

# Our journey

2024 Impact report



## We choose to regenerate the land

We leave the land we farm more fertile than we found it.

## We choose to respect animals

We farm our animals in accordance with their natural growth cycles, giving them quality feed and reducing the use of antibiotics to a minimum.

# We choose to protect the environment

We undertake to reduce and offset our emissions - to the greatest extent possible - both by buying clean energy and by installing renewable energy plants. This is a Fileni Platform and Fileni Group commitment.

# We choose to defend our territory and community

We contribute to the sustainable growth of our region, Marche, creating chains which promote regional excellence. We support young people's education and their access to the world of work by working with universities and research centres and awarding study bursaries to deserving students.

## We choose to promote work

Ours is an inclusive, multicultural workplace, with welfare policies which guarantee Fileni Platform staff health and fiscal agreements.

# We choose to protect people

If we choose to respect animals and the land it is because we respect people's health and the trust our consumers show in us every day by buying our products.

### Introduction

In 2021 Fileni Alimentare adopted benefit company status, an Italian legal status brought in with law 208/2015 for companies whose economic activities, in addition to profit sharing, pursue one or more common good goals, working responsibly, sustainably and transparently with people, communities, territories and environments, cultural and social assets and activities, bodies and associations and other stakeholders.

This was a natural step on a responsibility evolution path which reinforced our approach to business by formally committing to improving our social and environmental performance and working constantly to generate value for stakeholders over time. This was formalised by adding specific common good goals to the Company articles of association, thereby identifying the impact spheres relevant to us:

#### 1. ENVIRONMENT AND TERRITORY

Via the Fileni Platform the company commits to disseminating regenerative culture as a shared asset. It is thus working to pass on to new generations the beauty of the agricultural vocation and the urgent need to regenerate the land. The company has adopted agricultural practices and ecological know-how, choosing to farm, breed and work products in accordance with the principles of respect for raw materials, the territory and biodiversity in general. It works to enhance the areas it works in, choosing short chains exalting regional excellence and local product quality.

#### 2. CHAIN AND PRODUCT MODEL

Via the Fileni Platform the company undertakes to set up a regenerative, open, interdependent and replicable chain model capable of inspiring the development of responsible companies, local communities and our local area for the purposes of disseminated value creation. The company promotes the development and consumption of organic products and nature-friendly products.

#### 3. PEOPLE AND COMMUNITY

The company invests in community development via its Platform, in the full belief that common interest comes before individual interest. It undertakes to safeguard and promote the global right to wellbeing in the knowledge that people's prosperity depends on that of the land, plants and animals. The company respects these by vocation and acts directly to contribute to people's wellbeing, irrespective of whether these are staff, clients or other stakeholders. It guarantees a healthy, inclusive, multicultural and harmonious working environment, committing to investing in young people and fostering professional and human development in order to develop their individual potential and increase their personal satisfaction, pride and wellbeing.

This document reports on the actions and results achieved in 2024 and makes its 2025 common-good related commitments public.

Filen

#### **Terms and perimeters**

To enhance understanding of this document, the following is a list of definitions of the terminology used in it with reference to the perimeter of Fileni operations, as its specific common good purposes go beyond the legal entity Fileni Alimentare S.p.A. SB and reflect on a wider perimeter:

- Fileni Alimentare S.p.A. or Fileni is the Fileni Group parent company;
- Fileni Group: all the companies covered by the Fileni Group's consolidated financial statements, i.e.:
- Farm companies growing the organic foodstuffs fulfilling the Group's feed needs on privately owned and rented land and managing its conventional and organic chicken, turkey and laying hen farms (approx. 216,000 m² on 31 December 2024, 18% of which are organic). The full list is as follows: Avi-farm S.r.l., Società Agricola Ponte Pio S.r.l., Società Agricola Fileni S.r.l., Società Agricola Biologica Fileni S.r.l., Società Agricola Sorriso S.r.l.;
- Feed factories (MB Mangimi S.p.A. and GAV Mangimi S.r.l.): these are the group's two feed factories, in Longiano (Forli province) and Jesi (Ancona province) which supply conventional feed to both tertiaries (around 28%) and to the chain's farms as well as organic feed to the chain's farms;
- Sales companies: Fileni Alimentare S.p.A. [the parent company], Tedaldi S.r.l., Bioalleva S.r.l./ Fattorie Venete S.r.l. are the group's main distributors of finished products, for poultry, eggs and organic red meats, respectively, in the large-scale distribution, large-

- scale retail, normal trade (butchers' shops and retailers) and food service (e.g. school canteens) sectors and abroad. Specifically, Bioalleva S.r.l. is also an organic red meat processing firm;
- Waste and by-product working:
  Set up in 2020, Esino Proteine S.r.l.,
  built its organic rendering machinery
  with a view to making use of the byproducts of organic-meat working for
  the production of raw materials (flours
  and fats) for the pet food industry.
  The company's own production
  began in the second quarter of 2024.
  The registered offices of the Fileni
  Alimentare S.p.A. parent company are
  in Via Martiri della Libertà n. 27 60035
  Jesi (AN) and its head offices are in
  Località Cerrete Collicelli n. 8 62011 Cingoli (MC).
- Fileni Platform: this added to the Fileni Group the processing, abattoir and packaging firm called Carnj Società Cooperativa Agricola [hereafter also Carnj]. Thus the Fileni Platform term denotes the Fileni Group + Carnj. The Carnj corporate team's partners include both the Fileni Group's farm companies and cooperative partners external to the group. Fileni Alimentare S.p.A. is the co-operative's financing partner.
- Fileni chain: the Fileni supply chain encompasses the integrated management of the conventional and organic poultry chain [chicken and turkey], eggs and organic red meat in all its phases, including both third parties and associates of the Fileni Platform:
- Direct and indirect organic farming<sup>1</sup>: in addition to direct organic farming of its privately owned and rented lands

- (direct farming) the group also has farming and purchasing contracts with third party organic suppliers (indirect farming) as well as regenerative farming with Arca S.r.l.
- Hatcheries and incubators: the poultry and egg production chain with the in-housing of hatcheries and egg incubation. In addition to its three privately-owned centres in Abruzzo, Fileni primarily uses third party hatcheries with whom it has agistment contracts. The incubators, on the other hand, are all outsourced and the firms with which Fileni has the most consolidated relationship are Società Agricola MGM S.r.l. associate company in Forlì province, in which Fileni has a 50% share] and Esino Incubazioni S.r.l. [in Macerata province];
- Feed factories: in addition to the two Fileni Group feed factories which are primarily suppliers of the chain's organic and conventional feed third party suppliers are also used [residually];
- Livestock farms: the chain has around 1,169,000 square metres of chicken, turkey and egg-laying hen farms, 27% of which are organic, subdivided into ownership centres (direct farms, approx. 216,000 m²) and agistment (indirect farms, approx. 953,000 m²). The organic beef farms of farm company Fattoria San Bellino is an addition source;
- Processing and distribution: Carnj (processing), Fileni Alimentare S.p.A., Tedaldi S.r.l. and Bioalleva S.r.l./Fattorie Venete S.r.l. (distribution);
- By-product and waste working: in addition to Esino Proteine S.r.l. [organic

- waste and by-products) project, Carnj is also a partner in the Gatteo Proteine consortium to whom it delivers its by-products and waste for the production of semi-worked products for fertilisers and the pet food industry;
- Other equity interests: Fileni's minority stake in Arca S.r.l. is an integral part of its partnership in the regenerative agriculture project while the Pollo&Friends Retail S.r.l. project is an innovative project launched in 2017 involving the opening of a series of shops (primarily in Emilia-Romagna) selling clients wood-oven cooked chicken. This sphere also encompasses the initiatives of the Marco Fileni Foundation.

This document presents our third Impact Report drawn up in accordance with the applicable laws [law 208/2015 c. 376-384] which requires the following for each the three areas referred to above:

- Reporting on the actions and results achieved in 2024;
- Planning for new actions and targets for
- Communication of the overall impact assessment by means of the B Impact Assessment protocol<sup>2</sup>.

<sup>1</sup> Foodstuffs for the production of conventional feed are bought exclusively from third party suppliers.

<sup>2</sup> At the time of writing this impact report, the impact assessment output is at the validation stage by the B Lab certifying body and further revisions may occur following this.

## Fileni

### **Common good goals**

### 1. Environment and territory

Via the Fileni Platform the company commits to disseminating regenerative culture as a shared asset. It is thus working to pass on to new generations the beauty of the agricultural vocation and the urgent need to regenerate the land. The company has adopted agricultural practices and ecological know-how, choosing to farm, breed and work products in accordance with the principles of respect for raw materials, the territory and biodiversity in general. It works to enhance the areas it works in, choosing short chains exalting regional excellence and local product quality.

#### 2024 Impact Story

#### **CLEAN ENERGY**

Fileni has been managing the energy theme with the same commitment, vision and attention to detail it has been putting into product quality for many years now. All

the electricity powering the plants - both production and platform working - now comes from renewable sources certified with Guarantees of Origin [GO]. This means [working - making it work] in the knowledge that we are contributing to reducing the environmental impact involved in sourcing energy.

Furthermore, once again on the energy front, Fileni has been offsetting 100% of its carbon emissions [Scope 1 and Scope 2] via the acquisition of offsetting certificates since 2020 [http://fileni.it/en/sostenibilita/ for further details].

Lastly Fileni has set itself the goal of ensuring that the vehicles used for the delivery of its products to end clients are as full capacity as possible, where this is compatible with distribution requirements.

This is the outcome of a specific policy made up of investments, research, partnership and responsibility, because environment and territory are the cornerstones of Fileni's working philosophy.



	20	024 Reporting Goals	2024 Results		
1.		e audit goal required for the maintenance s was the absence of significant or	Goals achieved:  • Audit Maintenance (12/2024): Società Agricola Fileni - Cannuccia, Falconara, Ripa Bianca farms [3 recommendations].  The remaining audits are as follows:  • Audit Re-certification (04/2024): Società Agricola Biologica Fileni - Allev. Cannuccia e Falconara (4 recommendations).  • New Certification (03/2024): Società Agricola Ponte Pio - Allev. Monte Roberto (2 recommendations).		
2.	Buying guaranteed origin [GO] electricity / offsetting CO <sup>2</sup> emissions On a continuum with 2023, the 2024 goal is buying 100% of electricity from guaranteed origin [GO] sources and offsetting 100% of the CO <sup>2</sup> emissions produced (Scopes 1 and 2).		We hereby confirm that we have achieved our goal of buying 100% of our electricity from GOs and offsetting 100% of the CO <sup>2</sup> emissions produced (Scopes 1 and 2) by purchasing offsetting certificates.		
3.	Electricity production On a continuum with 2023, the 2024 goals are:	Use of 100% sludges to feed the biogas plants	We confirm that the 100% sludge goal was achieved		
		Energy production from cogeneration fed by biogas plants estimated at: • 2,000,000 Kwh of electricity • 1,200,000 Kwh of thermal energy	The following is confirmed:  • 1,845,256 Kwh of electricity (approx. 81% of the sewage treatment/biogas plant's energy needs)  • 1,025,595 Kwh of thermal energy This goal was partially achieved		
4.	Reduction of CO <sup>2</sup> transport emissions thanks to improved vehicle capacity		We exceeded this goal, achieving 74% vehicle volume capacity		
	Taking account of trends in delivery volume required by retail channels over the last two years, in accordance with the results obtained, the group's 2024 goal is to keep vehicle capacity rates above 70%		as a result of the greater volumes delivered as compared to 2023.		



### Environmental Management System

The certified structure audit goal required for the maintenance of ISO 14001 standards was the absence of significant or critical non-compliance.

2.

# Buying guaranteed origin (GO) electricity / offsetting CO<sub>2</sub> emissions

In line with previous years, our 2025 goal is buying 100% of electricity from guaranteed origin [GO] sources and offsetting 100% of the  $\rm CO_2e$  emissions produced [Scopes 1 and 2].

3.

# Reduction of CO<sub>2</sub> transport emissions thanks to improved vehicle saturation

In line with the results obtained the group's 2025 goal is keeping vehicle volume capacity above 72%, a baseline increase of 2% compared to the 2024 goal.

#### 2. Chain and product model

Via the Fileni Platform the company undertakes to set up a regenerative, open, interdependent and replicable chain model capable of inspiring the development of responsible companies, local communities and our local area for the purposes of disseminated value creation. The company promotes the development and consumption of organic products and nature-friendly products.

#### 2024 Impact Story

10

#### **ECC - EUROPEAN CHICKEN COMMITMENT**

In 2021 Fileni committed to radically changing the way its chickens were farmed. To this end Fileni embarked on a new and challenging journey: converting not only the whole of its organic and cage-free products to ECC criteria but also part of its conventional production as well. Farms working in accordance with ECC criteria, involving the use of slower-growing breeds, maximum bird densities of 30 kg/m<sup>2</sup>, environmental enrichment and natural light as well as the use of stunning methods better according with poultry welfare will be checked by a third party body (Bureau Veritas) to ensure conformity and ongoing implementation.



Together with Compassion in World Farming and Bureau Veritas, Fileni developed clear, transparent and verifiable production regulations. This sums up all Fileni's commitments and makes them measurable, verifiable and accessible.



From May 2025 onwards 100% of Fileni brand chickens will be European Chicken Commitment [ECC] compliant. This is the fruit of years of hard work, difficult choices and ongoing innovation. The company will get this change across even better in 2025 with a new visual identity: a new logo, a new payoff and new labelling, a tangible sign of our renewed commitment on every pack. Packaging will also feature the "Committed to Better Chicken" brand, the international symbol of more ethical farming, launched by the European Poultry Forum in 2023.

	2024 R	eporting Goals	2024 Results		
1.	Extending the organic poultry product range sold		The goal was not achieved. 2024's persistent inflationary spiral led to reduced consumer spending power and thus a drop in organic product buying rates, as these cost more than conventional products on average. Despite this, and the consequent need to reduce and be careful about purchases, the latest organic data confirms that interest in the sector remains strong in Italy. SANA Observatory 2024-2025 data confirm a growth in the organic sector both in Italy and abroad in 2025.		
	Maintenance of an antibiotic-free product threshold				
2.	On a continuum with past years, the 2024 goal is maintenan		Achieved		
3.	Awareness raising and disclosure on the chain's	Obtaining UNI PdR 125 gender equality certification	Not achieved		
	partners to improve environmental and social practices Fileni is committed to constant stakeholder	Reinforcing guidance for young people via the Marco Fileni Foundation  The structuring of new sustainability trajectories with all	Achieved Two workshops for young people aged 14 to 22 were held in 2024. The goal was to help them write CVs, give them information on community career guidance and higher, ongoing and academic training and help them find work.  This goal was not achieved as a result of certain bureaucratic delays and the laboratory will be accredited in 2025.		
	engagement and to this end its 2024 goals are:  Monitoring and auditing to	stakeholders with Scope 3 goal			
4.	In early 2024 a new in-hous officially recognised by ACC body - as a laboratory comp standards for individual pat	REDIA - the Italian accreditation olying with ISO/IEC 17025			
	Workplace health and safe	ety - ISO 45001	Not achieved as resources were invested in the environmental component of ISO 145001 certification. Goal postponed to 2026		
<b>5. 6.</b>	Mapping and analysis of the supply chain in ESG terms  Mapping and analysis of the supply chain are some of the most important tools with which to move company ecosystems in the direction of more sustainable practices and in line with the commitments the Fileni Group has been working towards for years. The most important KPIs on ESG themes to be put to the first suppliers were thus identified in 2023 and an ESG mapping platform was set up with partner Ecovadis. 2024 goals are:  Mapping 23% of the Group's expenses in 2024 and reaching 37% in 2025  Training the Group's buyers on ESG themes, reporting and KPI analysis		Achieved		
7.	requires companies selling the primary causes of defor confirming that their produc have been deforested or de	n Regulations (EUDR) 2023/1115 raw materials considered some of estation to perform due diligence cts do not come from lands which graded after 31 December 2020. In deadlines Fileni's 2024 goal is to	Not achieved as the European Parliament approved norm application postponement to 30 December 2025 (for large firms). A gap analysis was conducted in 2024 which will be used for due diligence purposes in 2025.		



Extending the organic poultry product range sold

The 2025 goal is an increase of +0.5% over the previous year, with the value as incidence in kg of the total

Maintenance of an antibiotic-free product threshold

On a continuum with past years, the 2024 goal is maintenance of the 99% antibiotic free threshold for the organic and conventional chain 3.

Awareness raising and disclosure on the chain's partners to improve environmental and social practices

Fileni is committed to constant stakeholder engagement and to this end its 2025 goals are

4.

### Monitoring and auditing to ensure quality control

In early 2024 a new in-house Fileni lab was set up, and officially recognised by ACCREDIA - the Italian accreditation body - as a laboratory complying with ISO/IEC 17025 standards for individual pathogen tests. The 2025 goal was to obtain accreditation for the lab in accordance with ISO/IEC 17025 for individual pathogen tests

6.

### Mapping and analysis of the supply chain in ESG terms

- Mapping at least 60% of the Fileni Group's suppliers on the Ecovadis platform
- Training the Group's buyers on ESG themes, reporting and KPI analysis

**5**.

### Workplace health and safety ISO 45001

Implementation of UNI ISO 45001:2018 at feed factories for 2025 certification purposes

7

### Due diligence on the impact of deforestation

The European Deforestation Regulations [EUDR] 2023/1115 require companies selling raw materials considered some of the primary causes of deforestation to perform due diligence confirming that their products do not come from lands which have been deforested or degraded after 31 December 2020. In advance of the legal deadlines Fileni has set itself the 2025 goal of performing due diligence over the deforestation impact of some of its raw materials in accordance with the principles of EUDR 2023/1115, with third party validation.

#### 3. People and community

The company invests in community development via its Platform, in the full belief that common interest comes before individual interest. It undertakes to safeguard and promote the global right to wellbeing in the knowledge that people's prosperity depends on that of the land, plants and animals. The company respects these by vocation and acts directly to contribute to people's wellbeing, irrespective of whether these are staff, clients or other stakeholders. It guarantees a healthy, inclusive, multicultural and harmonious working environment, committing to investing in young people and fostering professional and human development in order to develop their individual potential and increase their personal satisfaction, pride and wellbeing.

#### 2024 Impact Story

#### **NEET OBSERVATORY**

In 2024, Fondazione Marco Fileni conducted a study entitled Osservatorio NEET. The purpose of the study was to deepen our understanding of the NEET [Not in Education, Employment or Training] situation in Central Italy, as well as identifying potential ways of combating the phenomenon both by Fondazione Marco Fileni and by other institutional players with projects, synergies and partnerships will be set up.

The focus was on the following points:

- existing studies and definitions: the NEET phenomenon according to the most important Italian observatories;
- methodology: qualitative and quantitative research;
- data which gets past the stereotypes on who NEETs are and how they get there;
- approaches and initiatives to support them: a general overview on the needs which emerged from the sample interviewed;
- NEET Personas: 3 NEET category target segments were identified, enabling more targeted communication and action.

The project clearly shows that NEETs' needs are similar to those of young people of their age [16-29] in general, but that these are more pronounced and specific. The need to prioritise listening and professional support as the basis for employment and training initiatives came across strongly. NEETs are thus a sensitive target group who are open to change but also worried and in need of guidance from relevant bodies and institutions.

They need strong role models. Understanding the phenomenon requires us to bear in mind certain key factors such as attitudes to school, family, friends and the local area. Certain needs must be responded to if we are to generate trust and help such young people cultivate a positive mindset and view work as an opportunity. They also need help with transport. These are the themes which emerged from the interviews. A final note which emerged is that we must be guided by young people, get to know them better and be as willing to listen as possible. NEETs benefit from an approach which is as direct, empathic and free of preconceptions as possible.

#### **COMPANY CANTEEN**

People's welfare is one of the cornerstones of Fileni's philosophy and the company is demonstrating this with a concrete and ambitious project: a completely new company canteen designed to serve up much more than the usual canteen food. It is designed to be a meeting place for staff, a community-building and sharing space. It is a Marche Region pilot project for blue- and white-collar staff.

Prior to this initiative the company had no specific company dining space and staff ate informally, often at their desks, thereby missing out on the chance to socialise and fully recharge their batteries, with a hot meal and a range of choices.

The new company canteen is designed to break this mould, offering an attractive and practicable space designed to encourage

conviviality and wellbeing. Its impact on the company climate was a direct one: its people got a hands-on experience of the company's intention to create a healthy and pleasant work atmosphere in which individual potential can be expressed and interactions are respectful, co-operative and peaceful.

The setting up of the canteen is a powerful sign of Fileni's commitment to its staff. It's an investment which is about much more than food and a driver of cultural change emblematic of a firm for whom wellbeing and human relationships are central.

	2024 Reporting Goals		2024 Results		
1.	Implementation	Activation of the canteen service	Implemented in February 2024, company canteen open to all staff.		
	of services planned in 2023 in the context of the #conciliamo welfare project, specifically:	Activation of the time-saving service (laundry, ironing, shopping and health protection)	Implemented in the first quarter of 2024. A partnership with local entrepreneurs for zero-miles shopping was also implemented.		
		Activation of the digital signature project	Complications in finding the right supplier and a management changeover led to this not being achieved in 2024. Renewed efforts to achieve this will be made in 2025.		
		Implementation of the training course Costruiamo insieme il tuo futuro - dal curriculum vitae al colloquio di lavoro - Building the Future Together - from CV to job interview held and organised by the Fileni HR and Organisation and Institutional Relations teams, planned in 2023 for the children of staff and from local schools who won study bursaries	Two training days for 14 young people attending high school and university, the children of our staff, were held in 2024, at which the young people were taught new concepts of use in their futures. Meeting 1: from an introduction to the world of work to looking for firms and practical guidance on CV writing; meeting 2: advice to young people on how to present themselves and what to say at interviews, including watching a practical role play. The young people also learnt the most sought-after skills and professions in the world of work over the coming years. Where study bursaries are concerned, in 2024, too, 30 study bursaries were awarded. 20 of these were for high school and university students in the Marche and 10 were set aside for the children of our staff members.		
2.	By means of the Marco Fileni Foundation the 2024 goal is to pursue action relating to training already under way and develop activities planned in the past, specifically:	NEET Observatory: the Marco Fileni Foundation's first research publication on central Italian young people neither studying nor working, attempting to listen and provide answers	NEET Observatory: Study published and presented in June 2024. This was the first qualitative and quantitative research into NEETs in Central Italy by Fondazione Marco Fileni. A social enquiry which sheds light on the theme: what is causing under-30s to remain inactive? What effects do worries about a world changing too rapidly have? Is the objective local potential for good employment and salaries contributing to this? The study explores all this. This Research is available on the foundation's site. www.fondazionemarcofileni.it		
		Storie di successo - Success Stories: video interviews with five young Marche professionals, listening to their passions and interests. From the starting point of their own individual uniqueness these young people have embarked on extraordinary careers which are a world away from performance- or career- success stereotypes and an effective role model for many.	We interviewed five young people under the age of 30: a tailor, a singer, two content creators and a digital marketing expert. Through their stories: we guide young people in the direction of careers in line with their inclinations and passions with the greater personal satisfaction these bring with them; we support local talents, highlighting professionalism in the Marche region; we promote social thinking around what success means. The interview videos can be viewed on the foundation's YouTube channel.		
3.	Implementation of a digital app for non-Italian staff to help them learn more about Italian language and culture		Cutting-edge methods have been piloted for Italian speakers, as well as a second cluster for beginners in the language. The project highlighted user difficulties, probably as a result of a shortage of digital skills.		
4.	Launching of a national health system cancer-prevention campaign designed to raise awareness on the fundamental importance of prevention and the opportunities already available		Prevention campaign: dissemination of information and awareness raising around the main cancers, presenting concrete figures and including face-to-face meetings with doctors from AST lasting around thirty minutes.		

2024 Reporting Goals	2024 Results
Further 2024 action	<ul> <li>New agreements [e.g. dentist, psychologist, gyms, hotels]</li> <li>3 webinars on work-life balance</li> <li>6 webinars on parenting</li> <li>Satisfaction surveys</li> <li>Initiatives open to everyone taking part in the meeting and discussions between the various departments including in different companies</li> <li>In-house staff training and development: In 2024 the Fileni Academy extended its educational provision with new courses. First and foremost, in April 2024, we launched a training and development course entitled Live Your Movie for 22 Fileni Platform young people, with a view to the need for upskilling in our complex and specialist context. 1741 training hours were provided in workshops on the Fileni leadership model, public speaking, economics and two inspirational sessions with sport and university speakers. Two further courses were offered using sport metaphors: rugby and e-biking.</li> </ul>



- Expanding and improving the implementation of the services covered by the #conciliamo tender welfare project and specifically:
- Consolidating the most popular services [e.g. tailoring, laundry, car washing]
- Improving services (e.g. better prices)
- Improving variety (e.g. extending services to other product clusters)
- Getting back on track with the digital signature project
- Implementation of a digital app for non-Italian staff to help them learn more about Italian language and culture

Replicating and improving the use of farming company APPs with international staff

Launching of a national health system cancer-prevention campaign designed to raise awareness on the fundamental importance of prevention and the opportunities already available

Obtaining permission to perform medical check-ups on site from the Marche Region

- By means of the Marco Fileni
  Foundation the 2025 goal is to pursue action relating to training already under way and develop activities planned in the past, specifically:
- NEET Observatory: follow-up on the NEET research in two operational workshops (one with young students and one of a more institutional nature) oriented to developing new concrete projects for young people.
- Success Stories: finding new youth success stories in our area and listening to their stories

#### Further 2024 action

- 30 study bursaries were awarded to the children of staff from across the chain and deserving students from Ancona and Macerata provinces in 2024 too.
- The 2025 goal is to develop a new study bursary competitive tender.
- 2024 Fileni Academy training in new courses consisting of 1741 training hours of workshops on the Fileni leadership model, public speaking, economics and two inspirational sessions with sport and university speakers.

Our intention is to continue with this training academy work in 2025, offering new Industry 4.0 and sustainability courses.

### Filen

### **Impact assessment**

[paragraph 382, b] law 208/2015]

The B Impact Assessment completed an impact assessment for our 2024 environmental and social performance. This standard - which we have been using since 2020 to plan, measure and monitor our action - supplies guidelines regarding the positive contribution the company makes to five macro areas: governance, community, people, environment and clients. The impact assessment involves a total score out of 200. Calculated on the Fileni Group perimeter the result is the outcome of a self-assessment process performed by a large team made up of the heads of the main company departments.

At the time of writing this impact report, the assessment output is at the validation stage by the B Lab certifying body and further revisions may thus occur when this is complete.

94.7

Points obtained with the measurement tool

17.7
Governance area points

**26.2** Worker area points

23.4 Community area points

**23.7** Environment area points

3.8 Client area points

### Further information on benefit companies

Present in 50 nations as well as Italy, benefit companies constitute a virtuous governance model. These for-profit companies have twofold goals in their articles of association: creating value for both shareholders and all other stakeholders. The genesis of benefit companies derives from a global Purpose Driven business movement whose objective is to disseminate a more evolved economic paradigm which sees business as a force capable of regenerating both society and the biosphere. The benefit company vision involves triggering positive competition between companies which are measured and assessed on the same criteria: positive impact on society and the planet as well as profits.

Benefit companies undertake to:

- Declare their company purposes in their articles of association and balance the interests of shareholders against stakeholder interests;
- Measuring all their impacts fully and communicating these transparently via an impact report to supplement the company's traditional reports;
- Identifying an impact manager to work with management to ensure that the company pursues the common good objectives set out in its articles of association in the course of its business.

Benefit companies were introduced to Italy on 1 January 2016.



Italian research into benefit companies in 2025 showed that there were 4813 of these in Italy at the end of 2024. The goal of research by NATIVA, Direzione Studi e Ricerche di Intesa Sanpaolo, InfoCamere, Dipartimento di Scienze Economiche e Aziendali dell'Università degli Studi di Padova, Camera di commercio di Brindisi -Taranto and Assobenefit published in early 2025 was to study a new business model which integrates profit motives with the pursuit of social and environmental common good goals. The first part of this research analysed trends in benefit company assets for the second time and compared them with those of a number of traditional companies of a similar size working in the same sectors. What follows are some of the significant results of this research (source Ricerca Nazionale sulle Società Benefit 2025 https://www.societabenefit.net/]:

- In the 2019-2022 period benefit companies grew more than twice as much as non-benefit companies: +37% vs +18%;
- Profitability measured by the EBITDA margin was greater for benefit companies [9% vs 8.3%];
- Benefit companies had higher per capita productivity levels, higher investment for the future levels and greater distribution of wealth to employees;
- By 2024 there were twelve times as many Italian benefit companies as there had been in 2019, and they now amount to 4600 companies and employ over 255,000 people.

Notes	Notes

#### Notes



#### Fileni Alimentare SpA

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