconnection between research, development, technological innovation and sustainability.

The projects in question often have a multi-year duration, as well as being numerous and well-structured, and involve both specialised and best-in-class in-house personnel, as well as leading research centres, departments and universities and other national and international bodies that are actively involved in R&D and technological innovation.

The most important projects carried out during the year are described in the following paragraphs.



5.1

Digitalisation and Innovation





Material topics: Technological innovation and digitalisation; Cyber security

Impacts: I11 Opportunity: O4

Risks: R5, R7

203-1 203-2

The Casillo Group's Information and Innovation Technology area handles delivery and operation activities for the following macro-areas:

IT infrastructures **Industrial** and Cyber **Automation Security** software component of factories: PLC and SCADA network, digital platforms security, server, cloud and individual devices (PCs, peripheral devices, tablets, smartphones, etc.) **INFORMATION** & INNOVATION **TECHNOLOGY AREA Business** and Information **Artificial** Systems and **Processes Intelligence** management data analysis software and analysis of business processes

IT infrastructures and CYBER SECURITY

Digital security represents a fundamental pillar for safeguarding the company's information and a necessary requirement, given the centrality of information digitalisation across every area of the company and the risks that could currently arise from hacker attacks.

Among the investments of the Casillo Group there is a project in partnership with highly specialised external parties with a view to **cyberattack prevention** for a 24/7 monitoring.

A cyber security management process was already launched in 2022 in a more structured manner, with highly qualified external support. This process, aimed at improving IT structures, envisages the presence of two operating centres:



(Security Operation Centre)

Structure where all information on the company's IT security status is centralised, which constantly monitors what happens in terms of data traffic.



(Network Operation Centre)

A unit consisting of people, processes and technologies that, through internal management of the company, oversees networks and infrastructures. The main purpose is to monitor the correct functioning of the company's physical and virtual network devices and servers.

In addition, the Group has planned to **ensure cyber risk**, for the purposes of compliance of the systems and observance of regulations. These actions are part of the three-year plan relating to the restructuring of the cyber security function, now fundamental for innovative and complex business organisations.

In 2024, the Group implemented specific vulnerability assessment projects.

NIS 2 Directive compliance project: ISO 27001 and ISO 22301 integrated process

A cybersecurity project was launched in October 2024, continuing in 2025, to adapt the Group's IT infrastructure to the EU Directive 2022/2555 of the European Parliament and of the Council, known as the "NIS 2 Directive", implemented in Italy through Legislative Decree no. 138/2024, which entered into force on 16 October 2024.

The NIS 2 Directive introduces the new regulatory framework of the European Union for the security of networks and information systems, replacing the previous NIS 1 Directive. The main objective is to strengthen the digital resilience of critical infrastructures and essential services. NIS 2 expands the scope of application to 18 critical sectors, introducing more stringent security requirements. Organisations operating in critical sectors are required to implement security measures, manage IT risk, report significant incidents and ensure business continuity. The Group companies most affected, as they operate in the "Other critical sectors" pursuant to the NIS 2 Directive, are represented by Casillo S.p.A. S.B., Sinergie Molitorie S.c. a r.l., Silos Granari della Sicilia S.r.l., Business Optimizers S.c.p.A., Casillo Next Gen Food S.r.l.

The main aspects of the project launched by Casillo are as follows:

Strategic Objective



The project aims to achieve NIS 2 compliance through an integrated approach that combines ISO 27001 (Information Security Management) and ISO 22301 (Business Continuity Management) cer**tifications**, creating a resilient security framework compliant with European requirements.

Strategic benefits



The dual standard guarantees regulato**ry compliance**, a 60% reduction in cyber risks, and improved operational resilience. The international certification facilitates business relations with European partners

and provides a competitive advantage. The systematic approach ensures sustainability over time through continuous improvement processes and proactive monitoring of emerging threats.

Methodological approach



The strategy integrates NIS 2 requirements with international standards through a unified Security Management System. ISO 27001 provides the framework for the systematic management of IT security, while ISO 22301 guarantees operational continuity during cyber incidents. This synergy fully covers the 10 security domains required by NIS2.

Phases of implementation:

Phase 1: Gap analysis and risk assessment according to ISO methodologies, identifying vulnerabilities and compliance requirements.

Phase 2: Development of policies, procedures and operational continuity plans aligned with the frameworks.

Phase 3: Implementation of technical and organisational controls with a focus on incident response, supply chain security and crisis management.

Phase 4: Testing and internal audits in preparation for certification and definition of VA/PT activities.

Antivirus

In terms of cybersecurity, the antivirus program was also replaced through the inclusion of the new MDR (Managed Detection & Response) platform, which uses technology and skills to monitor IT resources, in order to quickly detect and respond effectively to IT security threats, making it possible to have various levels of protection to counteract the multiple vectors of possible attacks.

INDUSTRIAL AUTOMATION

NIR Probes

The NIR (Near-Infrared) probes installed on-line on the milling process are used to monitor and streamline the production of grains and flours: their purpose is to optimise production metrics in real time and guarantee the consistency and compliance of the end products. These sensors provide detailed information on the chemical composition of cereals and flours during the entire process. Specifically, the NIRs installed in line along the production process, with a fixed frequency, emit light beams in the range of the NIR spectrum towards the grains or flours in transit in the process.

The data collected by the sensors are used to develop predictive models calibrated on the basis of a calibration-set of cereals or flours capable of robustly and reliably mapping all possible reference productions. The above is carried out by a specific Framework, adequately designed and implemented which, being placed downstream between these field systems, makes it possible to integrate them with the plant automation systems (PLC/SCADA), via communication protocol OPC-UA. The data collection in progress, thanks to NIR Probes, lays the foundations for the future development of Machine Learning techniques with which it will be possible to compare the quality of the finished product and to predict the result already in the initial phases (goods receipt and/or cleaning) by collecting the data continuously generated by the probes and correlating them with the plant set-ups and the final product obtained.

In 2024, the project concerned:

- significant improvement, in terms of precision and reliability of the predictive result, for all metrics of interest;
- the validation of this tool by the Quality Function;
- the adoption of this system for both the MC2 and MC3 plants, both in Corato, with forthcoming extension to the remaining plants of the Group, as per the business plan;

 the hiring of new human resources with the aim of further strengthening knowhow.

The NIR probes are also being tested on the Casillo Next Gen Food site.

Plant Revamping

With a view to continuous regeneration and technological upgrading of production plants, the following projects were carried out in 2024:

- Revamping and energy optimisation of the pneumatic conveying systems of the milling plant of Santa Maria Nuova (AN);
- Installation of new safety centrifugal barrels for bulk loading (C1);
- Revamping and optimisation of purifier suction plant (C1);
- Installation of EP valves for recipe automation in the plants: C1, C2, C3, C4 of Corato;
- Installation of PID (Proportional-Integral-Derivative) to service the Tyres and Purifiers in the plants: C1, C2, C3, C4 of Corato, Pozzallo, Monfalcone, Rovato;
- Installation of Cartesian palletiser on the packaging line 01 (C5);
- Installation of the second STM (Casillo Next Gen Food) micronisation plant;
- Modification of the dryer (Casillo Next Gen Food);
- Installation of the Ozone distribution plant (Casillo Next Gen Food);
- Installation of separator at the inlet of the extraction plant (Casillo Next Gen Food).

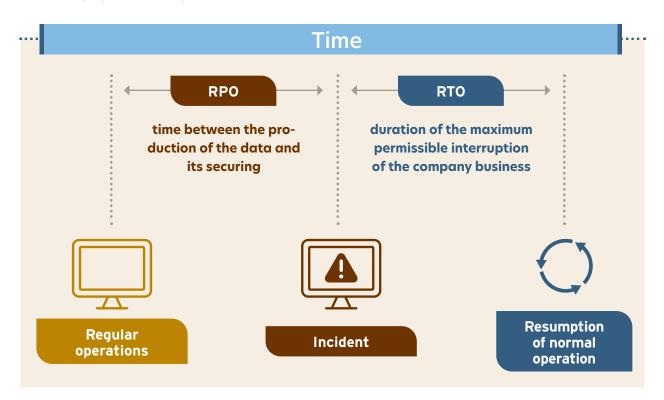
INFORMATION SYSTEMS AND PROCESSES

Food traceability and safety system

The subsidiary Casillo S.p.A. Società Benefit, operating in full compliance with the regulatory framework based on Regulation (EC) No. 178 of 2002, which establishes common procedures in the field of food safety, laying down general provisions concerning the traceability of food and feed and introducing the Rapid Alert System (RASFF), but above all establishing the general principles and requirements of food legislation, the most important of which is the principle of risk analysis, has implemented an internal traceability system entirely based on the SAP **ERP platform**. All production plants in the milling segment adopted that system to guarantee traceability from the raw materials to the finished product. As proof of the effectiveness of this platform, a number of quality audits performed by customers were successfully passed. Currently, the system can trace a production batch in just a few minutes.

SAP S/4HANA

After a careful and meticulous process, in November 2024, the Group successfully completed the migration of the SAP system from the R3 version to S/4HANA in RISE mode.



This technological evolution opens up new perspectives for the Group, enhancing the ability to innovate and optimise processes in a multi-plant and multi-business context. The objectives pursued through this project concerned:

- 1) Securing the platform with a disaster recovery (DR) system, i.e. the set of procedures and technologies that allow an organisation to restore its systems and data after a damaging event;
- 2) Compared to the previous private cloud managed internally, with RISE mode everything is managed entirely by SAP (security, updates,
- etc.). In addition, the Group can take full advantage of SAP S/4HANA in the AWS cloud, which has a DR equal to zero (RPO - Recovery Point Objective and RTO - Recovery Time Objective) with simultaneous data backup, in the event of an incident (as shown in the chart above).
- 3) Valuable projects on a more advanced platform with greater functionality than the previous system. In addition, the new system also relieves us of internal responsibility for cybersecurity, as everything is managed by SAP.

Opportunities of on-premise SAP ECC Migration to S/4HANA on RISE

Architectural Simplification and Performance

SAP S/4HANA on RISE eliminates traditional architectural complexity by consolidating all data into a single *inmemory* HANA database.

Acceleration of Digital Transformation

S/4HANA introduces native artificial intelligence, machine learning and predictive analytics that transform business processes.

Business Continuity and Compliance

The cloud platform guarantees **SLAs of 99.5%** with automatic multi-region
disaster recovery and continuous
backups. Automatic updates ensure
continuous regulatory compliance (GDPR,
SOX, sectoral) without operational
interruptions.

Predictable Consumption Model

RISE transforms SAP from CAPEX to OPEX through an *all-inclusive subscription* model that includes licences, cloud infrastructure, support and updates.

Cloud-Native integration

RISE enables seamless integration with the cloud ecosystem through SAP Integration Suite, facilitating connection with SaaS applications, third-party APIs and cloud services.

Innovation Enablement

RISE includes access to the entire SAP portfolio (SuccessFactors, Ariba, Concur, Analytics Cloud) through a single contract, enabling the gradual adoption of new features without additional investments.

Competitiveness and Time-to-Market

The migration to S/4HANA on RISE puts the company in a position to exploit emerging technologies such as IoT, blockchain and AI, staying competitive in increasingly digital markets.

The Group's strategic objective is to achieve a serverless architecture to achieve operational efficiency, advanced security and a zero lock-in strategy, which eliminates the dependency on proprietary hardware and specialised systems skills.

Currently, the software systems, programs and applications managed in **SaaS mode** (software as a service) are the following: SAP, TALENTIA

(as regards operations related to the financial statements), INAZ (for activities in the HR area), LIMS (for laboratory analyses), CRM (described below), DocsMarshal (see paragraph described below) and the documentary part in SharePoint. Management in SaaS mode also makes it possible to take advantage of the features relating to innovative analytics, artificial intelligence and data management services. Leveraging Micro-

soft 365 as a Central Ecosystem, it is possible to use an integrated ecosystem with cloud-native productivity, collaboration through Teams/ SharePoint, integrated security with Azure AD, automatic compliance and business intelligence via Power Platform.

With regard to SAP, the digitalisation of the warehouses in Ortona and Guidonia was completed in 2024. SAP's WM (Warehouse Management) module has been implemented on these warehouses with the following impacts:

- Route optimisation: up to 30-40% reduction in handling times through automatic routing algorithms;
- Decision-making automation: elimination of dead times and human errors with automatic allocation of locations and prioritisation of orders;
- Real-time visibility: full traceability with RFID/barcode, reduction of stock discrepancies by 90%;
- **ERP integration**: automatic order-stock synchronisation, elimination of data duplications;
- Dynamic load management: automatic optimisation of resources during operational peaks;
- Implementation: 6-18 months, immediate post-go-live benefits.

MES System

Also in 2024, the Casillo Group carried out the project on the adoption of the MES system integrated with the SAP ERP system on all milling and packaging plants.

MES, the acronym of Manufacturing Execution System, is a computer system for controlling the whole production department, which enables the continuous improvement of processes with the main objective of enhancing quality and productivity efficiency.

CRM System

The need to adopt a system to support marketing and sales activities prompted the Group to explore the world of CRM (Customer Relationship Management) tools.

After the go-live of SAP's CRM Customer Experience platform (SAP CX) in 2022, realised in partnership with EY and Derga Italia, the CRM Service project was completed in 2024, focused on the handling of customer complaints of the subsidiary Casillo S.p.A. Società Benefit.

Process digitisation with DocsMarshal

In 2024, the Business Process Management (BPM) system with DocsMarshal platform was finalised: a strategic approach that aims to optimise and improve business processes to increase efficiency, productivity and effectiveness.

DocsMarshal is a software specialised in BPM and BPA (Business Process Automation) for the management and automation of business processes, which can be integrated with other systems already present in the company, which transforms document processes from paper to digital through automatic acquisition, intelligent classification and customisable workflows. The platform reduces document processing times by 70% by eliminating repetitive manual activities.

Digital workflows guarantee complete traceability, regulatory compliance and approvalmechanisms, as well as simplification of the connection with existing business ecosystems, reduction of administrative costs, automatic compliance and elimination of physical archives.

Procurement platform (Paperless project)

In 2024, an analysis was carried out with the identification of an **EDI platform** (Electronic Data Interchange - software system that facilitates the electronic exchange of commercial documents between companies) to be used for procurement processes.

The solution identified is represented by SAP Ari**ba**, the most advanced procurement suite offered by SAP, which covers all source to pay processes, including: supply chain strategy, supplier man-

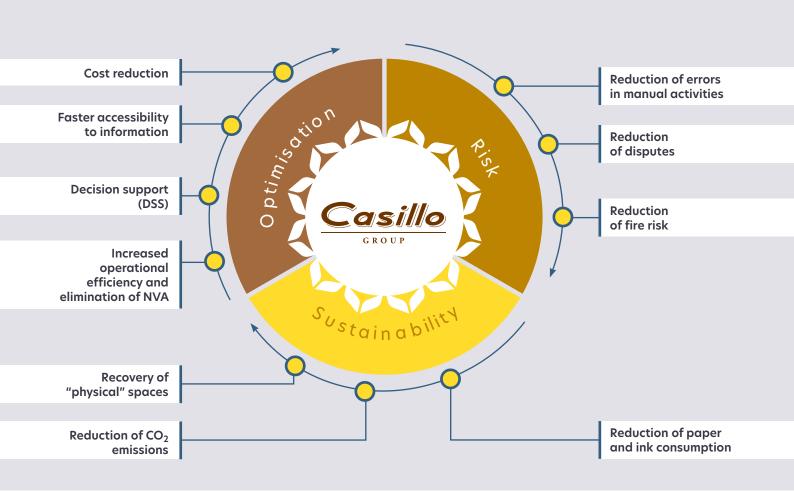
agement, procurement, optimisation of net working capital, streamlining of the document workflow (purchase orders, transport documents, invoices, payments). The platform automates and simplifies the process of transmitting information such as purchase orders, invoices and other important communications, eliminatina the need for manual and paper exchanges. In addition, this procurement platform is an interface for exchanging data with other stakeholders.

In addition, the Procurement platform will be integrated with the Supplier Code of Conduct, which must be signed by each supplier in the chain that intends to be accredited on the platform, and with an ESG questionnaire aimed at monitoring their social and environmental performance. The Group should obtain both positive environmental impacts - i.e. the reduction of paper used for printing documents and, to a lesser extent, in terms of lower indirect climate-altering emissions from electricity consumption, based on memory savings in data centres powered by electricity - but also from a technological perspective, because the Group expects to take a further step forward in terms of integrated and digitalised document management. These processes, which will gradually come

on stream, will implement the **digitalisation programme**.

For this reason, all-inclusive **Digital Transformation** becomes indispensable, useful for managing the collection of large volumes of data. In fact, if properly managed and correlated, the data provide crucial information for making objective decisions and guiding Company strategy. For a data-driven company, as in the case of the Casillo Group, data is a strategic asset that must be valued as it can generate a significant competitive advantage on the market.

Implementation of the project is expected to generate the following benefits.



In 2024, business intelligence activities were increased, carried out by the Innovation & Information Area to support other company areas. Through Business and Artificial Intelligence, reports and dashboards are created to support the following areas:



The new IT Development Plan envisages the implementation of the process of digitalisation of business flows, which is set to mark a genuine cultural revolution at company level, enabling the Group, and its highly complex structure, to resist change by tackling and anticipating increasingly relevant issues.

The digitalisation process is based on systems such as DocsMarshal, BOT, and RPA which, together with the use of structured data, pave the way for the introduction of artificial intelligence (AI) in the Company. These processes make it possible to:

- optimise flows and processes, through continuous improvement, reduce human errors and increase process efficiency, as well as integrate systems within a single platform;
- optimise the exchange of information. Digital transformation makes it possible to channel and stabilise data in dedicated digital platforms, automate the processes previously entrusted to human resources by delegating certain tasks

to the machines, integrate the processes by providing a continuous exchange of information inside and outside the company;

- optimise time and resources, with the associated improvement in productivity.

Furthermore, digitised processes improve the reliability of data by building a data lake into which data to support business activities converge and become inputs for processes that consider AI (Artificial Intelligence) and Machine Learning.

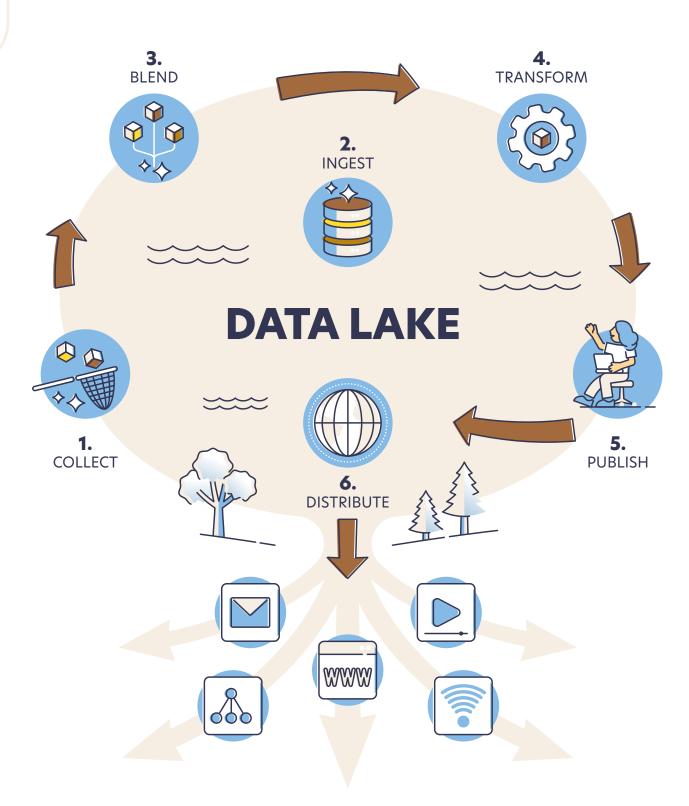


Chart - Data lake

Research and **Development**









Material topics: Research and development of new products and business processes Impacts: 17 Opportunity: O1









Clinical studies for new **Altograno® branded products**

The innovative Casillo Next Gen Food products are the result of important research and development and technological innovation activities, progressively described both in the 2022 and 2023 sustainability reports and in this report (see Chapters 2 and 8, in addition to this paragraph). In particular, this paragraph describes the clinical studies conducted on Altograno® branded products.

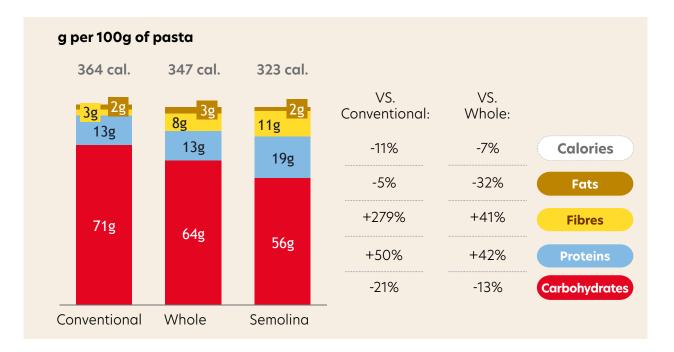
The scientific results of the studies conducted, described below, confirm that it is possible to greatly improve the nutritional profile of pasta while retaining its quality and taste. The innovative idea conceived by Casillo Next Gen Food and turned into reality by the Altograno® branded products is incorporated in the "well-being and health" sector, given its configuration as a complete and nutritionally balanced product (more protein and fibre, less carbohydrates). In fact, the goal of Altograno® is to provide an ingredient rich in fibre and protein, natural and with no additives, or legumes, milk proteins, soy or other cereals, derived solely from wheat.

This innovative product finally reconciles the joy of dining with the modern needs of a balanced and functional diet.

During 2024 and 2025, several clinical studies were conducted to analyse the benefits of using Altograno® based products. These actually have nutritional benefits that far outweigh conventional flours and semolina, and even wholemeal ones.

The benefits on offer from eating pasta made with Altograno® flour have been subject to scientific validation analysis by the University of Molise.

In collaboration with the Council for Research in Agriculture and the Analysis of Agricultural Economics (CREA) and the Campus Bio-Medico University of Rome (under the guidance of Messia and Marconi), an in-depth comparative analysis was carried out on Altograno® pasta with traditional semolina pasta and wholemeal pasta, examining in detail: nutritional breakdown, functional characteristics and cooking performance. Altograno®-based pasta is able to provide increased levels of fibre and protein, with a lower contribution of calories, fats and carbohydrates, as shown below.



The clinical study showed that Altograno® semolina pasta has significantly better nutritional and performance characteristics than conventional or wholemeal pasta, such as:

Up to +50% more complete and digestible protein deriving from wheat germ.

The wheat germ proteins are:

- complete with all essential amino acids
- more digestible
- mainly soluble.

Up to **40% more fibre than wholemeal, higher quality and with no unpleasant notes:**

the fibres present in Altograno®, unlike the wholemeal pasta, are mainly hemicelluloses,

known for their beneficial effects on gut microbiota. Wholemeal pasta, on the other hand, contains predominantly lignin and cellulose, which produce unpleasant flavours.

Up to 30% less gluten:

the higher content of soluble proteins such as albumins and globulins results in a lower total gluten content.

Up to **25%** less **carbohydrates**, **slower release** of sugars:

the increase in proteins and fibres coincides

with a reduction in carbohydrates, balancing nutrition and slowing the release of sugars during digestion, with a lowering of the glycemic index.

More magnesium, zinc, phosphorous, potassium and vitamin B1



one □



Another important clinical study carried out during the year saw the involvement of the team of Portincasa of the University of Bari Aldo Moro (UNIBA - Department of Precision and Regenerative Medicine and Ionian Area - Prima B4HT)

, which conducted a **complex clinical study with 70 healthy volunteers to assess the global and multi-dimensional impact of pasta at gastrointestinal level. Participants ate different types of pasta, including Altograno® semolina pasta, assessing its impact on satisfaction, on the dynamic response of the gallbladder, stomach, gut and on the gut microbiota.

The University of Bari study tellingly revealed that Altograno® pasta offers the following physiological advantages:

UNIBA - Department of Precision and Regenerative Medicine and Ionian Area - Prima B4HT



- Greater antioxidant power it has a significantly higher content of total polyphenols and a greater capacity to neutralise free radicals compared to control pasta;
- More balanced gut microbiota it specifically stimulates the proliferation of Bifidobacterium during simulated colonic fermentation, supporting balanced gut microbiota;
- **Excellent flavour** Altograno® pasta obtained satisfaction scores comparable to the control pasta during the sensory analysis conducted on the participants;
- Gastrointestinal tolerance no clinically relevant differences emerge in terms of motility, confirming that there is no slowdown in gastric emptying nor does it alter intestinal transit.

Journal of Functional Foods 123 (2024) 106598



Contents lists available at ScienceDirect

Journal of Functional Foods

journal homepage: www.elsevier.com/locate/jff





Agreeability and gastrointestinal motility responses to fully characterized experimental pasta enriched in wheat by-products

Mirco Vacca ^{a,1}, Mohamad Khalil ^{b,1}, Antonio Rampino ^c, Giuseppe Celano ^a, Elisa Lanza ^b, Giusy R. Caponio ^e, Felice Ungaro ^d, Alessandro Bertolino ^c, Agostino Di Ciaula ^b, Maria De Angelis a,*, Piero Portincasa b,*, on behalf of the Food Function Study Group (FFSG)

- Department of Soil, Plant and Food Sciences (DiSSPA), University of Bari "Aldo Moro", via G. Amendola 165/a, 70126 Bari, Italy
- b Clinica Medica "A. Murri", Department of Precision and Regenerative Medicine and Ionian Area (DiMePre-J), University of Bari "Aldo Moro" Medical School, piazza Giulio Cesare, 11, 70124 Bari, Italy
- Department of Translational Biomedicine and Neuroscience, University of Bari Aldo Moro, 70124, Bari, Italy and Psychiatric Unit University Hospital, 70124 Bari, Italy

 d Health Marketplace and Puglia Life Science Foundation, Apulia Region, Bari, Italy

 Distribution and Environment (DBBA), University of E
- ^e Department of Bioscience, Biotechnology and Environment (DBBA), University of Bari "Aldo Moro", Via Orabona 4, 70125 Bari, Italy

ARTICLE INFO

Keywords: raceuticals Wheat by-products Fiber enrichment Short-chain fatty acids

ABSTRACT

Pasta, a Mediterranean diet staple, enhances well-being when enriched with healthy ingredients like durum wheat-germ (WG) and wheat-bran (WB). We studied the nutritional and clinical responses to four experimental pastas (EP1-EP4) made with de-oiled WG, WB, and microencapsulated durum wheat-oil (mWO), compared to a control pasta of water and semolina dough. WG addition significantly boosted total phenols and radical scavenging activity. Simulated colonic fermentation showed WG-enriched pasta enhanced short-chain fatty acids

The clinical response to pasta was studied in 70 healthy subjects by semiquantitative scales of sensory perception, functional ultrasonography of gastric and gallbladder kinetics, and breath test for orocecal transit time. Sensory analysis revealed differences in odor, aftertaste, and overall pleasantness, especially in EP2. Gastrointestinal motility was similar across pastas, but EP3 had a shorter transit time and higher colonic fermentation. This study suggests that wheat by-products enriched pastas offer nutraceutical benefits, agreeability, digestibility, and sustainability.

1. Introduction

Pasta is a cereal-based food widely available within the Mediterranean diet (MD) and has high palatability and nutritional quality. Especially in Italy, pasta is ideal for easy and quick meals, and its popularity has increased worldwide.

The current literature encourages the application of healthy dietary patterns, such as the MD, to counteract the rising burden of noncommunicable diseases (NCDs) including obesity, diabetes, metabolic syndrome, and cardiovascular diseases (Caprara, 2021). MD is highly enriched in bioactive components such as fibers, polyphenols, and unsaturated fatty acids with potential beneficial effects on oxidative stress, inflammation, mitochondrial activity, and gut microbiota (Khalil et al., 2022; Schwingshackl et al., 2020).

Since durum wheat semolina is considered the most suitable raw material for pasta-making, its mixture with water is the most used to produce pasta. The different degrees of wheat milling led to a different flour gross composition, and, in fact, refined pasta is rich in starch with defects in vitamins, minerals, and phenolic compounds (Jalgaonkar et al., 2018). During conventional wheat milling, the endosperm, from which the white flour is obtained, is separated from both the wheat bran (WB) and embryo layers (i.e., wheat germ - WG) leading to an excess of them as important by-products of the flour milling industry.

WB is the outer layer of the wheat kernel representing around 13-14% of the total seed weight. Acting as a concentrated source of dietary fiber (33.4-63.0 % of dry matter) (Curti et al., 2013), WB also provides additional bioactive compounds with well-known healthy properties, such as minerals, vitamins B6 and E, antioxidants, and phenolic

E-mail addresses: maria.deangelis@uniba.it (M. De Angelis), piero.portincasa@uniba.it (P. Portincasa).

https://doi.org/10.1016/j.jff.2024.106598

Received 12 September 2024; Received in revised form 17 November 2024; Accepted 18 November 2024

Available online 26 November 2024 1756-4646/© 2024 The Authors. Published by Elsevier Ltd. This is an open access article under the CC BY license (http://creativecommons.org/licenses/by/4.0/).





^{*} Corresponding authors.

Moreover, thanks to the clinical studies carried out, we were able to learn about the positive health impacts of eating pasta with Altograno®, according to the literature review included in said studies, which states that greater consumption of fibre and protein from wholegrain cereals can bring significant health benefits:

Greater fullness - research indicates that foods rich in fibre contribute to better appetite control;

- **Glycemic balance** studies show that similar compositions favour a more balanced glycemic response;
- **Healthier gut microbiota** the data suggest a positive influence on the composition of gut microbiota;
- **Digestive health** positive effects on overall gastrointestinal well-being highlighted;
- Reduction of metabolic risk scientific literature shows correlations with a lower incidence of metabolic diseases.

2025 PREVIEW

In addition to the results obtained from the clinical studies conducted, the R&D team is already working with the best research departments and with several hospitals to further investigate these preliminary data through additional in-vivo clinical studies. In fact, in 2025 other clinical studies were launched in collaboration with Humanitas and Sant'Orsola di Bologna.

The study conducted with Humanitas (Clinical Study Protocol - Study No.: PNRR_ONFOODS LowCharb) considers the evaluation of the effect of functional low-glycemic index carbohydrates versus standard wholegrain carbohydrates on glycolipid metabolism and vascular stress markers in subjects with suboptimal triglyceridemia, as can be seen from the title of the research "Randomised, Double-Blind, Placebo-Controlled Crossover Clinical Trial to Evaluate the Effect of a Functional Low-Glycemic Index Carbohydrates Versus Standard Wholegrain Carbohydrates on Glycolipid Metabolism and Vascular Stress Markers in Subjects with Suboptimal Triglyceridemia".

The research will be led by Arrigo F.G. Cicero and will concern the consumption of industry standard wholemeal pasta, pizza and flatbread, replacing the same amount of carbohydrates normally consumed in a stabilised diet. The duration of the study includes the following timescales:

- 4 months, duration of the study per patient;
- 6 months, prospective period;
- 1 year, total duration of the study (including

statistical analysis).

With regard to the research conducted with Sant'Orsola in Bologna, the clinical study aims to analyse the effect of the daily consumption of Altograno® low-glycemic index foods (pasta, flatbreads, crostini) on triglyceride levels and other metrics linked to metabolism and inflammation in healthy people with slightly altered values.

The title of the study is:

"Effect of low glycemic index carbohydrates on plasmatic triglyceride levels in healthy subjects with suboptimal values: randomised, double-blind, controlled study."

This is a rigorous and randomised, controlled and double-blind study, in which the participants will be divided into two groups: one will consume Altograno® products, the other standard whole foods, both included in a Mediterranean type diet.

The main objective of the study is to verify whether Altograno® products are able to reduce the TyG (Triglycerides-Glucose) index, an emerging cardiometabolic risk indicator.

Secondary objectives include:

- Reduction in blood triglyceride levels, fasting glucose, non-HDL-C, apolipoprotein B and hsCRP
- Improvement of endothelial function

The study will last 4 months for each participant, with an expected start in October 2025 and completion by March 2027.

Chicco Altograno

Through a partnership with the company Hevolus, as part of a continuous process of innovation and inclusion of **artificial intelligence** within the Group's business activities, an **avatar was developed to explain Altograno** in all languages.

This tool was designed to make it easier to understand and disseminate the unique characteristics of Altograno, responding to the needs of global communication and interaction with our customers and partners.

More information is available by clicking the following link.

Other Open innovation and academic research activities

The continuous dialogue with universities and research centres has made it possible to collaboratively solve basic research problems, laying the foundations for industrial development and engineering. The results of the various collaborations led, in 2024, to the publication of further **scientific papers**, with more papers to be published in 2025.

Furthermore, given the Casillo Group believes in and strongly supports **scientific research** and technology transfer to the company, it is committed to subsidising an **industrial research doctorate at the University of Molise** (Department of Agriculture, Environment, Food - DiAAA) entitled: Sustainable recovery of high value added compounds from secondary raw materials of the milling industry.

The following studies were also carried out with different departments of the **University of Bari**:

 Proteomic study of the wheat germ and functionalisation of the enzyme proteins in relation to the determination of specific enzyme cess: proteolytic, lipolytic, etc. in collaboration with the Department of Biosciences, Biotechnologies and Environment - DBBA;

HPLC (High performance liquid chromatog-

activities in co-products of the grinding pro-

- HPLC (High performance liquid chromatography) separation of aqueous extracts from wheat milling waste, for NMR (Nuclear Magnetic Resonance) analysis to determine the molecular structure of organic nutraceuticals present in co-products of the grinding process, with special attention to antioxidant molecules in collaboration with the Department of Chemistry;
- Study of eutectic solvents (also called DES, Deep Eutectic Solvents), such as "green" solvents formed by a mixture of two or more components to be used for the extraction of polar compounds from co-products of wheat grinding with the Department of Pharmacy -Pharmaceutical Sciences.

Other studies involved the Department of Agri-Food, Environmental and Animal Sciences of the **University of Udine** on the assessment of the functional properties (gelling capacity) of deoiled wheat germ and assessment of the rheological properties of the gels produced and the Department of Agricultural, Forestry and Food Sciences of the **University of Turin** for the study for the evaluation of the performance of wheat germ oil in frying.

Agrifood Hub: "Ecosystems of Innovation in Southern Italy"

The Agrifood Hub project aims to restore a historic building in the town of Corato, home to the former Basile mills and pasta factories, giving it new life and making it an **Innovation Hub**, as a research and training and conference centre, and teaching classrooms with all the necessary facilities for optimal use of the centre.

The project includes **knowledge-intensive activities** that will be hosted in the upgraded infrastructure, pursuing the innovation objectives identified by the NRRP 2021-2027, which will **benefit the local business system**



Avatars designed to explain Altograno



through the transfer and sharing of knowledge and technologies.

The initiative was co-financed with NRRP (National Recovery and Resilience Plan) resources as part of the "Ecosystems of Innovation in Southern Italy" measure. Casillo S.p.A. Società Benefit is a partner of the ATS established with the following parties:

Proposer



Partner











Comune di Corato

The construction site, launched in 2023, saw works progress in 2024 which, at present, refer to the completion of all the demolitions and the laying of the new slabs. Building B, which will be mainly dedicated to training, shows more signs of works progress, with external plastering completed, new wooden roofing finished and installations commenced. In addition, in 2025, the wooden roofing of building A is also being carried out.

Construction works are set to be completed in the last quarter of 2026, which will be followed by the purchase of furniture and fittings for which tenders are being prepared.









SOCIAL RESPONSIBILITY

Stakeholders

employees, non-employee workers, local communities



PART A

Social responsibility towards workers

IRO [Impacts, risks, and opportunities]

Material topics

Occupational health and safety; Welfare, training and development of human resources; Diversity, equal treatment and opportunities

Impacts

14, 110, 113

Risks

R8



6.1

Human resources management strategy and model

At the heart of the success of the Casillo Group is the constant contribution of its people, as true key players in the creation of value. Through various initiatives, normal practice and dedicated policies, the Group is committed to ensuring a healthy and inclusive work environment, where everyone's unique characteristics are valued and where diversity becomes a valuable resource for both personal and professional growth.

For these reasons, the Casillo Group's workforce is a fundamental group of stakeholders.

The Group's organisational model is geared towards the future and internationalisation and evolves in consideration of the changes in progress in the labour sector, with new needs and changes of perspective.

The modernisation and evolution of production processes towards ecological transition guide the Group in reskilling the existing company pop-

ulation with a view to new technologies, digitalisation of processes, critical thinking and environmental sustainability.

The BoD takes account, as far as reasonably possible, of the opinions and requests of workers, received from both the head of the HR CD, for example through the 'La Cassetta delle idee' initiative (described below), and through the heads of the other corporate functions, as well as during informal meetings and interviews, taking account of the fact that the management style encourages dialogue and discussion at various levels. These aspects help guide the strategy and the business model, also with reference to respect for human rights.

In referring to the metrics on workers reported below, it should be noted that over 90% of the Group's workforce is composed of employees on permanent employment contracts. The use of non-employees is altogether marginal.

Policies related to own workforce

2-30 402-1

Introduction

All employment relationships (100%) are governed by national collective agreements, in particular, the Food Industry National Collective Labour Agreement and the Commerce National Collective Labour Agreement, residually the Construction Industry National Collective Labour Agreement, the Port National Collective Labour Agreement and the Agriculture National Collective Labour Agreement. For executives, the National Collective Labour Agreement for Industry Managers is mainly applied.

All employees receive an adequate salary, in line with the applicable metrics, and are covered by social protection.

For the minimum number of weeks of notice, generally communicated to employees and their representatives before significant operational changes, there is no internal policy that regulates this aspect: therefore, reference is made to the provisions of the National Collective Labour Agreement.

The Casillo Group is actively committed to respecting human rights, including the rights of its own workers and non-employees. The existing collective bargaining allows the company to respect and comply with the UN guiding principles on business and human rights, the ILO declaration on fundamental principles and rights at work and the OECD guidelines.

In consideration of the specific characteristics of existing employment contracts and company policies, social issues potentially at risk, such as child labour, forced or compulsory labour, human trafficking, failure to respect human rights, are not applicable.

Information is provided below on company policies, valid for all workers, aimed at managing the significant impacts related to its workforce.

Human resources welfare, training and development policies







401-2 403-6

Although it does not have a formalised policy, the company approach and the management policies actually implemented testify to the utmost attention paid by Casillo to creating a welcoming and people-oriented working environment. The Group constantly strives to enhance and develop the professional skills of each person based on the recognition of merit and in compliance with the principle of equal opportunities.

Fairness in interpersonal relationships is a value, designed to guarantee all those who interact with the Group conditions that respect personal dignity and the absence of discrimination or conditioning.

In addition to these principles, contained in the Code of Ethics, special attention is paid to the well-being of employees and the protection of diversity.

The fruits of the management policies in place are represented by a series of initiatives and projects to promote the staff well-being and development, described below.

Policies on diversity, equal treatment and opportunities





The Casillo Group believes that diversity and **plurality** are values that help create an open and stimulating work environment, promoting perspectives and points of view that foster new ideas and effective and correct behaviour. Enhancing diversity makes the company more competitive, innovative and oriented towards the growth of people.

Right from the personnel recruitment phase, gender equality assumes central importance, as does the convinced recognition of ensuring effective equal opportunities for professional **development** for Group female workers.

Although the Group does not have a specifically formalised policy, the management policies actually implemented are aimed at promoting equality within interpersonal relationships in the company and at preventing and combatting any form of discrimination envisaged by European and national legislation: race and ethnic origin, skin colour, gender, sexual orientation, gender identity, disability, age, religion, political opinions, national ancestry or social background.



The implementation for the main Group company - Casillo S.p.A. SB - of a Social Responsibility System, certified according to the SA8000:2014 - Social Accountability 8000 standard, an international certification standard for

social issues of sustainable development, allows specific aspects to be managed pertaining to diversity, equity and inclusion policies within the company, such as:

- respect for human rights;
- respect for workers' rights;
- equal treatment and opportunities;
- no engaging in or support for child la-
- protection against the exploitation of minors;
- no engaging in or support for any form of forced or compulsory labour;
- guaranteeing the health and safety of its workers and full compliance with the relevant laws;
- freedom of association and right to collective bargaining;
- absence of discrimination of any kind against workers and between workers;
- application of disciplinary practices in full compliance with the law;
- working hours compliant with legal reguirements, collective bargaining and industry standards;
- a decent wage.

The Social Responsibility System applied is based on the principles established in the ILO (International Labour Organisation) conventions, the Universal Declaration of Human Rights, the International Convention on the Rights of the Child and the United Nations Convention to eliminate all forms of discrimination against women.

Casillo is committed to ensuring a stress-free setting for its staff, in a harmonious and stimulating working environment.

The careful and constant awareness-raising on the issue and, above all, concrete actions support the inclusion and development of women within the company context.

Occupational health and safety policies





Safety in the workplace represents a significant area within internal risk assessment processes and is constantly monitored. The Group complies with all legislative provisions on the protection of health in the workplace. However, the Italian legislation on safety (Italian Legislative Decree 81/2008 "Consolidated Law on the protection of health and safety in the workplace") is among the most stringent in Europe and requires businesses to perform an analytical assessment of risks to worker health and safety. The company management is committed to constantly raising awareness of these important issues and continuously makes investments aimed at enhancing intrinsic safety in the workplace.

The Casillo Group has always pursued the objective of worker health, understood as a state of complete mental and physical well-being and of fostering a working life within a healthy and stimulating environment.

The Group's commitment is witnessed by the certification of the Occupational Health and Safety Management System according to the ISO 45001:2023 international standard for the facilities of Sinergie Molitorie S.c.a.r.l. (representing the subsidiary with the largest number of workers and labourers at risk).

The aforementioned commitment to worker well-being is reinforced by Casillo S.p.A. S.B.'s maintenance of the management system pursuant to the SA 8000:2014 standard (Social Accountability).

The voluntary certification standards that regard the Group companies with the primary presence of workers contributed to boosting the culture and awareness of the company population on the matter, as well as better monitoring of occupational health and safety risks.

Safety prevention: risk assessment and training on safety in the workplace

403-2 403-5 403-6 403-7

Risk assessment is a process which aims to identify risks for worker health and safety deriving from dangers present in the workplace.

It consists of a careful and systematic analysis of all aspects of working life, intended to establish:

- what can cause injuries or damages;
- whether it is possible to eliminate the hazards identified:
- if it is not possible, to identify which preventive and protective measures are or should be enacted to limit and/ or control risks.

With reference to Italian Legislative Decree no. 81 of 9 April 2008, the Employers of every single Casillo Group company supported by the respective Prevention and Protection Service Manager (RSPP) and the Company Doctor (MC), carry out the various risk identification phases and, subsequently, they complete the final document, as required by law.

Therefore, "risk assessment" is a complex activity that requires, for each area or workplace considered, a series of phases that call for:

- the identification of the sources of risk present in the work cycle;
- the identification of the ensuing potential risks of exposure in relation to the performance of work, as concerns risks for safety as well as for health;
- the estimation of the extent of risks of exposure connected with the situations identified that are of interest for prevention purposes.

The risk analysis and assessment are contained in the Risk Assessment Document (DVR). The individual operating units of each Group company have their own DVR, which each Employer is directly responsible for processing, and updating where necessary, with the support of the respective RSPP and MC, after consulting the Workers' Safety Representatives (RLS).

Through the Workers' Safety Representatives, the DVRs are available to workers to ensure their awareness of the situations that may impact their safety or be harmful to their health.

The DVRs are updated periodically.

The training of workers on occupational health and safety is one of the cornerstones around which the Group's commitment revolves, regardless of the mandatory nature of the mandatory regulations.

The monitoring of training needs, aimed at the formulation of training plans, takes place through a database containing the personal data of all workers, their respective duties ("safety duties") with the resulting risks, therefore, the history of certificates from these achieved from time to time with the relative schedules.

Therefore, all workers, including hires, are constantly trained or updated, in compliance with the provisions of Articles 36 and 37 of Italian Legislative Decree 81/08 as amended and the State-Regions Agreements.

To workers who carry out, as part of their duties, activities that require the use of particular work equipment (e.g. self-propelled trolleys, aerial platforms etc.) or particular operations (e.g. work at height, in confined environments or suspected pollution, electrical work etc.), specific qualifying training is provided, the monitoring of the validity course of which is managed with the same methods and systems described above.

Occupational health services

403-3

Occupational health services are provided through a structured system of company doctors, appointed to this end by the Employers of the individual Casillo Group companies. The company doctors are required to meet the obligations pursuant to Article 25 of Italian Legislative Decree 81/2008; with full organisational and scheduling autonomy and compatible with company requirements, they are required to:

- collaborate with the employers of the Group companies and with the prevention and protection service in the assessment of risks, also for the planning, when necessary, of health surveillance, the preparation of the implementation of measures to protect health and the mental and physical integrity of workers, worker training and communication, insofar as they are responsible, and the organisation of the first aid service, considering the specific types of work and exposures and the unique work organisation procedures;
- collaborate in the implementation and promotion of voluntary health programmes, according to the principles of social responsibility;
- plan and carry out health surveillance;
- provide information to workers on the health surveillance to which they are subject and, in the case of exposure to agents with long-term effects, on the need to undergo health assessments;
- visit the work environments at least once per year, or with a different frequency determined on the basis of the risk assessment;
- participate in the planning of control over worker exposure, for risk assessments and health surveillance.

Worker access to medical services is guaranteed in a number of ways: via the mobile infirmary present on site or at the healthcare facilities used by the company doctors. The services are provided during working hours. All workers of the individual Casillo Group companies are subject to health surveillance protocols in compliance with the respective DVRs.

6.3 Processes









Processes for involving own workforce and workers' representatives with regard to impacts

403-4

As regards the material impacts of the company's activities on employees, workers are involved both directly and through the trade union representatives (RSA).

Within the main Group companies, if the obligation or need arises as a result of significant events, periodic risk prevention and protection meetings are held pursuant to Article 35 of Italian Legislative Decree no. 81/2008 as amended, intended to facilitate worker participation and consultation within the scope of the development, implementation and assessment of the system for managing workplace health and safety,

and in order to provide access and communicate relevant information on health and safety in the workplace. The executives, the manager of the Prevention and Protection Service, the company doctors and the workers' safety representatives participate in these meetings.

In application of the **UNI EN ISO 45001:2023 standard**, the Group also promotes the consultation of workers' committees, including those not formally established and not holding managerial roles or trade union positions, in order to share with them good practices, choice of clothing and PPE, and operating procedures.

Industrial relations

For the Casillo Group, the system of trade union relations is designed as a tool for building, addressing and resolving issues related to organisational development that takes into account, on the one hand, company requirements, and on the other, the need to cover issues concerning safety in the workplace and well-being at work.

During 2024, the primary objective of the trade union meetings was to explore work organisation issues for the start-up of new plants (Casillo Next Gen Food) or to update the organisation of work within the various production departments to satisfy new needs expressed by the company and/or workers.

The **dialogue** and **discussion** between the various points of view expressed by the Parties represent the founding values of the trade union meetings that have led to the definition of new 2nd level agreements, new company processes and new organisational assets that have satisfied all the Parties involved.

Whistleblowing





The Casillo Group, in compliance with Italian Legislative Decree 24/2023 on whistleblowing, i.e. the reporting of offences of which an employee, associate or professional has become aware due to the employment relationship, prepared a specific company policy in 2023 in order to structure an adequate and effective Whistleblowing system.

Whistleblowing Procedure of the Casillo Group They can be carried out by · consultants, shareholders and employees; persons with administration, subordinate workers; management, control, self-employed workers; supervisory or legal workers or associates who representation functions, provide goods or services or even if these functions are who carry out works in favour exercised merely de facto; of third parties; · volunteers and trainees, paid freelancers; and unpaid. Whistleblower They can be transmitted Company figure when the legal relationship is • after the termination of the who reports ongoing; legal relationship if the inforviolations or mation on the violations was irregularities acquired before the terminaduring the probationary period, tion of the relationship itself when the legal relationship has (retirees). not yet started, if information on the violations was acquired during the selection process or in other pre-contractual phases; They may cover violations of national regulatory provisions; violations of European legislation.

The Group has put in place an internal analogue written reporting method, where the elements pertaining to the report must be inserted in two closed envelopes, containing:

- the first, the identifying data of the whistleblower and a copy of an identity document;
- the second, the subject of the report and any attached documentation.

The Reporting Manager is the Supervisory Body, which is a third-party entity fully independent with respect to the Group. Specific training was provided in order to inform employees of the existence of this anonymous reporting channel.

The Whistleblowing Policy is publicly available on the company website.



Whistleblowing Policy Casillo Group



6.4 **Initiatives** and actions











Starting from the analysis of training needs and the skills needed to achieve the company objectives, in 2024 the Human Resources Function was dedicated to recruiting, training and developing specific technical skills, as well as soft skills.

As part of the initiatives and actions implemented in 2024, the Casillo Group complied with all the company policies and processes described above, thus helping to mitigate and prevent the significant negative impacts on the workforce, including those identified and described in the analysis of the impacts referred to in Chapter 1 and related to the issues of Diversity, equal treatment and opportunities; Occupational health and safety; Welfare, training and development of human resources.

The activities for monitoring the effectiveness of company actions are included in the policies and procedures described. These control activities did not bring to light any critical issues.

The metrics described in the following paragraph support the overall effectiveness of company actions in safeguarding material sustainability issues for human resources.

With regard to the financial risk related to the potential economic impact of accidents, injuries and illnesses in the workplace, the prevention and control measures and the entire occupational safety management system, described above, have limited the impacts related to accidents. With reference to the specific report below, it can be stated that in 2024 this risk was not material. At the moment, no further specific actions have been planned in addition to those described.

Specific initiatives regarding welfare, training and development of human resources

401-2 403-6

During the year, the Casillo Group continued to demonstrate significant commitment to its employees and their families through a series of initiatives promoted by the human resources function in 2024. Corporate Benefits Agreements and Scholarships are some of the main actions, designed to support employees and their families.

The Company Welfare Plan has now reached its fifth edition, and has been implemented by the Management in the form of shopping vouchers, utilities reimbursements and fuel vouchers, and is available on a platform accessible to all employees.

In addition, access to the company agreement platform has been updated, which allows employees to take advantage of a wide range of products and services through simple authentication, offering the possibility of selecting items in the fashion, technology and leisure sectors.

Scholarships

The Vincenzo Casillo Foundation has awarded 5 scholarships to the most deserving children of employees, who in 2024 distinguished themselves by obtaining a secondary school or high school diploma.

The award ceremony was an opportunity to organise a meeting and discussion between students, families and the company in the Group's conference room.



The Cassetta delle Idee (Ideas Box)

In the second edition, the "La Cassetta delle Idee" project aims to reward employees who, through their creativity and the desire to improve and innovate, have proposed ideas and projects on various organisational, process or work

As part of the initiative, 16 new ideas were received, which were carefully evaluated and offered insights on issues such as sustainability, welfare, work organisation, and employee engagement.



Company Psychological Help Desk, Company Gym, **Food Education Course**

Initiatives confirmed by the Casillo Group also in 2024 for the promotion of the physical, psychological and social well-being of the staff present in the company as essential factors for the development of motivation, collaboration and involvement of employees in the company.

The attention to company welfare is also demonstrated by the presence of the psychologist in the company, the availability of the company gym and the cafeteria, with the relative comforts, and the monthly appointment with the nutritionist.

Training and development of current and future personnel



Digital transformation and **sustainability** issues have been at the heart of the Casillo Group's training strategy.

In fact, in 2024 the company decided to adopt a training platform accessible to all employees, which offers a rich catalogue of training content: from soft skills (for managers and professionals) to IT skills

(Excel, Power Point) to digital skills (AI, Software and Microsoft Platform), finishing with finance issues for non-professionals. This offer will be increased based on new emerging training needs.

Flexible access and ease of use offer an extraordinary opportunity for learning and professional development.

An innovative training platform ...

The implementation of specific projects with the application of artificial intelligence, the development of new company software (CRM) and the need to continue the development of soft skills of the company population (emotional intelligence and critical thinking, error and conflict management) were decisive factors in the implementation of a significant Training project.

In 2024, the Human Resources Function, with the support of Digit'ed (project partner), launched an **innovative training platform** in terms of technology and experience. Through the combination of advanced academic skills and high-level practical knowledge, an open learning portal was made available to the company population, which allows a wide selection of content on specific technical topics such as: financial statements analysis, finance, software/Microsoft platform and soft skills, which users can access from any device and at any time.

Launched at the end of 2023, the company continued to implement the **Sustainability Training Plan** in 2024, focusing on three materially important topics:



Food integrity, compliance and sustainability

Sustainable development and Intermodal logistics



Traceability and Communication B2B - B2C

The three training areas examine both the legislative and regulatory aspects of sustainability, as well as the operational dynamics and practical application in the company context.

In general, the training involved company functions on technical and transversal issues.

By way of example, courses have been delivered on the following topics:

Training on
Environment and
Food
Defence

Training course on the issues of Sustainability which will extend throughout 2024

ITIL® Foundation v4 (ITILFV4)

International Trade & Export Management in collaboration with Intesa Sanpaolo Training on

Ingredients and Processes
Pasta-making

Management of contractors (legal aspects)

Refresher course on new version 9 of the BRC certification, aimed at quality control personnel at all sites

"How to read the customs bill", addressed to employees of the administrative area "Write-downs of receivables" in collaboration with ACMI Association of Credit Managers (Italy)

Customs and
Customs techniques

Third edition of
"Tecnologia Molitoria"
("Milling Technology")
aimed at mill
operators for both
theory-based and
practical training

Food Defence for staff operating in the quality and environment functions

In 2024, in addition to the topics listed above, not only were the technical/specific skills fundamental in the roles of management, quality, logistics and automation enhanced, but also soft skills such as, for example, emotional in**telligence** to foster a mental attitude in staff with an inclination for the **dynamism** of their work, a proactive approach and the effectiveness of the activities carried out. To this end, training courses were provided (also in progress in 2024) called "How to achieve goals" and "Critical thinking".

Achieving goals



The "How to achieve goals" course, held on-line, involved 20 managers operating in all sectors, with the objectives of:

- developing awareness of one's role in relation to managing relations with colleagues and the team;
- fostering leadership that enables those working in your team to express their poten-
- enabling the participation of managers operating in the various mills.

Critical Thinking



The "Critical Thinking" course involved around 40 employees for a duration of 24 hours held by an expert coach from the sports world.

The course was structured as group work aimed at recognising one's areas of improvement and strength, fundamental for working more effectively in the team to which they belong.

Together with the courses taken by external teachers, the Human Resources Function is constantly committed to creating courses for individual functions on internal software; a significant commitment was made in 2024 on **Customer** Relationship Management (CRM) issues, the subject of a specific training project that impacted the following business areas: sales, logistics, quality. The courses were taken by expert consultants in the sector.

Other important training projects in 2024 include: "Introductory path to Sap con Casillo" and "Casillo S.p.A. and Agribusiness School together for the training of the professionals of the future!". These important projects testify to the Casillo Group's closeness to the issue of training young and recent graduates.

The Casillo Group, in collaboration with Keytech S.r.l., a company that operates in the areas of Digital Security and Innovation, has created an introductory course of 40 hours at SAP, one of the most advanced ERP systems used worldwide by large companies, at the headquarters of Casillo, in Corato, aimed at students, undergraduates and graduates of the faculties of Economics and Operational Engineering. The course was organised to provide young people interested in training not only with the basic concepts of the SAP management software but guarantee practical exercises on the system with the support of an IT consultant. At the end of the course, eligible participants who showed interest in the IT field were offered a 6-month internship with a view to being hired by Keytech and Casillo.

With regard to the **Agribusiness School** project, Casillo S.p.A., in collaboration with ITS AgriPuglia hosted two 2-year 2024-2026 training courses at the Corato training centre: "Master Miller of the white art" and "Expert technicians in the application of flour in the food production".

The training courses launched in Corato **aim to train diploma-holding people and graduates and help them acquire professional skills** with the achievement of the qualification of Senior Technician in the Agri-food sector (Level V of the European Qualifications Framework EQF). The unique feature of the project was to guarantee some young people enrolled in the ITS course,

flour experts and master millers with a training course in the company, through a **dual apprenticeship contract**. With the support of a partner specialised in recruiting, an important attraction and selection campaign was launched for new diploma-holders/new graduates who, after being subject to group assessment and who possessed the skills required by the future role, were **selected** and **included** in the **training course of 1000 hours** with **AgriPuglia Academy teachers** and **800 internal hours** delivered at the Casillo Group.

Internships

In 2024 the Group reconfirmed its willingness to activate curricular and extracurricular internships aimed at the inclusion in the company of young graduates and recent graduates to be trained in the field.

In particular, 16 extracurricular/curricular internships were initiated (+33% compared to 2023) at the Corato production sites and in the peripheral offices, for the quality, logistics, sales and production areas.

As regards the internships in place in 2024, **4 were converted into employment contracts**, in the activation functions.

For the staff hired, **on-the-job training courses** were carried out alongside expert personnel, essential for learning the procedures and processes related to the job performed.

Together with the extracurricular internships launched for the training and placement of young recent graduates/diploma-holders in the reference areas, curricular internships were launched with the University and training bodies such as, for example, Bocconi University, Abap, etc. for **around 1,000 hours of tutoring** in the areas of **finance** and **food safety**.

The work-school experience formula represents the most efficient and innovative teaching/training method for the training of young people to be included in the management activities of the mills and not only that, as through practical experience in the company, thanks to the support of tutors of proven experience, students have the opportunity to immediately consolidate the knowledge acquired at school and test their

skills in the field, establishing a foothold in the world of employment with greater awareness and motivation.

In 2024, the Casillo Group signed up to **projects** for the dual apprenticeship of young people from ITS Cuccovillo courses in the mechatronics field who, after being selected and trained, were onboarded in the management of milling plants and still there work today.



6.5

Human resources metrics

Composition and characteristics of the staff

2-7 202-2 401-1 405-1

At the end of the year 2024, the Casillo Group employed 452 staff in Italy (432 at the end of 2023), of which **84 women** (+ 4% compared to the 2023 figure).

It is important to note that in 2024 the Group increased its workforce, marking an overall rise of **20** employees, up **+4.6%** compared to **2023**.

The breakdown of Group employees is as follows:

		31/	12/2024		31,	/12/2023	31/12/2022			
Professional qualification	Men	Women	Total	Men	Women	Total	Men	Women	Total	
Executives	15	0	15	15	1	16	15	1	16	
Middle managers	30	3	33	29	3	32	29	3	32	
White-collar workers	118	79	197	119	75	194	127	70	197	
Blue-collar workers	205	2	207	188	2	190	187	3	190	
Total	368	84	452	351	81	432	358	77	435	

Table - No. of employees broken down by gender and qualification

Below is the breakdown of employees by professional qualification and age group:

			31/12	2/2024	31/12/2023*						31/12/2022*		
Professional qualification	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total	
Executives	0	1%	2%	3%	0%	1%	3%	4%	0%	1%	2%	3%	
Middle managers	0%	5%	2%	7%	0%	6%	1%	7%	0%	6%	1%	7%	
White-collar workers	5%	28%	10%	42%	6%	30%	9%	45%	7%	31%	8%	46%	
Blue-collar workers	6%	21%	20%	47%	4%	21%	19%	44%	4%	21%	18%	44%	
Total	11%	55%	34%	100%	10%	58%	32%	100%	12%	59%	29%	100%	

 Table - No. of employees broken down by age bracket and qualification as at 31/12/2024

^{*} The data from the 2023 Sustainability Report have been recalculated. The updated values are reported in this document.

The following table shows the average age of Casillo Group employees broken down by gender and qualification. The average age is in line with that of the two previous years.

			2024			2023			2022
Professional qualification	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	55	0	55	54	47	54	55	46	54
Middle managers	46	49	46	43	36	41	42	36	40
White-collar workers	44	37	41	47	47	47	47	40	47
Blue-collar workers	47	49	47	45	48	45	45	47	45
Total	46	38	45	46	37	44	45	37	44

Table - Average age of staff

The Group's operations concern the entire Italian territory. In particular, the number of employees residing in the Apulia region, where the headquarters is located, is equal to 312 units, while

140 staff reside in other Italian regions.



18 Friuli Venezia Giulia

	Men	Women
2024	15	3
2023	7	4
2022	14	4

22 Abruzz

	Men	Women
2024	18	4
2023	11	3
2022	20	3

312 Apulia

	Men	Women
2024	253	59
2023	247	60
2022	248	58

59
O. I

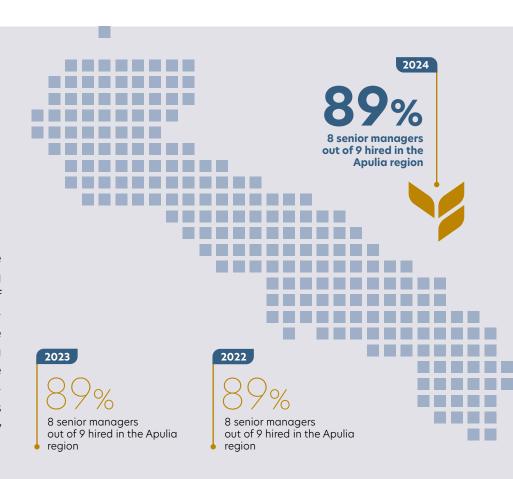
	Men	Women
2024	47	12
2023	47	8
2022	50	7

Chart - Regional distribution of residence of the own workforce



Senior manager of the Casillo Group

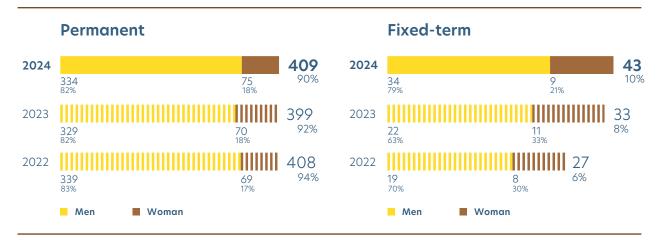
The senior managers within the Group carry out coordinating and supervising functions of company resources and activities, following the governance guidelines and implementing the actions envisaged in the strategic plan. Below is the information on Senior managers hired by the local community (Apulia region).



As at 31 December 2024, 409 staff were hired under permanent contracts, or 90.5% of the company population. Of the 34 fixed-term contracts expiring in 2024, 18 were transformed to permanent.

In addition, the percentage of employees hired with full-time contracts shows a very positive figure, equal to 96.24% of the company population, as shown in the following tables.

There are no seasonal workers among the human resources of the Casillo Group.



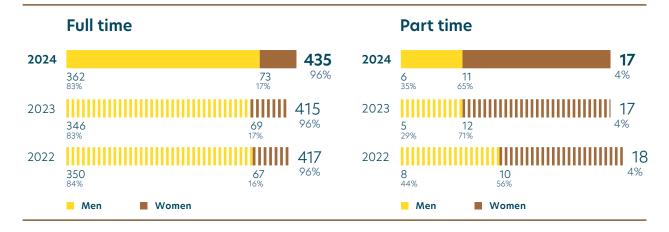
Graph - Number of employees broken down by gender and contract type (permanent or fixed-term)

			Permanent			Fixed-term			Grand total			
	Region	Men	Women	Total	Men	Women	Total	Men	Women	Total		
	Apulia	233	56	289	20	3	23	253	59	312		
	Campania	11	3	14	2	1	3	13	4	17		
2024	Abruzzo	18	3	21	0	1	1	18	4	22		
	Lombardy	15	2	17	1	2	3	16	4	20		
	Friuli Venezia Giulia	11	2	13	4	1	5	15	3	18		
	Other	46	9	55	7	1	8	53	10	63		
	Total	334	75	409	34	9	43	368	84	452		

			Permanent			Fixed-term			Grand total			
	Region	Men	Women	Total	Men	Women	Total	Men	Women	Total		
	Apulia	239	56	295	8	4	12	247	60	307		
	Campania	11	2	13	2	1	3	13	3	16		
2023	Abruzzo	11	3	14	0	0	0	11	3	14		
``	Lombardy	16	2	18	4	2	6	20	4	24		
	Friuli Venezia Giulia	6	3	9	1	1	2	7	4	11		
	Other	46	4	50	7	3	10	53	7	60		
	Total	329	70	399	22	11	33	351	81	432		

			Permanent			Fixed-term			Grand total			
	Region	Men	Women	Total	Men	Women	Total	Men	Women	Total		
	Apulia	239	51	290	9	7	16	248	58	306		
	Campania	11	2	13	1	0	1	12	2	14		
2022	Abruzzo	20	2	22	0	1	1	20	3	23		
	Lombardy	13	4	17	1	0	1	14	4	18		
	Friuli Venezia Giulia	12	3	15	2	0	2	14	3	17		
	Other	44	7	51	6	0	6	50	7	57		
	Total	339	69	408	19	8	27	358	77	435		

Table - Breakdown by region of fixed-term/permanent workers



Graph - Number of employees broken down by gender and contract type (full-time - part-time)

			Full-time			Part-time			Grand total	
	Region	Men	Women	Total	Men	Women	Total	Men	Women	Total
	Apulia	248	48	296	5	11	16	59	253	312
5 +	Campania	13	4	17	0	0	0	4	13	17
2024	Abruzzo	18	4	22	0	0	0	4	18	22
7	Lombardy	16	4	20	0	0	0	4	16	20
	Friuli Venezia Giulia	14	3	17	1	0	1	3	15	18
	Other	53	10	63	0	0	0	10	53	63
	Total	362	73	435	6	11	17	84	368	452
			Full-time			Part-time			Grand total	
	Region	Men	Women	Total	Men	Women	Total	Men	Women	Total
	Apulia	243	48	291	4	12	16	247	60	307
	Campania	13	3	16	0	0	0	13	3	16
2023	Abruzzo	11	3	14	0	0	0	11	3	14
7	Lombardy	20	4	24	0	0	0	20	4	24
	Friuli Venezia Giulia	7	4	11	0	0	0	7	4	11
	Other	52	7	59	1	0	1	53	7	60
	Total	346	69	415	5	12	17	351	81	432
			Full-time			Part-time		Grand total		
	Region	Men	Women	Total	Men	Women	Total	Men	Women	Total
	Apulia	242	48	290	6	10	16	248	58	306
	Campania	12	2	14	0	0	0	12	2	14
2022	Abruzzo	20	3	23	0	0	0	20	3	23
7	Lombardy	14	4	18	0	0	0	14	4	18
	Friuli Venezia Giulia	14	3	17	0	0	0	14	3	17
	Other	48	7	55	2	0	2	50	7	57
	Total	350	67	417	8	10	18	358	77	435

Table - Breakdown by region of workers on Full-time - Part-time contracts

With regard to the degree of coverage of its employees by workers' representatives, the percentage observed for the year 2024 stood at **36.3%*.**

With regard to incoming and outgoing turnover, in 2024 there were 65 hires, while 41 people ended their employment with the Casillo Group.

In recruiting activities, research was carried out, with the support of specialised partners, for staff with IT skills in the business intelligence area, in the corporate ERP sector and in the engineering sector. In addition to the hiring of staff with IT/ engineering skills, the company continued to recruit staff in the quality, logistics and production areas in the various mills in Italy.

In 2024, staff selected and trained under the Academy Casillo Next Gen Food project (launched in 2023) were made permanent and the selection, recruitment and training of new diploma-holders in the chemical/mechanical field continued through an on-the-job training course; they were onboarded for management activities at the innovative plant for the extraction of oil from durum wheat germ based in Corato.

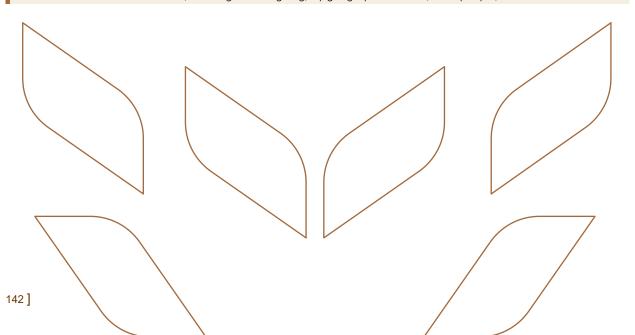
The departures of personnel are the result of retirements of older employees and normal turnover for others, related to different job opportunities.

^{* (}Number of employees working in plants with workers' representatives/Number of employees) x 100.

Employees that joined the Casillo Group					2024					2023					2022
No. of people	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Men	22	24	7	53	11.73	8	11	4	23	5.32	16	28	13	57	13.53
Women	8	4	0	12	2.65	9	2	0	11	2.55	7	6	0	13	3.1
Total	30	28	7	65	14.38	17	13	4	34	7.87	23	34	13	70	16.64
Employees who left the Casillo Group					2024					2023					2022
	<30	30-50	>50	Total	Turnover Turnover	<30	30-50	>50	Total	Turnover 2023	<30	30-50	>50	Total	Turnover 2022
the Casillo Group	×30	30-20	09^	10		6	30-20	9	104a		08>	09-08	09 \	1040	
the Cαsillo Group No. of people	-				Turnover					Turnover	-	-	-		Turnover
No. of people Men	8	18	7	33	7.30	6	13	9	28	Lornover Turnover 48-9	5	23	18	46	10.92

	2024						2023						2022					
	Apulia	Campania	Lombardy	Friuli Venezia Giulia	Abruzzo	Other	Apulia	Campania	Lombardy	Friuli Venezia Giulia	Abruzzo	Other	Apulia	Campania	Lombardy	Friuli Venezia Giulia	Abruzzo	Other
New hires (in the year)	40	2	4	7	1	11	15	4	6	4	0	10	40	4	4	6	3	13
Staff who left (during the year)	23	1	4	6	1	6	10	2	1	1	1	25	29	4	4	4	2	6

 Table - Details of staff turnover (incoming and outgoing) by geographical area (no. of people)



Non-employee workers

2-8

In 2024, 14 outsourced workers alternated at the company for 5,154 hours of work, corresponding to approximately 644 days worked (8 hours per day). The tasks carried out by these workers concerned production and warehouse activities.

At the end of the 2024 financial year, there were 3 non-employees (6 non-employees at the end of 2023) with duties under the control of the Group, as outsourced workers through authorised agencies, employed with the qualification of blue-collar workers in production activities.

		31/	12/2024		31,	/12/2023		31,	/12/2022
Professional qualification	Men	Women	Total	Men	Women	Total	Men	Women	Total
White-collar workers	0	0	0	0	0	0	2	1	3
Blue-collar workers	3	0	3	6	0	6	10	1	11
Total	3	0	3	6	0	6	12	2	14

Table - No. of non-employees at the end of the year

	31/12/2024	31/12/2023	31/12/2022
Employment	No. employees	No. employees	No. employees
Part-time	0	0	0
Full-time	3	6	14
Total	3	6	14

Table - No. non-employees (Part-time/Full-time) at the end of the year

Training and development of skills



In 2024, the Group's employees received a total of 2,286 hours of compulsory training and **1,913.5** hours of voluntary training, for a **total of** 4,199.57 hours of training.

For information on the intense training activities carried out during the year, please refer to the dedicated section in paragraph 6.4. Below are the detailed tables with the hours provided.

			2024			2023
Hours of compulsory training provided	Men	Women	Total	Men	Women	Total
Executives	0	0	0	0	0	0
Middle managers	106	24	130	80	0	80
White-collar workers	490	180	670	556	210	766
Blue-collar workers	1,486	0	1,486	1,222	6	1,228
Total	2,082	204	2,286	1,858	216	2,074

Table - Compulsory training hours

			2024			2023
Hours of <u>voluntary</u> training provided	Men	Women	Total	Men	Women	Total
Executives	1.9	0	1.9	22	10	32
Middle managers	197.19	0.94	198.14	274	8	282
White-collar workers	798.95	859.39	1,658.34	1,481	1,038	2,519*
Blue-collar workers	36	19	55	200	20	220
Total	1,034	879.3	1,913.6	1,977	1,076	3,053

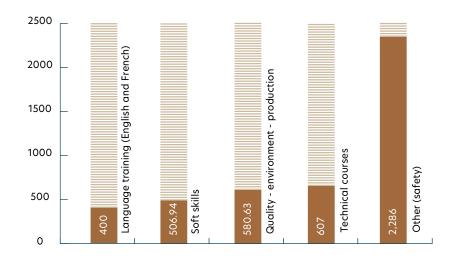
Table - Hours of voluntary training provided

			2024			2023
Average hours of training	Men	Women	Total	Men	Women	Total
Executives	0.12	0	0.12	1.5	10.0	2.0
Middle managers	10.11	8.3	9.9	12.2	2.7	11.3
White-collar workers	10.9	13.2	11.8	17.1	16.6	16.9
Blue-collar workers	7.4	9.5	7.4	7.6	13.0	7.6
Total	8.5	12.9	9.3	10.9	16.0	11.9

Table - Average hours of training per employee

The number of hours of training by type of course is shown below.

	2024
Hours divided by course type	Total hours
Language training (English and French)	400
Soft skills	506.94
Quality - environment - production	580.63
Technical courses	607
Other (safety)	2,286
Total	4,199.57



 $[\]star$ The data from the 2023 Sustainability Report have been recalculated. The updated values are reported in this document.

Health and safety 403-9 403-10

All employees (100%) are covered by the health and safety management system in accordance with Italian regulatory requirements.

The figures regarding accidents and occupational diseases that have occurred to employees are shown below.

			2024			2023			2022
Casillo Group Personnel	Men	Women	Total	Men	Women	Total	Men	Women	Total
No. of deaths as a result of workplace accidents	0	0	0	0	0	0	0	0	0
No. of workplace accidents (excluding minor accidents)	8	1	9	6	1	7	4	2	6
of which while travelling	1	0	1	3	0	3	1	0	1
accidents in transit occurring while the employee was carrying out work-related activities or during a transfer organised by the company	0	0	0	0	0	0	0	0	0
Total number of days lost due to injury (calendar days, from the day after the incident)	209	14	223	86	7	93	129	47	176
No. of cases of occupational illness	0	0	O	0	0	0	0	0	0
No. of days of absence (excluding holidays, study/ maternity/paternity leave)	2,248	350	2,598	2,098	414	2,512	3,649	473	4,122
No. of workplace accidents with serious consequences (excluding fatalities)	0	0	0	0	0	0	0	0	0
No. of ordinary hours worked			741,358		7	06,939			734,513
No. of overtime hours worked			28,943		2	24,377*		2	24,338*
Main types of workplace accidents	traun	na from co	ontusion						

Table - Work-related injuries and ill health

^{*} The data from the Sustainability Reports for the 2022 and 2023 fiscal years have been recalculated. The updated values are provided in this document.

	2024	2023	2022
Accident frequency rate * (no. accidents x 1,000,000 ÷ no. hours worked)	10.39	5.47	6.59
Accident severity rate (no. of days lost due to accident x thousand hours worked)	0.29	0.13	0.23

Table - Trend in accident frequency and severity rates

In order to pursue the objective of a constant and progressive reduction in accidents, the Group has planned the following activities:

- awareness-raising of all workers about compliance with internal procedures;
- analysis of causes of accidents and implementation of possible remedial actions;
- analysis of any near-misses and assessment of potential improvement actions



Work-life balance



All employees, if the legal prerequisites are met, are entitled to leave for family reasons.

The metrics referring to parental leave are provided below.

Number of hours	2024
Men	328
Women	8,796

Table - No. of hours for parental leave

Gender		2024		2023		2022
Men	5	1.4%	2	0.6%	0	0.0%
Women	13	15.5%	4	4.9%	7	9.1%

Table - No. and percentage of employees who took parental leave

All employees returned to work at the end of parental leave and are still employed by the Company in the 12-month period following their return.

^{*} The data from the Sustainability Reports for the 2022 and 2023 fiscal years have been recalculated. The updated values are provided in this document.

Gender pay gap and total remuneration metrics

2-21 405-1 405-2 406-1

The issue of gender parity or, better, of "gender inequality" is certainly a complex issue present at many levels, as well as, unfortunately, widespread worldwide and also in our country. According to the data released by the World Economic Forum in the publication the Global Gender Gap 2024, the gender gap index (which considers inequalities in terms of economic participation and opportunities, health, education level, political emancipation) in Italy is equal to 0.703 (1 = equality).

In terms of corporate representation, women account for 18.6% of total employees of the Casillo Group, essentially in line with data of the previous year. In 2024, there was an increase in the female population of 3 units (+4%), particularly in logistics and quality tasks, confirming the Casillo Group's willingness to recruit staff with skills in line with the role, regardless of gender.

Since 2023, the Group has been constantly monitoring the gender pay gap.

The overall figure reported by the Company in 2024, expressed as a percentage of the average remuneration level of male workers compared to female workers (GPG Index*), was 24.09%, slightly higher than the average figure observed for Italy in private sector companies (average gap of 15.4%, source: European Union). The observed GPG index should be contextualised in the main business sector of the Group, i.e. the milling sector, historically characterised by gender differences, in terms of representativeness and salaries, higher than the national average. Having acquired greater awareness, also through these periodic monitoring, of this issue, the Group has set itself the objective of reducing and eliminating the pay gap in the company, thus encouraging effective gender equality, an issue that is increasingly felt and focused on by Casillo's management.

Details of the GPG Index by professional category of employees are provided below:

	2024	2023
Qualification	GPG Index*	GPG Index
Top Management	n.a.	n.a.
Executives	n.a.	-4.76%
Middle managers	6.92%	4.46%
White-collar workers	25.75%	25.62%
Blue-collar workers	8.23%	12.67%

Table - Gender pay gap by job qualification

In addition to the GPG index, as required by the new European sustainability reporting standards ESRS, in order to adopt a transparent approach to the issues of diversity, equity & inclusion, the subject of special focus by the Casillo Group, the index relating to the ratio between the total annual remuneration of the highest paid individual of the Company and the median of the remuneration of all other employees of the Company was calculated, which stood at 9,7 result for the year 2024 (index of 10.15 for 2023).

There were no cases of discrimination in 2024.



^{* (}GPG INDEX = [(Average total remuneration of men - Average total remuneration of women) / Average total remuneration of men) x 100].

PART B

Local communities and contribution to local development



6.6 **Social commitment** to communities















Material topics: Relations with communities and territorial development Impacts: 120 413-1



Initiatives with a social purpose and support for local communities are monitored and promoted by the Vincenzo Casillo Foundation, almost fully funded by the Casillo Group.

In 2024, the Casillo Group allocated financial resources of € 400,000 for the Foundation's activities.

For information on the numerous social initiatives carried out in 2024 by the Casillo Group through the Vincenzo Casillo Foundation, please refer to the Foundation's 2024 Social Report, available on the foundation's website.



Social Report 2024





6.7

Creation of shared value and tax contribution









Material topics: Economic performance and value creation Opportunity: O2 2-6 201-1 207-2

In order to provide an indication of the Group's economic contribution to stakeholders, value added represents the measure of the increase in value deriving from the use of resources which, as a result of the realisation of the technical-production cycle, have been transformed into "wealth generated". This wealth rewards the company stakeholders who, in various ways, have provided raw materials, labour, services, investments, public utility and other tangible and intangible company production factors. The following table shows the "Consolidated Added

Value" of the Casillo Group, calculated according to the method proposed by the standard of the Reports and Sustainability Group (GBS), which entails two distinct statements:

- the value added calculation table:
- the value added allocation table.

In 2024, the value added produced amounted to € 113 million (€ 106 million in the previous year).

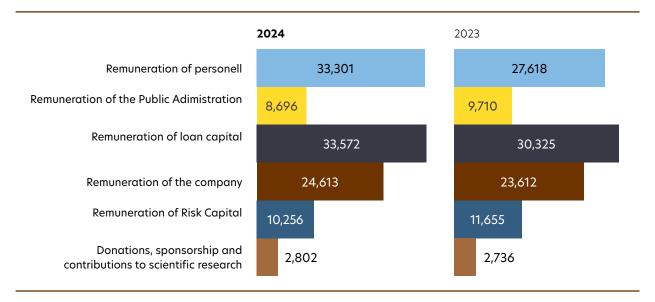
Its breakdown is shown in the following table, with the amounts in thousands of Euro.



Value added calculation table	2024	2023
A) Value of production	1,416,095	1,714,628
Revenues from sales and services	1,420,142	1,696,005
Change in inventories of finished products and goods	(18,990)	8,372
Own work capitalised	1,746	384
Other revenue and income	13,196	9,868
B) Intermediate costs of production	1,315,387	1,613,119
For raw materials, consumables and goods for resale	1,130,531	1,358,594
Costs for services	196,940	193,069
Leases and rentals	2,656	2,632
Provisions for risks	1,700	0
Other operating expenses and other allocations	6,224	5,993
Changes in inventories of raw materials, consumables and goods for resale	(25,917)	43,778
Write-down of receivables included in current assets	3,253	9,053
C) Gross value added from ordinary operations (C=A-B)	100,708	101,509
Exchange rate gains and losses	7,234	(3,453)
Value added from ordinary operations net of foreign exchange gains & losses	107,942	98,057
Balance from complementary operations	4,623	4,682
Total income from equity investments	55	5
Total other financial income	4,567	4,677
Value adjustments to financial assets and liabilities	772	3,017
Total revaluations	2,097	3,653
Total write-downs	1,325	635
Balance of non-recurring items	(97)	(97)
Non-recurring income	0	8
Non-recurring expenses	97	105
TOTAL GROSS VALUE ADDED	113,239	105,659

 Table - Value added calculation table (GBS) 2024-2023 - amounts in thousands of euros

VALUE ADDED ALLOCATION TABLE	2024	2023	Change %
Remuneration of personell	33,301.00	27.618,00	20.6%
Wages and salaries	22,716.00	18,964.00	
Social security costs	6,164.00	4,254.00	
Employee severance indemnity	1,293.00	1,126.00	
Pension costs and similar liabilities	12.00	11.00	
Other costs	586.00	586.00	
Remuneration of personell other than employess	2,532.00	2,676.00	
Remuneration of Public Adiministration	8,696.00	9,710.00	-10.4%
Income taxes for the year	5,118.00	6,908.00	
Direct taxes relating to previous years	1,836.00	1,314.00	
Operating grants	-1.00	-19.00	
Current indirect taxes and relating to previous years	1,742.00	1,507.00	
Remuneration of loan capital	33,572.00	30,325.00	10.7%
Interest expense	36,499.00	33,224.00	
Differential from derivative instruments	-2,927.00	-2,899.00	
Remuneration of the company	24,613.00	23,612.00	4.2%
Amortisation/depreciation of fixed assets	24,613.00	23,612.00	
Remuneration of Risk Capital	10,256.00	11,655.00	-12.0%
Profit (loss) for the year attributable to minority interests	2,815.00	1,784.00	
Profit (loss) for the year attributable to the Group	7,441.00	9,871.00	
Donations, sponsorships and contributions to scientific reasarch	2.80	2.74	2.4%
Donations, sponsorships and contributions to scientific reasarch	2,802.00	2,736.00	
TOTAL GROSS VALUE ADDED	113,239.00	105,655.00	7.2%
Table - Value added allocation 2024 - 2023			



Graph - Distribution of the total gross value added

Tax Social Responsibility

Intended as the adoption by enterprises of tax approaches focused on the principles of ethics and legality, Tax Social Responsibility covers an increasingly important role in the context of national and international policies, as well as representing an effective lever for raising the quality of the services provided by the State and by local Entities. In this sense, the Casillo Group tax approach is characterised by the implementation of corporate policies able to guarantee full compliance with the regulations relating to corporate taxation.

The company's organisational structure includes the Administration and Control Department which manages and supervises the corporate activities and processes aimed at:

- the preparation of documents of an accounting, social security and tax nature, presenting them for the approval of the pertinent corporate bodies, where necessary;
- the preparation, subscription and transmission (also through authorised intermediaries) of the tax returns required by the tax regulations.

The audit activities of the Internal Control System referred to in Chapter 3, together with the control exercised by the Board of Statutory Auditors, the Supervisory Body and the Independent auditors represent valid procedures for the correct management of corporate transactions and of the tax and social security obligations. Specifically, the organisational model pursuant to Italian Legislative Decree 231/01 of Casillo Partecipazioni S.p.A. dedicates a section to the management and control of the risks connected to tax fraud, as well as the prevention of tax offences, with control mechanisms designed to mitigate the types of risk associated to sensitive areas or processes considered to be at risk.

The periodical tax review activity by the Independent Audit Company, in the context of the audit of the financial statements and relative audit of direct and indirect taxation, represents a further procedure to ensure compliance with the highest standards in terms of ethics and legality.

Associations 2-28



A list is provided below of the associations of which the Casillo Group is a member as at 31 December 2024.

- **ACMI**
 - Associazione Credit Manager Italia (Credit Manager Association Italy)
- Agritech National Research Centre for Agricultural Technologies
- AITI Associazione Italiana Tesorieri (Italian Treasurers Association)
- **Register of Port** Companies
 - **ALIS** Associazione Logistica dell'Intermodalità Sostenibile (Sustainable Intermodal Logistics Association)
- **ANACER** Associazione Nazionale Cerealisti (Italian Association of Cereal Grain
- **ANTIM** Associazione Nazionale Tecnici Industria Molitoria (Association of Italian Milling Industry Technicians)
- **ASSITOL** Associazione Italiana dell'Industria Olearia (Italian Oil Industry Association)
- Associazione Granaria di Milano (Wheat Growers' Association of Milan)
- **Associazione Granaria Emiliana (Wheat Growers'** Association of Emilia)
- **Associazione Imprenditori Coratini (Entrepreneurs Association of Corato)**
- **Associazione Meridionale** Cerealisti (Southern **Association of Cereal Grain Traders**
- Assocontroller Associazione Italiana dei controller liberi professionisti e dipendenti aziendali (Italian Association of freelance controllers and company employees)
- **Assoholding** Associazione delle Holding di partecipazione (Association of holding companies)
- Confimprese (Associazione delle imprese del commercio moderno - Association of modern trade companies)
- Confindustria (General Confederation of Italian Industry)
- Confindustria (General **Confederation of Italian** Industry) Albania
- **Confindustria Assafrica** & Mediterraneo (General Confederation of Italian **Industry - Business**

- relations between Italy and African, Mediterranean and Middle East companies)
- Confindustria Assoimmobiliare (National **Association of the Real Estate Industry)**
- Confindustria (General Confederation of Italian Industry) Bari and BAT
- Consorzio di Bonifica della Venezia Giulia (Land **Reclamation Consortium** of Venezia Giulia)
- **Consortium for the** Reclamation of the Capitanata
- **Credimpex Italia**
- Federagenti Cisal Terziario Federation of Commercial Agents and Representatives
- **Federholding** Associazione delle Holding di partecipazione italiane (Association of Italian holding companies)
- The Grain and Feed Trade Association
- Associazione Industrie Beni di Consumo (Consumer Goods Companies' Association)
- Infocamere Chamber of Commerce company for digital innovation
- **Italian Food Tradition** Consortium company for the promotion of Italian food excellence
- Associazione Industriali Mugnai and Pasta (Milling and Pasta Industry Association Italy)
- **Kvoto Club**
- Nuova Fiera del Levante
- Passione Pizza
- **Previline** Healthcare Fund for companies
- **SICINDUSTRIA** Association of Territory of the Sicilian Confindustria System
- SISSG Società Italiana per lo Studio delle Sostanze Grasse (Italian Society for the Study of Fatty Substances)
- Syndacat de Paris du Commerce et des Industries des Grains -Incograin
- Unione Italiana Food







Stakeholders
Suppliers
Business partners



IRO [Impacts, risks, and opportunities]

Material topics

Sustainability of the supply chain; Management of supplier relations; Quality, traceability and safety of products.

Impacts

11, 15, 16, 119

Risks

R2, R4

Opportunities

07, 08



7.1

Composition of the supply chain













The supply chain is a key element of the entire value chain of the Casillo Group, especially as regards the Industrial and Trading divisions.

The procedures in place for the selection, assessment and management of relations with suppliers, also according to sustainability and ethical criteria, are fundamental to ensure the safety and quality of the products sold, and underwent a major upgrade during the year, detailed in the paragraph.

Purchases from suppliers consist mainly of raw materials, goods and services, and other minor costs (lettings, rentals, leases, etc.). In particular, purchasing costs of raw materials and goods represent 81% of the overall production cost, while costs for services represent 14% of the total cost of production.

Based on a specific suppliers mapping activity carried out in October 2024, the Group has identified three macro-categories of suppliers:







With regard to the Raw materials and Goods macro-category, the Raw materials category refers to purchases of wheat (and other agricultural commodities) processed by the Industrial division to obtain flour, bran and other products (including innovative Casillo Next Gen Food products), while the **Goods** category refers to agricultural commodities that are traded (Trading division) and are therefore not processed.

The Core Services macro-category includes the main services necessary for company activities, namely:

- Transport;
- Shipping freight charges;
- Demurrage;
- Goods loading and unloading services, storage;
- Commissions payable and additional
- Energy and utilities;
- Insurance.

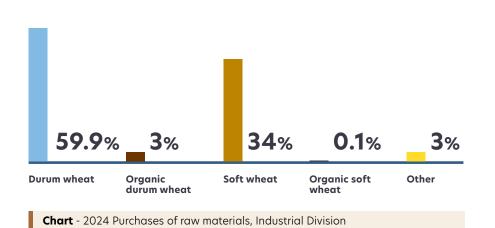
It derives from this that the **main categories of suppliers** consist of: trading companies, whole-salers, sea freight companies, shipowners and sea transport companies, brokers and energy supply companies.

The *non-core Purchasing* macro-category includes all other supply costs, including:

- Installers and various technical services;
- Building companies;
- Maintenance services;
- Cleaning services;
 - Consultants;

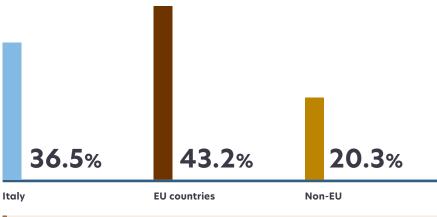
- · Packaging and film;
- · Spare parts;
- · Software.

Moving on to an in-depth analysis of the main categories of purchases, and related supplies, purchases of **raw materials** used by the Industrial Division (milling activity) amounted to more than **Euro 490 million** in 2024, for a total volume of 1.7 million tonnes (1.7 million tonnes in 2023). The percentage breakdown of purchasing volumes is given below.





The analysis of raw material purchases value of the Industrial division, broken down by geographical area (supplier's location), by Group operating sites (in Italy) is represented in the following graph:



Graph - 2024 geographical breakdown of raw materials suppliers, Industrial Division

It should be noted that overall 36.5% of procurement for the milling segment is from local suppliers (Italy)¹, while 43.2% of purchases come from European suppliers and 20.3% comes from non-EU suppliers.

As regards purchases of agricultural commodities (goods) in the Trading segment amounted to more than Euro 625 million in 2024, for a total volume of approximately 2.3 million tonnes (2.6 million tonnes in 2023). The percentage breakdown of purchasing volumes of goods for agricultural commodities trading is given below.

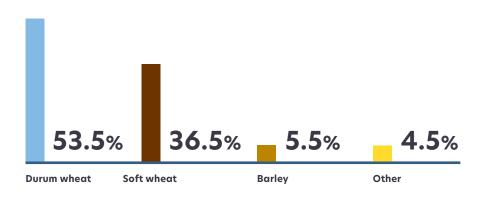
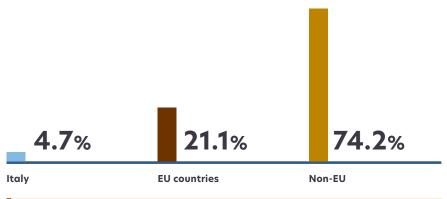




Chart - 2024 purchases of agricultural commodities (goods), Trading Division

On the other hand, the geographical breakdown (supplier's location) of purchases of goods by specific cost of the Trading division is necessarily more varied, with purchases from non-European suppliers prevailing (74.6% in 2024, compared to 69.8% in 2023), mainly from countries such as

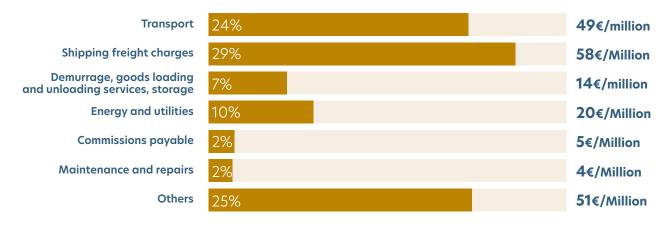
Switzerland, Russia, United Arab Emirates and Turkey. This is followed by purchases from European suppliers (20.4% in 2024, compared to 18.9% in 2023), in particular from countries such as Greece and France.



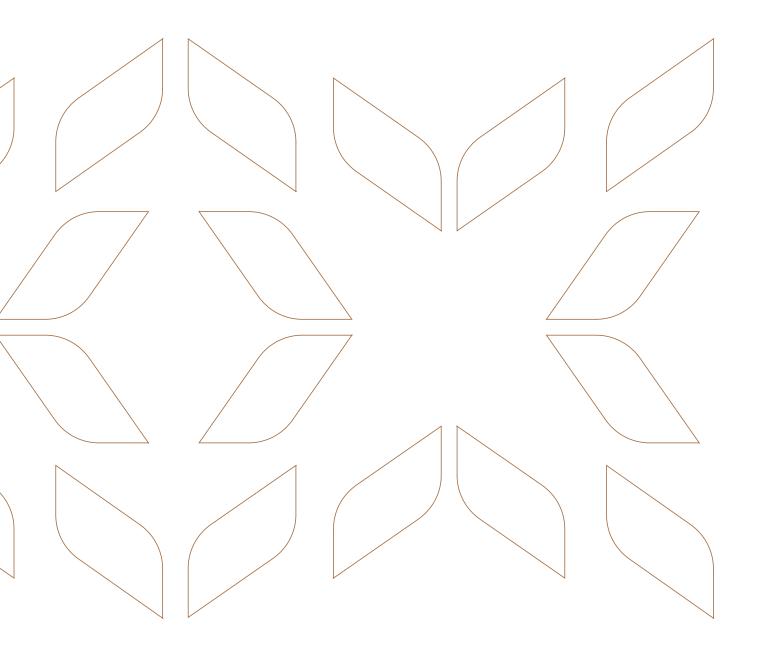
Graph - Geographical breakdown of 2024 supplies of goods - Trading

¹ Local suppliers means those located in Italy.

With regard to services, the chart with the analysis of the costs for value-added services is provided below.



Graph - Services cost analysis 2024



Sustainable management of relations with suppliers and payment practices











In order to manage its supply chain with social and environmental sustainability criteria, the Casillo Group implemented two important management policies in 2024:

- 1. Green Procurement Policy;
- 2. Supplier Code of Conduct.

Green Procurement Policy

This policy aims to minimise the impact of Group companies and their suppliers on the environment.

The Green Procurement Policy represents a major action in response to the commitment to environmental issues and the 2030 Agenda SDGs.

The Group's Green Procurement Policy is a structured document governing aspects such as:

- relations with suppliers and business partners, sensitising them on food safety issues;
- sampling and testing plans for specific risks (allergen management, management of products deriving from organic farming, cross-contamination management, etc.);
- · supplier monitoring programme, following the implementation of the Social Accountability 8000 management system, based on a "core" and "non-core" classification that verifies compliance with standards on human rights and workers' rights, as well as identifying risk situations;
- · requirements demanded of raw materials suppliers in relation to food and environmental safety;
- requirements demanded of service providers, including environmental aspects (waste disposal, emissions);
- product safety and traceability;
- environmental policy and related impacts (renewable sources and energy efficiency, GHG emissions, water needs and waste);
- · innovation and best practices.

Supplier Code of Conduct

In November 2024, the Group finalised the Supplier Code of Conduct, which represents a sort of agreement that Casillo proposes to its suppliers, in order to share its sustainable development approach and its vision of corporate social responsibility.

The Supplier Code of Conduct sets out conduct requirements, broken down into significant thematic areas, in line with the materiality analysis carried out in the previous year, for which a specific commitment is required by some types or all suppliers.

In particular, the conduct requirements relate to the following thematic categories:

- Product safety and traceability (suppliers of raw materials and goods);
- Energy, Emissions and Carbon Footprint (all);
- 3. Sustainability of the supply chain (all);
- 4. Health and safety in the workplace (all);
- 5. Human rights (all);
- Biodiversity and sustainable cultivation practices (suppliers of raw materials and goods);
- 7. Sustainable packaging and waste management (suppliers of packaging);
- 8. Diversity and development of human capital (all);
- 9. Governance and risk management (all).

Each of these nine categories is, in turn, broken down into several conduct requirements for which an express commitment on the part of the supplier is required.

By signing the Code of Conduct, the supplier agrees and accepts to respect the Supplier Code of Conduct, as an essential prerequisite for the commercial relationship with Casillo. In addition, it agrees to implement the due diligence process, which may include self-certifications, online assessments, risk and impact assessments, data collection, internal or third-party audits, as well as the provision of certifications, accreditations and/or documents demonstrating compliance with the Supplier Code of Conduct. The supplier is also prepared to be audited to ensure compliance with the provisions of the Code itself.

Finally, by signing the Supplier Code of Conduct, the supplier undertakes to disseminate the Code of Conduct to its suppliers, thus implementing a due diligence process along the entire supply chain, to the extent that it is involved in the supply of goods and/or services to Casillo.

In addition to the Supplier Code of Conduct, the **Supplier Accreditation Platform** is being implemented. In addition, the Group has prepared a draft supplier assessment questionnaire, in order to implement a more structured procedure for collecting and assessing relevant ESG information from its supply chain as soon as possible.

The Group is about to engage the main company suppliers, asking them to share Casillo's approach to sustainable development issues and its vision of corporate social responsibility.

Analysis of the social risk of Group suppliers

During the suppliers mapping activity, mentioned above, in 2024 the Group carried out a specific analysis to monitor the risk of social impact due to non-observance of human rights by suppliers.

The suppliers of raw materials and agricultural goods were identified, classified and grouped based on the country of establishment (headquarters), taking into account the assessment criteria of the GLOBAL RIGHTS INDEX 2023, according to which the geographical areas of the world are assessed to be more or less at risk of violation of human rights (scale from 1 to 5+, where 1 means sporadic violations and 5+ a complete absence of observance of human rights).

In specifying that no Group supplier is based in countries rated 5+, the results of the monitoring carried out with reference to suppliers of raw materials and agricultural goods are summarised below:

Country assessment	Countries	No. of countries (Raw materials and Goods)
5+ No guarantee of rights due to the breakdown of the rule of law		0
5 No guarantee of rights	China, Hong Kong, Kazakhstan, Turkey, United Arab Emirates	5
4 Systematic violation of rights	Greece, Hungary, Romania, United Kingdom, USA	5
3 Regular violation of rights	Bulgaria, Canada, Mexico, Poland	4
2 Repeated violation of rights	Croatia, Czech Republic, Estonia, France, Latvia, Lithuania, the Netherlands, Singapore, Slovakia, Spain, Switzerland	11
1 Sporadic violation of rights	Austria, Germany, Italy, Denmark	4
No data	Russia, Ukraine	2

The Group reserves the right to update this monitoring and to carry out a targeted assessment of suppliers residing in countries with greater social risk, in order to understand the actual existence or otherwise of the risk, and assess its significance. The in-depth analyses to be carried out will be integrated with the dissemination and signing of the Supplier Code of Conduct and the administration of the ESG assessment questionnaire.

Payment practices

Relations with the main group suppliers are normally stable, long-lasting and contractually regulated.

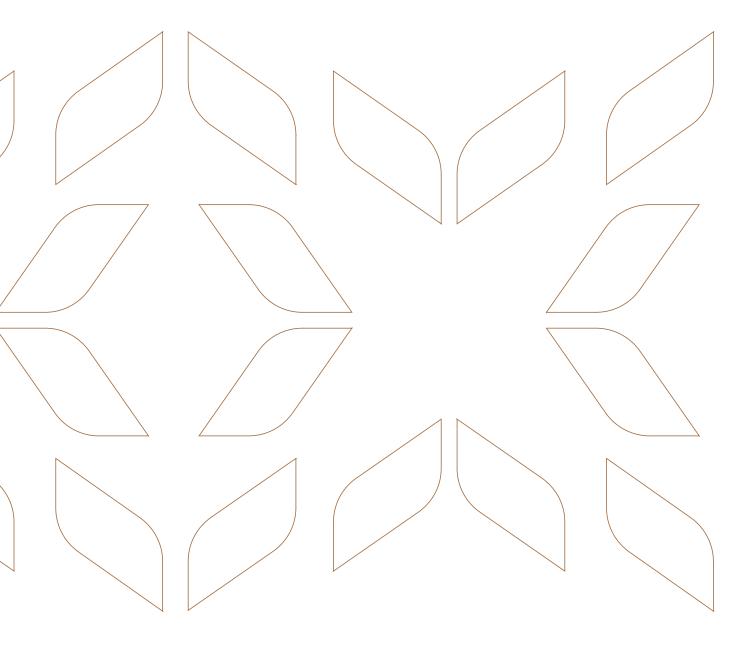
With regard to payment practices, although the Group has not formalised a specific company policy, it has implemented a **procedure to avoid payment delays to suppliers**, with particular attention to SMEs, as part of the administrative procedures for payment of suppliers and management of schedules.

The procedures in place envisage the following average payment times for suppliers' invoices

(with no distinction based on the corporate dimensions of the suppliers):

- Wheat and other raw materials/agricultural goods, on demand;
- Other supplies, on average 60 days from invoice date EOM.

The Company is careful to comply with the aforementioned payment terms and there are no significant deviations from the time-frames indicated above. In addition, there are no pending legal proceedings due to late payment to suppliers.



Food safety

308-1 414-1

All purchases are subject to a rigorous food safety assessment.

In addition, with regard to suppliers, according to the provisions of the HACCP protocols ("Hazard Analysis and Control of Critical Points"), the procedures in place provide for:

Analytical controls

Tests are carried out on products to verify their compliance with food safety standards.



The controls are carried out through the following activities (non-exhaustive list):

- qualification of raw materials suppliers with regard to food safety;
- information and awareness-raising of suppliers on transportation regarding food safety;
- · raw material and finished product sampling plans that establish the analysis methods and frequencies for the various types of risk.

Food safety is guaranteed for all purchases. In addition to these activities, the Casillo Group carries out further checks and controls to ensure the maximum food safety of its products.

Lastly, consistently with the policies and controls adopted, following the implementation of the Social Accountability 8000 management system, the Group defined a supplier monitoring

Documentary checks



programme, classifying suppliers as "core" and "supercore". The programme verifies the commitment to ensure compliance with the human rights and worker rights standard and to identify any risk situations.

The assessment of raw material suppliers is aimed at constantly ensuring that potential risks of food safety are correctly managed.

The supplier qualification activity (pertaining to the subsidiary Casillo S.p.A. Società Benefit) is carried out according to the risk analysis, as required by the BRC standard.

A risk analysis is carried out for each category of raw material, assessing:

- · hazard of contamination by allergens;
- hazard of contamination by foreign bodies;
- hazard of microbiologic contamination;
- hazard of chemical contamination;

- hazard of fraud or counterfeit/contamination between varieties and species;
- non-compliance to legal parameters.

Moreover, each supplier is assigned a "**Quantity risk**" which increases on the basis of the quantity supplied: the greater the quantity supplied, the greater the risk. The overall risk determines the qualification procedures:

- assessment of the possession of valid GFSI certifications or alternatively audit at the supplier's premises, in the event of high risk;
- questionnaire and document verification, which includes request for minimum documentation or commencement of business notice or other equivalent documentation, HACCP Manual and traceability test, in the case of medium risk.

The assessment is reviewed annually with regard to the risk analysis and every three years with regard to qualification, provided that no significant non-conformities emerge that require an advance of the verification times or if, following the risk analysis, conditions are defined for which the risk is high.

Each year, the mapping of suppliers is updated with the relative quantities delivered in the previous calendar year on all plants; all data and documents are shared and available online for consultation by the functions concerned.

According to the new method implemented as at 31 December 2023, the Group **qualified approximately 52% of suppliers**, a figure referring to suppliers of Italian wheat.

Suppliers	Italian soft wheat	Italian durum wheat
Total to be qualified	80	170
No. Qualified YTD	42	88
Suppliers subject to YTD qualification (%)	53%	52%
Total to be qualified	90	170
rotal to be qualified	80	170
No. Qualified YTD	42	88
Suppliers subject to YTD qualification (%)	53%	52%
I. I. P	111	101
ιοται το be qualified	111	181
No. Qualified YTD	37	85
Suppliers subject to YTD qualification (%)	33%	45%
N S	No. Qualified YTD Suppliers subject to YTD qualification (%) Total to be qualified No. Qualified YTD Suppliers subject to YTD qualification (%) Total to be qualified No. Qualified YTD	No. Qualified YTD 42 Suppliers subject to YTD qualification (%) 53% Fotal to be qualified 80 No. Qualified YTD 42 Suppliers subject to YTD qualification (%) 53% Fotal to be qualified 111 No. Qualified YTD 37

Table - Monitoring of suppliers

A qualification procedure and precise process is carried out on the suppliers of the wheat supply chain and/or sustainable with customer-specific requirements. For these suppliers, specific contractual requirements are established (requested by the customer), subject to verification through audits or documentary checks.

The qualification activity will also be extended to foreign wheat suppliers. Most of the foreign

wheat is purchased from Casillo S.p.A. S.B., which is **GTP certified** with regard to good hygiene practices for the cereal trade. This certification concerns the collection, storage, trade and transport activities.

The goods acquired are sampled by the appropriate external "Food Safety Lab" (accredited according to standard ISO/IEC 17025), which undertakes to conduct all due analyses, i.e.

Parameters of products	Pesticide residues	Parameters of microbiology
Mycotoxins (Aflatoxin B1 and totals,		
Deoxynivalenol, Zearalenone,		Genetically
Ochratoxin A)	Heavy metals	modified organisms

With regard to **food safety analyses**, details of the controls carried out in 2024 are provided below.

Types of analyses	Durum wheat	Soft wheat	Flours	Semolina	Secondary products	Semi- finished products	By-products	Total
Allergens	488	219	321	482	2	1	4	1,517
Chemical-physical	0	0	0	0	0	0	0	0
Phytopharmaceuticals	1,137	385	425	1,604	3	3	255	3,812
Product	5,422	580	4,736	26,861	1,970	4,618	5,971	50,158
Metals	663	293	286	343	3	0	350	1,938
Mycotoxins	1,109	333	347	2,735	6	3	322	4,855
Microbiological	210	131	220	273	2	111	32	979
PCR analysis	1,252	321	476	671	1	4	14	2,739
Radioactivity	90	27	0	0	0	0	0	117
Other	1,959	160	1,232	3,044	2	20	0	6,417
Grand total	12,330	2,449	8,043	36,013	1,989	4,760	6,948	72,532

 Table - Food safety analyses on raw materials and food products carried out in 2024





Stakeholders
Customers
End consumers



IRO [Impacts, risks, and opportunities]

Material topics

Product quality, traceability and safety; Information and communication with consumers.

Impacts

11, 16, 115, 118

Risks

R4

Opportunities

05



8.1

Products, services and markets







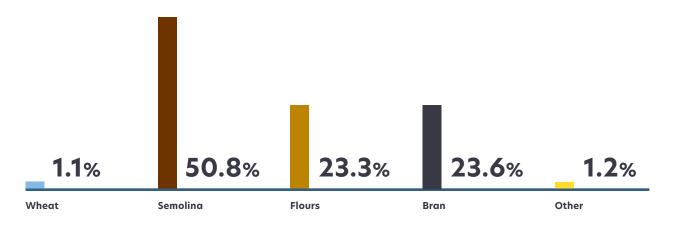


2024 Group sales are essentially attributable to three main activity sectors in which the Casillo Group operates: Industrial, Trading and Real Estate. Sales value may be broken down as follows:

1	Business sectors		2024		2023	Change	Change %
	Milling industries	708,665,513	50.0%	765,344,490	45.3%	-56,678,977	-7.4%
	Trading	627,576,419	44.3%	894,886,269	52.9%	-267,309,850	-29.9%
	Real Estate	72,553,592	5.1%	15,648,840	0.9%	56,904,752	363.6%
	Hotels and restaurants	5,381,901	0.4%	0	0.0%	5,381,901	n/a
	Other	2,817,475	0.2%	14,816,500	0.9%	-11,999,025	-81.0%
	Grand total	1,416,994,900	100.0%	1,690,696,099	100.0%	-273,701,199	-16.2%

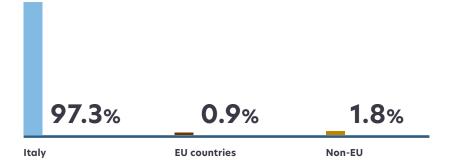
Table - Revenue Analysis (€)

The overall quantity sold by the **milling** sector in 2024 amounted to approximately 1.8 million tonnes (+7.1% compared to the result in 2023). The value of sales in 2024, on the other hand, was equal to €708.7 million: the decline in turnover is attributable to the downward trend in flour products sale prices in 2024. The product macro-category analysis of quantities sold in 2024 is provided below:



Graph - Breakdown of sales by quantity year 2024 - Industrial Division

Almost all the sales of the Industrial Division concern customers based in Italy, as shown in the following chart:

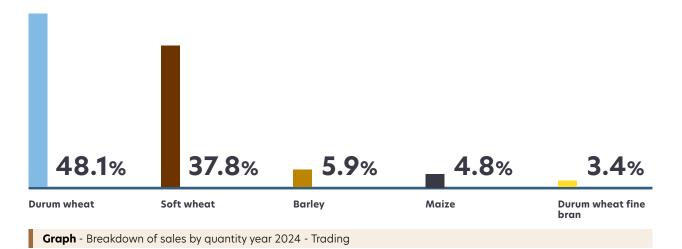


Graph - Sales geographical breakdown 2024 - Milling industries

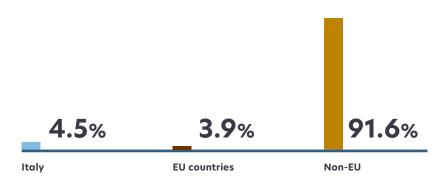
Sales of agricultural commodities of the **Trading** division totalled €627.6 million in 2024, marking a decrease of roughly 30% compared to 2023. This decrease is attributable for approximately 17% to the quantity effect, i.e. the reduction in sales

volumes, and for roughly 13% to the price effect, i.e. the reduction in the average sale price of agricultural commodities trading, determined by the trend of prices observed during the year: in fact, during 2024 average prices declined compared to 2023, by more than 11% for soft wheat and by more than 15% for durum wheat.

The quantities sold stood at approximately 2.1 million tonnes. The breakdown of sales by quantity of the Trading Division is shown in the following chart:



The analysis of served markets, in relation to the sales value of **agricultural commodities** and **food products** in the context of the trading activity, is essentially international, as reported in the following graph, and relates to large B2B customers and government agencies dealing with food provisions.



Graph - Sales geographical breakdown 2024 - Trading

On the other hand, with reference to the **Real Estate Division**, revenues from contracts with customers in 2024 amounted to €72.5 million, up by € 56.9 million compared to the previous year.

The 2024 turnover of the Real Estate division is broken down as follows:

- €24.6 million referring to the sub-holding Gong Capital S.p.A., an amount mainly attributable to the sales of real estate units for residential use of an owned building located in Milan;
- €47.9 million referring to the subsidiary Resnova Immobiliare Bari S.r.l., whose sales essentially concerned the real estate units of the innovative real estate complex Verdica di Bari.

Product quality and safety

416-1 416-2

In line with the company's vision and values, Casillo's approach is focused on the quality and safety of the products offered, in order to ensure full customer satisfaction. Whether they are international agencies or large business operators, or end consumers, the Group's customers are very attentive to quality and safety, and expect Casillo to offer products with high quality standards, always more customised on the basis of its end use.

The numerous product and process certifications obtained by the Group represent attestations of quality and safety that are now essential for the market, especially to meet the needs of customers and consumers, who are increasingly attentive to the purchase of safe, traceable products.

The Casillo Group, with strategic direction based on economic, social and environmental sustainability, shares this commitment with business partners and customers, as also demonstrated by the certification of sustainability "ISCC plus" (International Sustainability & Carbon Certification), which allows the Group to monitor and demonstrate the sustainability of its products through the control of sustainability and traceability rules for the entire system.

The Casillo Group has also defined, implemented and applied an internal audit system in order to verify the effectiveness of the Quality System. The internal audit plan involves audits on all the Casillo Group's production plants in relation to the HACCP food safety plan, Quality Management system, facility hygiene standards, product control, production process control and environmental emissions. Compliance is demonstrated through objective evidence gathered from document analyses, checks in the field and interviews with the personnel concerned.

In addition to internal procedures, the Group receives periodic external audits, of qualification or surveillance, of second party (customers) and third party (certification bodies). Also in 2024, several domestic and foreign customers carried out second-party audits.

All audits ended with **confirmation of the com**pany's qualification. In some cases, some minor non-conformities and observations or suggestions for improvement emerged, which were subject to corrective actions, revisions of activities and documents.

During 2024, 68 audits were received (-9.3%

compared to 2023) by certification bodies, competent authorities and customers, of which:





The quality management system envisages the use of indicators to monitor customer satisfaction. The data collected refer to disputes on the product with respect to the number of deliveries made. Product non-conformities reported by customers are managed in a timely fashion by the appropriate Quality function.

None of the reports received in 2024 had an impact on product legality. The main reason for the complaints concerned the product and/or rheological characteristics of the flour, in addition to foreign bodies, logistics and packaging.

The Group's orientation towards innovation, qualitative product progress, and careful presales and after-sales service ensure, together with the various certifications achieved by the Casillo Group, a production of a high standard of quality capable of satisfying the needs of the varied customer landscape.

		Pro	duct cer	tifica	itions			S	ystem	certifi	cation	IS
Organic products	HALAL	BRC Food Safety	ISO 22005 - food safety	KOSHER	GTP (Good Trading Practices)	GMP+	ISCC PLUS	150 9001	ISO 14001	ISO 14064-1	ISO 45001	SA 8000
										•		
										•		
•	•		•	•	•	•	•	•		•		•
						•		•		•		
•									•	•	•	
•		•				•			•	•		
•	•	•		•		•	•		•	•		
		•		•		•			•	•		
	•	•					•			•	•	•
		•							•	•		
•									•	•		
•	•	•		•		•	•		•	•		
	Organic products	Organic products HALAL		c products od Safety 005 - food	products d Safety 15 - food	Organic products HALAL HALAL BRC Food Safety Safety Safety CTP (Good Trading Practices)	products 4 Safety 5 - food 7 - food 7 - food	products A Safety 15 - food od Trading S	products 4 Safety 5 - food d Trading S	products d Safety S - food Trading S	products 4 Safety 5 - food d Trading 1	products d Safety S - food Trading S S

Graph - Product and quality/system certifications

Group certifications



Organic production. The organic logo of the European Union identifies the organic origin of foods and drinks. It indicates that food manufacturers (and the farmers from whom they purchase the ingredients) comply with the rigorous rules applicable in the EU for organic foods and drinks.



BRC Global Standard for Food Safety. A food safety standard recognised by the Global Food Safety Initiative (GESI) to ensure that branded products are produced according to well-defined quality standards.



ISO 22005:2008 - Traceability in the agri-food supply chains. The ISO 22005 standard is the international reference document for the certification of feed and food chain traceability systems. It transposes the Italian standards UNI 10939:01, relating to "Traceability system in the agri-food supply chains" and UNI 11020:02, relating to "Traceability system in agri-food companies" and it applies to the entire food industry, including animal feed productions.



ISO 14001:2015. An international standard with voluntary adoption, applicable to any type of public or private Organisation, which specifies the requirements of an environmental management system.



KOSHER. The Kosher certification indicates that a food has been produced in compliance with the dietary rules prescribed by the Bible for consumers of the Jewish religion. Kosher certified products are also suitable for Islamic consumers, vegetarians and those suffering from intolerances.



SA 8000. The SA 8000 standard pertains to Social Accountability with regard to workers' conditions (human rights, persons' development, empowerment, training and professional growth, workers' health and safety, anti-discrimination, minor and youth labour) and its requirements extend to the entire chain of suppliers and sub-suppliers.



GMP+ International. Certification for the guarantee of food safety in all components of the feed chain. GMP+ requirements require the correct use of additives and products for veterinary medicine. In addition, they require the control of levels of undesirable substances and products such as heavy metals, pesticides and aflatoxins, as well as prevention measures for salmonella contamination.



HALAL. Halāl (اللح, halāl, halaal) is an Arabic word that means "lawful". In the West, it is mainly referred to food prepared in an acceptable manner for



ISO 9001:2015.It is the internationally recognised reference standard for the quality management of any organisation which intends to simultaneously carry out corporate processes, improve effectiveness and efficiency in manufacturing the product and in performing the service, to obtain and increase customer satisfaction.



ISO 45001: 2018. It specifies the requirements for an occupational health and safety management system (OH&S) and makes it possible to assess, prevent and reduce risks related to the health and safety of work activities, favouring the protection of workers with regard to risks and dangers.



GTP (Good Trading Practices) Code developed by Coceral (the main European cereal association) with the aim of establishing precise rules for the management of storage, transport, analysis and sampling activities according to the HACCP principles. The GTP certification was implemented at Casillo Commodities Italia S.p.A. (now Casillo S.p.A. S.B.), the company that deals with trading of raw materials within the Group.



UNI EN ISO 14064-1:2018. The certification specifies the principles and requirements, at organisational level, for the quantification and reporting of greenhouse gas emissions (GHG) and their removal.



ISCC Plus. The ISCC PLUS scheme makes it possible to demonstrate, through a management system, the traceability and sustainability of raw materials, intermediate products and end products of the food and feed production chains. The standard has sustainability and traceability as its basic requirements, with particular regard to sustainable management of cultivation, verification of the chain of custody and traceability and monitoring of volumes produced and processing yields.



responsible forestry FSC* N003319

The certifications obtained are proof of the daily commitment to quality, safety and sustainability. In addition, Casillo has FSC certification for the packaging of its products (flours).

It should be noted that in 2024 there were no instances of non-compliance concerning impacts on the health and safety of products, highlighted by the competent authorities, on products sold in bulk and on packaged products. The policies relating to end consumers are compliant with the internationally recognised standards, including the UN Guiding Principles on Business and Human Rights.

Product information and labelling





Products aimed at consumers

With regard to information and labelling, the reference regulations consist of EU Regulation 1169/2011 which is applied, as indicated in article 1, to operators in the food sector at all stages of the food chain and for all food products aimed at the end consumer, including those supplied to communities.

The regulations define the principles, re-

guirements and responsibilities governing the information on food and has the purpose of guaranteeing a high level of consumer protection in relation to information on food. The products distributed and sold on the market by the Casillo Group are provided with labelling that complies with the above mentioned regulations.

During 2024 there were no incidents of non-compliance with regard to the provisions of the reference regulations.



Products sold in bulk

In the case of products sold in bulk, i.e. flours transported and delivered in tank-containers, reference regulations are of a vertical nature, such as, for example, Italian Presidential Decree no. 187 of 9 February 2001, which requires the placement of a seal with the indication of the milling company, as

well as information relating to the company name and location of the plant, the type of flour and the milling date. In this case the information on the food contained are reported in a technical specification shared and agreed with the customer.

During 2024 there were no incidents of non-compliance with regard to the provisions of the reference regulations.



Organic products

In the case of organic products, the reference regulations consist of Regulation EU 848/18 as subsequently amended and supplemented, which indicate the conditions to be met in case of labelling, such as, for example: size of the Community logo, the code number of the control body, the site of cultivation of the agricultural raw materials. Furthermore, the regulations require drafts of the labels including references to the organic production method to be submitted to the certification body for the necessary prior approval.

With reference to the labelling of these products, there were no cases of non-compliance in 2024.



Casillo S.p.A. S.B. communicates projects, initiatives and results related to sustainability to its stakeholders also through social profiles.



Facebook profile





Product innovation and communication







The Group is constantly committed to researching and providing high quality, safe and innovative products that can meet the needs of all types of customers.

The most innovative products introduced in 2024 were those made by the subsidiary Casillo Next Gen Food S.r.l. (CNGF), mentioned above, including the new line of Altograno® products. In addition to the CNGF products, innovative products were also launched in 2024 by the subsidiary Casillo S.p.A. S.B., under the Molino Casillo brand name, such as Germolio and the new heat-treated semolina.

The most innovative products of the year are described below.

Altograno

Altograno® is the registered trademark that disof wheat flour obtained through the innovative Lavorazione Circolare® method.

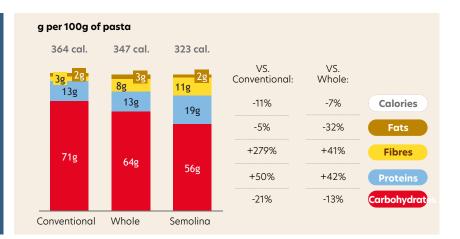


The Company collaborates with partner companies, leaders in the wheat-based categories, supporting them in the development of new products that advertise the use of Altograno®. The customers that have confirmed the partnership with Altograno® include: Pastificio Lucio Garofalo (for the production of dry pasta), Balconi (for sweet bakery products), Alimenta Produzioni (for the production of wraps and pizza bases), Ciemme (for the production of gnocchi). During 2025, these entities will launch innovative products based on Altograno® flour that will enrich their range of production lines.

Up to 40% more fibre and 20% less carbohydrates, our fibres are delicious, low in lignin and cellulose!

Why choose it?

Up to 50% more protein and 30% less gluten, wheat germ proteins are more digestible and complete!



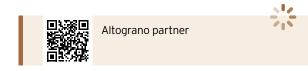
Confirming its commitment to sustainability, the Company has subjected its products to LCA analysis (life-cycle assessment): a structured and standardised method at international level that makes it possible to quantify the potential impacts on the environment and human health associated with a good or service, starting from the respective consumption of resources and emissions. For this reason, CNGF has entrusted *Quantis* with the task of assessing the life cycle of Altograno® and its impact. The results of the analysis are summarised below.

Object of the companion	Altograno® for pasta	Altograno® for bread
Object of the comparison	(Casillo semolina)	(Casillo flour)
Global Warming Potential (kg CO2 eq/kg)	-25%	-24%
Marine Eutrophication (kg N eq/kg)	-29%	-32%
Water Deprivation Potential (m3 depriv. eq/kg)	-29%	-32%

The goal of Altograno® is to provide an ingredient rich in fibre and protein, natural and with no additives, only from wheat, and to do so with a reduced impact on the environment: "if it's good for you, it must also be good for the planet".

To demonstrate the positive impact of Altograno®, the Company relied on third parties to independently and objectively assess the life cycle of Altograno® and its impact. Altograno® therefore has 25% less impact in terms of CO₂ equivalent generated, compared to a traditional flour.

A marketing strategy based on the presence of the brand logo in their physical shops is also planned for merchants who decide to use Altograno® flour, through useful tools to advertise the use of products based on Altograno® (totems, window stickers, etc.). To find out the places where you can enjoy preparations based on these flours, the Altograno site has a complete list of all partners based in Italy who have chosen to use Altograno-based flours .**



On the Altograno® e-shop, you can purchase a selection of different products based on this innovative flour, within the Altograno® Delights Box. The selection in the Box considers the Molino Casillo branded products and the brand names those of the partners who have relied on CNGF for the production of new product lines.





Online shop



Federico altograno - chicco

The involvement and communication to the outside world are further strengthened by the creation of an avatar, called Federico Altograno®; known as CHICCO, who uses Artificial Intelligence and is able to provide all the indications relating to Altograno®.



Federico Altograno®



Altograno® la **Repubblica**

In the project created for Molino Casillo, in collaboration with Microsoft, an avatar was created directly in the store that communicates in real time with the customer, describing the Altograno® flour production chain, enhancing quality, sustainability and innovation. This solution stems from the Hevolus XR Copilot platform, which combines AI, immersive reality and the Azure cloud to create secure, multi-lingual and personalised digital agents. It kicks off in Bari, Rome and Milan, and then the model is extended internationally. A project that shows how physical retail can evolve, informing and involving, without renouncing the authenticity of human contact.





In line with the Group's approach, CNGF privileges dialogue and the involvement of its stakeholders. It communicates its commitment to sustainability issues through social profiles and digital channels, which allow direct and constant exchange with customers and enthusiasts.



The Altograno website has a special section, the blog, where all the news relating to the product and the events in which it is the attention grabber are published.



In addition, in order to convey the value of Altograno® flours, the Company has established a communication and marketing campaign that involves influencers, food bloggers, nutritionists, chefs, etc., who will produce content on the Company's social pages and on their own profiles, as well as participate in sector events and fairs.

GERMOLIO

Wheat germ oil

GERMOLIO is an innovative excellent product under the Molino Casillo brand, a precious oil extracted with extreme care from wheat germ, the most nutritious and richest part of the grain. This oil stands out for its sweet and delicate taste, with a soft texture that makes it extremely versatile in the kitchen. Rich in vitamins (such as E), antioxidants and essential fatty acids, GERMO-LIO is a natural source of vitality and well-being. Ideal for enhancing raw dressings, it adds freshness and a touch of refinement to salads, soups and cold dishes.

Its resistance to high temperatures also makes it perfect for light and fragrant frying, keeping its nutritional properties intact. In addition, GER-MOLIO is an excellent ingredient for high-quality baked goods, providing fragrance, softness and a unique aroma. An oil that combines health, taste and innovation, designed for those looking for a healthy diet and a superior culinary experience.





SUPERIOR Reground Semolina the new heat-treated semolina

The SUPERIOR Reground Semolina represents the latest innovation of the Molino Casillo brand in the field of high quality flours. The result of an advanced heat treatment process, this semolina is characterised by a controlled reduction of humidity and a perfectly uniform hydration capacity. These technical characteristics make it possible to improve the workability of the dough and guarantee a constant yield, fundamental for producers of dry and fresh pasta.

The pasta with SUPERIOR reground semolina is also distinguished by an intense yellow colour, a sign of selected raw material, and a rich and well-defined aromatic profile, which gives the finished product delicious flavour and aromas. Ideal for enhancing any recipe, this semolina ensures optimal consistency and perfect cooking, helping to enhance the culinary tradition with cutting-edge technology.

SUPERIOR is the ideal choice for those looking for quality, innovation and reliability at every stage of production.

Communication

Through a considerable **brand** identity course based on an integrated and structured communication programme with a strong digital approach, the Group has set itself the goal of fully entering the world of brands, both for the retail sector and for the artisan sector of professionals.

The Casillo Group has identified and mapped 10 communication touch points.

COMMUNICATIONTOUCH POINT

- 1 **FACEBOOK AND INSTAGRAM** Profile
- **FARINA LOVERS** farinalovers.com



asillo

- 3 **LINKEDIN** Corporate profile
- 4 **CONSUMER** WEBSITE molinocasillo.com
- asillo 5 **E-COMMERCE** shop.molinocasillo.com

CORPORATE WEBSITE casillogroup.it



- 7 **DEDICATED APP FOR** THE PROFESSIONAL TEAM
- 8 **CRM** New channels activated
- **DEMO** WITH DISTRIBUTORS
- **10** EVENTS AND FAIRS

The subsidiary Casillo S.p.A. S.B. has always fostered dialogue and the involvement of its stakeholders. It communicates its commitment to sustainability issues through social profiles and digital channels, which allow direct and constant exchange with customers and enthusiasts.



Facebook



Account Instagram



Profilo Linkedin



Website Farina



Canale consumer

Facebook

Canale



Canale



Account



Co-marketing activities with stores

Development of co-marketing activities with professional customers to achieve shared objectives such as: loyalty and strengthening of the bond with the brand.

National trade and consumer press campaign

Investments on specialist food consumer and professional magazines, for the Molino Casillo brand channelling with dedicated ADV and advertising/editorial campaigns.

Point of sale setting up with pop materials

Casillo has always supported its partner customers in a concrete and innovative way: projects are studied to give customers the best visibility with dedicated sets and materials.

Promotion, engagement, assisted sales and after-sales activities, on the professional and consumer channels

Development of initiatives to create a positive mood around the brand, increase loyalty and reward customers, strengthen ongoing relations, incentivise the purchasing of Special Lines and expand the customer portfolio.

Molino Casillo with WAYTV

The WAYTV information service offered to the travellers on the Ferrotramviaria Bari-Barletta and the Appulo-Lucana lines, through a news bulletin, accompanied by advertisements which describe the Molino Casillo branded products.

CRM Marketing activities

Casillo S.p.A. S.B. uses a CRM system to manage its relationship with customers over time and build Molino Casillo brand loyalty. Through the CRM system, information, promotional and product marketing campaigns are developed, exploiting contacts and encouraging conversions.

Customer engagement activities, customer lead generation, social activities and communities

Casillo S.p.A. S.B. develops geolocated lead generation activities designed for individual distributors; develops social activities; creates and manages communities so as to expand the professional and retail customers network.

Please note that during 2024 there were no cases of non-compliance relating to marketing communications, and there were no cases of breach of customers' privacy and loss of customers' data.

Linate and Bari airport spaces

As part of its marketing and corporate communication actions, the Group has invested in the purchase of advertising space (e.g. on large screens) in the busiest areas of the **Milan Linate** and **Bari Palese** airports, such as the boarding area, through which thousands of national and international passengers transit.



2024 SPONSORSHIPS

Casillo alongside the Petruzzelli Theatre in Bari

"Those who sow beauty, reap the future". Perhaps beauty will not save the world, as Dostoevsky hoped, but each of us deserves it. Casillo S.p.A. S.B. in cooperation with the Petruzzelli Theatre in Bari, to strengthen and support art and culture with the full awareness of being able to share precious cultural heritage common to all of us.



Casillo official supplier of Casa Sanremo

Casillo was present as the official sponsor of the Arena del Gusto of "CASA SANREMO" during the Festival della Canzone Italiana Sanremo 2024. This space dedicated to gastronomic excellence hosted about 40 pizza makers from all over Italy, who had the opportunity to present their signature pizzas. All the preparations have been made using the innovative Molino Casillo branded wheat flour, belonging to the Special lines with Germe and Origine.

Casillo alongside KOMEN ITALY

Casillo S.p.A. S.B. partner of the 18th edition of "Race for the cure" for the Bari stage. "Race for the cure", the flagship event of Komen Italia and the largest event for the fight against breast cancer in Italy and in the world.

Casillo at the Circo Massimo with "La Città della Pizza" and the "Galà della Pizza".

A rich programme of fine dining is a tribute to the excellence of the innovative range of Molino Casillo branded wheat germ flours. From 17 to 23 June, the Circo Massimo in Rome hosted signature dinners, each characterised by a menu designed specially for the occasion. The guests included not only visitors, but also a technical committee composed of leading journalists and food influencers in the sector.

Partnership between Casillo and **SSC Bari**

Casillo S.p.A. S.B. confirmed its partnership with SSC Bari also for the 2024/2025 football season, consolidating its role as the only jersey sponsor and a constant presence on the sideline advertising LEDs. The company continues to be the key player in a number of initiatives, both on and off the pitch, strengthening the bond with the team and the fans.

An important innovation for 2024 is the doubling of the Molino Casillo branded and managed bakeries. This expansion has made it possible to offer customers and enthusiasts a direct experience with products made with Molino Casillo wheat germ flours, guaranteeing an authentic contact with the quality and innovation of the company. Thanks to this initiative, it was possible to actively involve the top local customers, creating exclusive food experiences and consolidating the presence of the brand in the local area.



Casillo Official Flour Partner of AC Milan

Also for the 2024/2025 season, Casillo S.p.A. S.B. confirmed its role as Official Flour Partner of AC Milan, renewing a collaboration that has combined excellence and innovation.

The synergy between AC Milan and Casillo has demonstrated the solidity of a bond built over time, based on shared values such as a passion for quality, constant research and the commitment to a healthy and sustainable lifestyle. This partnership has highlighted two leading lights of 'Made in Italy', ambassadors of a culture that values well-being, responsibility and innovation.

Through joint initiatives, communication campaigns and special events, the two companies celebrated the coming together of sport and nutrition, of performance and personal care. In each project implemented, the collaboration has enhanced the balance between tradition and the future, helping to strengthen a model of excellence that continues to inspire.



Casillo sponsor of the Food Summit

Casillo S.p.A. S.B. participated as a sponsor in the Food Summit, a reference event for the top management of the food and distribution industry. In this exclusive context, the company contributed to the debate on the evolution of the sector. emphasising the importance of digital transformation as a strategic tool for tackling the new challenges of the market. Automation, process digitalisation and technological innovation were at the heart of the initiatives, with a view to continuous improvement of quality, traceability and efficiency.

Participation in the Summit offered Casillo the opportunity to share concrete experiences, development models and investments geared towards an increasingly integrated future between the food industry and advanced technologies. A constant commitment that strengthens the Group's role as an active instigator of change.



Casillo S.p.A. S.B. partner of Agribusiness School | ITS Academy AgriPuglia

Casillo S.p.A. S.B. has consolidated its strategic role in the regional educational landscape through the partnership with the ITS Academy AgriPuglia - Agribusiness School, actively participating in the definition and management of highly specialised courses financed by the NRRP (National Recovery and Resilience Plan).

Thanks to this **public-private collaboration**, the company has contributed to the creation of **professional figures** such as senior technicians for the application of flour in food production and the master millers of bread-making. The **direct involvement of Francesco Casillo** - elected Chairman of ITS in December 2023 - has strengthened the interaction between the world of academia and industry, aiming to double registrations by 2025 and responding to the real needs of companies.

The training courses, with a large practical component (over 60% of the time), aim to provide advanced technical skills geared towards digital transformation, qualitative certification and optimisation of production processes. This commitment has made it possible to train young staff ready to support artisan and industrial customers in the milling sector, guaranteeing professional training that can be used immediately on the job market.

Through collaboration with institutions such as the Polytechnic University of Bari and the Universities of Bari and Salento, Casillo has promoted integrated training encompassing theory, laboratory practices and innovation 4.0, making the Academy a hotbed of skills aimed at developing the regional and national food sector.



Casillo Main Sponsor of the Festival II Libro Possibile 2024

The *Il Libro Possibile* Festival supports culture as a fundamental resource in supporting those dedicated to helping others, recognising the val-

ue of solidarity and social commitment. Through a programme packed with meetings, debates and opportunities of discussion, the Festival promotes cooperation between institutions, associations and third sector entities, with the aim of creating a more solid and inclusive social network. In this context, Casillo S.p.A. S.B. chose to sponsor the event, strengthening its commitment to the community and to the values of social responsibility.

The partnership with the Festival reflects Casillo's corporate philosophy, which sees culture and collaboration as essential tools in stimulating a positive impact on society. Thanks to this synergy, the Festival not only enhances the experiences of those who work in the field of assistance, but is also enriched by a concrete contribution from a company that has always supported innovation, sustainability and collective well-being.

Netflix the first advertising campaign of Molino Casillo

In an increasingly connected world, where innovation and digitalisation drive change, Casillo S.p.A. S.B. debuts on **Netflix**, the most popular streaming platform in the world, with its new advertising campaign.

This important step marks an evolution in the brand's communication, choosing a global and cutting-edge channel to share its vision and distinctive values. The partnership with Netflix strengthens Casillo's commitment to technology and innovation, offering the public a modern, informed consumer experience in tune with the new market dynamics.



Casillo and Identità Golose: a partnership to innovate gastronomic culture

In 2024, Casillo S.p.A. S.B. strengthened its collaboration with **Identità Golose**, a best-inclass media partner in the world of cooking,

bread-making and the pizzeria. This synergy has made it possible to develop a rich calendar of events and initiatives dedicated to gastronomic innovation, research and attention to detail, which involved prominent professionals in bread-making and signature catering.

During the year, Casillo promoted a series of travelling dinners at the Identità Golose Hub in Milan, with the participation of prominent chefs and pizza makers such as: Peppe Errichiello, a pizza maker of Italian origin who moved to Tokyo, known for his ability to fuse Italian tradition and Japanese influences; Pierdaniele Seu, a master pizza maker appreciated for his innovative interpretations; and Tony Lo Coco, pioneer chef of contemporary cuisine. These events were an opportunity to experiment with high quality flours, such as the **Origine** line with wheat germ and the Superior heat-treated semolina, enhancing bread-making through excellent dishes and pizzas.

Identità Golose, as a media partner, supported the communication of the events through its digital and social channels, guaranteeing significant visibility and involving an audience of enthusiasts and professionals in the sector. The collaboration has fostered dialogue between chefs, pizza makers and operators in the sector, creating an increasingly solid network of skills and projected towards innovation.

Molino Casillo also took part in important events such as the Pizza Galà at San Siro and the World Pasta Day at the Identità Golose Hub in Milan, moments in which the quality of the flours was the absolute star, enhanced by creative and innovative interpretations.

During the 2024 Catering Day, Molino Casillo confirmed its commitment to enhancing wheat germ flours, stars of the special menu created by the Executive Chef of the Hub of Identità Golose Milano, Edoardo Traverso. The day was a moment of celebration of the art of hospitality, with the participation of the brand ambassadors Alessandro Lo Stocco and Salvo Vullo, Bakery Chefs, who embodied the company's professional excellence.

Furthermore, Molino Casillo made a significant contribution to the **Identità Inclusive** solidarity project, conceived by Paolo Marchi, founder of Identità Golose, and Vito Valente, founder of X FOOD. This initiative, which includes two soli-

darity dinners, a conference and a space dedicated to companies committed to food quality and work inclusion, has stood out as a model of social responsibility and sustainable innovation. The event in San Vito dei Normanni was a fundamental opportunity to promote an inclusive approach in the gastronomic sector.

BOB FEST 2024

Great enthusiasm and innovation were a hallmark of Casillo's participation in **BOB Fest 2024**, the food festival dedicated to Calabrian culinary culture, which this year also encompassed an important charitable dimension. As the main partner, Casillo S.p.A. S.B. enhanced its flour with wheat germ through cooking shows, master-classes and insights dedicated to professionals and enthusiasts.

The special guests, which included culinary masters such as Alessandro Lo Stocco. Pierdaniele Seu, Raffaele Bonetta, Ciro Salvo, Andrea Godi, Roberto Davanzo and Pasquale Moro used Molino Casillo flours to create dishes and pizzas that were a fusion of technique, creativity and innovation.

A central aspect of BOB Fest 2024 was the charity event, which raised funds to support local solidarity projects, underlining the social commitment that Casillo shares in enhancing not only the gastronomic quality, but also the well-being of the community.

COMPANY ACTIVITIES

Casillo invests in the bakery sector with Bakers Gen

Bakers Gen is a long-term affiliation project dedicated to bread-making professionals who want to grow together with Casillo and its brand ambassador staff. This programme offers technical support, continuous training and access to high quality flours, such as the Origine line, characterised by the presence of wheat germ, designed to enhance its taste and nutritional properties.

Through Bakers Gen, bakers can hone their skills, innovate processing techniques and have access to a network of industry experts. The project also includes master classes, show-cooking and thematic workshops that encourage the



exchange of knowledge and the experimentation of new solutions.

With this initiative, Casillo S.p.A. S.B. confirms its commitment to supporting the evolution of professional bread-making, providing selected products and an excellent training course to help professionals achieve increasingly innovative and high-quality results.

ONE TEAM - Working together to grow together: Casillo at Ecoarea Better Living

Casillo S.p.A. S.B. organised a day dedicated to sellers, managers and distributors at the Ecoarea Better Living in Cerasolo (Rimini), dedicated to training and sharing. The ONE TEAM event was an important opportunity to strengthen teamwork, consolidate skills and discuss key issues of the current food market.

During the day, several strategic topics were addressed, including digital and traditional marketing, effective communication, new trends and market scenarios, and innovative offer models. The training aimed to provide practical tools to tackle the challenges of a constantly evolving sector, fostering a collaborative and results-oriented approach.

The meeting also promoted team spirit among the participants, underlining the importance of synergy between the different roles within the Casillo commercial network. Thanks to direct discussions and practical workshops, ONE TEAM has consolidated the process of shared growth, leveraging technical skills, creativity and innovation.

This initiative testifies to Casillo's commitment to developing the skills of the people who represent the brand, creating a solid and forward-looking ecosystem, where training and collaboration are key elements in achieving ambitious and sustainable goals.

NATIONAL EVENTS

THE FORK AWARDS by Identità Golose: Casillo sponsor of the Gala **Dinner**

Casillo S.p.A. S.B. played a leading role as the official sponsor of the prestigious gala dinner of THE FORK AWARDS by Identità Golose, an event that celebrates excellence and innovation in the Italian catering scene. The evening saw the participation of important players in the sector, including chefs, pizza makers and caterers, gathered to celebrate emerging talents and established leaders.

During the event, there were numerous awards dedicated to the most important categories of the food sector, emphasising the importance of research, quality and creativity. In particular, Casillo had the honour of presenting the "Opening of the Year" award to Pierdaniele **Seu**, founder of TAC - thin & crunchy, a pizzeria that has revolutionised the concept of pizza with an innovative approach to leavening and flour auality.

This collaboration underlines Molino Casillo's commitment to supporting professionals who pursue a path of innovation and quality in the bread-making and catering sector. Support for events such as THE FORK AWARDS confirms the company's aim not only to be a best-inclass supplier, but also a genuine partner in the growth and development of new Italian gastronomic trends.

World Pasta Day: Casillo celebrates pasta with an exclusive menu at Identità Golose Milano

On 25 October, on the occasion of World Pasta Day, the international day dedicated to one of the most iconic and beloved foods globally, Casillo S.p.A. S.B. celebrated this culinary excellence with a special event at the Identità Golose Milano hub.

For the occasion, Casillo created a real gastronomic journey into the world of pasta, thanks to an exclusive menu created by the company's pasta specialists, designed to enhance the qualities of a fundamental product of Italian and international cuisine. The Superior semolina was the centre of attention, the new heat-treated semolina of the highest quality, designed to guarantee consistency, taste and perfect cooking.

The event also involved major customers in the ho.re.ca. sector, who were able to appreciate and experience first-hand the quality of the Molino Casillo branded raw materials, a symbol of innovation and constant research. Through this initiative, the company reaffirmed its commitment to enhancing pasta as a product par excellence, the result of cutting-edge technologies and rigorous selection processes.

INTERNATIONAL EVENTS

In recent years, Molino Casillo has launched an ambitious internationalisation project, which has seen the company successfully expand into the most strategic foreign markets, establishing itself as a global leader in the production and distribution of high quality flours. This path has enabled Casillo to take its innovation and continuous research even beyond Italian borders, adapting to the different gastronomic cultures and the specific needs of professionals and international customers.

2024 was a particularly significant year, thanks to major events that strengthened Casillo S.p.A. S.B.'s presence in important markets like **Japan** and the **United States**. Among these, the event at the Mandarin Oriental Hotel in Tokyo stands out, where the company presented its wheat germ flours to Japanese professionals and customers at a prestigious event, attended by the Italian Minister of Agriculture Francesco Lollobrigida and the Italian Ambassador to Japan Gianluigi Benedetti.

Wheat germ flours, known for their superior organoleptic characteristics and high nutritional value, have been warmly received by the Japanese market, always attentive to food quality and innovation. The enhancement of wheat germ flours in Japan testifies to the company's commitment to promoting a new culture of bread-making and pastry-making, based on se-

lected ingredients and cutting-edge production processes.

At the same time, Casillo S.p.A. S.B. consolidated its presence in the United States with the exclusive evening "Pizza & Song NY" at the Song e' Napule restaurant in New York, where wheat germ flours were the stars of the show along with renowned names in Neapolitan pizza such as Vincenzo Santoro, Ciro Iovine and Ciro Salvo. This initiative was an important opportunity for cultural and professional exchange, strengthening the ties between the company and pizza specialists at international level.



Molino Casillo's internationalisation project is thus confirmed as a successful strategy that combines quality, innovation and a global vision of the market. Through high-profile events and strategic collaborations, the company continues to expand its network, bringing the excellence of wheat germ flour all over the world and cementing its role as a trusted partner for professionals and enthusiasts of the bakery and pizza sector.



NATIONAL AND INTERNATIONAL FAIRS

Marca, 16-17 January

Casillo S.p.A. S.B. participated in the Marca, the only Italian trade fair dedicated exclusively to commercial brands, considered the second most important in Europe in the sector. The event represents a strategic opportunity to meet and discuss with the main professionals of the Large-Scale Retail Trade (GDO) and Organised Distribution (DO). During the event, Casillo showcased the quality and innovation of its Molino Casillo branded flours, strengthening dialogue with the main distribution brands. The Marca fair is confirmed as a fundamental point of reference for promoting private distributor products, and Casillo took advantage of the important networking opportunity to consolidate its presence and gauge market needs.

Change Your Experience, the Fuorisalone in Casillo, 22-23 January

On 22 and 23 January, Casillo S.p.A. S.B. organised "Change Your Experience", an exclusive event within the context of the Fuorisalone dedicated to bread-making and innovation in the world of flour. The initiative offered meetings, workshops and show-cooking with chefs, pizza makers and specialists in the sector, introducing the latest news and trends in bread-making, pastry-making and the pizzeria. During the two days, the participants were able to learn more about

the unique qualities of the Molino Casillo branded flours, with a special focus on wheat germ flours, and experiment with innovative kneading and leavening techniques. "Change Your Experience" has been confirmed as a point of reference for professionals and enthusiasts, a real laboratory of ideas and skills where innovation and tradition come together to create products of excellence.

Identità Golose Milan **2024 Congress**

Casillo S.p.A. S.B. confirmed its role as main partner at the Identità Golose Milano 2024 Congress, the main international event dedicated to culinarv excellence and world-renowned chefs. During the congress, Casillo presented its range of innovative flours, with a particular focus on wheat germ flours, appreciated for their unique nutritional and sensory qualities. Molino Casillo ambassadors and specialists actively involved the participants through live demonstrations, show-cooking and technical insights on the characteristics of the flours and their applications in bread-making, pizza-making and pastry-making. The Congress proved to be a crucial opportunity to consolidate the relationship with professionals in the sector, share innovations and stimulate research, key elements of Casillo's philosophy. In addition, the collaboration with Identità Golose has strengthened the company's

position as a reference partner for those seeking quality, sustainability and innovation in the world of bread-making.

Cibus 2024: quality, innovation and immersive technologies.

At Cibus 2024 in Parma (7-10 May), Casillo S.p.A. S.B. brought its advanced vision of bread-making with the programme "Idee in fermento -It's time to taste!", divided into three thematic moments: Bakery Time, Pasta Time and Pizza Time. Wheat germ flours were the stars of the show, enhanced by master-classes held by well-known faces such as Salvatore Vullo, Agatino Arena, Marcello Salvatori for leavened products, Alessandro Lostocco and Raffaele Bonetta - "Cube of Raf with wheat germ" - for pizza.

The immersive experience with VR viewers, created in collaboration with Hevolus, was greatly appreciated, allowing participants to experience interactive virtual master-classes and interact with a sack of digital flour via AI. This hi-tech approach was explained live through Cibus Live Stories, with stories, reels, interviews, demos and posts on Instagram and Facebook, conveying the atmosphere of the fair directly to the brand's digital community.

During each day, real-time videos, backstage content and highlights at the fair involved professionals and enthusiasts,

creating continuous dialogue between physical participants and the online world.

PARIZZA 2024, Paris

Casillo S.p.A. S.B. took part in PARIZZA 2024, one of the most important international fairs dedicated to the world of Italian pizza, held in Paris. The company has successfully promoted its products with wheat germ of the Professional line, designed specifically for the pizza sector. Thanks

to the quality and technical characteristics of wheat germ flours, Molino Casillo was able to show how its products contribute to improving the taste, fragrance and workability of the dough, meeting the needs of professional and innovative pizza makers in the sector.

SIAL 2024, Paris

Also present at SIAL 2024, one of the largest and most influential food fairs in the world, Casillo S.p.A. S.B. organised events

and master-classes taken by its specialists, focusing on the use of wheat germ flours. Through practical demonstrations and technical insights, the company emphasised the importance of the quality of the raw material in the production of baked goods and pasta, highlighting the added value of wheat germ in terms of nutrients and performance in the kitchen.

NATIONAL AND INTERNATIONAL FAIRS IN COLLABORATION WITH DISTRIBUTORS

Italian distributors: key partners for Casillo

For Casillo S.p.A. S.B., distributors are much more than just sales channels: they represent an extension of the brand throughout the territory, ambassadors of quality and innovation in the various segments of the ho.re.ca. world. The collaboration with local distributors allows the company to build direct relationships with artisans, bakers, pizza makers and pastry-makers, bringing value through events, training and an active presence at professional fairs.

In 2024, Casillo participated, together with its distributors, in a number of important events:

· Expocook in Palermo, where

it presented its products with live demos dedicated to leavening and pizza, thanks to the support of the local distributor and the presence of the ambassadors.

- TuttoPizza Napoli, the reference fair for pizza makers, in which it proposed experiential moments with innovative doughs and wheat germ flours, co-organised with commercial partners in Southern Italy.
- Agro.Ge.Pa.Ciok Lecce, during which Casillo actively supported training sessions for the confectionery industry in collaboration with Apulia-based distributors.

In addition, regional events and open days throughout Italy,

supported by distributors, contribute to enhancing product culture and local visibility every day. The social content created during these fairs - including live shows, stories, interviews and show-cooking - show how the Italian distribution network is an integral part of the success and dissemination of the Molino Casillo philosophy.

For Casillo, collaborations with foreign distributors are fundamental in disseminating the excellence of its flours globally, in particular the innovative wheat germ flours, appreciated for their quality, taste and nutritional benefits. These partnerships allow direct dialogue with local markets, making it possible to adapt the

offer and to support bakers, pizza makers and pastry-makers with targeted training and assistance. Thanks to a solid and widespread distribution network, Casillo S.p.A. S.B. actively participates in international trade fairs and events, bringing its experience and innovation alongside professionals and customers, encouraging shared growth and evolution of the sector.

International events in collaboration with distributors 2024:

- · Salón de Innovación en Hostelería, Malaga, a major event in Spain where Casillo presented its wheat germ flours, enhanced in live demonstrations with local distributors.
- · Live in Barcelona, a stage dedicated to Catalan profes-

- sionals with cooking shows and insights into the unique characteristics of wheat aerm flours.
- **Live in Singapore**, a strategic event in Asia to promote Molino Casillo branded flours, with a focus on innovative applications and the nutritional quality of wheat germ.
- Live in Madrid, meeting with Spanish professionals to present innovative flours and products, focusing on the spread of flour with wheat germ.
- Live in Tenerife, training sessions and practical demonstrations, dedicated to the local market, with Molino Casillo branded flours as torch-bearers.
- Live in GastroCanarias,

- presence at the great Canarian event, with a special focus on wheat germ flours, appreciated for its taste and quality.
- · Molino Casillo in Thailand for live in Bangkok, an exclusive event for the Thai market, with cooking shows and tastings to discover the potential of wheat germ flours.
- Summer Fancy Food, USA, participation in the American fair, presenting wheat germ flours as an example of innovation and food tradition.
- · Live in Melbourne: event dedicated to Australian professionals, with presentations and tastings of Molino Casillo branded flours, with particular attention to wheat germ flours.



PRIZES AND AWARDS

The Casillo Group among the top 100 Italian companies in terms of reputation

In the prestigious setting of Assolombarda headquarters in Milan, the Global RepTrak® 100 was held, an event organised by The Rep-Trak Company that analyses and rewards companies with the best reputation at national and international level. The report involved over 250 Italian companies with a turnover exceeding €750 million, placing the Casillo Group

among the 100 best Italian companies in terms of corporate reputation.

The assessment is based on an in-depth analysis of how stakeholders - customers, suppliers, employees and the public - perceive and interact with the company, considering key factors such as safety, product quality, technological innovation, attention to environmental sustainability, economic performance and branding activities.

This recognition represents an important confirmation of the strategic path undertaken by the Casillo Group, which has always placed transparency, social responsibility and production excellence at the centre of its mission, thus strengthening its positioning in the global market. The event also offered an opportunity to meet with the main Italian business leaders, emphasising the importance of reputation as a fundamental asset for long-term growth and competitiveness.

SOCIAL AND DIGITAL ACTIVITIES



In fermento tour, Tasting the city!

In 2024, Casillo S.p.A. S.B. launched the **In Fermento Tour**, a travelling project implemented in collaboration with Identità Golose Milano, which made its way through some of the most important Italian cities in terms of the culture of pizza and bread-making excellence. This tour represented a unique opportunity to promote the innovation, quality and versatility of Molino Casillo branded wheat germ flours, enhanced by the creativity of renowned bread-making professionals.

The **In Fermento Tour** visited numerous cities, each with a dedicated event where pizza makers and bakers met, creating synergies and opportunities for significant technical and gastronomic debate.

The success of the **In Fermento Tour** was borne out by high levels of participation and enthusiasm on social networks, reaching thousands of fans.

"Omar On Tour: sweet travel"

is the digital format launched by Casillo in 2024 with the TESTIMONIAL of pastry chef **Omar Busi**, to tell the story of the world of Italian pastry. A journey composed of travelling stages among the best pastry shops in Italy, with videos published on Instagram and Facebook that show technical processing, practical advice and exclusive recipes. Omar guided each episode

with his direct and engaging style, enhancing the use of Casillo flours in bakery preparations such as cream puffs, cookies, pies and leavened desserts. Each stage highlighted the dialogue between territory, craftsmanship and innovation. The digital tour was a great success on social media, generating comments and sharing from pastry lovers, students and professionals.

Farina Lovers is the digital project of Casillo S.p.A. S.B., created to recount the world of flour through the voice of those who use it every day: pizza makers, bakers, pastry-makers and enthusiasts. On the brand's social channels, the format offers videos, recipes, technical advice and exclusive interviews with professionals who share their creations, processes and techniques. The goal is to create a reference community where flour becomes the heart of authentic and inspiring stories. All details of the contents are taken care of, with a simple but professional language, designed to involve both experts and those who love to get involved in the kitchen. Farina Lovers is also about sharing values: quality, experimentation and passion for bread-making.

The fusion kitchen of Jia Bi

In 2024, Casillo S.p.A. S.B. launched the social column "The fusion kitchen of Jia Bi", a project created to describe the use of consumer flours in a creative and international way. The main figure is **Jia Bi Ge**, a popular Chinese content creator on Asian social networks and already known for her participation in MasterChef Italia, where she won over the public with her Italian-inspired cuisine. In the videos - shot in landscape format and subtitled in Chinese - Jia Bi presents sweet and savoury recipes that combine Italian ingredients with oriental techniques, enhancing the simplicity and quality of Molino Casillo flours. The column, designed for social media, represents a strategic choice to promote the brand in the East, through authentic, accessible and multicultural content. Through this project, Casillo strengthens its international vision, speaking directly to the Asian public with a credible, young and passionate voice.

"Lights on" Pierdaniele Seu

In 2024, Casillo turned the spotlight on Pierdaniele Seu's talent with the social column "Lights On", a video format designed to recount the evolution of contemporary pizza in a direct, creative and technical way. Through a series of short but intense contents, Seu shares inspirations, details of dough, unprecedented toppings and reflections on the future of the signature pizzeria. Each episode is set in his Roman workshop and curated in a cinematic style, with close-ups on the workings and an engaging visual rhythm. Molino Casillo's **wheat germ flours** become the key players, valued for their unique characteristics that improve taste and digestibility. "Lights On" is much more than a column: it is a creative space where research and personal vision come together, designed to inspire a new generation of pizza makers.

The Soul of Crust

Casillo's social column dedicated to the art of pizza, starring the master pizza maker Alessandro Lo Stocco. In this series of videos, Alessandro explores and talks about every detail of the processing of the dough, with a special focus on Molino Casillo branded wheat germ flours. The contents, designed for the digital audience, show kneading techniques, leavening times and cooking methods to obtain a fragrant, light and flavoursome crust. The column combines tradition and innovation, emphasising how wheat germ flours improve the digestibility and quality of the pizza. "The Soul of Crust" is a journey in the pursuit of excellence, designed to inspire professional and passionate pizza makers.

"Ovunque Impasta" (Knead **Everywhere**)

Casillo's social column starring the pizza maker Ciro Salvo, ambassador of Neapolitan bread-making. In the videos, Ciro shares tips, techniques and recipes for perfect doughs, using Molino Casillo flours. The series is designed to show how, thanks to the quality of the flours, it is possible to obtain excellent results everywhere, from the home oven to the professional workshop. The content includes practical demonstrations, advice on times and temperatures, and insights into the value of wheat germ flours. "Ovunque Impasta" combines passion and technique, telling about the search for the perfect pizza with authenticity, stimulating professionals and enthusiasts to experiment and improve every day.



ANNEXES





Note on the reporting process

2-2 2-3 2-4 2-5

The 2024 Sustainability Report is a document containing the sustainability disclosures at a consolidated level of the corporate group headed by Casillo Partecipazioni S.p.A. (hereinafter also referred to as the "Casillo Group" or the "Group") for the financial year ended as at 31 December 2024, according to the approach of reporting significant corporate performance and impacts in the three sustainability areas: Environmental, Social and Governance (ESG) issues.

The 2024 Sustainability Report of the Casillo Group was prepared in compliance with the GRI Standards (2024 Consolidated Set), with the option of in accordance reporting. In addition to the Universal Standards and Topic Standards, the Group has also applied the GRI 13: 2022 Agriculture, aquaculture and fishing sectors industry standard, in force for the reports published since 1 January 2024, in order to determine the most likely material topics, and related significant impacts, for its sustainability reporting in accordance with the GRI Standards.

The GRI Standards are a modular system of interconnected standards with a multi-stakeholder approach. Developed by the Global Sustainability Standards Board ("GSSB"), the operating entity of the Global Reporting Initiative ("GRI"), the GRI standards represent the most widespread and applied ESG reporting documents.

In addition, this document reports on the contribution of the Casillo Group with reference to the 17 Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda.

The references to the GRI Standards disclosures subject to reporting and the SDGs are indicated with special infographics positioned in the text. The list of GRI disclosures in the report (and any omissions) constitutes the GRI Content Index annex to the Sustainability Report.

The 2024 Sustainability Report was **prepared on** a voluntary basis as in this financial year neither the Parent Company Casillo Partecipazioni S.p.A. nor its subsidiaries have an obligation to prepare ESG reports. The decision to continue to prepare sustainability disclosures on a voluntary basis is the natural consequence of the high corporate commitment on sustainability issues and testifies to the corporate approach of transparency in communication with stakeholders. This document is the 12th sustainability report prepared by the Group since

It is well known that Italian Legislative Decree no. 125 of 6 September 2024 transposed in Italy Directive 2022/2464 of the European Parliament and of the Council of 14 December 2022 (known as the "CSRD" or "Corporate Sustainability Reporting Directive"). Art. 4 of Italian Legislative Decree 125/2024 obliges the parent company of a large group, such as Casillo Partecipazioni S.p.A., to draft a consolidated sustainability report starting from the year 2025 (to be reported in 2026). In consideration of this, in December 2024 and January-February 2025 an initial gap analysis was carried out to verify the status of coverage of the reporting requirements, and related data points, envisaged by the ESRS (European Sustainability Reporting Standards) in the 2023 Sustainability Report. This analysis, conducted by applying the specific guide developed by EFRAG (IG 3: List of ESRS datapoints), made it possible to identify the improvements to be made in the 2024 reporting and subsequent ones to fulfil the reporting obligations pursuant to Italian Legislative Decree 125/2024 with reference to the year 2025.

Therefore, despite not having prepared a 2024 consolidated sustainability report in compliance with Italian Legislative Decree 125/2024 and the ESRS, as the Group is not required to meet this obligation for the year 2024, it was deemed useful to report, among the Annexes to this 2024 Sustainability Report, the List of disclosure obligations compliant with the ESRS reported in the report (considering the provisions of the ESRS 2 standard, IRO-2, par. 56), thus providing evidence of the degree of progress in covering them.

Recently, in February 2025, the European Commission announced the package of amendments to some European directives, including the CSRD, called the Omnibus Package. The draft of proposed amendments involve, among other things, a simplification of the ESRS. If the proposed changes are fully implemented by the European Parliament and the Council, the obligation to report on sustainability for groups such as Casillo could be lifted.

The "interim" amendments already implemented in April 2025 by the European Parliament and the Council include the Stop-the-Clock Directive (part of the Omnibus package), which postpones by two years the reporting obligation set forth by the CSRD for large groups like Casillo.

Therefore, we are waiting for the European and national regulatory framework on mandatory sustainability reporting to be clarified. In any event, as noted above, the Parent Company has already started a process of strengthening sustainability disclosures from an ESRS perspective, in order to be ready for future developments in terms of ESG reporting. In addition, the interoperability between GRI Standards and ESRS (see the GRI-ESRS Interoperability Index document) will enable the Group to transition more fluidly to any new reporting system according to European standards.

The **reporting boundary** is illustrated in paragraph 2.1. The **topics** dealt with in the document are those that, after carrying out a **double materiality** analysis in Chapter 1, have been considered relevant as they are able to reflect the social and environmental impacts of the Group's activities as well as influence the decisions made by its stakeholders. Both the topics and the material impacts, resulting from the materiality analysis, are identified with specific infographics in the paragraphs of the Sustainability Report, in order to facilitate their identification and understanding in relation to the topic in question.

For performance reporting with reference to the 17 SDGs, the guidelines contained in the Sustainable

Development Goals Disclosure (SDGD) Recommendations document, the international SDGs reference framework, were consulted.

So as to offer data comparability over time and assess Group business performance, the information for the year under review is compared with that of the previous year, except where this is not possible. Absolute limited use was made of estimates which, if used, were based on the best available methods and are appropriately indicated.

The 2024 Sustainability Report does not include any significant revisions of information made in previous periods. Where present, the revisions have been appropriately reported in the text.

On 30 June 2025, at the Shareholders' Meeting called to approve the 2025 Group Consolidated Financial Statements, the Shareholders' Meeting of the Parent Company Casillo Partecipazioni S.p.A. acknowledged the preparation of the 2024 Sustainability Report, authorising its publication.

The sustainability disclosure in this Report was subject to a limited assurance engagement by the independent auditor EY S.p.A., in accordance with the criteria indicated in principle ISAE 3000 Revised. The analysis of the material topics according to the double materiality method was not subject to limited examination by EY S.p.A., which considered the Impact Materiality analysis carried out according to the GRI Standards for the purposes of the audit and on whose basis the contents of the document and the related GRI indicators have been defined.

The Sustainability Report is prepared annually.

Team

The 2024 Sustainability Report is a document prepared by the Management of Casillo Partecipazioni S.p.A. which, for its preparation, made use of qualified professionals from both inside and outside the Group.

The internal coordination was supervised by the Organisation Function (Michele Romano and Antonella Colaluce). As the report is interdisciplinary, necessarily involving all the corporate functions, the 2024 Sustainability Report is the result of teamwork that saw the active participation of the Group's human resources. The methodological coordination and content management was assigned to **Value a.t.p.** (info@valueatp.

The methodological coordination and content management was assigned to <u>Value a.t.p.</u> (<u>info@valueatp.</u> <u>com</u>).

The graphic editing and layout activities were carried out by Laura Dimastromatteo Graphic Designer (<u>lauradimastromatteo@gmail.com</u>).

Translation of the text into English was arranged by Welocalize Italy S.r.l. (info@welocalize.com). Comments and opinions on the report can be sent via e-mail to: sustainability@casillogroup.it

GRI Content Index

Declaration of use: The Casillo Group has submitted a report in accordance with the GRI standards for the period from 1 January to 31 December 2024

GRI 1 Used: GRI 1 - Fundamental Principles - 2021 version

Relevant GRI industry standard: GRI 13 Agriculture, Aquaculture and Fishing Sectors 2022

ard	ė.		Location		Omissions		I GRI	
GRI standard	Disclosure	Disclosure	(Reference paragraph)	Omitted requirements	Reason	Explanation	Industry standard GRI Ref. No.	Page No.
GRI 2 - General Disclosures - 2021 version	2-1	Organisational details	Casillo Group; Timeline					29 - 33
	2-2	Entities included in the organisation's sustainability reporting	Note on the reporting process; Casillo Group					29 - 199
	2-3	Reporting period, frequency and point of contact	Note on the reporting process					199
	2-4	Restatements of information	Note on the reporting process The 2024 Sustainability Report does not include any significant revisions of information made in previous periods. Where present, the revisions have been appropriately reported in the text.					199
	2-5	External assurance	Methodology note; Annexes: Sustaina- bility Assurance					199
	2-6	Activities, value chain and other business relations	Casillo Group; Timeline; Business model and value chain; Creation of shared value and tax contribution; Composition of the supply chain; Sus- tainable manage- ment of suppliers relations and payment practice; Products, services and markets					29 - 33 - 34 - 150 - 157 - 161
	2-7	Employees	Human resources metrics					137
	2-8	Workers who are not employees	Human resources metrics					143
	2-9	Governance structure and composition	Administrative, management and supervisory bodies					49
	2-10	Nomination and selection of the highest governance body	Administrative, management and supervisory bodies					49
	2-11	Chair of the highest governance body	Administrative, management and supervisory bodies					49
	2-12	Role of the highest governance body in overseeing the management of impacts	Administrative, management and supervisory bodies; Due diligence on sustainability and stakeholder engagement; Inte- grated business risk management					49 - 59 - 63

ard	O		Location		Omissions		GRI	
GRI standard	Disclosure	Disclosure	(Reference paragraph)	Omitted requirements	Reason	Explanation	Industry standard GRI Ref. No.	Page No.
	2-13	Delegation of respon- sibility for the manage- ment of impacts	Administrative, management and supervisory bodies; Due diligence on sustainability and stakeholder engagement; Inte- grated business risk management					49 - 59 - 63
	2-14	Role of the highest governance body in sus- tainability reporting	Administrative, management and supervisory bodies					49
	2-15	Conflicts of interest	Administrative, management and supervisory bodies					49
	2-16	Communication of critical concerns	Administrative, management and supervisory bodies; Processes					49 - 131
	2-17	Collective knowledge of the highest governance body	Administrative, management and supervisory bodies					49
	2-18	Evaluation of the per- formance of the highest governance body	Administrative, management and supervisory bodies					49
	2-19	Remuneration policies	Administrative, management and supervisory bodies					49
	2-20	Process to determine remuneration	Administrative, management and supervisory bodies					49
	2-21	Annual total compensation ratio	Human resources metrics					147
	2-22	Statement on sustainable development strategy	Letter from the Chairperson; Sus- tainability strategy; Due diligence on sustainability and stakehold- er engagement; Integrated business risk management; Corporate culture, corporate ethics, anti-corruption					2-37- 59-63 -67
	2-23	Policy commitments	Vision, mission and values; Corporate culture, corporate ethics, anti-corrup- tion					32 - 67
	2-24	Embedding policy commitments	Due diligence on sustainability and stakeholder engagement					59
	2-25	Processes to remedy negative impacts	Integrated business risk management					63
	2-26	Mechanisms for seeking advice and raising concerns	Integrated business risk management; Processes					63 - 131
	2-27	Compliance with laws and regulations	Corporate culture, corporate ethics, fight against corruption					67
	2-28	Membership associations	Creation of shared value and tax contribution					153
	2-29	Approach to stakeholder engagement	Due diligence on sustainability and stakeholder engagement					59

ard 	ē		Location		Omissions		A GRI	
GRI standard	Disclosure	Disclosure	(Reference paragraph)	Omitted requirements	Reason	Explanation	Industry standard GRI Ref. No.	Page No.
	2-30	Collective bargaining agreements	Policies for people					126
GRI 3 - Material topics - 2021 version	3-1	Process for determining material topics	Impacts, risks, and opportunities					6
	3-2	List of material topics	Impacts, risks, and opportunities					6
	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement					6 - 59
Material topics								
Material Topic: Go	vernance, i	mpact and risk management						
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement				13.26.1	6 - 59
GRI 405: Diversity and equal opportunities - 2016 version	405-1	Diversity of governance bodies and employees	Administrative, management and supervisory bodies					49
Material Topic: Str	ategy and	business model						
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement					6 - 59
GRI 206: Anti- competitive behaviour - 2016 version	206-1	Legal actions for an- ti-competitive behavior, anti-trust, and monopoly practices	In 2024 there were no legal actions for anti-competitive be- haviour, anti-trust, and monopoly practices.				13.25.2	-
Material topic: Co	rporate cul	ture, ethics, legality, combatin	g corruption and briber	у				
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement				13.24.1; 13.26.1	6 - 59
GRI 205: Anti- corruption - 2016 version	205-1	Operations assessed for risks related to corruption	Corporate culture, corporate ethics, fight against cor- ruption				13.26.2	67
	205-2	Communication and training on anti-cor- ruption policies and procedures	Corporate culture, corporate ethics, fight against cor- ruption				13.26.3	67
	205-3	Confirmed incidents of corruption and action taken	Corporate culture, corporate ethics, fight against cor- ruption				13.26.4	67
GRI 415: Public Policy 2016	415-1	Political contributions	Corporate culture, corporate ethics, fight against cor- ruption				13.24.2	67
Material topic: Res	spect for hu	uman rights						
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement					6-59

ard	o o		Location		Omissions		GRI	
GRI standard	Disclosure	Disclosure	(Reference paragraph)	Omitted requirements	Reason	Explanation	Industry standard GRI Ref. No.	Page No.
GRI 408: Child labour - 2016 version	408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainable management of relations with sup- pliers and payment procedures					161
GRI 409: Forced or compulsory labour - 2016 version	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainable management of relations with sup- pliers and payment procedures					161
Material topic: Re	ations wit	h communities and territorial (development					
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement				13.12.1; 13.22.1	6 - 59
GRI 201: Economic performance - 2016 version	201-1	Direct economic value generated and distrib- uted	Creation of shared value and tax contribution				13.22.2	150
GRI 207: Taxes - 2019 version	207-2	Tax governance, control, and risk management	Creation of shared value and tax contribution					150
GRI 413: Local communities - 2016 version	413-1	Operations with significant actual and potential negative impacts on local communities	Social commitment to communities				13.12.2	149
	413-2	Operations with significant actual and potential negative impacts on local communities	As can be seen from the numerous activities annually carried out by Casillo, also through the Vincenzo Casillo ETS Foundation, local communities support and development are objectives of primary importance. The Group has always worked to limit the risk of generating current or potential negative impacts on the community.				13.12.3	-
Material Topic: Pro	oduct quali	ty, traceability and safety						
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement				13.9.1; 13.10.1	6 - 59
GRI 416: Customer health and safety - 2016 version	416-1	Assessment of health and safety impacts of product and service categories	Products, services and markets				13.10.2	173
	416-2	Incidents of non-compli- ance concerning health and safety impacts of products and services	Products, services and markets				13.10.3	173
Material topic: Inf	ormation c	ınd communication to consum	ers					
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement					6 - 59
GRI 417: Marketing and labelling - 2016 version	417-1	Requirements for product and service information and labeling	Products, services and markets					176
.cdivii	417-2	Incidents of non-com- pliance concerning labelling and information on products and services	Products, services and markets					176

ard	ē.		Location		Omissions	:	d GRI	
GRI standard	Disclosure	Disclosure	(Reference paragraph)	Omitted requirements	Reason	Explanation	Industry standard GRI Ref. No.	Page No.
	417-3	Incidents of non-compli- ance concerning market- ing communications	Product innovation and communication					177
GRI 418: Customer privacy - 2016 version	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Product innovation and communication					177
Material Topic: Sus	stainability	of the supply chain						
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement					6 - 59
GRI 204: Procurement practices - 2016 version	204-1	Proportion of spending on local suppliers	Composition of the supply chain					157
GRI 308: Supplier environmental assessment - 2016 version	308-1	New suppliers screened using environmental criteria	Food safety					165
GRI 414: Supplier social assessment - 2016 version	414-1	New suppliers selected using social criteria	Food safety					165
Material topic: Ma	ınagement	of relations with suppliers						
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement					6 - 59
GRI 407: Freedom of association and collective bargaining - 2016 version	407-1	Operations and suppliers where the right to freedom of association and collective bargaining could be at risk	Sustainable management of relations with sup- pliers and payment procedures				13.18.2	161
GRI 408: Child labour - 2016 version	408-1	Operations and suppliers that present a significant risk of incidents of child labour	Sustainable management of relations with sup- pliers and payment procedures					161
GRI 409: Forced or compulsory labour - 2016 version	409-1	Operations and suppli- ers that present a sig- nificant risk of incidents of forced or compulsory labour	Sustainable management of relations with sup- pliers and payment procedures					161
GRI 414: Supplier social assessment - 2016 version	414-2	Negative social impacts in the supply chain and actions taken	Sustainable management of relations with sup- pliers and payment procedures					161
Material topic: Div	ersity, equ	al treatment and opportunitie	S					
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement				13.20.1	6 - 59
GRI 202: Market presence - 2016 version	202-2	Percentage of senior management hired from the local community	Human resources metrics					137
GRI 401: Employment - 2016 version	401-1	Hiring of new employees and employee turnover	Human resources metrics				13.20.1	137
GRI 402: Labour and trade union relations management - 2016 version	402-1	Minimum notice periods regarding operational changes	Policies for people					126
GRI 405: Diversity and equal opportunities - 2016 version	405-1	Diversity of governance bodies and employees	Human resources metrics					137

ard	ē.		Location		Omissions		d GRI	
GRI standard	Disclosure	Disclosure	(Reference paragraph)	Omitted requirements	Reason	Explanation	Industry standard GRI Ref. No.	Page No.
	405-2	Ratio between basic salary and remuneration of women compared to men	Human resources metrics					147
GRI 406: Non- discrimination - 2016 version	406-1	Incidents of discrimi- nation and corrective actions taken	Human resources metrics					147
Material topic: Hed	alth and sa	fety in the workplace						
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement				13.19.1	6 - 59
GRI 403: Occupational health and safety - 2018 version	403-1	Occupational health and safety management system	Policies for people				13.19.2	128
	403-2	Identification of hazard, risk assessment and in- vestigations of accidents	Policies for people				13.19.3	128
	403-3	Occupational health services	Policies for people				13.19.4	129
	403-4	Worker participation, consultation, and communication on occupational health and safety	Processes				13.19.5	130
	403-5	Training of workers on the topic of occupational health and safety	Policies for people				13.19.6	128
	403-6	Promotion of workers' health	Policies for people				13.19.7	128
	403-7	Prevention and mitiga- tion of occupational health and safety im- pacts directly related to business relationships	Policies for people				13.19.8	128
	403-8	Workers covered by an occupational health and safety management system	Policies for people				13.19.9	128
	403-9	Work-related injuries	Human resources metrics				13.19.10	145
	403-10	Work-related ill health	Human resources metrics				13.19.11	145
Material topic: We	lfare, train	ing and development of humo	in resources					
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement					6 - 59
GRI 401: Employment - 2016 version	401-2	Benefits for full-time employees that are not available to fixed-term or part-time employees	Policies for people; Initiatives and actions					126 - 132
	401-3	Parental leave	Human resources metrics					146
GRI 403: Occupational health and safety - 2018 version	403-6	Promotion of workers' health	Policies for people; Initiatives and actions				13.19.7	126 - 128 132
GRI 404: Training and education - 2016 version	404-1	Average number of training hours per year per employee	Human resources metrics					143
ersion .	404-2	Programmes for updating employee skills and assistance in transition	Initiatives and actions; Human resources metrics					133 - 143

ard	ē		Location		Omissions		d GRI	
GRI standard	Disclosure	Disclosure	(Reference paragraph)	Omitted requirements	Reason	Explanation	Industry standard GRI Ref. No.	Page No.
Material topic: End	rgy efficier	ncy						
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement					6 - 59
GRI 201: Economic performance - 2016 version	201-2	Financial implications and other risks and opportunities resulting from climate change	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement				13.2.1; 13.2.2	73
GRI 302: Energy - 2016 version	302-1	Energy consumption within the organisation	Energy consumption and mix					78
	302-3	Energy intensity	Energy consumption and mix					78
	302-4	Reduction of energy consumption	Energy consumption and mix					78
Material Topic: Em	issions and	Carbon Footprint						
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement				13.1.1	6 - 59
GRI 305: Emissions - 2016 version	305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	Gross greenhouse gas emissions				13.1.2	80
	305-2	Energy indirect (Scope 2) GHG emissions	Gross greenhouse gas emissions				13.1.3	80
	305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Gross greenhouse gas emissions				13.1.4	80
	305-4	GHG emissions intensity	Gross greenhouse gas emissions				13.1.5	80
	305-5	Reduction of greenhouse gas (GHG) emissions		13.1.6	Not available/ incomplete information	There is currently no process in place for the complete calculation of GHG emission reductions. Casillo undertakes to investigate this issue in depth in order to evaluate the possibility of providing the relative disclosures over the next few years.	13.1.6	-
	305-6	Emissions of ozone- depleting substances (ODS)		13.1.7	Not available/ incomplete information	There is currently no process in place to assess the emissions of ozone-depleting substances (ODS). Casillo undertakes to investigate this issue in depth in order to evaluate the possibility of providing the relative disclosures over the next few years.	13.1.7	-

<u> 5</u>					Omissions		GRI	
GRI standard	Disclosure	Disclosure	Location (Reference paragraph)	Omitted requirements	Reason	Explanation	Industry standard GRI Ref. No.	Page No.
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other relevant air emissions	Pollution				13.1.8	88
Material topic: Wa	ter resourc	es management						
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement				13.7.1	6 - 59
GRI 303: Water and effluents - 2018 version	303-1	Interactions with water as a shared resource	Use of water resources				13.7.2	89
	303-2	Management of water dischargerelated impacts	Use of water resources				13.7.3	89
	303-3	Water withdrawal	Use of water resources				13.7.4	89
	303-4	Water discharge		13.7.5	Not available/ incomplete information	There is currently no process in place for the calculation of water discharges. Casillo undertakes to investigate this issue in depth in order to evaluate the possibility of providing the relative disclosures over the next few years.	13.7.5	-
	303-5	Water consumption		13.7.6	Not available/ incomplete information	There is currently no process in place for the calculation of water consumption. Casillo undertakes to investigate this issue in depth in order to evaluate the possibility of providing the relative disclosures over the next few years.	13.7.6	-
Material topic: Bio	diversity ar	nd sustainable cultivation pro	ctices					
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement				13.3.1	6 - 59
GRI 304: Biodiversity - 2016 version	304-2	Material impacts of activities, products and services on biodiversity	Biodiversity and ecosystems				13.3.3	93
Material topic: Use	of resource	es, sustainable packaging an	d waste management					
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement				13.8.1	6 - 59
GRI 306: Waste	306-1	Generation of waste and significant waste-related	Circular economy,				13.8.2	98

3					Omissions	:	GRI	
GRI standard	Disclosure	Disclosure	Location (Reference paragraph)	Omitted requirements	Reason	Explanation	Industry standard G Ref. No.	Page No.
	306-3	Generated waste	Circular economy, packaging and waste management				13.8.4	98
	306-4	Waste diverted from disposal	Circular economy, packaging and waste management				13.8.5	98
	306-5	Waste directed to disposal	Circular economy, packaging and waste management				13.8.6	98
Material topic: Res	earch and	development of new products	and business processes					
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement				13.22.1	6 - 59
GRI 203: Indirect economic impacts - 2016 version	203-1	Infrastructure investments and services supported	Research and Development				13.22.3	115
	203-2	Significant indirect economic impacts	Research and Development				13.22.4	115
Material topic: Tec	hnological	Innovation and Digitalisation						
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement				13.22.1	6 - 59
GRI 203: Indirect economic impacts - 2016 version	203-1	Infrastructure investments and services supported	Digitalisation and Innovation				13.22.3	105
	203-2	Significant indirect eco- nomic impacts	Digitalisation and Innovation				13.22.4	105
Material Topic: Cyl	oer Security							
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement				13.22.1	6 - 59
GRI 203: Indirect economic impacts - 2016 version	203-1	Infrastructure investments and services supported	Digitalisation and Innovation				13.22.3	105
	203-2	Significant indirect eco- nomic impacts	Digitalisation and Innovation				13.22.4	105
Material topic: Eco	nomic perf	ormance and value creation						
GRI 3 - Material topics - 2021 version	3-3	Management of material topics	Impacts, risks and opportunities; Due diligence on sustainability and stakeholder engagement					6 - 59

Topics in the relevant GRI Industry Standards established as non-material							
GRI 13: Agriculture, aquaculture and fishing sectors 2022							
TOPIC	EXPLANATION						
13.4 Conversion of the natural ecosystem	Not applicable						
13.11 Animal health and welfare	Not applicable						
13.13 Rights on land and resources	Not applicable						
13.14 Rights of indigenous peoples	Not applicable						
13.16 Forced or compulsory labour	Not applicable						
13.17 Child labour	Not applicable						
13.18 Freedom of association and collective bargaining	Not applicable						
13.21 Subsistence income and salary	Not applicable						

List of ESRS disclosures reported

List of disclosure requirements compliant with the ESRSs reported in the 2024 Sustainability Report (ESRS 2, IRO-2, par. 56)

DR	Title of Disclosure requirement (DR)	Location (Reference paragraph)	Page No.	Datapoints not covered
ESRS 2 Gen	neral Disclosures		·	
BP-1	General basis for preparation of the sustainability statement	Casillo Group	29	
BP-2	Disclosure in relation to specific circumstances	The Company did not deviate from the definitions of short, medium and long term for reporting purposes. The metrics in this report do not include value chain data. There are no causes of significant uncertainty in the estimates and results. There are no restatements or material errors concerning the disclosures of previous periods: in any case, any corrections of data referring to previous years are duly reported. The report does not include disclosures required by other regulations, outside the disclosures required by the GRI Standards.	N.A.	
GOV-1	Role of administrative, management and supervisory bodies	Administrative, management and supervisory bodies	49	
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Administrative, management and supervisory bodies	49	
GOV-3	Integration of sustainability-related performance in incentive schemes	Administrative, management and supervisory bodies	49	
GOV-4	Statement on due diligence	Due diligence on sustainability and stakeholder engagement	59	
GOV-5	Risk management and internal controls on sustainability reporting	Integrated business risk manage- ment	63	
SBM-1	Strategy, business model and value chain	Casillo Group; Business model and value chain; Sustainability strategy; Composition of the supply chain; Products, services and markets	29 - 34 - 37 - 157 - 171	
SBM-2	Interests and views of stakeholders	Human resource management strategy and model; Due diligence on sustainability and stakeholder engagement	59 - 125	
SBM-3	Material impacts, risks and oppor- tunities and their interaction with strategy and business model	Analysis methodology and process followed to identify and assess the material impacts, risks and opportunities; Material impacts, risks and opportunities (IRO) for the Casillo Group; Material impacts, risks and opportunities and their interaction with strategy and business model	7 - 15 - 73	Par. 48 f)
IRO-1	Description of processes employed to identify and assess the material impacts, risks and opportunities	Analysis methodology and process followed to identify and assess the material impacts, risks and opportunities; Decision-making process, internal control procedures, integration with risk management procedures	7 - 13	

DR	Title of Disclosure requirement (DR)	Location (Reference paragraph)	Page No.	Datapoints not covered
E3-1	Policies related to water and marine resources	Use of water resources	89	
E3-2	Actions and resources related to water and marine resources		N.A.	Disclosure not provided in the 2024 report
E3-3	Targets related to water and marine resources		N.A.	Disclosure not provided in the 2024 report
E3-4	Water consumption	Use of water resources	90	Par. 28 and 29
E3-5	Anticipated financial effects from impacts, risks and opportunities related to water and marine resources		N.A.	Disclosure not provided in application of the phase-in provisions
E4 Biodiversit	ty and ecosystems			
E4-1	Transition plan and attention to biodiversity and ecosystems in the strategy and business model		N.A.	Disclosure not provided in the 2024 report
ESRS 2 SBM-3	Material impacts, risks and oppor- tunities and their interaction with strategy and business model	Analysis methodology and process followed to identify and assess the material impacts, risks and opportunities; Material impacts, risks and opportunities (IRO) for the Casillo Group; Material impacts, risks and opportunities and their interaction with strategy and business model	7 - 15 - 73	
ESRS 2 IRO-1	Description of the processes em- ployed to identify and assess the material impacts, risks and oppor- tunities related to biodiversity and ecosystems	Biodiversity and ecosystems	93	Par. 19
E4-2	Policies relating to biodiversity and ecosystems	Biodiversity and ecosystems	93	
E4-3	Actions and resources related to biodiversity and ecosystems	Biodiversity and ecosystems	94	Par. 28 b)
E4-4	Targets related to biodiversity and ecosystems		N.A.	Disclosure not provided in application of the phase-in provisions
E4-5	Impact metrics relating to changes in biodiversity and ecosystems		N.A.	Disclosure not provided in application of the phase-in provisions
E4-6	Anticipated financial effects from risks and opportunities related to biodiversity and ecosystems		N.A.	Disclosure not provided in application of the phase-in provisions
E5 Resource u	se and circular economy			
ESRS 2 IRO-1	Description of processes to identify and assess the material impacts, risks and opportunities related to resource use and circular economy	Circular economy, packaging and waste management	95	
E5-1	Policies relating to resource use and circular economy	Circular economy, packaging and waste management	95	
E5-2	Actions and resources related to resource use and circular economy	Circular economy, packaging and waste management	97	
E5-3	Targets related to resource use and circular economy		N.A.	Disclosure not provided in the 2024 report
E5-4	Resources inflows	Circular economy, packaging and waste management	97	Par. 31 and 32
E5-5	Resource outflows	Circular economy, packaging and waste management	98	Par. 36

DR	Title of Disclosure requirement (DR)	Location (Reference paragraph)	Page No.	Datapoints not covered
E5-6	Anticipated financial effects from material resource use and circular economy-related risks and oppor- tunities		N.A.	Disclosure not provided in application of the phase-in provisions
Social Disclos	ures			
S1 Own workf	orce			
ESRS 2 SBM-2	Interests and views of stakeholders	Human resource management strategy and model; Due diligence on sustainability and stakeholder engagement	59 - 125	
ESRS 2 SBM-3	Material impacts, risks and oppor- tunities and their interaction with strategy and business model	Analysis methodology and process followed to identify and assess the material impacts, risks and opportunities; Material impacts, risks and opportunities (IRO) for the Casillo Group; Material impacts, risks and opportunities and their interaction with strategy and business model; Strategy and model of human resource management	7 - 15 - 73 - 125	
S1-1	Policies related to own workforce	Policies for people; Corporate culture, corporate ethics, anti-corruption	67 - 126	
S1-2	Processes for engaging with own workers and workers' representatives about impacts	Processes	130	
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	Processes	130	
S1-4	Taking action on material impacts for own worforce and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	Initiatives and actions	132	
S1-5	Targets related to managing material negative impacts, advancing positive impacts, as well as to managing material risks and opportunities		N.A.	Disclosure not provided in the 2024 report
S1-6	Characteristics of the undertaking's employees	Human resources metrics	137	
S1-7	Characteristics of non-employee workers in the undertaking's own workforce	Human resources metrics	143	
S1-8	Collective bargaining coverage and social dialogue	Policies for people; Human resources metrics	126 - 137	
S1-9	Diversity metrics	Human resources metrics	137	
S1-10	Adequate wages	Policies for people	126	
S1-11	Social protection	Policies for people	126	
S1-12	People with disabilities		N.A.	Disclosure not provided in application of the phase-in provisions
S1-13	Training and skills development metrics	Human resources metrics	143	
S1-14	Health and safety metrics	Human resources metrics	145	
S1-15	Work-life balance metrics	Human resources metrics	146	
S1-16	Compensation metrics (pay gap and total compensation)	Human resources metrics	147	
S1-17	Incidents, complaints and severe human rights impacts	N.A. No incidents or complaints or severe human rights impacts	N.A.	

DR	Title of Disclosure requirement (DR)	Location (Reference paragraph)	Page No.	Datapoints not covered	
S4 Consumers and end-users					
ESRS 2 SBM-2	Interests and views of stakeholders	Human resource management strategy and model; Due diligence on sustainability and stakeholder engagement	59 - 125		
ESRS 2 SBM-3	Material impacts, risks and oppor- tunities and their interaction with strategy and business model	Analysis methodology and process followed to identify and assess the material impacts, risks and opportunities; Material impacts, risks and opportunities (IRO) for the Casillo Group; Material impacts, risks and opportunities and their interaction with strategy and business model	7 - 15 - 73		
S4-1	Policies related to consumers and end-users	Products, services and markets	173		
S4-2	Processes for engaging with consumers and end-users about impacts	Product innovation and communication	177		
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Product innovation and communication	177	Par. 26	
S4-4	Taking action on material impacts for consumers and end-users, and approaches to mitigating material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	Products, services and markets	173	Par. 32	
S4-5	Targets related to managing material negative impacts, advancing positive impacts, as well as to managing material risks and opportunities		N.A.	Disclosure not provided in the 2024 report	
Governance a	nd business conduct disclosures				
G1 Business co	onduct				
ESRS 2 GOV-1	Role of administrative, management and supervisory bodies	Administrative, management and supervisory bodies	49		
ESRS 2 IRO-1	Description of processes employed to identify and assess the material impacts, risks and opportunities	Analysis methodology and process followed to identify and assess the material impacts, risks and opportunities; Decision-making process, internal control procedures, integration with risk management procedures	7 - 13		
G1-1	Corporate culture and business conduct policies	Vision, mission and values; Corporate culture, corporate ethics, anti-corruption	32 - 67		
G1-2	Management of relations with suppliers	Sustainable management of relations with suppliers and payment procedures	161		
G1-3	Prevention and detection of corruption and bribery	Corporate culture, corporate ethics, anti-corruption	67		
G1-4	Confirmed incidents of corruption and bribery	Corporate culture, corporate ethics, anti-corruption	67		
G1-5	Political influence and lobbying activities	Corporate culture, corporate ethics, anti-corruption	67		
G1-6	Payment practices	Sustainable management of relations with suppliers and payment practices	161		

NOTE: The disclosures referring to the S2 standard "Workforce in the value chain" and the S3 standard "Affected communities" were not provided in application of the phase-in provisions of ESRS 1.

Standard Ethics Rating (SER)

Standard Ethics is a "Self-Regulated Sustainability Rating Agency" that issues non-financial sustainability ratings. The Standard Ethics® brand has been known since 2004 in the world of "sustainable finance" and ESG (Environmental, Social and Governance) studies to promote principles, sustainability and governance standards from the European Union, the OECD and the United Nations.



Graph - Standard Ethics Rating assessment chart

The final evaluations on the level of compliance of companies and nations with the sustainability principles are expressed with nine rating classes (from EEE to F) where "EEE" represents a perfect sustainability model. "EE-" or higher level indicates a "compliance" opinion.

Each individual rating class can have a positive or negative Outlook.

The STANDARD ETHICS RATING (SER) is an opinion about the distance between an entity (or an issue) and the international sustainability guidelines. It is issued at the request of the customer through a direct and regulated bilateral relationship; the algorithm is aligned with the indications and guidelines of the European Union, the OECD and the United Nations on sustainability and sustainability governance;

the issue is incompatible with the provision of other services other than ESG ratings or assessments. By applying this methodology, the Standard Ethics approach can be defined ethically neutral.



In November 2024, Standard Ethics confirmed the Corporate Standard Ethics Rating (SER) for the Casillo Group as 'EE' (Strong).

The Group confirmed its first place in the Food & Beverage Sustainability Italian Benchmark sector ranking.



Indipendent auditors'report





Via Guglielmo Oberdan, 40/U 70126 Bari

Pec:ey@legalmail.com ev.com

Independent auditors' report on the Sustainability Report 2024

(Translation from the original Italian text)

To the Board of Directors of Casillo Partecipazioni S.p.A.

We have been appointed to perform a limited assurance engagement on the data and information included in the "Sustainability Report 2024" (hereinafter also "Sustainability Report") of Casillo Partecipazioni S.p.A. (hereinafter also "the Group") for the year ended on December 31, 2024.

Responsibilities of the Directors for the Sustainability Report

The directors of Casillo Partecipazioni S.p.A. are responsible for the preparation of the Sustainability Report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" issued by GRI - Global Reporting Initiative ("GRI Standards"), as described in the paragraph "Note on the reporting process" of the Sustainability Report.

The directors are also responsible for that part of internal control that they consider necessary in order to allow the preparation of a Sustainability Report that is free from material misstatements caused by fraud or not intentional behaviors or events.

The directors are also responsible for defining Group's commitments regarding the sustainability performance as well as for the identification of the stakeholders and of the significant matters to report.

Auditors' independence and quality control

We are independent in accordance with the ethics and independence principles of the International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code) issued by the International Ethics Standards Board for Accountants, based on fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality and professional behavior.

Our audit firm applies the International Standard on Quality Management 1 (ISQM Italia 1) and, as a result, maintains a quality control system that includes documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable laws and regulations.

Auditors' responsibility

It is our responsibility to express, on the basis of the procedures performed, a conclusion about the compliance of the Sustainability Report with the requirements of the GRI Standards. Our work has

Sede Legale: Via Meravigli, 12 - 20123 Milan Sede Secondaria: Via Lombardia, 31 - 00187 ardia, 31 - 00187 Roma Sede Secondaria: v.n. Lombarona, 3.1 - VU 16.7 koma Capitale Sociale Euro 2-9.75,000 Lv. Iscritta alla S.O. del Registro delle Imprese presso la CCIAA di Milano Monza Brianza Lodi Codice fiscale e numero di Iscrizione 00434000584 - numero R.E.A. di Milano 606158 - P.IVA 00891231003 Iscritta al Registro Revisori Legali al n. 70945 Pubblicato sulla G.U. Suppl. 13 - IV Serie Speciale del 17/2/1998



been performed in accordance with the principle of "International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (hereinafter "ISAE 3000 Revised"), issued by the International Auditing and Assurance Standards Board (IAASB) for limited assurance engagements. This principle requires the planning and execution of procedures in order to obtain a limited assurance that the Sustainability Report is free from material misstatements.

Therefore, the extent of work performed in our examination was lower than that required for a full examination according to the ISAE 3000 *Revised* ("reasonable assurance engagement") and, hence, it does not provide assurance that we have become aware of all significant matters and events that would be identified during a reasonable assurance engagement.

The procedures performed on the Sustainability Report were based on our professional judgment and included inquiries, primarily with the Company's personnel responsible for the preparation of the information included in the Sustainability Report, documents analysis, recalculations and other procedures in order to obtain evidence considered appropriate.

In particular, we have performed the following procedures:

- analysis of the process relating to the definition of material aspects included in the Sustainability Report, with reference to the criteria applied to understand how actual and potential impacts are identified, assessed and prioritized, and to the internal validation of process findings.
- 2. comparison of the economic and financial data and information included in the Sustainability Report with those included in the Group's consolidated financial statement;
- understanding of the processes that lead to the generation, detection and management of significant qualitative and quantitative information included in the Sustainability Report.

In particular, we have conducted interviews and discussions with the management of Casillo Partecipazioni S.p.A. and we have performed limited documentary evidence procedures, in order to collect information about the processes and procedures that support the collection, aggregation, processing and transmission of non-financial data and information to the department responsible for the preparation of the Sustainability Report.

Furthermore, for significant information, considering the Group's activities and characteristics:

- a) with reference to the qualitative information included in the Sustainability Report, we carried out inquiries and acquired supporting documentation to verify its consistency with the available evidence.
- with reference to quantitative information, we have performed both analytical procedures and limited assurance procedures to ascertain on a sample basis the correct aggregation data.



Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Sustainability Report of Casillo Partecipazioni S.p.A. for the year ended on December 31, 2024 has not been prepared, in all material aspects, in accordance with the requirements of the GRI Standards, as described in the paragraph "Note on the reporting process" of the Sustainability Report.

Bari, July 16, 2025

EY S.p.A.

Signed by: Flavio Renato Deveglia, Auditor

This report has been translated into the English language solely for the convenience of international readers



www.casillogroup.com