

A full-page background image showing the silhouette of a farmer wearing a hat, walking away from the camera in a field. Three chickens are following the farmer. In the background, there is a barn and a bright sunset or sunrise sky. The foreground is filled with green grass.

Our journey

2024 Sustainability Report



Our journey

2024 Sustainability Report

Summary

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Open letter from the Fileni family

Dear stakeholders,

We are proud to share this new edition of our Sustainability report with you, a document which illustrates our environmental, social and governance performance results and the direction we are moving in both now and for the future.

Our commitment to making performance progress is still central to our strategy, moving us in the direction of real, ongoing improvement.

There have been plenty of hurdles to get over in this complex, constantly changing global context. Some of these relate to our practices, while others revolve around the sector's public debate. Our approach to these challenges has been open, thoroughgoing and as respectful of transparency and professionalism as ever. Every voice listened to is a growth opportunity, a path to improvement and the building of a sustainable chain with ever greater determination.

Animal welfare and the sustainability of our production chain remain central to our strategy.

In this sense, our allegiance to the *European Chicken Commitment* [ECC] is one of the key drivers behind our work. The animal welfare chapter of this document details the progress we have made in this field. We are continuing to monitor the situation and implement measures designed to protect animal welfare and keeping up our work to ensure sustainable and responsible practices all the way along our chain. Looking to the future, we strongly believe that our sector can make a fundamentally important contribution to a more sustainable and resilient world.

We are aware that global challenges such as climate change and the growing demand for healthy and sustainable food requires an ongoing collective effort by all of us. This is one of the reasons behind our continued investment in regenerative agriculture and more sustainable farming techniques focusing on methods fostering natural animal growth and lessening the environmental impact.

Our heartfelt thanks also go to the people who make all this possible: our staff - the real centre-stage players in this change - our partners and suppliers, who share our values and vision and our consumers who choose our products and push us to do better, to improve.

We look to 2025 with the determination of those who know that everything we do counts. We will continue to move forward with coherence, humility and courage on the road to sustainable development in the certainty that it is only by putting life centre stage that we can build a fairer and more sustainable tomorrow for everyone.

*Giovanni, Roberta and Massimo
Fileni*

Foreword to the 2024 financial year sustainability report

Methodology notes

The following need to be clarified for the purposes of ensuring clear understanding of this sustainability report and the data in it.

1. The sustainability report is drawn up on a **yearly** basis. This document, on the Fileni website <https://www.fileni.it/>, is the seventh edition of the Fileni Platform's Sustainability Report and sets out the results achieved in 2024 [1 January to 31 December].
2. It complies with the requirements of the 2021 update to the GRI Sustainability Reporting Standards set out by the Global Reporting Initiative [GRI], in compliance with the "In accordance" option. In accordance with the GRI Standards the platform adopted the GRI 13: Agriculture, Aquaculture and Fishing Sector standards [2022]. The Platform has assessed the availability of data and information for this reporting year and is developing a structured collection system for data not currently available with a view to disclosing this from the 2027 tax year onwards, including in consideration of legal changes and future conformity requirements.
3. To ensure the data is reliable, recourse to estimates has been kept to a minimum and where present these are clearly labelled and based on the best available methodologies. Where previously published comparative

data has been reused this fact is made clear. With particular reference to the environmental sustainability theme the need for accuracy was taken into account, with specific use of related sources and/or studies (where present) and avoiding the use of uncorroborated information and generic references lacking in elements enabling their basis in fact to be ascertained.

4. This document's reporting perimeter is the Fileni Platform as defined below. For maximum transparency purposes, where the data and information shown deviates from this perimeter, **the exact subject or sector concerned** will be specified subsequently in this document. To this end what follows is a list of the definitions and reference perimeters used in the document:
 - **Fileni Alimentare S.p.A.** sole member limited company or **Fileni** is the Fileni Group's trading and real estate company which is, in turn 100% controlled by the family holding company called GMR Holding S.r.l., set up in December 2024 and entirely owned by the Fileni family;
 - **Fileni Group:** all the companies covered by the Fileni Group's consolidated financial statements, i.e.:
 - GMR Holding S.r.l., the Fileni family's holding company, which has full ownership of Fileni Alimentare S.p.A. sole member limited company;
 - Farm companies growing the organic foodstuffs fulfilling the Group's feed needs on privately owned and rented

land [agriculture - for further detail see Chapter 7, Organic Agriculture] 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 [Forlì 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. sole member limited 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: Esino Proteine S.r.l., a new company set up in 2020 to build organic rendering machinery with which to make use of the by-products of meat working for the production of organic and premium flours 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. sole member limited

company are in Via Martiri della Libertà, 27 - 60035 Jesi [AN] and its head offices are in Località Cerrete Collicelli, 8 - 62011 - Cingoli [MC]. The registered offices of GMR Holding S.r.l. are in Località Cerrete Collicelli, 8 - 62011 - Cingoli [MC].

- **Fileni Platform:** this added to the Fileni Group the processing, abattoir and packaging firm added 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 farming²:** 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. Refer to Chapter 7, Organic Agriculture for further details;
- **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.

1 Further information on the GRI standards is available in Italian on the following link: <https://www.globalreporting.org/how-to-use-the-gri-standards/gri-standards-italian-translations/>.

2 Foodstuffs for the production of conventional feed are bought exclusively from third party suppliers.

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 the 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 [for further details see Chapter 7] 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 rotisserie chicken. The initiatives of the Marco Fileni Foundation fall into this

category and the results of these are reported in section 8.2.

Thus, essentially, on the strength of the above definitions:

- Fileni Alimentare S.p.A. is the Fileni Group's trading and real estate company which is, in turn, 100% controlled by the family holding company called GMR Holding S.r.l., set up in December 2024 and entirely owned by the Fileni family;
- The Fileni Group comprises the consolidated companies which make up the Group and are controlled by Fileni Alimentare S.p.A.;
- The Fileni Platform includes the entities described above and Cooperativa Carnj;
- The Fileni chain [or chain] extends the Platform perimeter to all Fileni's third party partners. The graphics below show the Fileni Platform's organisational structure [coloured cells] and some of the Fileni chain's principal firms [cells with a dotted white background]:

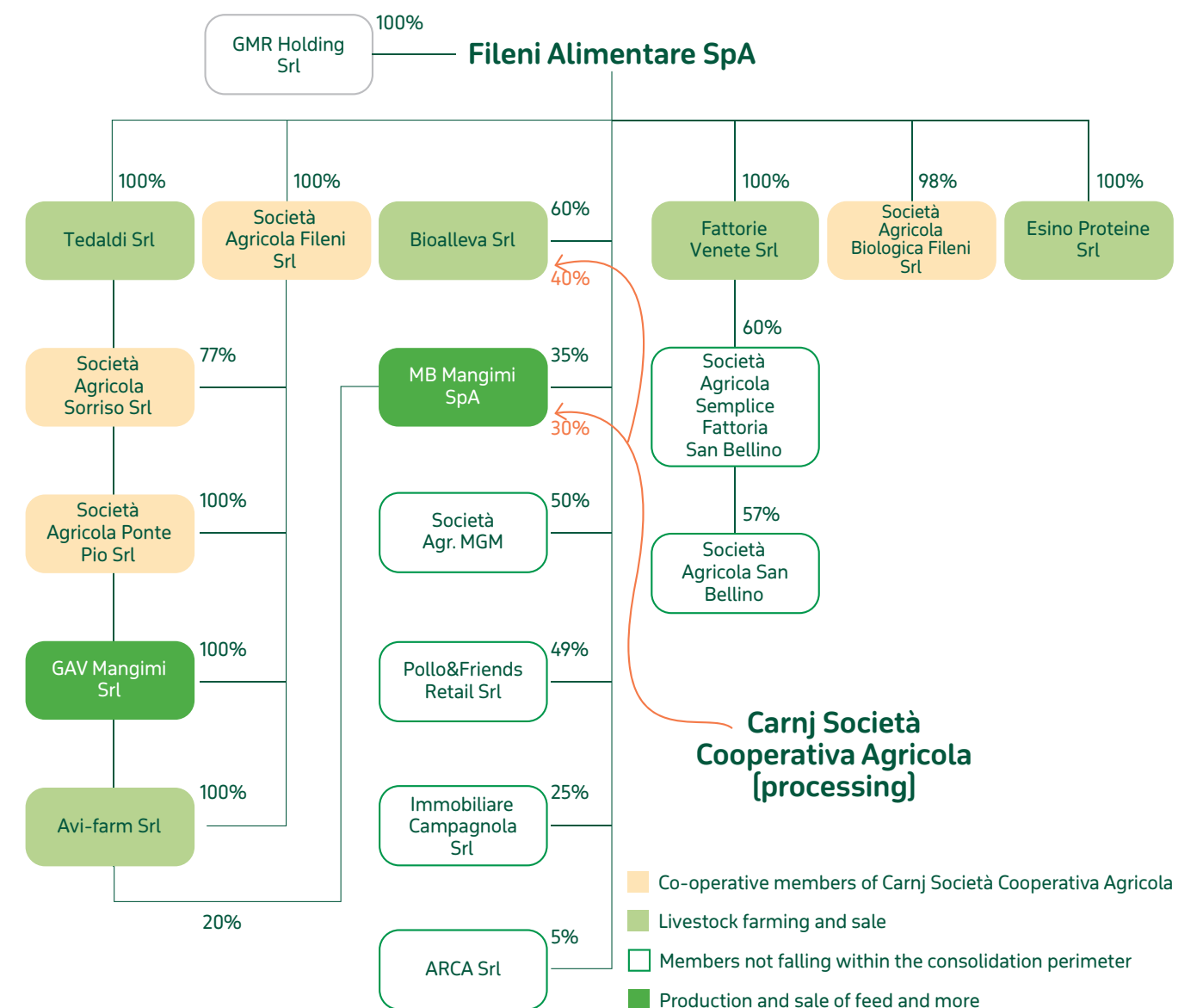
5. In order to ensure that the data and information is comparable over time and assess trends on the Platform it will be compared to last year's data. The comparative data used previously has been reused for this purpose and is clearly labelled as such.

6. This document is subject to 'limited assurance engagement' according to the criteria set out by the ISAE 3000 principle [Revised] by Deloitte & Touche S.p.A. This was performed in accordance with the procedures set out in the Independent Auditing Company Report included in this document. For additional information write to: amministrazione@fileni.it

7. To help readers make sense of this Sustainability Report lists of key points in organic regulations in the agriculture, feed production and animal husbandry

context are shown. Fileni intends to shed light on what makes a product organic, i.e. one deriving from organic agriculture. The legal framework for the production and labelling of organic products is EU Regulation 2018/848 issued by the European Parliament and Council on 30 May 2018 and subsequent amendments and additions.

The graphics below show the Fileni Platform's organisational structure [coloured cells] and some of the Fileni chain's principal firms [cells with a dotted white background].



For additional information write to: amministrazione@fileni.it



Agriculture

Vegetable growing via organic methods, carried out by means of the Fileni chain's partners is a voluntary decision guided less by economic, than social, considerations in the sense that Fileni uses organic farms capable of supplying an organic product (foodstuff) to its supply chain for which no chemical substances have been used in its growing cycle out of respect for the environment, the land and the water table. Organic agriculture involves:

- registration in a national IT system which triggers a conversion period, i.e. two agricultural seasons generally corresponding to two solar years in which the soil must be farmed using organic methods but the resulting agricultural produce is classified as conventional;
- the non-use of chemical crop protection products and herbicides, fertilisation with organic fertilisers made from organic raw materials only, lower volumes of crop nutrients (nitrogen, phosphorus and potassium) than conventional farming, usually covering only the nutrients taken out of the soil by crops, thereby preventing such elements from ending up in the water table. The result of organic farming methods is an increase in wild plant species and insects which find suitable habitats not polluted by chemical substances;
- crop rotation in accordance with EU regulation 2018/848: every two main crop cycles (e.g. wheat) these must be alternated with a pulse (such as broad beans) to maintain farmland fertility;
- requirements and checks by accredited certifying bodies (e.g. CCPB) to ensure ongoing compliance with EU Regulation 2018/848 including appropriate recording and seed, mechanical work and harvest traceability.



Feed factories

To obtain and retain organic certification, organic feed production machinery must fulfil the following parameters:

- purchase of organic foodstuffs, i.e. from certified suppliers in the organic farming context;
- neutralisation of contamination risk between organic and non-organic products (e.g. use of vehicles employed exclusively for organic foodstuffs and feed). In this respect, in the event that the same machinery is used for organic and conventional working the Fileni Group's feed factories must classify two cycles of organic feed as conventional feed, before the third can be used in organic farming. This ensures the utmost machinery cleanliness and minimises the risk of contamination.



Livestock farms

Organic chicken/turkey farming is based on the following principles:

- *organic certification*: before embarking on organic farming, farms must notify the relevant region and a supervisory body of their start date;
- the supervisory body will then verify whether all EU legal organic requisites have been complied with, certify the farm as suitable for organic farming and register it in a specific national register of organic producers;
- *nutrition*: in accordance with the requirements of EU Regulation 848/18 animals must be fed exclusively with organic feed or feed usable in organic agriculture;
- *farm structure*: farms must fulfil the following requisites:



- be surrounded with land farmed organically to the extent of at least 4 m² per chicken farmed and 10m² per turkey;
- have at least 4 metres of exit/entry pop holes per 100 m² of land, to enable poultry to access outdoor areas for at least one third of their lives;
- be equipped with land for manure spreading, including by entering manure exchange agreements with other organic firms in order to ensure that they do not exceed the 170 kg N/ha limits;
- each single production unit (i.e. individual shed) cannot exceed 1600 m² of land used for farming;
- numbers of poultry inside the production units must not exceed 4800 chickens or 2500 turkeys;
- contamination by unauthorised products or substances for organic farming (e.g. conventional feed) must be avoided;
- *farming methods*:
 - pullets put into an organic farm can have been born into conventional farms but they must be younger than 3 days and be accompanied by a statement noting their incubator;
 - maximum stocking density: 21 kg/m² of live weight;
 - artificial lighting: this must only be supplementary to natural night and a period of 8 continuous hours of darkness per day must in any case be guaranteed at night;
 - minimum slaughter age: 81 days for chickens and 100 days for turkeys with exceptions for specific breeds listed as slow-growing in ministerial decrees which are not subject to slaughter age limitations if pullets have been organic since birth. Otherwise they can

be slaughtered as organic only within their fattening period (70 days);

- veterinary treatment limitations: only one treatment per breeding cycle is admissible. By contrast, vaccinations are unlimited.

The supervisory body which originally certified the suitability of the organic farm subsequently performs further checks and visits, to ensure that suitability has been maintained. In addition to supervisory body checks all farms on the regional organic farm register can also be subjected to checks by a multiplicity of certifying bodies verifying their conformity to organic farm requirements.

Organic laying-hen farming is based on the same principles as chicken/turkey farming, with the following differences:

- hens must have free access to four square metres per bird of outdoor areas;
- Stocking density: 6 birds per m² of usable area;

- flocks in poultry houses must not exceed 3000 birds.

Organic eggs are stamped with a number starting with 0 and followed by a national and regional code and an expiry date.

Lastly organic beef cattle farming is subject to the following characteristics:

- *breeding*: artificial techniques such as embryo transfer or cloning are not allowed. Hormones or similar substances cannot be used in breeding.

Nutrition and pasture: feed for animals kept in organic sheds must be 'principally' produced by the farm itself or come from organic (or converting to organic) farms situated in the same geographical region. 'Force-feeding' is forbidden, as are 'growth stimulants and synthetic amino acids'. Lastly animals must have 'permanent' access to organic pasture wherever conditions allow or, at least, access to coarse fodder.



Scegliamo,
ogni giorno,
di difendere
il futuro



Scegliamo di rispettare
gli animali



Scegliamo di proteggere
le persone



Scegliamo di salvaguardare
l'ambiente



Scegliamo di valorizzare
il lavoro



Scegliamo di rigenerare
la terra



Scegliamo di difendere
il territorio e le comunità

Fileni

1 | The Fileni universe: a family-run Italian business

- 1.1 Fileni's history, values and structure
- 1.2 Our production cycle and the Fileni chain
- 1.3 Economic responsibility

1 The Fileni universe: a family-run Italian business

1.1 Fileni's history, values and structure

Fileni's history tells the story of an Italian family-run food company headquartered in Cingoli [Macerata province] which began with a pioneering decision by its founder Giovanni Fileni.

Giovanni Fileni entered the poultry farming sector and began experimenting with the first courtyard-animal farming system in the Monsano countryside in 1965. A year later he built his first shed for the farming of 5000 chickens to sell door-to-door to Vallesina families.

The company's first direct chicken sales shop opened in Jesi in 1967 and its first abattoir was built the following year. Over the next 14 years a further 48 shops were opened, together with 15 farming sheds, a total of 21,000 m².

Expertise acquired in direct contact with consumers turned out to be key to understanding the social changes then under way which were inevitably reflected in new consumer habits. This set in motion one of today's Fileni's most important sectors of business, the sale of ready-to-eat products.

In the late 1980s Giovanni Fileni was one of the first to see the shift then under way in sales to large scale retail distribution and he thus closed his chain of shops and built a ready-to-eat product plant in Cingoli in 1989.

In 1995 he decided to build a new, larger abattoir in order to obtain a complete meat-processing chain - a first in Italy.

The organic chain was launched in the year 2000, fruit of a farming method which was pioneering at the time and destined to make a difference in animal welfare and product quality terms.

In 2008 Fileni took a further step forward in its expansion, launching its new Castelplanio production plant with an innovative new frying-free cooking system.

Lengthy evolution has resulted in Fileni's products including not only chicken meat but also turkey, pork, beef and rabbit and a range of processed products.

After experimenting with organic production and implementing it for other brands, Fileni launched its Fileni BIO organic range in 2014, a higher quality range focusing on the environment and animal welfare.

In 2021 Fileni Alimentare S.p.A. modified its legal status and became a benefit company, formally pairing up its traditional financial and economic goals with its social and environmental impact targets. That same year the company signed up to the Climate Pledge, supporting net-zero-emissions-by-2040 targets ten years ahead of Paris agreement time frames.

In 2021 Fileni also committed to abiding by the *European Chicken Commitment* [ECC], a series of European-level animal welfare standards, for some of its products. The Platform is continuing to grow and diversify: In April 2021 Fileni Alimentare S.p.A. bought up the Tedaldi egg production company and extended its presence in the Bioalleva organic red meat company.

In 2022 Fileni Alimentare S.p.A. signed up to Co₂alizione, with a view to strengthening its commitment to the achievement of climate neutrality goals via the adoption of an innovative governance practice which uses articles of association as a goal formalisation tool. This raised the level of our commitment to climate neutrality, including it in our articles of association to create the conditions required to combat the climate crisis and achieve European objectives. This addition to the articles of association, together with a further 60 Italian companies, is as follows:

"The company is committed to disseminating a regenerative culture as a common good and implementing a progressive transition in its business and operational model in the direction of a net-zero climate change gas economy in keeping with European neutrality targets and Italian ecological transition."

In 2023 the Fileni Platform adopted a new governance structure for sustainability issues and appointed a Chief Sustainability Office ["CSO"] in September and approved its "Fileni Good Practice Guidelines" for both direct and indirect corporate communication regarding sustainability, i.e. product labelling from 1 January 2024 onwards.

In 2024 we continued to invest in the Fileni Platform's social, ethical and environmental aspects, setting up welfare and training [see Chapter 6 Our People], biodiversity [e.g. the Good Honey Doesn't Lie project described in Chapter 7 Organic Agriculture], community [Chapter 8 Local Bonds: *Stakeholder Value* and environmental [in partnership with Legambiente] projects.

Corporate Governance

The Fileni Platform adopted a traditional-style corporate governance model. The Fileni Group is governed by a Board of Directors [BoD] whose president is Giovanni Fileni, the company's legal representative, and our directors.

The Group's Board of Directors decides its strategy. An Executive Board made up of the firm's three partners was set up within the Board of Directors.

Equally Cooperativa Carnj, an integral part of the Platform, is governed by its own Board of Directors made up of its President, Gelsomino Pacetti, its legal representative, and other members. The board is responsible for its strategic and operational decisions.

For further details see the table below:

Name	Post/Company	Managerial	Non managerial	Gender	Age group (>30; 30-50; <50)	Independence	Duration of governing body [years]	Number of other important posts and duties performed by each member and the nature of these duties
FILENI GIOVANNI	President of Fileni Alimentare Chief Executive Officer at Cooperativa Carnj	X		M	>50		Three yearly, renewable by shareholders' meetings	2
FILENI MASSIMO	Vicepresident of the Fileni Alimentare Board of Directors Chief Executive Officer of Cooperativa Carnj	X		M	>50		Three yearly, renewable by shareholders' meetings	2
FILENI ROBERTA	Chief Executive Officer of Fileni Alimentare Representative at Cooperativa Carnj	X		F	>50		Three yearly, renewable by shareholders' meetings	2
CASOLI FRANCESCO	Director at Fileni Alimentare		X	M	>50	X	Three yearly, renewable by shareholders' meetings	10
CATANIA ELIO COSIMO	Director at Fileni Alimentare		X	M	>50	X	Three yearly, renewable by shareholders' meetings	7
PACETTI GELSOMINO	President of the Cooperativa Carnj Board of Directors	X		M	>50	X	Three yearly, renewable by shareholders' meetings	1
DE ANGELIS FABIO	Director and Vicepresident of the Cooperativa Carnj Board of Directors	X		M	30-50		Three yearly, renewable by shareholders' meetings	0

The renewal of both Boards of Directors takes place in line with its articles of association and in accordance with corporate governance law.

At the behest of its Board of Directors, in 2021 the parent company **changed its company status**, becoming a **benefit company**, with a view to its pursuing more goals of public utility and working increasingly ethically, sustainably and transparently for people, the local area, the environment and other stakeholders. The Board of Directors is responsible for **developing, monitoring and approving**

the Group's strategy, including in the ESG context. In accordance with Italian legal requirements of benefit companies, and to fulfil its transparency requirements, the Group has to appoint an **impact manager** and draw up an annual **impact report**.

The impact report must include:

- a description of the **specific goals, methods** and **action** taken by the directors to pursue its public utility goals and any circumstances which may have hindered this or slowed it down;
- an **assessment of the Group's impact** using external assessment standards

comprising the following assessment areas - company governance, workforce, other stakeholders, environment;

- a section devoted to describing the **new goals** the company intends to pursue in the next financial year.

This report is then submitted to the Board of Directors which uses it as the basis for its goals for the coming year. In addition to this, assessments of the performance of the Board of Directors regarding the oversight of the company's economic, social and environmental impacts is also measured on a yearly basis via **B Impact Assessment (BIA)** generated by B Lab.

The Board of Directors is also responsible for **approving this Sustainability Report**, including its list of material themes. Executive Board members are regularly involved in ESG events and initiatives, contributing to updating and training the Board of Directors on the principal legal and sector developments.

The Board of Directors is also trained on the subject of **potential conflicts of interest**. In accordance with the requirements of the company's Code of Ethics, all conflicts of interest must be reported to all stakeholders. Any problems reported to its **whistleblowing channel** and judged relevant, are shared with the Board of Directors. No such reports were made in 2024.

The salaries paid to directors with specific roles is determined by the Board of Directors after hearing the opinion of its Board of Auditors.

Fileni Alimentare S.p.A., Carnj Società Cooperativa Agricola and M.B. Mangimi S.p.A. have adopted an **Organisation and Management Model pursuant to legislative decree 231/2001** and a **Code of Ethics**, in order to structure a rule system enabling illegal behaviours to be averted by means of monitoring at-risk areas and activities and to ensure ethical business conduct. In addition, a Società Agricola Fileni Organisation and Management Model is currently being drawn up whose completion is planned for the end of 2025.

The 11 September 2023 parent company Board of Directors meeting also approved the setting up of a new company post entitled *Chief Sustainability Officer (CSO)*³ for ESG governance purposes and to strengthen strategic sustainability control. In line with this initiative, a wider-reaching revision of the Platform's organisational framework was implemented in 2024 with a view to aligning it with increasingly complex and competitive market dynamics. At this time the Agriculture department reporting to the Executive Board was reinforced by bringing in an Agriculture Director appointment. An Institutional Relations and *Corporate Social Responsibility (CSR)* department was also set up with the goal of strengthening the efficacy and dissemination of our environmental and social sustainability initiatives, in line with ESG principles, and fostering ongoing dialogue with external *stakeholders* in synergy with the *Chief Sustainability Officer*.

This organisational change process was completed with the setting up of an Egg Business Unit reporting to the Board of Directors, with a view to supporting and speeding up the development of this business area.

3 See section 2.4 The Fileni Good Practice Guidelines

1.2 Our production cycle and the Fileni chain

Fileni is one of the main players in the Italian poultry meat sector and Italy's largest organic meat producer. Poultry meat production is our core business but the Platform has been diversifying now for several years and now also produces organic red meats and eggs.



The conventional poultry meat chain

The conventional poultry meat chain involves an approach which includes **hatcheries, incubators, feed factories, farms, supervisory bodies, traceability and processing plants.**

HATCHERIES

The chain's first element is hatcheries, i.e. the breeder birds of the future chickens tasked with making fertilised eggs. The hatchery cycle lasts approx. 62 weeks. In the first 21 weeks the birds do not lay eggs

[pullet stage] whilst in the remaining 41 weeks they lay eggs [laying phase]. The Fileni chain has 17 hatcheries, most of which are in Central Italy. 3 of these are rented and managed directly [Abruzzo] and 14 are based on agistment.

INCUBATORS

The eggs are kept in **incubators for 3-4 weeks** [depending on bird species] including **3 in brooders**. The Fileni chain has four incubators in Central Italy and the largest of these in production capacity terms is in Predappio [FC] and owned by the M.G.M. S.r.l. farm company which the Fileni Group has a 50% stake in.

FEED FACTORIES

Livestock feed is a fundamental element in the Fileni chain, supplying animals with a balanced diet of **grains, pulses, minerals and nutrients**. Working with **vets**, the Fileni chain decides the variety and proportions of the feed, which it makes directly. As of 2024 the Fileni Platform owns two feed factories, in Longiano [FC] and Jesi [AN].

LIVESTOCK FARMS

The Group's conventional farms (free range only) are mainly in Central Italy, Veneto, Emilia-Romagna and Puglia.

CHECKS AND TRACEABILITY

All poultry chain products are placed on the market only after passing many **quality checks**. The chain performs cyclical **lab tests** on all chain phases: soil, finished feed and product nutrient levels.

TRANSFORMATION

The Group's poultry product processing plants are located in Cingoli and Castelplanio, in the Marche Region, and have various certifications for which see Chapter 3. A Focus on Sustainability in Production.

In 2021, in close collaboration with CIWF [Compassion in World Farming], Fileni signed up to the **European Chicken Commitment [ECC]** – a series of criteria agreed at the European level by the main NGOs for the purposes of raising conventional farming standards and pushing firms to implement a series of improvements by the end of 2026. For further details on our European Chicken Commitment [ECC], see the Animal Welfare chapter.

Furthermore, for certain product ranges, our farming model is managed with **no antibiotics whatsoever**, as the labels of these products show.

The conventional egg chain

The conventional egg chain involves **feed factories, farms, logistics and distribution**. **More than 25 farms** across Italy, in Emilia-Romagna, Tuscany, Umbria and Lazio are part of our conventional egg chain.

The organic poultry meat chain

The decision to set up an organic chain was carefully thought out by Fileni and encompasses **agriculture, feed factories, livestock farms, traceability, checks and processing plants.**

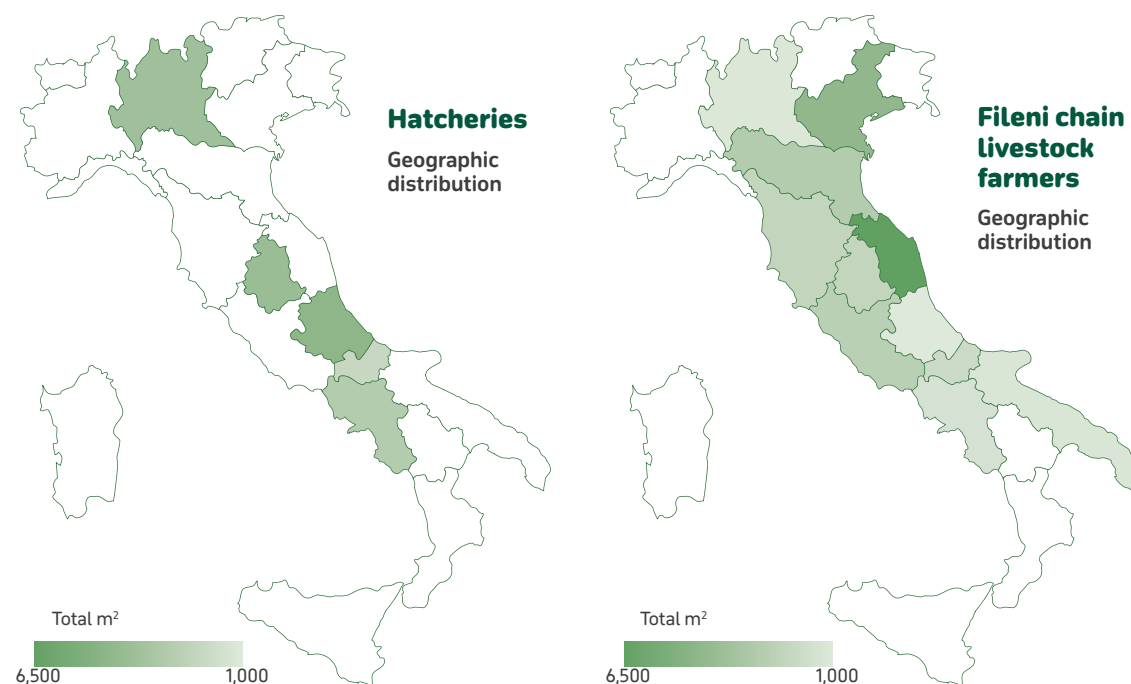
AGRICULTURE AND FEED FACTORIES

Wheat, corn, soya, broad beans and pea protein are the raw materials [foodstuffs⁴] used for the chain's organic feed, almost all of which is produced at the Jesi plant in Ancona province. A mixture of pulses and grains is the basis of the balanced diet given to the organic chain's chickens and turkeys.

The Fileni Platform is also committed – as co-founder – to the ARCA [Agriculture for the Controlled Regeneration of the Environment] project set up by Bruno Garbini with Giovanni Fileni and Enrico Loccioni, which employs regenerative organic agriculture practices on farmland, increasing its **fertility** and protecting it from **hydrogeological instability**.

LIVESTOCK FARMS

The Platform has surrounded its privately owned direct organic farming sheds with **trees and bushes**, amongst which poultry are free to range, choosing when to stay outdoors and when to shelter from the sun and bad weather in the sheds.



4 Both direct and indirect farming methods are used.

Directly managed organic farms account for around 13% of the organic farming total (approx. 307,000 square metres).

CHECKS AND TRACEABILITY

The Platform monitors and tests all the organic chain's phases. Checks are performed on the crops grown for feed (direct and contract farming) and, in many cases, on the soil, to ensure that there are no traces of pesticides or other unauthorised substances.

TRANSFORMATION

As we have seen, the Cingoli and Castelplanio plants in the Marche region, in which the products are processed, are IFS, UNI EN ISO 9001:2015 and UNI EN ISO 14001:2015 certified.



The organic egg chain

The Fileni organic egg chain, like the conventional one, involves: **feed factories, farms** (approx. 10,000 m², 45% of which is direct), **logistics** and **distribution**.



The organic red meat chain

The cattle and pigs in the organic chain **are raised** in Italy. They are free range, follow their **natural biorhythms** and **fed organically** based on selected feed formulated to offer them a balanced diet, free of GMOs and unauthorised chemical substances. The sheds are mainly in Veneto [Fattoria San Bellino].

1.3 Economic Responsibility

The Group's 2024 net turnover was €612 million, an overall reduction of €9.4 million over the previous year [€622 million]. No perimeter consolidation variations impacted on net turnover. The advance application of OIC 34 "Revenue" on sales contracts ongoing on 1 January 2024 [the Group's sales contracts are yearly in duration] led to the reclassification of payable to customers relative to introductions, co-marketing, listing fees, etc. which cannot be separated off from product sales or from "service costs" directly reducing "Sales and service revenues" by €7 million, in sales contracts. Net 2024 "gross" turnover [without taking into account the effects of the OIC 34 "Revenues"] was €620 million, 2 million lower than the previous year, primarily as an effect of egg and feed prices. Organic turnover was €95 million, €79 million of which was white meat, €8 million red meat and €8 million eggs.

The Group's gross operating margin for 2024 was €29.7 million [5% of its production value], an increase of €5.4 million [4% of production value] over the previous year. This operating margin improvement is the result of price and raw material reduction and normalisation [especially foodstuffs] over the course of the year, the Group's positioning on the added value product segment and ongoing activities and investments designed to improve the Group's efficiency.

Economic value generated and distributed directly by the Fileni Platform
The economic value generated and distributed by the Fileni Platform is the outcome of a reclassification of its income statement which shows how the value created is redistributed to its stakeholders.

To offer a fuller picture of the Fileni Platform we opted to set out the forecast economic value generated taking account of the contribution of Carnj Società Cooperativa Agricola, which deals with the processing side of the business.

	0-0-0-0-0 20 24	0-0-0-0-0 20 23
Generated and distributed economic value [Euros]	2024	2023
Economic value generated	658,966,628	669,922,774
Economic value distributed	635,639,227	650,684,773
Suppliers' payouts	498,232,358	524,759,846
Staff pay	85,992,061	79,919,256
Agister payouts	31,236,095	30,389,799
Lender payouts	17,687,836	13,931,935
Shareholders' payouts	0	0
Local government payouts	1,623,296	1,159,458
Community payouts	867,580	524,479
Economic value deducted	23,327,401	19,238,000

The **economic value generated** in 2024 by the Fileni Platform was approx. **€659 million**, a decrease of around €11 million [-2%] over 2023. Most of this value [approx. 76%] was transferred to the platform's suppliers, primarily in the form of raw material purchases. Staff pay [including the staff hired by Carnj Società Cooperativa Agricola] accounted for 13% of the economic value generated. The value transferred to agisters was 4.7%.

The share of **economic value generated and deducted** by the platform decreased from 2.9% in 2023 to 3.5% in 2024 and comprises all the profits set aside for stocks, repayments and devaluation. Note that the Fileni Platform has active loans bound up with sustainability clauses. These require certain ESG parameters to be measured:

- reductions in climate change gases in production processes;
- use of sustainable packaging in product sales and protection.



2 | Sustainability approach

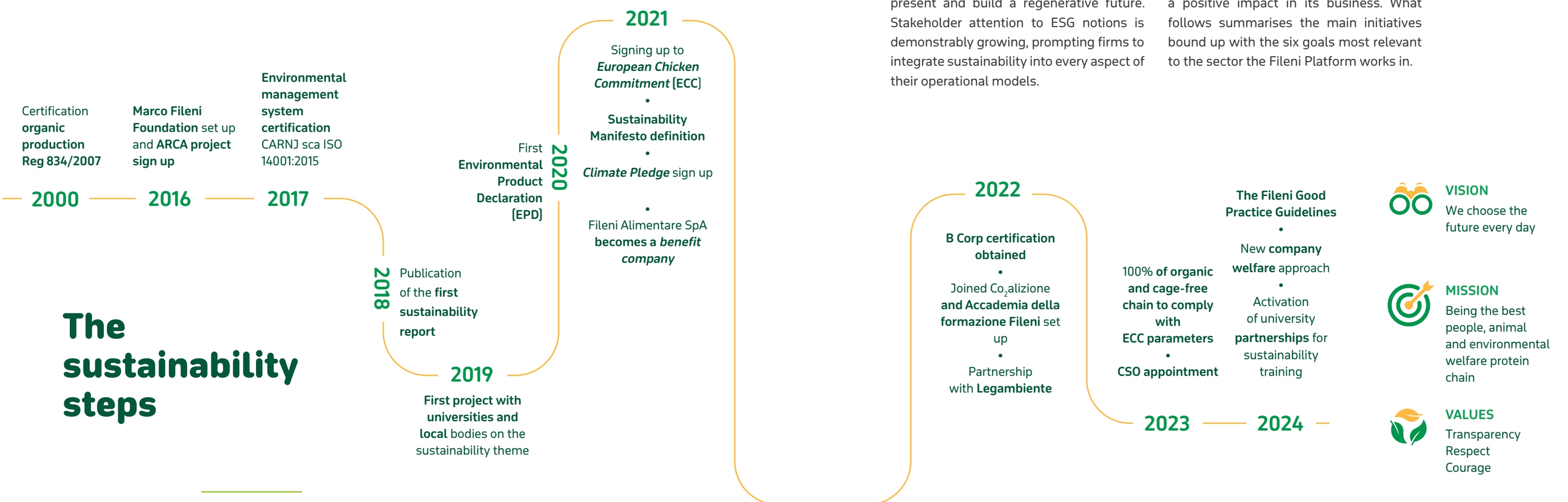
- 2.1 The reference context
- 2.2 Materiality analysis
- 2.3 The Fileni Platform manifesto: choosing to defend the future
- 2.4 The Fileni good practice guidelines

2 Sustainability approach

In *Our Common Future*, in 1987, the United Nations Programme's World Commission for the Environment and Development defined development as sustainable when it "meets the needs of the present without compromising the ability of future generations to meet their own needs." For Fileni sustainability is a clear, measurable and achievable goal which it has been pursuing since the 1990s and it has already set out forward-looking milestones for 2040.

Future goals and milestones:

- **2026:** 20% of chickens raised by the Fileni chain with conventional farming methods will meet ECC standards⁵



⁵ Refer to Chapter 4.

2.1 The reference context

2024 ended in a global context characterised by pronounced economic discontinuities, geopolitical tensions and increasing climate change. Instability in the energy and foodstuffs markets, together with cost increases across the supply chain demanded extraordinary adaptation capabilities of the food sector. At the same time, the effects of climate change have intensified, highlighting the need to strengthen production system resilience and ensure food safety in the light of natural resources in increasingly short supply.

In the current context these phenomena are consolidating into structural rather than temporary factors. Sustainability is thus not simply an ethical commitment but also an inescapable strategic driver with which to take on the challenges of the present and build a regenerative future. Stakeholder attention to ESG notions is demonstrably growing, prompting firms to integrate sustainability into every aspect of their operational models.

In this scenario Fileni is reiterating its responsible player role in promoting agriculture and animal husbandry which is not solely sustainable but also innovative, transparent and capable of generating shared value.

The publication of this Sustainability Report is clear evidence of a continued trajectory towards an agrifood model based on responsibility, quality and local bonds.

Fileni supports the Sustainable Development Agenda

9 years on from the publication of the Sustainable Development Goals (SDGs) the Fileni Platform is reiterating its commitment to offsetting its inevitable environmental impact - the climate change gas emissions bound up with its work - as far as possible, with a view to generating a positive impact in its business. What follows summarises the main initiatives bound up with the six goals most relevant to the sector the Fileni Platform works in.



SDG 2

End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

The Fileni Platform is committed to offering its clients quality products which can contribute to a balanced diet. To this end part of its livestock and crop farming is organic, limiting the use of antibiotics and GMOs and using no artificial colours or palm oil. [Sections 3.4 Product quality and food safety and 7 Organic agriculture].

RELATED THEMES: Sustainable agriculture, Attention to nutrition and consumer wellbeing, Product quality and safety.



SDG 4

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Fileni supports youth training and young people's access to the world of work. The platform works with universities and research centres for agronomy, biology and marketing research.

In addition the Marco Fileni Foundation's work includes investing in study bursaries for the children of staff and for the most deserving and least wealthy high school and university students. [Section 6.2 Management of talent and professional growth and 8.2 The Marco Fileni Foundation].

RELATED THEMES: A focus on local communities.



SDG 7

Ensure access to affordable, reliable, sustainable and modern energy for all.

For many years now the Fileni Platform has been working to increase the proportion of energy coming from renewable sources. The electricity bought is covered by Guaranteed Origin certificates [for further details see Chapter 5]. *Environmental responsibility*. We also own photovoltaic and cogeneration plants which contribute to the national grid. and activated two biogas plants in 2022, which use production waste and sludge. [Section 5.1 Energy consumption and emissions].

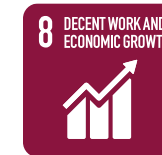
RELATED THEMES: Circular economy and efficient use of resources, Climate change.

SDG 8

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

The Fileni Platform is working to guarantee an inclusive, multicultural working environment and has staff from over 50 different countries. The platform does not use outsourced seasonal workers and our goal is to raise health and safety standards constantly. The appointment of a diversity manager in 2022 testifies to our desire to achieve and maintain a gender balance in the company workforce, especially at managerial levels. [Chapter 6. Our People].

RELATED THEMES: Economic performance, workers' rights and diversity.



SDG 12

Ensure sustainable consumption and production patterns.

Fileni is committed to disseminating and applying circular economy principles across the platform. Where reuse is concerned the Fileni Platform delivers its by-products to a pet food and fertiliser production consortium [Consorzio Gatteo Proteine] which Carnj is a partner in. Studies on innovative packaging solutions and ecotrays using only recycled and recyclable materials are under way. [Section 3.2 A focus on sustainability in product packaging 5.2 Waste, 7. Organic agriculture].

RELATED THEMES: Circular economy and efficient use of resources, Sustainable packaging



SDG 13

Take urgent action to combat climate change and its impacts.

The Fileni Platform has been committed to offsetting its energy consumption and refrigerant gas emissions in *Scopes 1* and *2*⁶ since 2020. For the fifth consecutive year the Fileni Platform has offset its emissions, primarily by means of renewable energy sources. In 2021 Fileni Alimentare S.p.A. signed up to the Climate Pledge, thereby committing to measuring and periodically reporting its greenhouse gas emissions and setting decarbonisation targets in accordance with the Paris Agreement [Section 5.1. Energy consumption and emissions]. In 2022 Fileni Alimentare S.p.A. signed up to Co₂alizione, with a view to strengthening the platform's commitment to the achievement of climate neutrality goals via the adoption of an innovative governance practice which uses articles of associations as a goal formalisation tool.

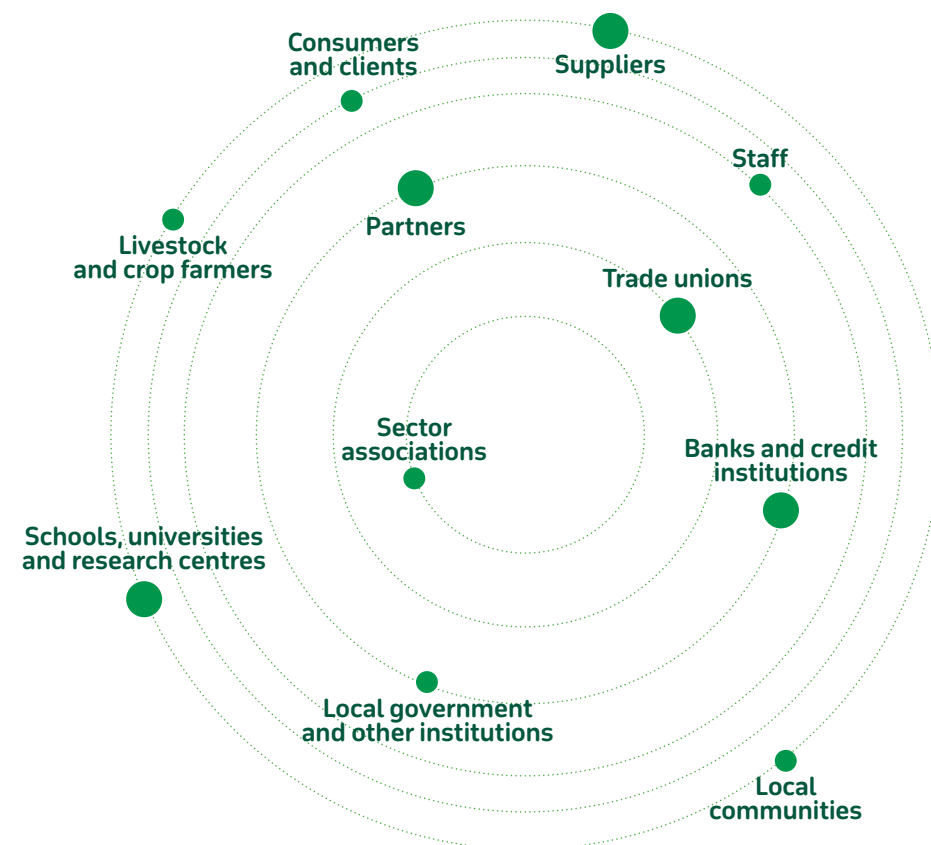
RELATED THEMES: Climate Change.



⁶ See section 5.1 *Energy consumption and emissions* for further details.

The main stakeholders

Our universe



Economic governance and compliance responsibility

- Business and compliance ethics
- Corporate governance
- Economic performance
- Integrating sustainability into business
- Innovation and new solution development



Responsibility to the community

- Sustainable agriculture
- A focus on local communities
- Responsible business and supply chain management

2.2 Materiality analysis

The materiality analysis process is not only the starting point for the identification of the Sustainability Report **reporting themes** but also a way of targeting Fileni's commitments and strategy. The materiality concept is closely bound up with impact: the material themes are those representing the organisation's most significant impacts on the economy, environment and people, including its human rights impacts.

Several years ago now the Platform began **mapping its principal stakeholders**, as shown in the table on page 32, with a view to identifying those directly and indirectly affected by its businesses activities and decisions, as well as those who themselves influence the Platform. Via engagement work and specific initiatives the Platform engages its stakeholders with a view to **integrating their needs and expectations into its strategy**.

The **materiality** concept is closely bound up with impact: the material themes are those representing the organisation's **most significant impacts on the economy, environment and people, including its human rights impacts**.

In 2024, Fileni's governance identified its **most significant sustainability themes** on the basis of the approach set out in the new edition of the GRI Standards published in 2021, which focus on identifying the **real and potential, positive and negative impacts** of the Group's work and business relationships. The impacts identified were linked up to the material themes which emerged from previous materiality analyses and the results are shown in the list of **material themes of relevance to the Group and its stakeholders**. For further details on the above impacts refer to the Annexes section.



Responsibility to the environment

- Responsible business and supply chain management
- Sustainable packaging
- Circular economy and efficient use of resources
- Climate change



Responsibility to people

- Workplace health and safety
- Workers' rights and diversity
- Staff welfare
- Privacy and Data Protection



Responsibility to consumers

- Animal welfare and health
- Product quality and safety
- A focus on nutrition and consumer welfare
- Consumer satisfaction
- Responsible labelling and marketing

Key stakeholders	Engagement methods
Partners	<ul style="list-style-type: none">Periodic company assembliesCommunicating the Fileni Group consolidated financial statementCommunicating the Carnj statutory financial statementPresentation of the sustainability report
Staff	<ul style="list-style-type: none">Definition and dissemination of organisational policies and proceduresIn-house communication and organisational updatesTarget assignment and performance evaluationPersonalised training programmesIncentive and bonus systemsUse of the intranet and company disclosure systemsInternal audit implementationCompany welfare initiativesWhistleblowing [for the firms this applies to]
Trade unions	<ul style="list-style-type: none">Periodic meetings and roundtables on themes of common interest
Consumers and clients	<div><div>CONSUMERS<ul style="list-style-type: none">Direct contacts on the occasion of specific events and meetingsInstitutional press releasesAdvertising campaigns on the main channelsFeedback surveys on platforms such as TrustpilotInstitutional website management with frequent updatesQuality reference people and product quality reporting</div><div>CLIENTS<ul style="list-style-type: none">Participation at trade fairs and sector eventsCo-innovation programmesPrivate themed workshops</div></div>
Suppliers	<ul style="list-style-type: none">Direct relations with procurementParticipation at trade sector events
Livestock and crop farmers	<ul style="list-style-type: none">Direct and ongoing interactionsTechnical visits and joint audits with vets or food techniciansSpecific webinars and newsletters
Banks and credit institutions	<ul style="list-style-type: none">Access to the Fileni Group's consolidated financial statements and Carnj's statutory financial statementsPresentation of the sustainability reportNegotiation and discussion
Local government and other institutions	<ul style="list-style-type: none">Exchange of official communications and circularsInstitutional roundtable participationInspectionsRegular report and impact data transmissionSign-up to institutional initiatives
Local communities	<ul style="list-style-type: none">Dissemination of press releasesEvent organisation for engagement and social cohesionSupport for local initiatives
Sector associations	<ul style="list-style-type: none">Active participation on committees and work groups in associationsJoint organisation of events and conferencesSign-up to sector <i>frameworks</i>Participation at trade awareness-raising campaigns
Schools, universities and research centres	<ul style="list-style-type: none">Partnership with universities and research centresThemed company workshops and seminarsCurricular and extracurricular internshipsCompany visits and guidance daysParticipation at <i>careers days</i>

2.3 The Fileni Platform manifesto: we choose to defend the future

In 2024 we drew up our **Sustainability Manifesto**, the document which sets out the key principles underlying our everyday work, what we choose to do to defend the future.

This manifesto takes the form of the following Fileni Platform 'choices' which are summarised below and are set out in detail in this Sustainability Report:



Key principles

The choices underlying our actions

We choose to regenerate the land

We combine our small-farming tradition with the technological innovations available to us, to set in motion processes which contribute to regenerating the lands we farm.

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 Scope 1 and 2 emissions⁷, as far as possible, both by buying clean energy and with reforestation projects and installing renewable energy plants. This is a Fileni Platform commitment. We also aim to get the whole chain involved, as well, for a future in which it will not only be production which is integrated but sustainability too.

We choose to defend our territory and community

We contribute to the sustainable growth of our region, the 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.

7 For further details on the emissions offset see section 5.1. Energy Consumption and Emissions.

Benefit companies and B CORP

As we saw previously, in 2021 Fileni Alimentare S.p.A. **changed its legal status to benefit company**. This transition formalised the addition of **social impact goals** to the company's traditional financial goals, putting them on an equal footing.

As a benefit company, Fileni is required to draw up an **Impact Report** setting out what it is doing to achieve its public utility purposes and its related targets [see annex to this Sustainability Report].

With its new social purpose in its articles of association the company's aim was to identify its vocation in **three specific public utility goals** oriented to the following areas of application:

"The company is committed to disseminating a regenerative culture as a common good and implementing a progressive transition in its business and operational model in the direction of a net-zero climate change gas economy in keeping with European neutrality targets and Italian ecological transition."



ENVIRONMENT AND TERRITORY

The company is committed to disseminating a **regenerative culture** as a common good and implementing a progressive transition in its business and operational model in the direction of a net-zero climate change gas economy in keeping with European combating climate change targets and Italian ecological transition goals. 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**. The company works to enhance the areas it works in, choosing short chains exalting regional excellence and local product quality.



CHAIN AND PRODUCT MODEL

The company undertakes to set up a **chain** model - to the maximum extent allowed and taking account of the various subjects making it up, many of which are third parties - which is as **regenerative, open, interdependent and replicable** as possible, and capable of inspiring the development of responsible companies, local communities and its local area in order to generate disseminated value. The company promotes the **development and consumption of organic products and nature-friendly products**.



PEOPLE AND COMMUNITY

The company invests in **community development** in the full belief that common interest comes before individual interest. The company 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. The company hereby 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.

2.4 The Fileni good practice guidelines

The Fileni Platform's communications must be as good and authentic as its products. From the starting point of an overview of the relevant measures, whatever their direct applicability or related perimeters, the Fileni Platform approved what it has called its *Fileni good practice guidelines* for sustainability-related corporate communications on 11 September 2023, for both direct communications on any channel and external Fileni Platform communications [advertising, financial reporting, press reports, etc.] as well as product labelling, from 1 January 2024 onwards.

The purpose of the Fileni platform is

to certify the full compliance of all its communications, on a practical level, with the guidelines. This compliance must be certified, in advance and in writing, by the company's recently appointed Chief Sustainability Officer [CSO].

The Fileni good practice guidelines are based on the 10 rules inspired by the EU Commission's draft 166 Green Claims directive issued on 22.3.2023.

The ten rules are:

TRANSPARENCY

Setting out Fileni's structure and organisation, to begin with, in a straightforward and easy-to-understand way, including by reference to other documents and/or QR Codes, showing its production phases and which of them are performed directly by Fileni Spa, and those done by the group's other firms and third parties, on a contractual basis or otherwise.

ACCURACY

All claims must be formulated within exact perimeters:

- a.** accurate subjective definition of claims [where they refer to Fileni Spa, a Group company or third party, on a contractual basis or otherwise];
- b.** accurate objective definition of claims [where they refer to overall production, the organic range or conventional ranges and/or private labels];
- c.** claims' time frameworks - each reference to the results achieved must be clearly time-referenced [i.e. dated to a specific year or period].

JUSTIFICATION

The motives behind claims must be clearly set out, including by reference to sources and, where relevant, any certifications confirming their truthfulness.

PRUDENCE

Where doubts on claims' basis in fact exists, claims should not be used. Claims not substantiated by scientific studies or regulatory standards cannot be used.

COMPLETENESS

All claims must be set out in their entirety in the light of evidence which Fileni has knowledge of, or can reasonably be expected to have knowledge of [therefore, for example, free of omissions and including both negative, and not only positive, elements].

WEIGHTING

Claims must be truthful, including in their overall and practical impact [e.g. in affirming the emissions neutrality of a given activity, the weight of this activity within Fileni's, and the Group's, activities as a whole must be made clear].

CONCRETENESS

As regards future projects, claims not related to approved projects based on concretely implemented plans not subject to conditions should be avoided.

UNAMBIGUITY

- a.** Terms bound up with sustainability [carbon neutral, organic, sustainable, etc.] can be used on condition that:
 - the meaning of the term used is specified every time;
 - where legal references exist, they are specified;
 - all meanings differing from legal data are shown on a par with the claims themselves;
- b.** References to accreditations are admissible on condition that they are real and applicable at the time the claim is made and not subject to reassessment [unless the procedure is duly referenced].

MODERATION

Ambiguous or vague terms are to be avoided in communications, together with overly emphatic claims [unless these are based on clear certified references].

COMPLIANCE

The principles underlying these guidelines must comply with best sector practices and be monitored on a regular, at least annual, basis, on recommendations from the Chief Sustainability Officer.

Appointed by the parent company's Board of Directors on 11 September 2023 the CSO reports directly to the Chief Executive Officer and performs a coordination and supervision role as regards the following aspects of the company's work:

- in material terms the CSO must incentivise, manage and evaluate the compliance of the decisions made and processes adopted by the Fileni Platform with the highest environmental sustainability standards;
- in information-giving/communication terms the CSO is tasked with ensuring the accuracy and truthfulness of the messages transmitted by the Fileni Platform and supplementing and updating it where necessary, in addition, naturally, with the compliance of the Fileni Platform's messages with the Fileni good practice guidelines.⁸

The CSO is also responsible for:

- managing the selection of the Fileni Platform's scientific partnership - one or more university research institutes - and any contacts with these;
- organising and managing periodic staff training which the Fileni Platform is planning to offer on an annual basis to all company departments in compliance with laws on commercial practices with specific reference to environmental communications.

8 For further details, see Chapter 3.4. Company Communications.



3 | A focus on sustainability in production

- 3.1 Organic products
- 3.2 Organic red meats
- 3.3 Conventional products: new features and product launches
- 3.4 A focus on sustainability in product packaging
- 3.5 Company communications
- 3.6 Product quality and food safety

3 | A focus on sustainability in production



3.1 Organic products



ORGANIC
FOR OVER
20 YEARS

Fileni BIO was one of Italy's first organic meat ranges, the result of over 20 years' experience in the organic sector



Fileni BIO is a complete range of products, from first to fourth working, offering consumers a full-blown service as well. The Platform also hosts an **experimental kitchen** in which Fileni chefs and their research and development colleagues work closely together for the purposes of

ongoing product innovation and to offer consumers tasty and practical recipes. Panel tests are periodically held, during which products are tasted by a group of experts with a view to seeking out even the smallest potential improvements to recipes.

3.2 organic red meats

Fileni BIO red meats – comprising **beef** and **pork** in a range of formats for all needs – are:

- Italian, in every phase of the chain. Our animals are born, bred, slaughtered, worked and packaged in Italy;
- completely GMO-free;
- capable of maintaining their flavours and aromas, with modified atmosphere or skin packaging.

3.3 Conventional products: new features and product launches

On the strength of ongoing synergic work by our research and development, marketing and sales teams, throughout 2024 the Fileni Platform released a great many products onto the market with a view to extending and rationalising its product assortment. Two product launch windows enabled us to work horizontally across a great many features of the Fileni brand architecture, offering the market a high added value product capable of meeting the needs of consumers increasingly attentive to product choice, even in the crowded conventional product segment.

The new products launched in 2024 were as follows:

FILENI LIGHT COTOSNELLA

Fileni Light – Cotosnella is a new range of breaded meats designed for those looking for low calorie flavour. An innovative production process means that rather than being fried these cutlets are oven cooked and then finished off with a spray of fresh atomised oil, making for a crunchy product with 50% fewer fats than the market average. Made with 100% Italian chicken farmed without antibiotics, the cutlets are crumbed in cornflakes and can easily be cooked in an air fryer or in a pan or oven. The packaging is environmentally friendly and made from 50% recycled plastic and FSC-certified paper.



FILENI CUOCI TU

In 2024 Fileni launched a new Fileni Cuoci Tu range of raw, gluten-free breadcrumbed meats. These come into two flavours – Mediterranean and Oriental – both designed for easy cooking in a pan, oven or air fryer. Each pack contains three slices of 100% Italian chicken fillet, farmed without antibiotics and packaged in 50% recycled plastic.





FILETTI PANATI X3

Fileni launched its Croccanti e Veloci range of breadcrumbed chicken fillets. These tender fillets are coated in a crunchy topping. Their main characteristics are:

- no palm oil;
- 100% Italian chicken farmed without antibiotics;
- transparent PET packaging made of 50% recycled and recyclable plastic.



FILENI BUONI & VELOCI WITH CHICKEN TAGLIATA AND PULLED CHICKEN

Fileni expanded its Buoni & Veloci range with two new products on 4 November 2024: Pulled Chicken and Chicken Tagliata.

These are:

- cooked and dressed;
- ready to eat and do not require heating up;
- made with 100% Italian meat;
- chicken farmed without antibiotics.



FILENI 50%&50%

Fileni launched a new Fileni 50/50 range in September 2024, based on a combination of animal and plant proteins.

This range includes two main products:

- burger 50/50: A product made up of 50% chicken and turkey and 50% rehydrated plant protein [pea protein, red lentil flour and corn flour];
- patty 50/50: These are made of 50% chicken and turkey and 50% plant protein too.

3.4 A focus on sustainability in product packaging

Fileni has been moving in the direction of a more virtuous circularity in its product packaging for some time now.

In this context the Fileni Platform has developed two innovative solutions for the packaging of its products: an eco-tray and a compostable pack.

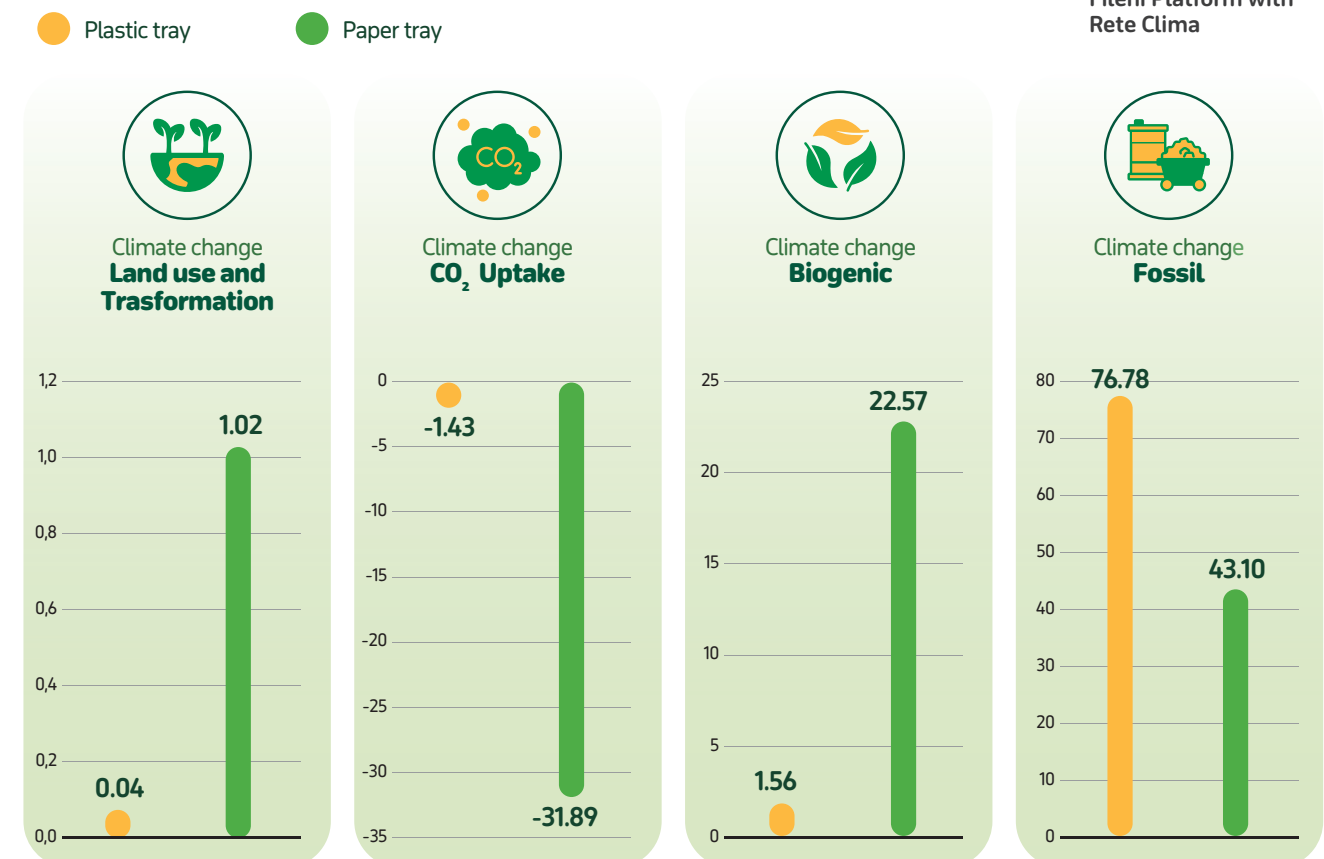
Eco-tray

The **Eco-tray** is an innovative packaging tray made of cardboard - launched at the same time as our organic red meat range.

In 2021, Fileni conducted a LCA (Life Cycle Assessment) study with Rete Clima, comparing the environmental impact of its paper eco-tray with that of the plastic trays traditionally used for fresh meats. Conducted in accordance with UNI ISO 14040 and UNI ISO 14044 standards the study adopted a cradle-to-gate approach. The results showed that the climate impact of paper trays, deriving from fossil fuel emissions, is 43.9% of those of plastic trays [43.10 gCO₂eq/paper tray as opposed to 76.78 gCO₂eq/for plastic trays]. Despite an increase in CO₂eq emissions of biogenetic origin and those associated with soil use and transformation [1.02 gCO₂eq], the eco-tray's overall impact is significantly lower than that of its plastic counterpart.

Fileni packaging impact

The results of the analysis study performed by the Fileni Platform with Rete Clima



Fileni packaging impact assessment kgCO₂eq results expressed in fossil carbon and biogenic carbon.

The eco-tray concept revolves entirely around the sustainability concept.



Additionally, the paper our Fileni BIO eco-trays are made from boasts two certifications:



PEFC

Forest sustainability certification ensures that forests are managed in accordance with exacting environmental, social and economic standards. Fileni uses both PEFC- and FSC-certified paper for its packaging. Specifically the 180 gram organic beef hamburger packaging is FSC-certified while the others use PEFC certification. It is important to note that suppliers reserve the right to use either of the two certifications depending on availability, ensuring that the correct logo appears on the individual packs.



ATICELCA

An assessment system for paper recyclability. This logo on packaging shows that it can be recycled as paper.

Recycled and recyclable plastic

Since 2022, all Croccanti and Veloci range products in retail format have been packaged in containers made of 50% recycled plastic, which is in turn recyclable, instead of polystyrene.

We will progressively extend this packaging to all our other product ranges as well, to confirm and further consolidate our commitment to environmental sustainability.

In 2024 products sold (in kg) in biodegradable or recyclable packaging increased **9.3%**⁹ over 2020 (a slight increase on the 2024 figure of 8.21%), thus reaching 29.1% [28% in 2023] compared to the total products sold by the Fileni Group in trays.

3.5 Company communications

The label

Labelling is Fileni's **primary communication channel** with consumers, showcasing our commitment to **quality** transparently and proudly and describing Fileni's product characteristics and decisions, above all where farming is concerned.

In particular, Fileni has signed up to the **Voluntary labelling regulations** for conventional poultry meat drawn up by Unaitalia and approved by MASAF (department of agriculture, food sovereignty and forestry). The goal is to supply consumers with a series of **information relating to farming systems (cage-free), type of feed (no GMOs and limited use of antibiotics), packaging disposal method and animal welfare (natural light, slow growth) on the quality of the products they are buying.**

Moreover, **constant checks** by an accredited third part body (CSQA) and Unaitalia mean that all the information on the labels is certified as truthful, ensuring products conform to current procedures. This verification and assessment process covers 100% of the Platform's product categories. No product labelling non conformities emerged in 2024.



⁹ This indicator is the subject of a funding contract drawn up on 29 June 2020 by Fileni Alimentare S.p.A. and the result of a sustainable packaging target [% of products packaged in recyclable, compostable or biodegradable plastic packaging].

Fileni is thus authorised to put the **characteristics** identified by the regulations and characterising its chain, both conventional and organic, on its labels, such as, for example, **free-range**, the **type of feed** used, its **Italianness** and, in most cases, its **antibiotic-free farming**. Additionally, the labels contain information facilitating the gathering, reuse, recycling and appropriate disposal of packaging, in accordance with existing laws.

Fileni undertakes to communicate the distinctive characteristics of its antibiotic-free products, such as cage-free farming. In 2021 Fileni BIO and Fileni GMO Free - Antibiotic Free chicken slices were the first in the European poultry sector to obtain the Environmental Product Declaration (EPD) which notifies clients of the environmental impact of its products throughout its life cycle. For further information see the following links: <https://environdec.com/library/epd4251> and <https://environdec.com/library/epd4252>.

Traditional communications

MANGIA DA CAMPIONE - EAT LIKE A CHAMPION

Fileni and Warner Bros. Discovery launched the Eat Like a Champion campaign, branded content which explored the importance of the right diet for top-level sport. The stars of the campaign were Matteo Pincella, Rachele Sangiuliano and Tommaso Marini. It was an Olympic-run up project broadcast by Eurosport, Eurosport.it and the Eurosport social media channels. The campaign's clips were also posted on Fileni's social media channels.

PENSA IN GRANDE - THINK BIG

This Rete 4 programme focusing on great Italian entrepreneurs devoted a whole episode to Fileni and its history. The episode was broadcast on 8 December 2024.



LINK TO THE EPISODE:

https://mediasetinfinity.mediaset.it/video/pensaingrande/seconda-puntata--fileni_F313650401000201



Competitions

With a view to building, maintaining and consolidating its relationship of trust with consumers, the Fileni Group is investing significantly in competitions and promotional activities helping to consolidate its brand awareness, on one hand and, on the other, helping concretely with sales.

In this respect, what follows is a list of some of the more successful 2024 events:

- Cashback Fileni BIO
- Vola a Casa Azzurri
- La Passione che Unisce
- Supereroi Fileni (for eggs)

Digital communications

In 2024 the Fileni Group consolidated the renewal of its digital communication strategy begun in 2022. The primary objective behind this strategy was to position Fileni in consumers' minds as a brand marked out first and foremost by its

welfare and sustainability choices.

This ambitious, long term goal is being pursued by means of a range of touchpoints ranging from Facebook to Instagram through TikTok and the Group's website. Fileni is continuing its social media presence renewal with a focus on creator engagement and new ambassadors. These have included fencer Tommaso Marini in a five-episode web series called In Punta di Fioretto - Fencing Tip strengthening its fanbase dialogue and consolidating its coherent and diversified contents strategy. Fileni's partnership with Matteo Pincella, the Italian national football team's nutritionist, continued in 2024 with Pincella lending his name and professional standing to a new web series focusing on soft skills in the sport/nutrition field called FOOTBALL SKILLS, accompanied by freestyler Davide Pisani.



3.6 Product quality and food safety

The Fileni Platform considers product **quality** to be an indispensable part of what it offers consumers. The Fileni Platform works through all production processes to guarantee and maintain **adequate quality standards**, and focuses on environmental friendliness, **local conservation** and **worker health**. All this takes concrete form in risk analysis and the implementation of thoroughgoing and constantly updated testing plans.

Lab tests

The Fileni Platform supervises all production phases, including via **lab testing** and other **checks**, ensuring traceability at all times. To this end Fileni uses its own in-house lab tests and those of accredited external labs for **bacteriology and chemical testing**. To fulfil the various demands and challenges of 2023 the Fileni Platform transferred its lab tests to a new site but still within the company complex. This new approx. 350 square metre space has the capability to perform all the tests required: chemical, biological and molecular.

These checks are performed both at the outset, on slaughtered meat, to check for the presence of specific pathogens and any undesirable substances, and later, on organic foodstuffs - grown both on privately owned fields and those farmed to contracts - and animal feed.

Feed stored at the chain's farms is analysed to check that **antibiotics are not present, in accordance with the requirements of the testing plans developed under the supervision of the legally responsible bodies**. The organic chain feed and the raw materials it is made from are subjected to **rigorous multi-residue analysis** to rule

out the presence of unauthorised chemical substances. Furthermore biomolecular analysis testifies to the absence of genetically modified organisms in corn, soya and, in general, in the organic chain and certified no-GMO feeds.

In farms (both privately owned and in agistment - and thus the whole Fileni chain) **sample chemical analysis on the water drunk by animals** for bacteriological and chemical testing is performed.

In 2024 **16 cases of non-conformity** relating to consumer health and safety were recorded. These were cases of minor salmonella. Together with the local health authorities the Platform took swift corrective action to prevent further cases from occurring.

Once again related to salmonella, a circumscribed episode relating to three lots of Fileni Bio beefburgers occurred at the Bioalleva S.r.l. plant. After internal checks and in accordance with the precautionary measures customary in the sector, the affected lots were withdrawn. The action taken was prompt and effective, and had no public health effects whatsoever.

Bacteriological analysis on products and work surfaces serves to check compliance with **health and safety standards and avert health risks, especially where pathogens are concerned**. Chemical analysis tells us the nutritional values of meat, identifying levels of protein, fat and carbohydrates and excluding the presence of harmful substances. Pathological anatomy analysis identifies any farming-related problems. At least once a year, the chain's **farms are tested** using immunoenzymatic methods developed in in-house labs.



Audits

The Fileni chain undergoes numerous audits each year to ensure **product quality**. These are done both internally and at our suppliers, to check product quality, and client and third party certifying bodies also carry out checks:














- **Internal audits:** In recent years the Fileni Platform has drawn up an internal audit programme for its two production plants, direct farms and feed factories. To avoid self-referential judgements, a 'responsibility exchange' is enacted ensuring that audit managers do not check the plants in which they themselves work.
- **External audits performed by clients and third party certifying bodies:** Fileni's main clients generally carry out ad hoc audits at the Platform's plants. Some of these are planned whilst other are unannounced. In the context of Fileni's certifications, certifying bodies carry out audits in accordance with the time frames set out in the various standards.
- **Audits carried out by Fileni on its own suppliers:** The Fileni Platform performs audits on its indirect farms, incubators, hatcheries and suppliers of the raw materials it uses in its own production. To this end it has developed ad hoc checklists analysing various aspects including health and safety standards, compliance with the law, etc. Suppliers audited are selected on the basis of their critical, strategic importance and other specific factors.

Certifications

Fileni was the first company in Italy to obtain **UNI EN ISO 9001:2015** system certification for the quality management system used at Fileni Alimentare S.p.A. and the Cingoli and Castelplanio production plants. Specifically, in 2020 and 2021, ISO 14001:2015 certification was obtained for the Cannuccia, Falconara and Ripa Bianca plants. Additionally, EPD [Environmental

Product Declaration] certification was obtained for our organic chicken breasts and GMO-free Fileni brand, an information tool giving us information on the environmental impact of our products. In 2021 the two production plants upgraded their IFS certification to the new version 7 standards. The Platform's certifications are listed below, with exact information on the perimeter the certification refers to:

Year of first issue	Certification	Description	Certification perimeter
2024		ISO 14001:2015	Environmental Management System Monte Roberto livestock farm
2024		ISO 14001:2015	Environmental Management System M.B. Mangimi S.p.A – Longiano and Jesi
2024		BRCGS	Food safety Società Agricola Fileni S.r.l. – Meldola
2024		Compliance Certification Reg. 848/2018	Slaughtering, working and sales Società Agricola Biologica Fileni S.r.l.- Cingoli
2023		IFS International Food Standard	Product quality and health and safety Bioalleva S.r.l. – Oppeano
2023		UNI EN ISO 22005:2008	Product certification, food chain traceability Tedaldi S.r.l. – Meldola
2023		Compliance certification Reg. 848/2018	Slaughtering, working and sales M.B. Mangimi S.p.A – Longiano; Società Agricola Fileni S.r.l.- Cingoli;Bioalleva S.r.l. – Oppeano
2022		Standard DTP 19	Product certification Tedaldi S.r.l. – Meldola
2022		Compliance certification Reg. 848/2018	Slaughtering, working and sales Tedaldi S.r.l. – Meldola

Year of first issue	Certification	Description	Certification perimeter
2021		EPD	Environmental product declaration for organic chicken breast and GMO-free conventional chicken breast Fileni Alimentare S.p.A. – Cingoli
2021		ISO 14001:2015	Environmental Management System Allevamenti di Cannuccia Bio, Falconara Bio
2020		ISO 14001:2015	Environmental Management System Allevamenti di Ripa Bianca, Cannuccia Conv., Falconara Conv.
2021		GMO-free certification	Product certification for soya and corn M.B. Mangimi S.p.A. – Longiano
2018		Standard DTP 126	Controlled poultry chain product certification CARNJ Soc. Coop Agr. – Castelplanio and Cingoli
2017		ISO 14001:2015	Environmental Management System CARNJ Soc. Coop Agr. – Castelplanio and Cingoli
2013		Halal production range certification	Ritual chicken slaughtering, sectioning and boning range Fileni Alimentare S.p.A – Castelplanio and Cingoli
2016		Adherence to Unaitalia poultry meat labelling standards	Voluntary labelling of poultry meat CARNJ Soc. Coop Agr. – Castelplanio and Cingoli
2011		IFS International Food Standard	Product quality and health and safety CARNJ Soc. Coop Agr. – Castelplanio and Cingoli
2003		UNI EN ISO 22005:2008	Product certification, food chain traceability CARNJ Soc. Coop Agr. – Castelplanio and Cingoli
2003		DTP 030 and 049 standards	Product certification CARNJ Soc. Coop Agr. – Castelplanio and Cingoli
2000		Compliance certification Reg. 848/2018	Slaughtering, working and sales GAV Mangimi – Jesi; CARNJ Soc. Coop Agr. – Castelplanio and Cingoli Fileni Alimentari S.p.A. plus farms and land
1998		UNI EN ISO 9001:2015	Quality management system CARNJ Soc. Coop Agr. – Castelplanio and Cingoli; Fileni Alimentare S.p.A. – Cingoli; M.B Mangimi S.p.A – Longiano and Jesi



Fileni

4 | Animal Welfare

4 | Animal welfare



Interest in farm animal welfare is growing constantly, from consumers and legally. This means that animal management in the highest risk sectors, such as poultry, is a key business community factor ensuring the industry moves in the direction of increasing environmental sustainability. Fileni is committed to working together with universities, research institutes and sector partners to **contain the negative implications for animal welfare** of the sector the Fileni chain works in. This involves trusting to **modern scientific knowledge**, ethics and animal health and safety **legislation**. Greater animal welfare leads to better animal health and consequently higher product quality.

One section of the European Union's **Farm-to-Fork Strategy** focuses specifically on animal welfare, above all in relation to consumer health and the anti-microbial resistance issue. The European Commission is thus acting to reduce overall anti-microbial sales for farm animals and in fish farms in the EU by 50% by 2030. The new veterinary medicine and medicated feed regulations [ref. CE no. 6 dating to 2019] have set out a wide range of measures to contribute to this objective. Not only are anti-microbials for prophylactic use banned, but they are also subject to considerable conditions in therapeutic use. They can be

administered only after a veterinary visit and clear diagnosis and following on from an electronic prescription. Human-use antibiotics cannot be prescribed. Norms applied by the Fileni veterinary service.

The use of antibiotics is extremely limited and, in the event of animal disease, these can only be used as an animal welfare last resort after all other options have been considered, such as the use of probiotics, herbal remedies and organic acids and on veterinary diagnosis and prescription. Fileni keeps use of antibiotics under control and monitors these.

This means that unauthorised people are not allowed access to farms. Staff accessing these must always notify the farm of their presence to ensure that full epidemiology tests can be carried out at any time. Vehicles entering farms are disinfected and all staff wear special clothing and footwear.

Fileni has committed to implementing animal health and welfare standards at the company on the basis of the **5 Farm Animal Welfare Council freedoms**.

In 2021, in close conjunction with CIWF [Compassion in World Farming], we signed up to the **European Chicken Commitment [ECC]**, with a view to applying these standards in at least 20% of our direct and indirect conventional farms.

Fileni promotes animal welfare and sustainability in farms, limiting the use of antibiotics in compliance with EU standards



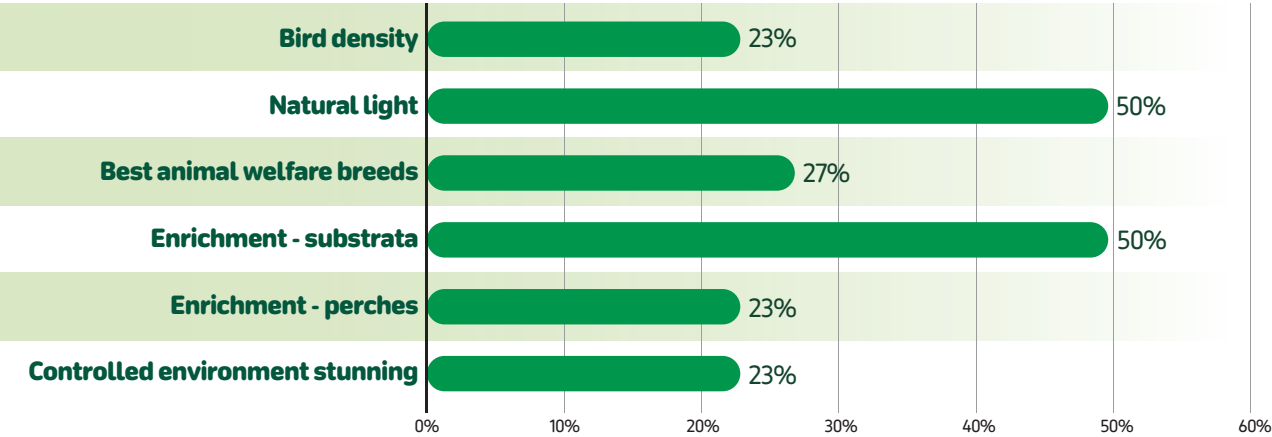
What follows are the targets Fileni has set itself for 2026, in line with the ECC:

- **100% of the organic and cage-free chain has complied with ECC parameters¹⁰ since 2023;**
- **From 12 May 2025 onwards** all Fileni brand chicken products - both organic and cage-free and conventional products - have been made in accordance with *European Chicken Commitment* [ECC] criteria, a package of European-level rules designed to improve poultry farming standards;
- **By 2026**, 20% of the chickens farmed in the Fileni chain using conventional farming methods to accord with ECC standards;
- **By 2026 at the latest**, for conventional ranges, we will supply all clients requesting these with products complying with ECC standards;
- **From 2022 onwards** all new sheds built [direct farming] are planned with the potential to house chickens in accordance with ECC standards.

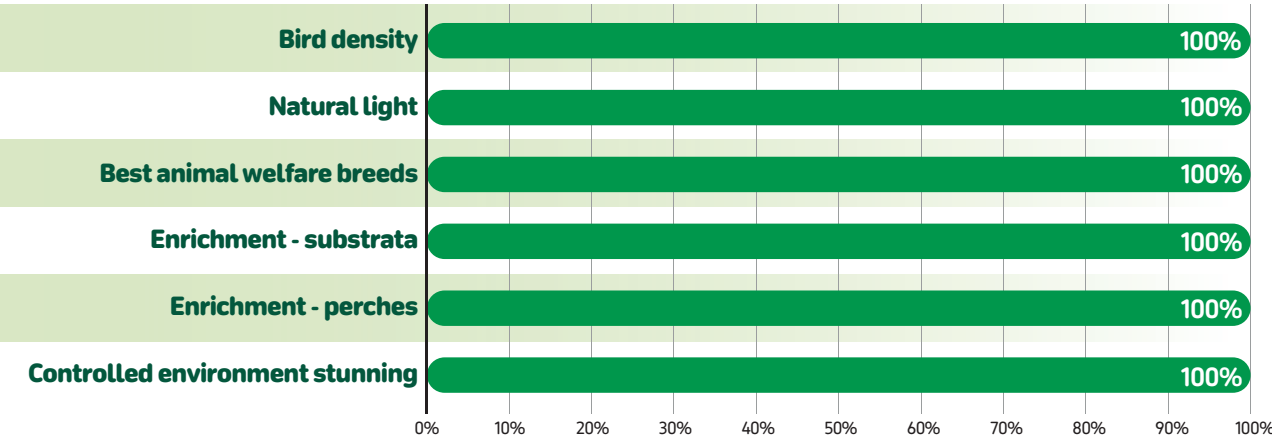
¹⁰ Previously CIWF agreements set this target for 2022. By the end of 2022 90% of Fileni's organic and cage-free chickens conformed to ECC and an agreement was reached with CIWF to get this up to 100% by the end of 2023.

The up-to-date policy is available on the company website <https://www.fileni.it/european-chicken-commitment/> together with a *timetable* shown below (July 2024 update):

Fileni Chain Progress
[conventional, organic, cage-free] - July 2024



Organic/Cage-free Chain Progress
July 2024

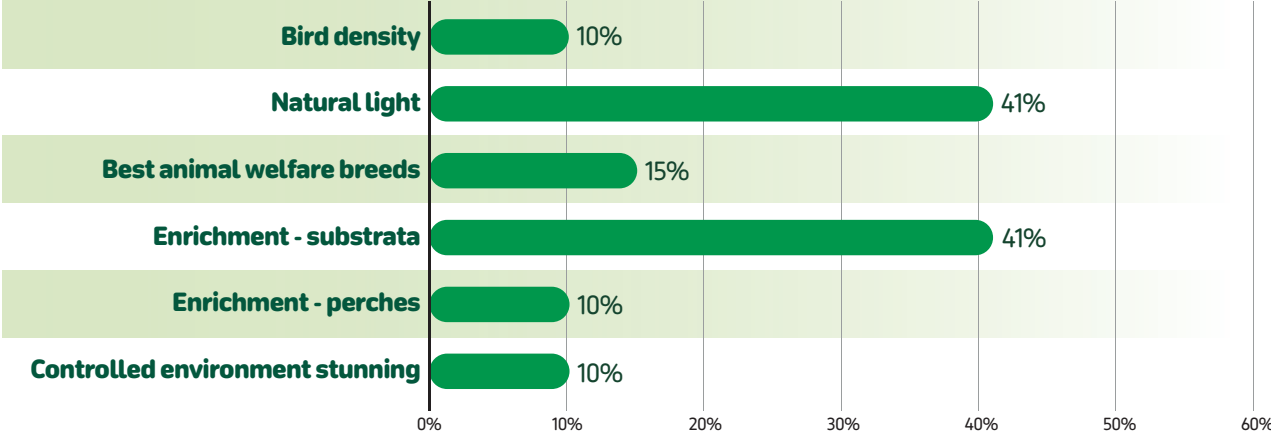


Organic chicken and cage-free farming

Table 1. Organic/cage-free chicken chain work progress [percentage data] in reference to ECC requisites, July 2024.

	End 2024	End 2023	July 2023
Maximum bird density 30 kg/m²	100%	100%	100%
Breeds demonstrating the best animal welfare indicators	96%	100%	100%
Enrichment - perches	50%	100%	100%
Enrichment - substrata	100%	100%	100%
Enrichment - natural light	87%	100%	100%
Controlled environment stunning	100%	100%	100%

Conventional Chain Progress
July 2024



Organic chicken and cage-free farming

Conventional chicken chain work progress [percentage data] in reference to ECC requisites, July 2024

	End 2024	End 2023	July 2023
Maximum bird density 30 kg/m²	10%	5%	2%
Breeds demonstrating the best animal welfare indicators	15%	11%	11%
Enrichment - perches	10%	5%	2%
Enrichment - substrata	41%	20%	17%
Enrichment - natural light	41%	20%	17%
Controlled environment stunning	10%	5%	2%

The Fileni chain is aligned to the above timetable.

In 2024 this training was stepped up with **Biosecurity and Animal Welfare** courses organised together with Istituto Zooprofilattico Sperimentale dell'Umbria e delle Marche for all staff working in the group's privately owned farms and further training sessions every four months for agisters [indirect farms] using in-house staff appropriately trained and qualified via refresher courses supported by the Emilia Romagna region and veterinary staff working for public service companies. The purpose of such courses is to highlight good practices on the subject,

including cleanliness and disinfection, lighting management, farm air quality, farming density assessments and the management of animal feed and water. This work will continue in 2025 too, with a view to consolidating in-house skills and fostering the adoption of increasingly responsible and sustainable practices.

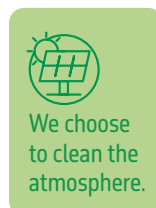
Lastly, in 2024, the installation of audio-visual systems in some of our privately owned farms was completed with a view to monitoring animal welfare in company spaces, to avert the risk of staff farming practices not complying with the company's management methods.



5 | Environmental responsibility

- 5.1 Energy consumption and emissions
- 5.2 Waste
- 5.3 Water consumption
- 5.4 Commitment to ongoing environmental performance improvements

5 | Environmental Responsibility



The Fileni Platform is aware of the impact of its business on the environment in emissions, biodiversity and use of resource terms. The Fileni Platform is thus committed to reducing the negative impact inevitably bound up with its production activities, offsetting and mitigating this with a series of virtuous actions and behaviours.

5.1 Energy consumption and emissions

In 2024 the Fileni Platform's total energy consumption was 583,681 GJ, a slight increase [6%] on the previous year [551,974 GJ]. The index which relates energy consumption to production was 1.83, in line with the previous year.

The main energy source used was methane gas [342,151 GJ in 2024 vs 339,858 GJ in 2023], which fuels two high-performance cogenerators at its two production plants, Cingoli and Castelplanio. Both these cogenerators are equipped with heat recovery systems enabling hot water to be produced for use inside the three plants. The plant's electricity needs are partly bought in from the grid and partly self-produced. The electricity bought this year [168,232 GJ] was covered by Guaranteed Certificates of Origin or purchase agreements certifying their renewable source provenance.

In addition, two anaerobic digestion plants for biogas production at the two Cingoli and Castelplanio plants enable us to cover part of our energy needs.

These are fed by sludges leaving on-site sewage treatment plants made up primarily of fats and proteins deriving from the cleaning of production equipment. These

sludges enable the greatest value possible to be recovered from production waste in the form of energy. This avoids sludge transport and disposal costs and means that these sludges can be used on-site to partially cover plants' energy needs. The biogas generated feeds two cogenerators in the Cingoli and Castelplanio sites which supply electricity and heat energy to the two plants.

The Fileni Platform began monitoring its greenhouse gas emissions (GHG) several years ago, in the awareness that reduction initiatives can only be effective if they appropriately map and report the emissions produced. In this context it is fundamentally important to define the scope and thus the perimeters of reference in emissions monitoring as set out in the GHG protocol corporate Standard 2004:

- **Scope 1¹¹:** direct emissions generated by the Platform from sources privately owned by, or under the control of, the Platform;
- **Scope 2:** indirect emissions generated by the energy bought and consumed by the Platform. Scope 2 therefore takes stock of energy consumption, especially electricity, whose consumption does not directly emit climate warming gases but which can emit these during production. Mitigating or offsetting Scope 2 emissions means contributing, together with Scope 1, to lessening or eliminating the direct global warming impacts of the Platform. As set out in the GRI, Scope 2 emissions were calculated using two distinct methodologies: the location-based method and the market-based method. The location-based method is based on average regional, subnational

¹¹ See methodological notes for the emission calculation models.



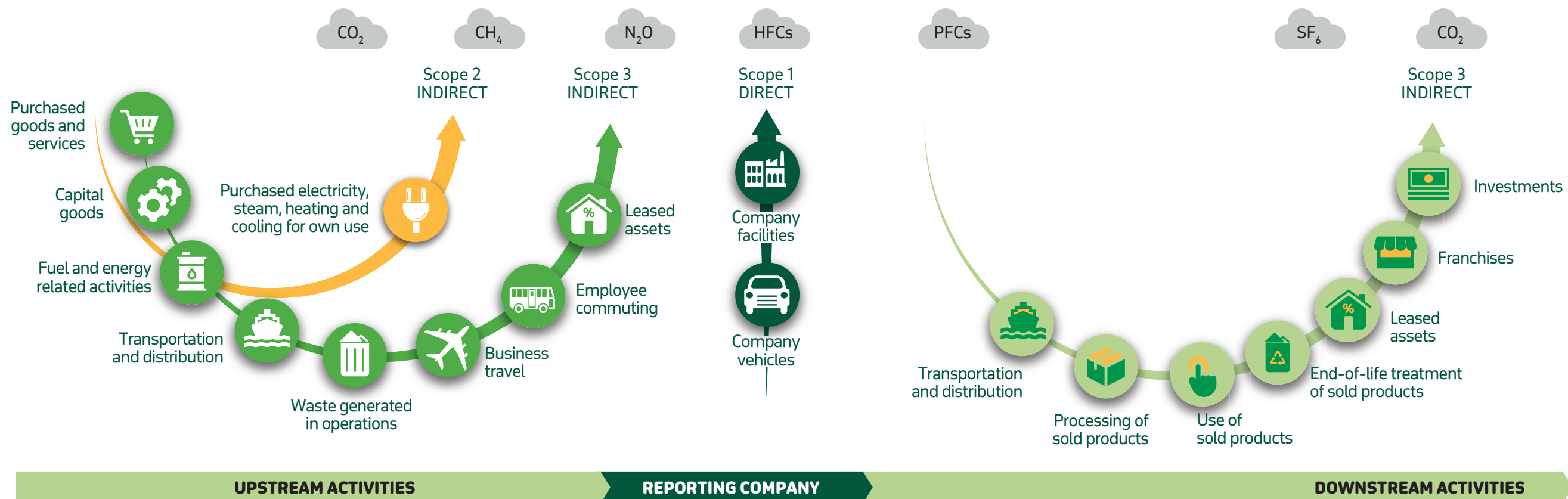
or national energy generation emissions. The market-based method, on the other hand, is based on CO₂ emissions emitted by the energy suppliers the Platform buys electricity from, on contract, or on factors relating to the reference market. This calculation methodology enables the energy bought from renewable sources to be promoted. This method takes account of what are known as Guarantees of Origin;

- **Scope 3** covers all the other indirect emissions generated along the chain's value chain, both upstream and downstream, thus covering the whole product lifecycle. What follows is a graph of the three Scopes described above:¹²

Linking the *Scope 1,2* and *3* definitions with the various Fileni universe perimeters described in section 1.1, the CO₂ emissions covered by *Scope 1* and *Scope 2* refer to the Fileni Platform [i.e. Fileni Group and Carni] while the *Scope 3* emissions refer not only to the Fileni chain but also to the whole Fileni product lifecycle, i.e.:

- **Upstream activities:**
 - Fileni chain - indirect farming and breeding, third party feed suppliers, hatcheries and incubators;
 - Fileni chain suppliers - primarily packaging suppliers and transporters.
- **Downstream activities:**
 - Fileni chain - by-product working and slaughtering waste;
 - Fileni chain clients - the Fileni chain does not have its own retail outlets and hands over its entire production to the various market players. As illustrated in section 1.1. Fileni has commercial relationships ranging from the large-scale distribution network to individual butchers' shops. Thus the

¹² Source: ghgprotocol.org/corporate-value-chain-scope-3-standard



impact of Scope 3 in the downstream segment relates primarily to finished product distribution¹³ [above all by means of refrigerated vehicles], conservation and home cooking of the finished product, packaging, end-of-life, sales and/or reuse of waste [e.g. poultry manure] and farming waste.

As Fileni Platform we undertake to buy clean energy to reduce our Scope 2 emissions and purchase offsetting certificates for our electricity consumption and refrigerant gas emissions. The Platform's goal, however, is to extend these goals to all the Fileni chain's actors, too, with a view to integrating not

just production but also sustainability. To date, however, the Fileni group does not have the tools to report Scope 3 emissions accurately but we are - as our signing up to the Climate Pledge and to Co₂alizione shows - working to contribute to raising awareness, and promoting the progressive mitigation of our GHG impacts both upstream and downstream of the Fileni chain to achieve a product lifecycle which is as close as possible to zero-carbon-impact. With a view to reporting the Fileni chain's emissions (Scope 3), the Platform has set in motion data gathering and analysis of KPI ESG [emissions, ethics, working practices, sustainable procurement] of the Platform's

main suppliers [logistics, foodstuffs and packaging] together with Ecovadis, from 2024 onwards.

The Platform's CO₂ atmospheric emissions [Scope 1 + Scope 2 Market-based, due to electricity consumption and refrigerant gas emissions]¹⁴ amounted to 34,324 tons of CO₂¹⁵ an approx. 44% increase over 2023. This is mainly to be attributed to an increase in refrigerant gases [approx. 11,700 ton CO₂eq in 2024 as compared to 632 in 2023] and specifically the breakage of a production process compressor. The Platform took immediate action on this breakage, with extraordinary maintenance work. It should be noted that the Platform

constantly monitors refrigerant gas emissions with special software and quarterly maintenance work. Additionally, in December 2024, once again to increase our focus on the emission mitigation theme, the Platform set up a technical-scientific roundtable with the relevant public bodies [Regione Marche - Commissione Gas Tossici] and is implementing a process to replace all plants currently at risk of refrigerant gas leaks. This approach accords with the Platform's intention of reducing energy consumption on the strength of technology.

¹³ The Fileni chain does not have its own retail outlets and hands over its entire production to the various market players. Fileni has commercial relationships ranging from the large-scale distribution network to individual butchers' shops.

¹⁴ The emission factors used to calculate Scope 1 emissions were those of ISPRA - Greenhouse gas emission factors in the Italian electricity sector and those of the main European nations and of the Environment Ministry - national standard parameter table (mean 2021-23 values). AIB - European Residual Mixes - emission factors were used to calculate the Scope 2 Market-based emissions. The Scope 1 and 2 emissions are expressed in tons of CO₂ as the source used does not report the emission factors of gases other than CO₂. For further details on the Scope 2 emission calculation methodologies, see the Performance Indicator section.

¹⁵ Emissions from Scope 2 are expressed in tonnes of CO₂, but the methane and nitrous oxide percentages have a negligible effect on total greenhouse gas emissions [CO₂ equivalent] as noted in the ISPRA report *Fattori di emissione atmosferica di CO₂ e altri gas serra nel settore elettrico*.

What follows constitutes disclosure on projects relating to offsetting certificates for the year 2024:



Taishan Geothermal Central Heating System (China) - 20,000 certificates. The project's work was designed to bring in a geothermal heating system to supply heat to a series of residential and commercial buildings in the village of Taishan (China) in winter, replacing the isolated coal boilers currently the norm in the area. Taishan is in Longhu, Xinzheng, in Henan province (China). The project is designed to build and manage geothermal production wells, reinjection wells, heating sub-stations and district heating conduits. Project capacity is 2,480,907m² of residential geothermal heat and 94.516 m², a total thermal total of 116.84 MW. What follows is the project link: <https://registry.goldstandard.org/projects/details/3154>.



Bhesada Wind Power Project in Rajasthan (India) - 15,140 certificates. The project generates energy from renewable energy sources (wind energy) and sells the energy generated to the Indian national grid. It replaces human greenhouse gas emissions calculated at approx. 189,075 tCO₂e per year, thus eliminating 202,306 Mwh/year of electricity from a mix of electrical plant generators linked to the Indian national grid much of which comes from fossil-fuel based thermo-electric plants. What follows is the project link: <https://registry.goldstandard.org/projects/details/3422>.

5.2 Waste

The Group's waste production and disposal complies with existing laws and guidelines set out by the Environmental Management System.

Total waste amounted to **29,649 tons**, 26,181 of which related to the Fileni Platform production plants (Cingoli and Castelplanio), while the rest is attributable to the livestock farms.

Waste quantities increased in 2024, as compared to 2023 (a year in which 6203 tons of waste were generated), a fact which is **attributable to the launch in 2024 of waste monitoring identified with code CER 020204** (sludge generated by on-site processing of approx. 22,000 tons of effluents). These sludges were generated solely in the plants referred to above for use in **biogas** production to fuel energy cogenerators and were not previously classified as waste. The increase reported is therefore to be attributed to the extension of the environmental monitoring perimeter rather than a real volume variation. Virtually all of this is non-hazardous [99.8% - in line with the previous year].



29,649
total waste
generated

5.3 Water consumption

Attention to **responsible water consumption** has implications for all the Group's main production phases. In fact, various measures to reduce water consumption and avoid waste are implemented in both the directly managed farms and the production plants.

In 2024, the Fileni Platform's water consumption was **1819 ml**, an increase of 4% over the previous year [1745 ml]. 44% of the total relates to groundwater pumping from wells located at the Platform's plants, while the rest comes from municipal aqueducts. Our water consumption primarily relates to the slaughtering and plant cooling production phases.

The Cingoli and Castelplanio plants have also been equipped with **modern sewage plants** which enable waste water to be directly returned to surface water.



In 2024
1,819
megalitres
water intake

5.4 Commitment to ongoing environmental performance improvements

The Fileni Platform's commitment to improving its environmental performance is a long term one. The Cingoli and Castelplanio plants obtained ISO 14001:2015 certification for their Environmental Management Systems several years ago. The Platform's new farming centres are designed to reduce their energy and water needs to a minimum and many of them have been equipped with photovoltaic panels. Over the last three years six of the Fileni Platform's structures (4 conventional, 2 organic) have also obtained ISO 14001:2015 certification. The latest of these is the Monte Roberto farm whose certification dates to March 2024.

Scope 1 impact management necessarily covers packaging choices, including in reporting terms. For this reason, in 2021 we began studying our product life cycles and acquired two different EPD certifications enabling us to measure the impact of these products along the whole chain and take action to reduce it.

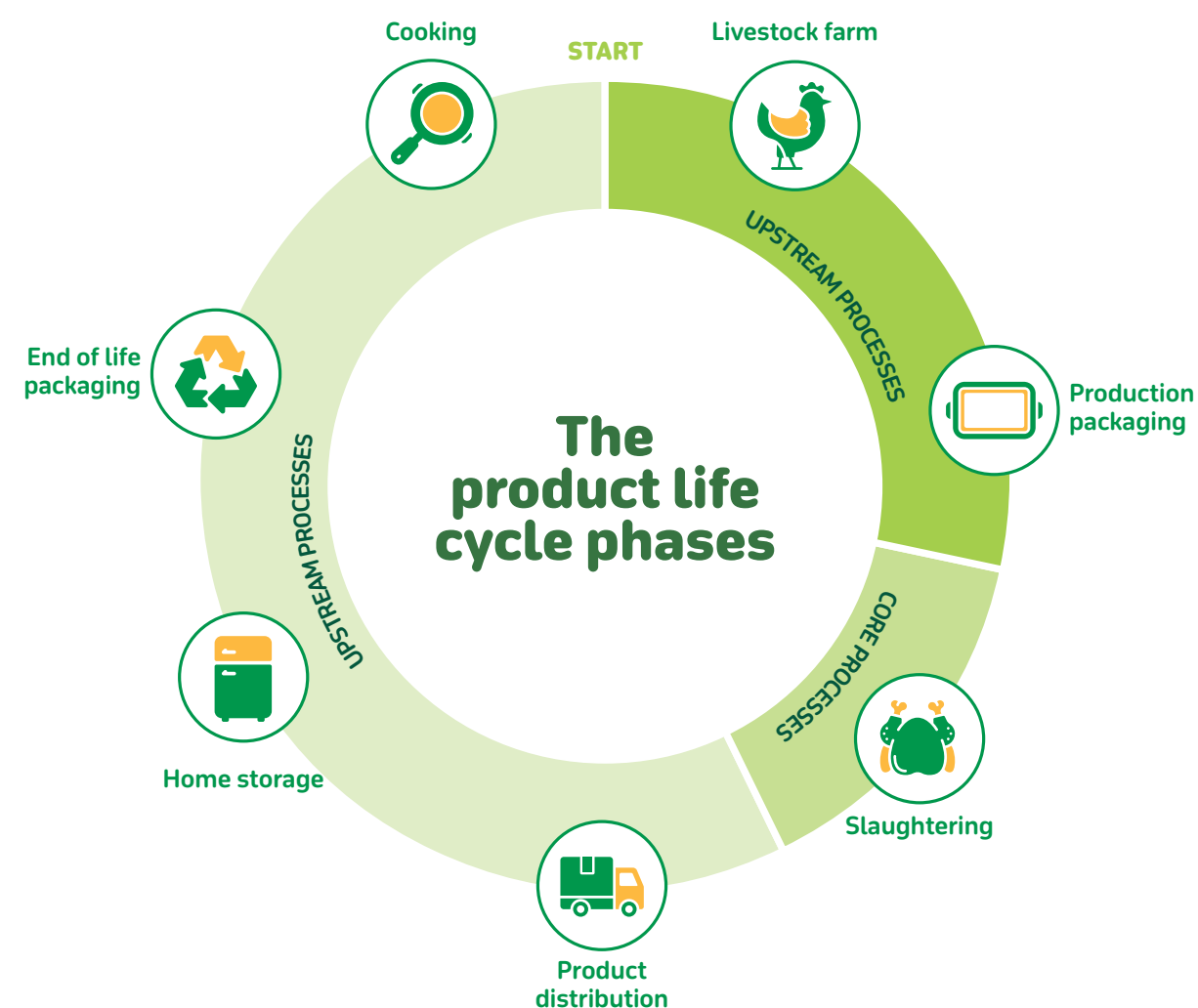
Following on from a *Life Cycle Assessment* [LCA] whose purpose was to analyse environmental impacts bound up with Fileni brand organic chicken meat, the group met the standards required to implement two different **Environmental Product Declarations** [EPD], which quantify environmental product life cycle data to enable it to be compared to other products of the same type.¹⁶ The former refers to **FILENI BIO organic chicken breast**; the latter EPD declaration refers to **GMO-Free FILENI chicken breast**. Both certifications were obtained in 2021 and are

valid for five years. For further information see the following links:

<https://environdec.com/library/epd4251> and <https://environdec.com/library/epd4252>.

The environmental impacts were calculated on the basis of a cradle-to-grave life cycle developed in accordance with the general rules of the EPD *Programme* as well as with the Product Category Rules 2010:13.

The study perimeters comprise the following product life cycle phases:



¹⁶ For additional information: www.environdec.com/home



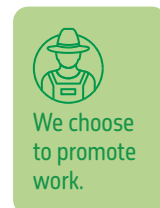
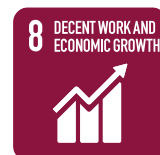


Fileni

6 | Our people

- 6.1 The Fileni Platform in numbers
- 6.2 Recognising people's value
- 6.3 Corporate welfare
- 6.4 Engaging for growth, attracting for innovation: the importance of in-house communication and employer branding
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6 Our people



6.1 The Fileni Platform in numbers

In 2024 the Fileni Platform continued to devote a great deal of attention to integrating staff management processes, a key element in making more direct contact with the people who make up our company.

The primary goal of this integration is creating a better informed and organised working environment. We believe that a well-structured and transparent work space will enable us to take on future challenges with determination and foster a climate of inclusion and engagement.

In 2024 the Fileni Platform increased the size of its workforce: we now have 2300 staff, 300 of whom are new hirings this last year.



2,386
staff on
31/12/2024



Approx.
37%
women



301
New hires

33% of this new staff falls into the under-30 age group, confirming the company's commitment to youth training and professional development.

The livestock, production, logistics and marketing and innovation departments were also reorganised, focusing on promotions and job rotations with the specific goal of enhancing in-house skills.

Lastly, the Fileni Platform has an MBO Regulation (last version updated in December 2023) setting out its target identification and achievement criteria transparently and ESG targets were formally added to the top of the list.

6.2 Recognising people's value

Fileni puts its people centre-stage in its projects, as a multiplicity of initiatives demonstrate. Of these we would like to highlight WOP, an acronym which stands for Wellbeing Operation People and encompasses a great many activities for blue collar workers at the Cingoli and Castelplanio sites. The ultimate goal is to create a team of ambassadors to channel company messages between colleagues. To this end we will strengthen meetings between heads of department and employees with the sole purpose of dealing with problem areas and promoting a serene working environment in which people are looked after.

At Fileni we believe training is the key to recognising people's value and building a shared company culture at the same time. We undertake to set up training which not only gives people the personal growth and business know-how tools they need but also helps staff from the various parts of the Platform to get to know each other, talk things through and work together.

We seek out new ideas and stimuli for training, fostering integration and synergy on a daily basis.

Launched in 2022 the Fileni Academy develops universal and specialist training responding to the professional growth needs of the various company areas with consolidated courses and new initiatives.

The *Live your Movie* development course was a feature of 2024 and, like 2023's *Join the Future*, got the Fileni Platform's talented young people - identified by heads of department from right across the company - involved.



Approx.
19,000
total training
hours (mandatory, managerial and technical training for employees¹⁷, temporary staff, internship and bursary holders).

The Fileni Academy: training pathways which increase people's value



Type of course



Target



Accademia Fileni

Training pathways which increase people's value

¹⁷ For further details on our 2024 training hours see the table in the Annexes section.

This course for 22 people was an opportunity for integration and enrichment whose objective was to train professionals with a holistic vision of the chain capable of understanding Fileni's complex and

specialised nature, operating across the organisation and adopting a proactive and innovative approach. The activities involved were:



Live your Movie will continue in the first quarter of 2025 with whole-company initiatives such as *mentoring*, *job shadowing* and development plans built by individual participants and discussed with their heads of departments and reference HRBP. 2024 was also the year of new training courses, two of which used the power of sporting metaphors to engage and inspire:

- **Fileni E-bike experience:** a middle management course focusing on Fileni Leadership model skills and the importance of team work.
- **Rugby - TuttixUno, UnoxTutti:** A training experience focusing on developing effective communication, team working and relationship-building skills inspired by rugby's core values such as discipline, support and strategy sharing.

These are different courses with something in common: our staff's desire to grow and strengthen the sense of belonging to Fileni. In addition to our soft skill development programme, 2024 training also covered:

Technical training

1,115

Focus on bio-safety and animal welfare, organic agriculture and animal husbandry

Mandatory training

1,800

participants

On-boarding training

2 courses 45 people

to enable new white collar staff, directors and middle managers to obtain a full vision of the Platform's activities

165

participants

Information-giving webinars on new-parenting and parenting skills and a diversity & inclusion workshop

6.3 Corporate welfare

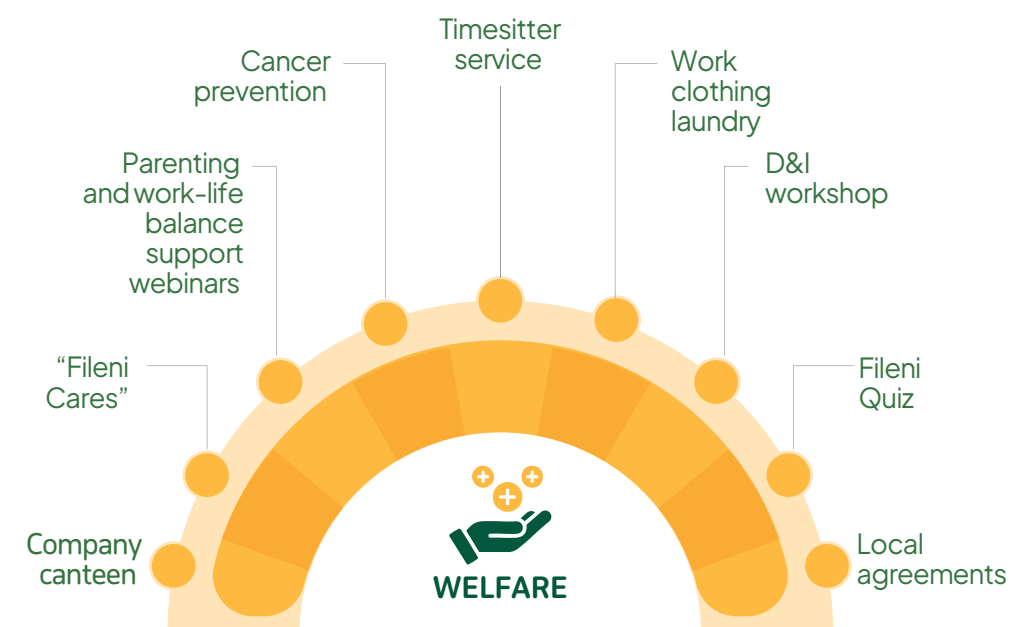
Our people are central to our work everyday and fostering their wellbeing, listening to their needs and creating an inclusive, safe and stimulating work environment are priorities for us. Over the year we have strengthened our welfare initiatives, investing in programmes and services which foster a good work-life balance, health, personal growth and a sense of belonging.

A **Company Canteen** was set up in Cingoli at the beginning of the year, as a pilot

project, testifying to our commitment to welfare.

Once again in the first quarter of the year we launched our **Fileni Cares** welfare service, a platform offering medical expense credits to staff and their families.

Aware of the difficulties involved in balancing work and private life, we have launched concrete initiatives for our people. These include holding **online training webinars** delivered by specialist teachers



New Corporate Welfare 2024

on themes such as work-life balance, parenting and new-parenting with titles such as: *Psychological wellbeing in the postpartum phase*, *My return to work* and *New post partum couple equilibria*.

We also paid specific attention to health with a **cancer prevention awareness campaign** designed to provide information and give people the knowledge and support tools they need.

Finally, a **Timesitter service** was set up, in both physical and digital modes, to offer practical support dealing with

personal needs ranging from buying zero-miles products to picking up drugs and prescriptions, booking check-ups, car washing and tailoring services. And there's more. A pilot **work clothing laundry service** was set up at the Castelplanio plant for staff in certain production sectors. On the Diversity & Inclusion theme, two **workshops** were set up to encourage people to talk and raise awareness. Specifically Fileni held two workshops and a follow-up webinar which looked at the following themes:



- unconscious prejudice basics: understanding how prejudices develop and how they can be tackled;
- intercultural communication techniques: methods and practices encouraging communication in a diversified environment;
- management of cultural differences: strategies to make the most of differences and turn them into company strengths.

This inclusion and valuing cultural diversity trajectory included activities designed to foster blue collar integration and engagement. These included the creation of **training quizzes** for Italian nationals and people from around 50 different countries, fostering Italian language and culture learning and literacy. Those taking part 'met' virtually and spent time together, gaining credits (known in technical jargon as Tokens) which are managed via *BlockChain* technology.

In addition the Fileni Platform signed **agreements** with a range of local services to offer further benefits to its people. These included partnerships with medical clinics, gyms, psychologists, holiday resorts and banks for discounted rates and specific services.

Vouchers were once again made available to all staff, including new employees, for use on Fileni Platform product purchases.

Lastly, Fileni's commitment to supporting collective transport capable of reducing its environmental impact also continued. Our synergy with local transport firms thus remained strong, with a view to getting staff to our Cingoli and Castelplanio plants.

Health and safety

For the Fileni Platform **safeguarding the health and safety** of its staff is a top priority. To guarantee constant improvements in health and safety conditions at work the Fileni Platform keeps a watchful eye on specific prevention laws at all times and updates its safeguard protocols to ensure that it is up to the task of minimising risk and accident severity.

Guaranteeing and improving the health and safety of its people has prompted the Fileni Platform to implement a **workplace health and safety system** according with UNI-INAIL guidelines and legislative decree 81/08. The system requires company processes to be identified, tasks assigned, ongoing training - going beyond legally mandatory courses - to be held, a functional organigram to be implemented and, lastly, the implementation of **Operational Procedures and Instructions** in accordance with binding legal requirements requiring monitoring and improvements in goals and targets with a view to eliminating or minimising risks to the health of staff in the workplace.

The linchpin in this system is the risk identification and assessment process formalised in the **Risk Assessment Document (RAD)** drawn up after an in-depth analysis of all working phases. The process identifies and assesses the

risks involved in each specific company working activity and in those which cut across categories, including risks of an organisational type (psychosocial risks) which can cause occupational stress and other forms of damage to health and safety following on from the potential hazards identified.

Consequently the Fileni Platform has identified and launched the implementation of all the **prevention and protection measures** deemed necessary to eliminate or minimise the risks deriving from these duties, as well as setting out the necessary measures and procedures.

Heads of department can report dangers and hazardous situations bound up with work on a range of digital channels and all staff are to be encouraged to be **proactive** in this type of reporting. Health and safety officers are responsible for monitoring and managing the practices bound up with what are known as near misses, which must be subject to assessment during weekly production meetings together with Plant Managers. This ensures an efficient **risk reporting and mitigation** channel.

The Fileni Platform has implemented a series of actions designed to identify and eliminate dangers and minimise risks using the **Safety** software in which the following data is monitored:

- health surveillance, i.e. organising periodic medical check-ups, sick leave lasting over sixty days, suitability certificates, worker prohibitions/limitations;
- analysis and task- and assigned-PPE-attribution: the software is managed daily and prior to the Risk Assessment document it enables the real needs of all staff to be responded to with assignment, reassessment and monitoring of all work duties;
- a near-miss file which is shared with production and examined by the Prevention and Protection Service

Officer;

- accident, hours worked and sick leave hour trends are analysed weekly and compared with figures from the previous year in order to take improvement action. This data is always saved on servers and PowerPoint presentations made;
- theoretical and practical training of emergency teams with first aid, fire-fighting and health and safety officer courses on an ongoing and additional basis enabling all appointed staff to identify risks in advance and respond immediately via compliance with the procedures implemented in an appropriate and prompt manner;
- health suitability check-ups are carried out at the company, ensuring a constant weekly presence of occupational doctors.

Appropriate and effective staff training is an indispensable element in workplace health and safety laws. The Fileni Platform undertakes to train its staff and raise awareness of the health and safety theme on a regular basis, keeping staff informed about the general and specific risks bound up with their duties, the safety procedures to be adopted and the prevention systems implemented. All newly hired staff are suitably trained on this matter and regular refresher courses are held, sometimes going beyond legal requirements (such as emergency teams, for example).

While certain risks apply to specific workers only, such as contact with chemical substances and management of dangerous and non-dangerous waste, the RAD analyses dangers in detail, identifying residual risk and implementing appropriate actions and procedures.

Specific training for operators is also provided, both theoretical and practical training on the use of equipment and machines. A workplace health and safety protection and prevention service is also



provided and those responsible are: **the employer, managers, the prevention and protection service officer, those working in the prevention and protection service, employee health and safety representatives, health and safety officers, fire fighting and first aid teams and the occupational doctor.** The service also manages health surveillance activities, i.e. periodic medical check-ups and specific check-ups linked to job and risk type.

After accidents or work-related illnesses the protection and prevention service officers analyse causes with the help of area managers, health and safety officers and the workers themselves, interacting with workers and bodies such as INPS and INAIL.

The Health and Safety Service draws up a suitable report together with the Human Resources department. In the event of occupational accidents or illnesses, opportune corrective action is taken which may take the form of awareness raising, theoretical and practical training or procedure and lay-out revision, work space, ergonomics and machine and equipment improvement.

6.4 Engaging for growth, attracting for innovation: the importance of in-house communication and employer branding

In-house communication plays a key part in the complex context of the Fileni Platform. Targeted initiatives are used to promote understanding of company interconnections and project, result and action visibility designed to strengthen the brand and actively engage everyone.

In-house communication tools and news

Over the years the Fileni Platform has worked constantly to reinforce in-house communication with a multi-channel plan diversified for the various target groups. **Intranet**, the channel of choice for white-collar staff, has been rendered more dynamic by integrated work by the Publishing Board made up of the HR&O in-house communication, marketing & innovation, Institutional Relations and CSR teams. This board worked on monthly content posts in the News section and supplementing the intranet with articles focusing on company identity [vision, mission, purpose].

The News section is now more active, with an increase of approx. 40 communications in 2024 and higher interaction levels than the previous year.

In 2024 we further developed our in-house communication strategy. An **inter-departmental team** was set up in which the various parts of the Platform provide visibility to news from their own departments by means of a departmental reference. This has meant significant changes to the intranet with the addition of new sections: **News from the teams**, the company canteen, the Fileni Training Academy development courses and the welfare agreements.

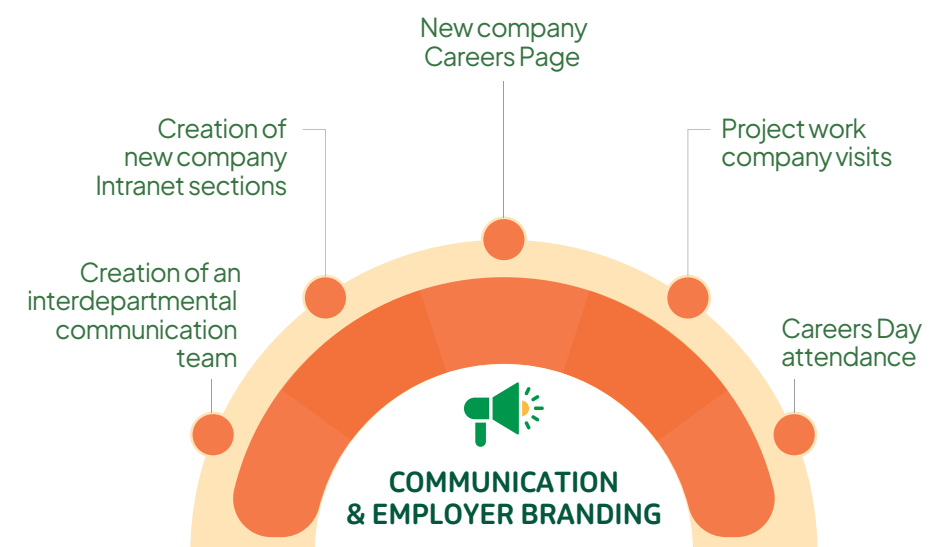
With a view to **reaching everyone at the company** the news published on the intranet is then disseminated on screens in Fileni Platform worker canteens and on the Zucchetti HR portal.

Lastly, over this last year we offered our staff **sports event engagement** and **participation** and **exclusive event** opportunities, fostering sharing, aggregation and a sense of belonging.

6.5 Respect for employee human rights

In accordance with the Universal Declaration of Human Rights the Platform recognises that all workers are entitled to pay which guarantees them and their families a dignified life. To combat working poverty, i.e. the possibility that fully employed people's salaries are below relative poverty thresholds - an especially high risk in the crop and livestock farming sectors - the Platform guarantees that those directly employed by it are paid in line with Italian wage guidelines.

The Platform is also aware of risks bound up with unfair employment practices, such as forced labour, where immigrants,



children and other vulnerable categories of workers in the value chain are concerned. This is a particularly high risk for those working within a business type known as agistment¹⁸. Farmers working on land which Fileni does not manage directly may equally also be at greater risk.

It should, however, be reported that as all the Group's operations are in Italy this risk is not considered significant as it is mitigated by stringent Italian law. At any event while the Group has not formalised specific policies and plans on these themes we have adopted a Code of Ethics to contribute to eliminating all forms of unfair employment practices. This code contains the general principles and behavioural rules which the organisation considers especially positive in ethical terms and which all those covered by the code must comply with, i.e. employees and all those external to the organisation but working directly or indirectly with the farming business area.

For illustrative purposes what follows sets out some of the ethical principles the organisation believes strongly in and which express its desire to combat all forms of child, forced or mandatory labour.

- Compliance with the law, regulations and applicable standards in Italy and all other countries we work in is the cornerstone of what we do, as is the Italian democratic order.
- Every decision, action and offer we make is free of age, sex, race, ethnic group, nationality, political opinion and/or religious belief discrimination of any kind.
- The basis of the transparency principle is the truthfulness, accuracy and completeness of all the information provided, both outside and inside the value chain.

- Suppliers are selected on the basis of their ability to ensure compliance with our Code of Ethics, implement adequate company quality systems, where relevant, the availability of suitable organisational tools and structures and compliance with labour laws, including those relating to child labour, women's employment, workplace health and safety and the rights of trade unions or other representative associations.
- Value is accorded to human resources as fundamental and indispensable organisational development factors. In fact, the value chain safeguards professional growth and development with a view to increasing the skill patrimony in accordance with current legislation on personal law with a specific focus on personal moral and physical safety. The organisation also undertakes not to encourage clientelism and nepotism.
- Staff are hired solely by means of valid work contracts and no unregulated work of any sort is tolerated.
- Pay rises or other incentive strategies and promotions are regulated by the law and collective bargaining contracts as well as by individual merits including the ability to demonstrate behaviours and organisational skills abiding by the chain's ethical principles as set out in this Code of Ethics.
- The organisation requires internal and external labour relations to be free of harassment of any sort, including creating a working environment which is hostile to individuals or groups of staff, unjustified interference with other people's work or the creation of obstacles and barriers to the professional development of other staff.

Where the dissemination of the Code

of Ethics is concerned, training and information on its contents is a key Fileni Platform commitment. The Code's objectives include fostering and strengthening a corporate culture around the ethical principles set out in the Code, disseminating the standards, procedures and practices required and, even more importantly, extending consensus around its principles.

Violation of the Code's standards damages the organisation's trusting relationships and may constitute non-fulfilment of contractual obligations or a disciplinary issue with all the legal consequences implied by this.

In the event of any violations of the requirements of the Code of Ethics the organisation undertakes to implement proportionate penalties, impartially and uniformly, pursuant to current provisions of labour relations regulations.

Lastly, in order to assess risks related to the right to join trade unions and collective bargaining, the Group has carried out an analysis of its non-Italian suppliers (primarily big food supply players), highlighting that the information currently available to us indicates that most of these are working in accordance with codes of ethics and/or employee rights policies. The risk of violations of the right to trade union membership and collective bargaining is thus not held to be high.

¹⁸ Agistment agreements are between two entrepreneurs (agister and agistee) for the purposes of sharing livestock farming tasks.

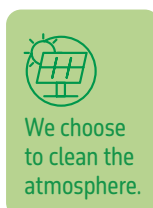
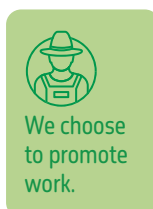
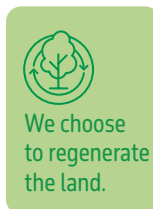
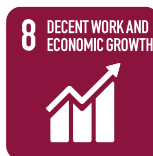


Fileni

7 | Organic agriculture

7.1 Biodiversity

7 Organic agriculture



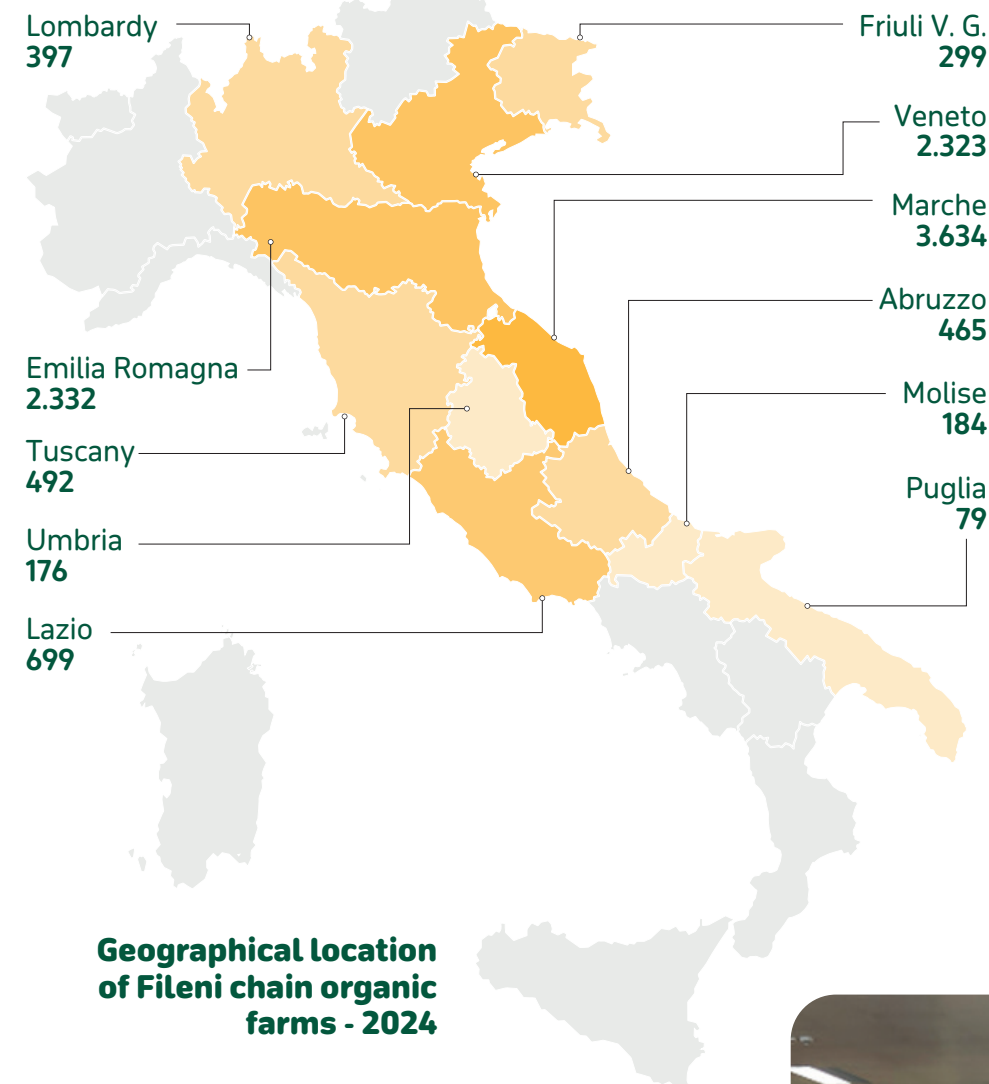
Fileni is an Italian organic agriculture pioneer and intends to further expand this practice. The company is aware of its impact on **climate change** [greenhouse gases, nitrogen and sulphur oxides] and of the effects these have on it, such as a rise in extreme weather events which jeopardise its operations and long-term climate change with effects on harvests.

To protect **soil health**, Fileni has adopted practices and technologies designed to reinforce its resilience. Fileni's organic agriculture falls into two categories:

- **Direct organic farming:** farming on the Fileni Platform's directly owned or rented land;
- **Indirect organic farming:** including "chain agreements" for the farming of organic raw materials whose process Fileni monitors and checks from sowing to harvesting in compliance with European Union Regulation 848/18. Purchases of certified organic foodstuffs from third party suppliers also fall into this category.

In 2024 organic foodstuffs from directly owned or rented farms and from chain agreements covered 50% of the Fileni chain's organic needs. Our goal is rapid increases in raw materials farmed organically by Fileni in the coming years.

In geographical terms, what follows is the positioning of the organic farming chain [direct and indirect, with reference to the chain agreements]. Fileni employs agricultural practices which combine modernity and innovation with traditions, with a view to preserving **soil**



Geographical location of Fileni chain organic farms - 2024

health. While it is easier for the company to implement these strategies on its own lands, it is also working to co-ordinate these efforts with all the chain's third party farmers.

Fileni's traditional practices include leaving **crops residues** on the land. Carefully burying these increases organic substance levels, preserving soil fertility and richness. Farmland used for chicken pasturing at organic farms is also farmed to **olives** with wide spaces between the rows. This fosters the growth of multi-year grasses,

increasing biodiversity and pollinating insect numbers.

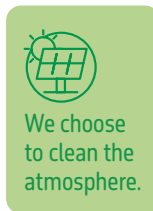
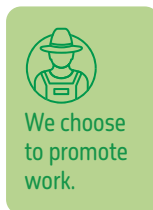
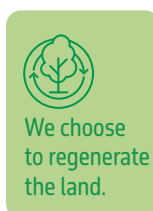
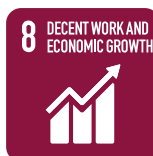
On both its own lands and those of its partners Fileni promotes **intercropping** of soft wheat and pulses [broad beans and peas], a practice inspired by ancient farming traditions which improves soil fertility, controls weeds and increases plant cover.

Fileni actively promotes and disseminates sustainable agricultural practices via a range of initiatives. The firm organised an event on the benefits of bioregenerative agriculture in partnership with Arca Srl Benefit to raise awareness of this issue, exploring benefits which include soil fertility, water retention capacity and erosion reduction.

Fileni also celebrated World Olive Day with an event focusing on knowledge and promotion of sustainable olive farming in partnership with AMAP [Agenzia per l'Innovazione nel Settore Agroalimentare e della Pesca "Marche Agricoltura Pesca"]. This initiative explored best top quality oil farming and production practices, fostering a corporate culture attentive to environmental sustainability.

Fileni's commitment also extends to youth training. The firm met the students of Ravenna's Istituto Tecnico Agrario Statale "Luigi Perdisa" to showcase its agricultural chain and bioregenerative agriculture and gave students CV-writing help to assist them in joining the labour force.





7.1 Biodiversity

Biodiversity safeguards are a key *milestone* for Fileni as the following operating projects show:

Progetto Buon Miele Non Mente - The Good Honey Doesn't Lie Project

In 2024, Fileni launched the *Buon miele non mente* project, an environmental biomonitoring project which integrates sustainability, science and social inclusion. The project involves setting up 72 beehives at organic farms in Fabriano, Jesi [Cannuccia] and Ostra, in the Marche Region. Honey bees play a fundamentally important role in environmental balance and biodiversity conservation, acting as natural bio-indicators capable of monitoring air, soil and water quality in an area of approx. 3000 hectares around the individual hives.

By gathering pollen, bees supply precious data on local biodiversity and the state of environmental health. The result of a partnership with Agenzia per l'innovazione nel settore agroalimentare e della pesca [AMAP], Consiglio per la ricerca in agricoltura e l'analisi dell'economia agraria [CREA] and organic beekeeper Giorgio Poeta, the project collects and analyses pollen for environmental monitoring and pollutant presence purposes.

A range of measurements and scientific analysis took place in the project's first year, beginning in spring 2024:

- **Melissopalynology analysis:** to identify the nectariferous species present in the honey, thereby determining its botanical and geographical origin;
- **multi-residue analysis on the honey:** to detect any pollutants and chemical residues from farming or industrial practices present in the honey;
- **Palynology analysis:** to identify the

pollen species present in the pollen collected by the bees, supplying information on local plant biodiversity;

- **multi-residue analysis on the pollen:** to monitor the presence of environmental pollutants potentially affecting bee health and pollen quality;
- **multi-residue analysis on dead bees:** to enquire into the accumulation of toxic substance in bees, providing indicators of the area's environmental quality.

These tests provide a detailed overview of the state of health of the surrounding ecosystem enabling environmental criticalities to be identified and corrective action taken.

Buon Miele non Mente is part of Fileni's regenerative strategy designed to make it "nature positive", with a view to fostering sustainable farming practices and ecosystem regeneration. There is also a social component to the project: some of the honey produced will be donated to Microbiscottificio Frolla, a social cooperative which works for labour inclusion for disabled people, thus contributing to generating shared value for the community.

What follows is the project link: <https://www.fileni.it/buon-miele-non-mente>.

3BEE

The Buon Miele non Mente - Good Honey Doesn't Lie project resulting from a partnership between Società Agricola Biologica Fileni and beekeeper Giorgio Poeta to protect the agricultural ecosystem and biodiversity also includes an important partnership with 3Bee, an environmental biomonitoring technology sector leader.

The objective is to strengthen environmental data gathering and analysis with a cutting-edge scientific approach based on innovative technological tools.

The HIVE-TECH system, set up on two hives in Cannuccia, uses IoT sensors to monitor ecosystem health with parameters such as hive sound, temperature, humidity and weight.

The SPECTRUM system also allows for non-invasive pollinating fauna monitoring via sound frequency analysis, with 4 sensors installed in the field providing real time data on pollinator quantity and variety. Satellite environmental monitoring completes this framework - in partnership with the European Space Agency [ESA] -

enabling habitats and biodiversity to be surveyed via satellite images and precision agronomy analysis and 4.0 local sampling. Integrating this data with Buon Miele non Mente project data will enable local sustainability and biodiversity to be measured on an objective and ongoing basis, thus contributing to the environmental value of Fileni's agricultural practices.

Further details are available on this link: - <https://www.3bee.com/>



The ARCA project – Agricoltura per la Rigenerazione Controllata dell'Ambiente

Fileni is co-founder of and promoter of the ARCA project whose objective is to restore a balance to the man-land relationship, promoting agriculture's custodian role in this and raising people's awareness of the fact that their buying choices can turn them from consumers to regenerators.

All ARCA products derive from organic bioregenerative farming techniques capable of incentivising the regeneration of the soil [restoring its fertility and under- and above-ground biodiversity] and the ecosystem [development of ORSS® regulations]. The project has deep Marche Region roots. ARCA is also an innovative social tool forming a network of farmers, agronomists, farm companies, technology suppliers, universities and research centres with a view to making contact between farmers [and the land they farm] and end consumers.

What follows is the ARCA link: <https://www.arca.bio>. The bioregenerative farming model designed by the founder of Società Arca and funded by PSR Marche led to the drawing up of guidelines setting out all

its benefits in 2023 which are still in use today. The results obtained from studying this experimental model are of use in understanding how best to use cover crops, avoiding losing water and promoting the use of the nitrogen present in the soil left there by fertilisers used in the previous crops, as well as reducing greenhouse gas emissions [nitrous oxide] in the atmosphere [OS4] and the leaching of nitrates from surface and underground water.

An important joint Fileni Platform and Arca project currently under way relates to Marche regenerative chicken [<https://www.arca.bio/pollo-biorigenerativo/>] whose goal is to develop new regenerative organic chicken specifications, which will be the first of its kind nationally. Slow-growth genotypes farmed outdoors with organic feed deriving from regenerative organic raw materials produced in accordance with the ORSS® directive for the sale of chicken with higher anti-oxidant and vitamin contents will be used.



Fileni

8 | Local bonds: stakeholder value

- 8.1 Responsibility to the area and the community
- 8.2 The Marco Fileni Foundation
- 8.3 Agreements and affiliations with associations
- 8.4 Partnerships and stakeholder awareness raising

8

Local bonds: stakeholder value



Local bonds in the areas the Platform works in are fundamentally important with a view to contributing to the sustainable growth of our area, the Marche region. A desire to make a greater contribution to the community, regenerating it, is based on a corporate model which is less shareholder-value than stakeholder-value based.

8.1 Responsibility to the area and the community

Events, sponsorship and awards

THE FIGC SPONSORSHIP

The partnership between Fileni Alimentare S.p.A. and Federazione Italiana Giuoco Calcio (FIGC) was further strengthened in 2024, with the consolidation of Fileni's *Official Partner* and official supplier of meat to the Italian national football teams role.

The Fileni logo will continue to accompany the Italian national teams at their matches, training sessions and events, testifying to a shared vision of victory and positive value dissemination. Fileni meats – both organic and conventional – continue to be part of footballers' diets and nutritional plans, on the strength of the significant role played by white meats in sport diets.

On the occasion of the 2024 European Football Championships, Fileni organised a culinary tour to support the Italian national team and foster a healthy lifestyle by means of balanced diets and the contribution of white meat protein. Fileni took an Ape Car to Piazza Duca D'Aosta in Milan which served up a hamburger created by the national team's nutritionist Matteo Pincella. A Fileni food truck then served up grilled meats from 20 to 24 June in Piazzale Gabriele D'Annunzio, Pesaro, in the context of the 2024 Cultural Capital celebrations with an initiative focusing on solidarity.



THE ONE HEALTHON PARTNERSHIP

Fileni has been working together with One Healthon, a network promoting interconnected human, animal and environmental health, since November 2023 with a view to working for healthy and sustainable nutrition. This partnership continued in 2024 and culminated in an information leaflet created together with nutritionist Matteo Pincella which was handed out at the cancer-prevention events organised by One Healthon across Italy.

8.2 The Marco Fileni Foundation

Set up in 2016 by the Fileni family in memory of Marco, third child of Giovanni Fileni and Rosina Martarelli, the Foundation achieved charitable status in 2019 and pursues social utility and solidarity goals with a special focus on the right to education.

Every year its **Crediamo nei Giovani - We Believe in Young People** project awards 30 study bursaries to deserving students from Italy's high schools and universities, with a view to encouraging and offering financial support to young people's continued studies, for an opportunity-packed future.

Recognised in 2021 by the Marche Region as an accredited higher and ongoing study body, in 2023 the Foundation decided to redefine its mission and visual identity with an informal, warm and inclusive tone of voice: **"Disseminating Marco Fileni's positive energy, helping young people to explore their unique identities via listening, guidance, training and sharing"** – and committing to the planning of new initiatives.

In fact, in 2024, the Foundation **extended its projects** with initiatives focusing on young people to supplement its study bursaries. These have included:

- **NEET Observatory:** a social enquiry into NEETs in central Italy. This was the first Fondazione Marco Fileni publication to supply the fundamentals on this theme, aiming to generate in-depth knowledge of the phenomenon and the consequent implementation of activities designed to avert or limit this situation;
- **Success Stories:** interview videos with under-30s from the Marche Region who have chosen careers diverging from what is considered successful socially, in which performance is linked up to educational and career excellence. These are young people who have transformed their passions and dreams into real life, making careers out of them. We use their stories for days and thoughts to inspire and guide;
- **Training course:** a two-session training course for students focusing on two themes of great importance to their careers: writing a CV and managing work interviews. The course title is *Building the Future Together*.



LINK TO THE WEBSITE FOR PHOTOS AND INFO:
www.fondazionemarcofileni.it



**CORSO DI FORMAZIONE
COSTRUIAMO INSIEME
IL TUO FUTURO**
DAL CURRICULUM AL COLLOQUIO DI LAVORO



Fileni

8.3 Agreements and affiliations with associations

Given the complexity of our chain, the Fileni Platform has signed up to a great many associations:

FILENI PLATFORM	
Unaitalia	Coldiretti
Confindustria Ancona e Macerata	CIA
Assobio	Confederazione Produttori Agricoli [Copagri]
Confagricoltura	Assobenefit
Associazione Generale Cooperative Italiane [AGCI]	Aidaf
Assoavi	Ifoam Organic International
Foodbrand Marche	Assalzoo
Cluster Agrifood Marche	Filiera Italia

The addition of these associations fits perfectly into the Group's transition to a model featuring increasing **attention to corporate sustainability**, enhancement **of the** territory we work in and also dissemination of an **agricultural model suited to the production of organic foodstuffs**.

The European, Italian and regional associations demonstrating the greatest commitment to these goals, in detail, are:

IFOAM

Representing movements promoting organic farming at the global level, IFOAM has been accorded UN consulting body status and supplies a global platform for international cooperation and exchange in this sector. IFOAM takes action to promote organic farming systems and production with a holistic approach and its objectives include environmental safeguards and fundamental human needs in line with sustainable development principles. IFOAM represents the organic movement internationally in parliamentary, administrative and executive settings, drawing up and periodically revising organic agriculture and international food preparation standards and achieving international organic quality guarantees [the IFOAM accreditation programme guarantees world certification equivalence]. The company is an active member of IFOAM with the right to vote in the IFOAM Europe Group for the European farming sector.



ASSOBIO

The Italian association of organic and natural product transformation and distribution companies. AssoBio has 90 food and cosmetics sector members, and its management board is made up of businesspeople and a dedicated team of professionals. The company sits on the management board of this association.

A.G.C.I.

Associazione Generale Cooperative Italiane is actively committed to setting up a system of synergically and strategically interlinked companies via a modern organisational framework enabling the movement to stake its claim to a productive and centre-stage role in the economic context with a view to promoting its work and civil commitment. The company is currently the association member with the greatest economic impact in the Marche region.

UNAITALIA

The sector association which defends and promotes the Italian meat and egg food chains. It represents over 90% of the Italian rabbit and poultry chain and a very large segment of the pork chain, promoting its image in all contexts. The company sits on the association's board.

ASSOBENEFIT

The first association to represent benefit companies in Italy, working alongside companies which have embarked on the benefit path, putting the common good centre-stage in their social and economic growth market models. Italy was the first sovereign state in the world to issue specific benefit company legislation, in late 2015, considered a base element in the Italian economic paradigm and strategic asset change-of-course.

LEGAMBIENTE

In 2022, the Fileni Platform entered an **agreement with Legambiente also applying to 2024**, designed to develop the company, foster **sustainable development of the sector** [organic agriculture, feed autonomy, renewable energy, social and ethics commitments] and raise awareness and engage people on environmental themes. In this way, Fileni commits to support Legambiente events and play its part in the community with **voluntary work**. Precisely on the basis of its partnership with Legambiente, the Fileni played a centre-stage role in some of the organisation's most prestigious events, with examples including Festambiente - the yearly Tuscan eco-festival - and the sixth edition of Forum Agroecologia Circolare.





FOODBRAND MARCHE

One of its kind in Italy, the association has more than 3000 company members and 34 certified products, but its goal is to foster team work and mutual support, promoting these untiringly in Italy and worldwide. A concrete vision of the present and future. Fileni is a member of this association, which currently has single certified product district status in the Marche region.

8.4 Partnerships and stakeholder awareness raising

Motivated by a desire for innovation and ongoing improvement Fileni continued to believe in the area's potential and in **synergies between the academic world and business** in 2024.

The Fileni Platform works with universities on an everyday basis, believing in the importance of research, and investing in young people in the belief that study and new skill development are the keys to growth and progress. The Platform also believes that partnership projects constitute a **great opportunity** for companies, forming short and long term relationships with companies working in very different sectors and culturally vital research bodies.

In fact, in 2024 the Fileni Platform kept up its historic partnerships with academic bodies - Università Politecnica delle Marche, Università di Camerino and Università degli Studi di Scienze Gastronomiche di Pollenzo - based on certain key drivers: territory, agroecology, animal welfare, circular economy and Manufacturing 4.0.



Università
politecnica delle
Marche



Università degli studi
di Camerino



UNISG strategic
partner club



Agriculture and
Veterinary Medicine
Faculty



Università degli studi
di Urbino



Università degli studi
di Macerata



Università degli studi
di Bologna



Poliarte
Accademia delle
Belle Arti



Crea



In 2024 the Fileni Platform continued its awareness-raising work with its crop and livestock farmers designed to incentivise GREEN projects useful to firms, sending newsletters and information on new opportunities of use to them in competitiveness terms as regards environmental sustainability. This includes the new Marche Region [Pacchetto SRD01 and SRD02 and Bando Insediamento Giovani Agricoltori] and national, e.g. Fondo Innovazione dell'Ismea tenders.

Annexes

Material themes and related impacts

Key:

Macroarea: the individual impact area identified in the materiality analysis;

Material theme: the individual theme each macro area is made up of;

Impact: the potential (positive or negative) impact the Platform’s activities have, by individual theme category;

Nature: the nature (positive, negative, neutral) of the impact;








Current/potential: indicates whether the impact is real or potential;

Impact description: describes what the impact on the Fileni Platform and its stakeholders may actually be;

Involvement of the organisation: indicates what methods Fileni might use to limit negative impact risks (or increase positive impacts) in relation to each theme (for example, if only causing this impact or contributing to it).

The **materiality** concept is closely bound up with impact: the material themes are those representing the organisation's **most significant impacts on the economy, environment and people, including its human rights impacts**. A table summing up the material themes and related impacts identified is shown here:

Table summing up the material themes and related impacts identified for Fileni








						
Area	Material theme	Impact	Impact description	Nature / type	Impact perimeter	Organisational involvement
RESPONSIBILITY TO THE ENVIRONMENT	Responsible business and supply chain management	Environmental compliance violations in the supply chain	Negative environmental impacts of raw material supply and working along the chain, especially environmental impacts [e.g. water and energy consumption, land exploitation, intensive farming practices, biodiversity loss, etc.]	Potential negative	Fileni Platform, consumers and clients, sector associations (including voluntary sector), suppliers, crop and livestock farmers	Directly linked to the Platform
	Sustainable packaging	Raw material consumption for packaging	Direct environmental impact bound up with the use of materials for packaging and indirect impact relating to the production and working of packaging materials along the supply chain (plastics, paper, cardboard, wood, metals, etc.)	Current negative	Fileni Platform and consumers and clients	Caused, to which it contributes and is directly linked
	Circular economy and efficient use of resources	Energy consumption	Energy consumption with consequent negative environmental and energy stock reduction impacts	Current negative	Fileni Platform, banks and credit institutions, consumers and clients, schools, universities and research centres, sector associations (including the voluntary sector), suppliers, crop and livestock farmers	Caused by the Platform
		Water availability reductions	Use of water in our production processes with repercussions on local water availability	Current negative	Fileni Platform, banks and credit institutions, schools, universities and research centres, sector associations (including the voluntary sector), suppliers, crop and livestock farmers	Caused by the Platform
		Reduction in water quality	Impacts due to the spillage of substances into the water table and consequent pollution of the water table and seawater	Potential negative	Fileni Platform, banks and credit institutions, consumers and clients, schools, universities and research centres, sector associations (including the voluntary sector), suppliers, crop and livestock farmers	Caused by the Platform
		Raw food material consumption for production	Environmental impact bound up with the intensive use of raw food materials (animals, feed, etc.) and other ingredients needed for production	Current negative	Fileni Platform, banks and credit institutions, consumers and clients, schools, universities and research centres, sector associations (including the voluntary sector), suppliers, crop and livestock farmers	Caused by the Platform
		Waste generation	Environmental impacts bound up with the production of hazardous and non-hazardous waste in both the production phase and along the value chain (transport, packaging, post-consumer)	Current negative	Fileni Platform, banks and credit institutions, consumers and clients, schools, universities and research centres, sector associations (including the voluntary sector), suppliers, crop and livestock farmers	Caused and contributed to by the Platform
	Climate change	Generation of direct and indirect GHG energy emissions (Scope 1 and 2)	Contribution to climate change via direct and indirect energy emissions bound up with the Group's activities at its various plants and sites.	Current negative	Fileni Group, banks, clients, universities, associations (including voluntary sector), suppliers, crop and livestock farmers	Caused by the Platform
		Atmospheric pollutant emissions	Negative impact on air quality due to the emission of pollutants such as particulates, nitrogen oxides (NOX) and sulphur oxides (SOX)	Current negative	Fileni Platform, banks and credit institutions, consumers and clients, schools, universities and research centres, sector associations (including the voluntary sector), suppliers, crop and livestock farmers	Caused by the Platform



Area	Material theme	Impact	Impact description	Nature / type	Impact perimeter	Organisational involvement
RESPONSIBILITY TO THE COMMUNITY	Sustainable agriculture	Impacts of crop and livestock farming on ecosystems and soil health	Biodiversity and natural ecosystem quality impacts including soil erosion and/or soil fertility reductions, some of which are linked to the use of pesticides	Current negative	Fileni Platform, consumers and clients, schools, universities and research centres, sector associations, crop and livestock farmers	Caused and contributed to by the Platform
	A focus on local communities	Local development and community relations	Support for local development by means of contributions and donations to associations in the areas in which the Group's presence is highest	Current positive	Fileni Platform, schools, universities and research centres and sector associations (including voluntary sector)	Caused by the Platform
		Job creation	Contribution to economic development in the regions and communities in which the Group works, by means of job creation and fair pay	Current positive	Fileni Platform, schools, universities and research centres, sector associations (including voluntary sector)	Caused and contributed to by the Platform
		Consequences for people's health from production processes	Impact on people's health due to the pollution generated by its business activities and by production processes	Potential negative	Fileni Platform, banks and credit institutions, consumers and clients, schools, universities and research centres, sector associations (including the voluntary sector), suppliers, crop and livestock farmers	Caused by the Platform
	Responsible business and supply chain management	Community rights violations by suppliers	Negative impact on human rights and property rights deriving from the use and management of land and natural resources by suppliers, with potential repercussions on the local community	Potential negative	Fileni Platform, banks and credit institutions, consumers and clients, schools, universities and research centres, sector associations (including the voluntary sector), suppliers, crop and livestock farmers	Directly linked to the Platform
RESPONSIBILITY TO PEOPLE	Workplace health and safety	Workplace accidents	Workplace accidents and injuries, with negative consequences for the health of staff or external contractors	Current negative	Fileni Platform, consumers and clients, sector associations, crop and livestock farmers	Caused by the Platform
	Workers' rights and diversity	Discrimination and non-inclusive practices at work	Negative impact on staff satisfaction and motivation caused by discrimination (e.g. bound up with gender, age, ethnicity, etc.) or other non-inclusive practices	Potential negative	Fileni Platform, consumers and clients, sector associations, crop and livestock farmers	Caused by the Platform
		Employment conditions and human rights supply chain violations	Employment conditions violations across the supply chain (e.g. working hours, trade union membership, collective bargaining, life-work balance, fair pay) and other human rights violations (e.g. discrimination, violent behaviour, harassment)	Potential negative	Fileni Platform, consumers and clients, sector associations, crop and livestock farmers	Caused by the Platform
		Adequate pay	Attractive pay ensuring staff a dignified standard of life	Current positive	Fileni Platform, consumers and clients, sector associations, crop and livestock farmers	Caused by the Platform
		Impact on the right to freedom from forced labour and child labour	Episodes of forced and/or child labour, including across the value chain	Potential negative	Fileni Platform and consumers and clients	Caused and contributed to by the Platform



Area	Material theme	Impact	Impact description	Nature / type	Impact perimeter	Organisational involvement
RESPONSIBILITY TO PEOPLE	Staff training and growth	Staff training and growth	Staff skill improvements via training and professional development, including linked to growth goals and personalised assessments	Current positive	Fileni Platform, consumers and clients, sector associations, crop and livestock farmers	Caused by the Platform
		Staff welfare	Staff employment condition violations and consequent reduction in staff satisfaction and wellbeing as a result of unsuitable conditions (e.g. working hours, trade union membership, collective bargaining, life-work balance) and failure to apply company welfare practices	Potential negative	Fileni Platform, consumers and clients, sector associations, crop and livestock farmers	Caused by the Platform
	Privacy and Data Protection	Privacy violations and data losses	Loss of sensitive client data	Potential negative	Fileni Platform and consumers and clients	Caused by the Platform
RESPONSIBILITY TO CONSUMERS	Animal welfare and health	Diminished animal welfare	Unethical treatment of animals and failure to implement animal welfare measures fostering animal welfare and safety, including excessive use of antibiotics	Potential negative	Fileni Platform, consumers and clients, sector associations (including voluntary sector), livestock farmers	Caused and contributed to by the Platform
	Product quality and safety	Food contamination and diminished consumer safety	Food contamination and food-related illness and negative impacts on consumer health, including due to excessive use of antibiotics	Potential negative	Fileni Platform, consumers and clients, sector associations, suppliers, crop and livestock farmers	Caused and contributed to by the Platform
	A focus on nutrition and consumer welfare	Nutrition and wellbeing via quality products	Contribution to healthy nutrition and consumer dietary need and food preference fulfilment	Current positive	Fileni Platform, consumers and clients, schools, universities and research centres, associations (including the voluntary sector), livestock farmers	To which the Platform contributes
	Consumer satisfaction	Reduced client and end consumer satisfaction	Inadequate consumer need fulfilment capacity in product quality or range, consumer relations and complaint management terms	Potential negative	Fileni Platform, consumers and clients, schools, universities and research centres, sector associations and livestock farmers	Caused by the Platform
	Responsible labelling and marketing	Misleading communications to clients and end consumers	Negative impact on clients and end consumers caused by the dissemination of inaccurate, misleading or fraudulent information regarding the organisation or its products	Potential negative	Fileni Platform, consumers and clients, sector associations (including voluntary sector), livestock farmers	Caused by the Platform

ECONOMIC, GOVERNANCE AND COMPLIANCE RESPONSIBILITY								
	Area	Material theme	Impact	Impact description	Nature / type	Impact perimeter	Organisational involvement	
		Business and compliance ethics	Unethical business practices	Negative impact on people and the economic system generated by unethical business practices [e.g. corruption, anti-competitive conduct, monopolistic practices, etc.]	Potential negative	Fileni Platform, banks and credit institutions, consumers and clients, schools, universities and research centres, sector associations (including the voluntary sector), suppliers, crop and livestock farmers	Caused by the Platform	
		Corporate governance	Non-compliance with laws, regulations and standards	Non-compliance with applicable laws, regulations and internal and external standards indirectly impacting on staff, clients and suppliers	Potential negative	Fileni Platform, banks and credit institutions, consumers and clients, schools, universities and research centres, sector associations (including the voluntary sector), suppliers, crop and livestock farmers	Caused by the Platform	
	Economic performance	Economic value generation and distribution		Positive economic impacts generated by the organisation via its business activities for staff, communities and local suppliers, crop and livestock farmers and other stakeholders.	Current positive	Fileni Platform, banks and credit institutions, consumers and clients, schools, universities and research centres, sector associations (including the voluntary sector), suppliers, crop and livestock farmers	Caused by the Platform	
		Non-compliance with tax-related laws and regulations		Tax evasion with negative impacts such as, for example, reduced public service and infrastructure investment, increased national debt or tax burden transfer onto other taxpayers	Potential negative	Fileni Platform, banks and credit institutions, consumers and clients, schools, universities and research centres, sector associations (including the voluntary sector), suppliers, crop and livestock farmers	Caused by the Platform	
		Integrating sustainability into business	Dissemination of a sustainability culture into all the Group's operations and its business partner and other stakeholder relations	Impacts deriving from the company's improved environmental, social and governance impact monitoring and subsequent optimal company strategy definition	Potential positives	Fileni Platform, banks and credit institutions, consumers and clients, schools, universities and research centres, sector associations (including the voluntary sector), suppliers, crop and livestock farmers	Caused by the Platform	
	Innovation and new solution development							
			Technological process and product innovation	Positive impact on people, the environment and economic systems generated by technological process and product innovations linked with research and development	Current positive	Fileni Platform, consumers and clients, schools, universities and research centres, sector associations, suppliers, crop farmers	Caused by the Platform	

Correlation of the Fileni Group's material themes with those of GRI 13

Topic ref.	Name	Correlated Fileni Platform material theme
13.1	Emissions	Climate change
13.2	Climate adaptation and resilience	
13.3	Biodiversity	
13.4	Natural ecosystem conversion	Sustainable agriculture
13.5	Soil health	
13.6	Use of pesticides	
13.13	Land and resource rights	Circular economy and efficient use of resources
13.7	Water and waste water	
13.8	Waste	
13.9	Food safety	A focus on nutrition and consumer welfare
13.10	Food safety	Product quality and safety
13.11	Animal health and welfare	Animal welfare and health
13.12	Local communities	A focus on local communities
13.14	Rights of indigenous peoples	
13.15	Non-discrimination and equal opportunities	
13.16	Forced or mandatory labour	Workers' rights and diversity
13.17	Child labour	
13.20	Employment practices	
13.21	Incomes and income support	
13.18	Freedom to join trade unions and bargain collectively	Staff welfare
13.19	Workplace health and safety	Workplace health and safety
13.22	Economic inclusion	Economic performance
13.23	Supply chain traceability	Responsible business and supply chain management
13.24	Public policy	Business and compliance ethics
13.25	Anti-competitiveness practices	
13.26	Anti-corruption	

Performance indicators

Economic data

To offer a more thoroughgoing picture of the Fileni Platform we have opted to present a twofold picture of the economic value generated and distributed: the first also includes the contribution of Carnj Società Cooperativa Agricola while the second considers the Fileni Group companies included in the Group's consolidated statement only.



Generated and distributed economic value

Generated and distributed economic value [<i>thousands of Euros</i>]	2024 Fileni Group (not including the contribution of Carnj Società Cooperativa Agricola)	2024 Fileni Platform (including the contribution of Carnj Società Cooperativa Agricola)	2023 Fileni Group (not including the contribution of Carnj Società Cooperativa Agricola)	2023 Fileni Platform (including the contribution of Carnj Società Cooperativa Agricola)
Economic value generated	625,875,536	658,966,628	640,481,973	669,922,774
Economic value distributed	609,970,234	635,639,227	626,999,480	650,684,773
Suppliers' payouts	564,529,789	498,232,358	585,973,547	524,759,846
Staff pay	15,036,778	85,992,061	14,279,237	79,919,256
Agister payouts	15,036,778	31,236,095	14,279,237	30,389,799
Lender payouts	13,037,989	17,687,836	10,945,246	13,931,935
Shareholders' payouts	0	0	-	0
Local government payouts	1,461,319	1,623,296	997,782	1,159,458
Community payouts	867,580	867,580	524,432	524,479
Economic value deducted	15,905,303	23,327,401	13,482,492	19,238,000

Environmental data

Any discrepancies between the totals shown in the following tables and the sum of the values making it up are due to rounding up/down.

Internal organisational energy consumption

		 2024	 2023
Energy	Unit of measurement	2024	2023
Total non-renewable fuel consumption	GJ	387,393	389,242
Natural gas	GJ	342,151	339,858
Diesel	GJ	4,290	5,292
LPG	GJ	18,851	22,412
Vehicle petrol	GJ	755	831
Vehicle diesel	GJ	21,340	20,846
Vehicle methane	GJ	5	4
Total-renewable fuel consumption	GJ	21,161	21,163
Biogas	GJ	21,161	21,163
Total electricity bought	GJ	168,232	157,914
From renewable sources	GJ	168,232	153,342
From non-renewable sources	GJ	0	4,572 ¹⁹
Electricity self-generated from photovoltaic	GJ	14,423	13,238
Energy returned to the grid via photovoltaic	GJ	5,472	4,448
Energy returned to the grid via biogas cogeneration	GJ	306	452
Energy returned to the grid via methane cogeneration	GJ	1,714	3,488
Total energy consumption	GJ	583,681	551,974
From renewable sources	GJ	176,878	162,100
Energy intensity	MJ/kg produced	1.83	1.69

19 98% of 2023 electricity was covered by GOs issued by the GSE. As reported in the 2023 Sustainability Report this difference is due to the fact that the Fileni Platform electricity supplier calculated the balance after the GO was issued by the GSE.

Scope 1 and Scope 2 CO² emissions²⁰

tCO ₂	0-0-0-0-0 2024	0-0-0-0-0 2023
	2024	2023
Scope 1	34,324 ²¹	23,303
Scope 2 [market-based]	0	580
Scope 2 [location-based]	14,357	11,751
Total [Scope 1 + Scope 2 market-based]	34,324	23,884
Emission intensity [tonCO₂/ton produced]	0.108	0.073

Other emissions²²

Kg	0-0-0-0-0 2024	0-0-0-0-0 2023
	2024	2023
PM	26,871	2,729
NOx	18,053	15,616
SO ₂	316	357
COV	21,712	15,422
CO	18,964	9,663
Ammonia	463	18

20 The emission factors used to calculate Scope 1 emissions were those of ISPRA - Standard national parameters table and DEFRA - UK Government GHG Conversion Factors for Company Reporting (in the latest versions available for the year of reference). As set out in the GRI, Scope 2 emissions were calculated using two distinct methodologies: location-based and market-based methods. The location-based method is based on average regional, subnational or national energy generation emissions. In this case *ISPRA - Greenhouse gas atmospheric emission factors in the national electrical sector and the main European nations* (in the latest versions available for the year of reference) emission factors were used. The market-based method, on the other hand, is based on CO² emissions emitted by the electrical energy suppliers the Platform buys electricity from, on contract, or on factors relating to the reference market. This calculation methodology enables the energy bought from renewable sources to be promoted. In this case it was the Group's Guaranteed Origin certificates and the supply contracts which were taken into account and the emission factors issued by *AIB - European Residual Mixes* (in the latest versions available for the year of reference). The GHG emissions from organic sources generated by the Group's own farms (CH₄ from enteric fermentation and CH₄ and N₂O from poultry waste) are currently excluded from the inventory. The Group is working to collect and/or estimate this data and expects to report it in the next financial year. With reference to the 2025 financial year GHG emissions known as "out of scope" pursuant to the GHG Protocol amounted to 1065 tonCO₂eq, in line with 2023. These emissions are attributable to biogas combustion and were quantified used the DEFR emission factor which takes into account the contribution of the CO² emitted.

21 With reference to the 2024-23 variation in Scope 1 emissions, see Chapter 5. *Environmental Responsibility*, in section 5.1 *Energy Consumption and Emissions*, relating to the regassing of refrigerant gases.

22 The GRI 305-7 reporting perimeter refers to the Cingoli, Castelplanio, Jesi and Longiano plants. To calculate the emission mass flow Test Reports on FY 2024 Analyses were obtained, with reference to plants for which an annual AIA emission Monitoring and Control Plan is required (this latter documentation can be downloaded from the ARPA reference region/site portal). The functioning hours considered for the Cingoli and Castelplanio were those effectively measured by the Platform, while the Longiano and Jesi site functioning hours were calculated on the basis of the maximums set out by AIA without, however, taking account of any pauses over the year [e.g. for maintenance], as a conservative estimate. Changes in emission trends from 2023 to 2024 are generally to be attributed to an increase in mass flow, an increase in functioning hours at some of our Cingoli and Castelplanio plants as well as the addition of new plants to the annual Longiano Monitoring and Control Plan.

Water withdrawal by source

ML	0-0-0-0-0 2024		0-0-0-0-0 2023	
	All areas	of which water shortage areas	All areas	of which water shortage areas
Underground water	796	796	795	795
Surface water	43	43	44	44
Third party water	981	981	906	906
Total water withdrawal	1,819	1,819	1,745	1,745
Water consumption intensity index [l/kg products]	5.70		5.35	

Waste by type and disposal method²³

t	2024					2023				
	Hazardous		Non-hazardous		Total	Hazardous		Non-hazardous		Total
	Insite	Offsite	Insite	Offsite		Insite	Offsite	Insite	Offsite	
Re-use	-		-	-	0	-	6	-	17.7	24
Recycling	-	20		5,309	5,329	-	17	-	4,204	4,221
Other recovery operations	2	11	21,911	721	22,645 ²⁴	-	12	84	324	420
Incineration	-	1	-	66	67	-	0.9	-	5.5	6
Landfill site	-	13	-	37	50	-	0.3	-	30	30
Other disposal operations	-	19	-	1,554	1,573	-	10	-	1,629	1,639
Total	66		29,598		29,664	46		6,295		6,341
Waste as a proportion of production index [Kg/Kg produced]	0.093					0.019				





23 Note also that the information relating to the disposal methods used for this waste were estimates.

24 For further details on the 2023 to 2024 change, see Chapter 5. *Environmental Responsibility*, section 5.2 *Waste*, relating to the sludge generated by the on-site processing of effluents.

Proximity analysis

Operational site	Activity type	Location	Proximity to areas of high biodiversity value [<5km]	Protected area name	Area type	Code
GAV MANGIMI S.R.L.	Feed sales	Jesi AN	approx. 2.7 km	Riserva naturale Ripa Bianca	Regional nature reserve	IT5320009
BIOALLEVA S.R.L.	Red meat processing and sale	Oppeano (VR)	approx. 890 m	Palude del Feniletto - Sguazzo del Vallese	Regional nature park	IT3210014
MB MANGIMI S.P.A.	Feed sales and production	Jesi AN	approx. 2.7 km	Riserva naturale Ripa Bianca	Regional nature reserve	IT5320009
TEDALDI S.R.L.	Egg sales	Meldola (FC)	approx. 4.1 km	Fiordinano, Monte Velbe	Regional nature reserve	IT4080012
SOCIETÀ AGRICOLA FILENI S.R.L.	Organic hen farmland	Meldola (FC)	approx. 4.5 km	Fiordinano, Monte Velbe	Regional nature reserve	IT4080012
SOCIETÀ AGRICOLA FILENI S.R.L.	Organic hen farmland	Forlì (FC)	approx. 4.8 km	Bosco di Scardavilla, Ravalдино	Regional nature reserve	IT4080004
SOCIETÀ AGRICOLA FILENI S.R.L.	Organic hen farmland	Località Casacce, Cercetole di Pieve Santo Stefano (AR)	approx. 4 km	Alpe della Luna [Riserva naturale del Bosco di Montalto]	Regional nature reserve	IT5180010
SOCIETÀ AGRICOLA FILENI S.R.L.	Poultry farm	Località Ripa Bianca di Jesi [AN]	approx. 600 m	Riserva naturale Ripa Bianca	Regional nature reserve	IT5320009
SOCIETÀ AGRICOLA BIOLOGICA FILENI S.R.L.	Organic hen farmland	Borgo Tossignano [BO]	approx. 4.9 km	Vena del Gesso Romagnola	Regional nature park	IT4070011

Materials used²⁵

Materials used, by weight or volume			2024		2023	
			Renewable	Non-renewable	Renewable	Non-renewable
 FOODSTUFF	Organic	ton	50,366	-	56,093	-
	NGM / GMO		419,649	-	423,598	-
 INGREDIENTS	Dairy	ton	234	-	261	-
	Coconut milk	ton	1	-	-	-
		l	900	-	2,160	-
	Fruit/vegetables/herbs	ton	850	-	800	-
	Flour/bread/batter	ton	3,161	-	2,825	-
	Condiments	ton	1,480	-	1,427	-
		l	19,380	-	24,640	-
	Other ingredients	ton	696	-	658	-
 PACKAGING		l	63,360	-	65,094	-
	Outer packaging	ton	7,155	-	6,976	-
	Film		-	305	-	532
	Trays		220	1478	223	1493
	Labels		-	88	-	88
	Bags		-	663	-	619
	Paper		9	-	11	-
	Sheets		-	12	-	5
	Cases		-	155	-	112
	Other packaging		-	178	-	179
 ANIMALS	Chickens	ton	163,739	-	154,306	-
	Turkeys		15,081	-	12,931	-

25 The quantities shown above relate to purchases of foodstuffs, ingredients, packaging, turkeys and chickens by the Platform for which weight and/or volume is available within the management systems. This quantity corresponds to over 80% of the total monetary value of the Platform's purchases relating to these categories extracted by the management system.

Staff data

WORKFORCE CHARACTERISTICS

Staff and external contractors by professional category and gender

Number of people	on 31 December 2024			on 31 December 2023		
	Men	Women	Total	Men	Women	Total
Staff	1,496	890	2,386	1,395	841	2,236
Directors	10	3	13	10	4	14
Middle managers	35	7	42	35	7	42
White-collar staff	150	109	259	151	104	255
Blue-collar staff	1,301	771	2,072	1,199	726	1,925
External contractors	228	47	275	216	60	276
Temporary staff	124	37	161	114	53	167
Agents	98	4	102	99	3	102
Trainees	5	6	11	2	4	6
Project work contracts	1	0	1	1	0	1
Bursary holders	0	0	0	0	0	0
Total workforce	1,724	937	2,661	1,611	901	2,512

Staff by contract type [permanent and fixed term] and gender

Number of people	on 31 December 2024			on 31 December 2023		
	Men	Women	Total	Men	Women	Total
Permanent	705	474	1,179	664	451	1,115
Fixed term	791	416	1,207	731	390	1,121
Total	1,496	890	2,386	1,395	841	2,236

Staff by contract type [full and part term] and gender

Number of people	on 31 December 2024			on 31 December 2023		
	Men	Women	Total	Men	Women	Total
Full-time	1,463	841	2,304	1,371	799	2,170
Part-time	33	49	82	24	42	66
Zero-hours contracts	0	0	0	0	0	0
Total	1,496	890	2,386	1,395	841	2,236

Staff by professional category and age group

Number of people	on 31 December 2024				on 31 December 2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Directors	0%	38%	62%	1%	0%	43%	57%	1%
Middle managers	0%	48%	52%	2%	0%	55%	45%	2%
White-collar staff	16%	58%	27%	11%	15%	57%	27%	11%
Blue-collar staff	12%	56%	32%	87%	11%	57%	32%	86%
Total	12%	56%	32%	100%	11%	57%	32%	100%

Staff by professional category and gender

Number of people	on 31 December 2024			on 31 December 2023		
	Men	Women	Total	Men	Women	Total
Directors	77%	23%	1%	71%	29%	1%
Middle managers	83%	17%	2%	83%	17%	2%
White-collar staff	58%	42%	11%	59%	41%	11%
Blue-collar staff	63%	37%	87%	62%	38%	86%
Total	63%	37%	100%	62%	38%	100%

Total annual pay ratio

	<div>0000002024</div>	<div>0000002023</div>
	2024	2023 ²⁶
Pay ratio	8.72	9.52
Best-pay and average pay ratio variations over the previous financial year.	0.43	0.03

Overall women's and men's pay ratios

	<div>0000002024</div>	<div>0000002023</div>
	2024	2023 ²⁶
Directors	95%	80%
Middle managers	89%	81%
White-collar staff	83%	81%
Blue-collar staff	94%	94%
Total	92%	82%

Basic women’s and men’s pay ratio

Staff category	2024	2023 ²⁶
Directors	96%	81%
Middle managers	88%	82%
White-collar staff	83%	82%
Blue-collar staff	99%	98%
Total	92%	83%

NEW HIRES AND STAFF TURNOVER²⁷

New hires

Number of people	on 31 December 2024				on 31 December 2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	74	124	17	215	81	104	22	207
Women	25	50	11	86	12	55	8	75
Total	99	174	28	301	93	159	30	282

Former staff

Number of people	on 31 December 2024				on 31 December 2023			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Men	25	57	32	114	22	51	30	103
Women	5	12	20	37	5	22	16	43
Total	30	69	52	151	27	73	46	146

26 The calculation methodology has been updated, in reference to 2024 and 2023 in such a way as to include pay components linked to overtime and considering a pay rate equivalent to full time (for part-time staff) and annualising pay data (including for fixed-term contracts) with a view to allowing for homogeneous comparison with full-time staff employed for the whole financial year.

27 Note that the new hire category data refers only to staff who never worked with the Fileni Platform in the previous financial year and the former staff category to staff who left the company when their contracts expired for a range of reasons.

Number of new hires and turnover by gender

Data %	on 31 December 2024		on 31 December 2023	
	Incoming	Outgoing	Incoming	Outgoing
Men	14%	8%	15%	7%
Women	10%	4%	9%	5%
Total	13%	6%	13%	7%

New hire and turnover rate by age group

Data %	on 31 December 2024		on 31 December 2023	
	Incoming	Outgoing	Incoming	Outgoing
< 30 years of age	34%	10%	36%	11%
30-50 years of age	13%	5%	2%	4%
> 50 years of age	4%	7%	22%	10%
Total	13%	6%	13%	7%

TRAINING HOURS AND PER CAPITA HOURS BY PROFESSIONAL CATEGORY AND GENDER

	On 31 December 2024					
	No. hours men	No. hrs per capita men	No. hours women	No. hrs per capita women	No. hours Total	No. hrs per capita total
Directors	52	5	36	12	88	7
Middle managers	785	22	170	24	955	23
White-collar staff	3,314	22	1,846	17	5,160	20
Blue-collar staff	6,235	5	1,758	2	7,993	4
Total	10,386	7	3,810	4	14,196	6

	on 31 December 2023					
	No. hours men	No. hrs per capita men	No. hours women	No. hrs per capita women	No. hours Total	No. hrs per capita total
Directors	281	28	105	26	386	28
Middle managers	951	27	253	36	1,204	29
White-collar staff	2,891	19	2,174	21	5,065	20
Blue-collar staff	11,911	10	4,993	7	16,904	9
Total	16,034	11	7,525	9	23,559	11

HEALTH AND SAFETY

Staff-related health and safety indicators²⁸

	2024	2023
No. of accidents	2024	2023
Total no. recordable accidents	83	75
Total no. serious accidents (excluding deaths) ²⁹	1	1
Total no. work-related accident deaths	0	0
No. hours/days	2024	2023
Multiplier	1,000,000	1,000,000
Hours worked	3,635,998	3,390,273
Health and safety indicators ³⁰	2024	2023
Recordable accident at work rate	22.8	22.1
Serious accident at work rate (excluding deaths)	0.3	0.3
Accident at work-related deaths	0	0

Occupational illnesses

	2024	2023
No. of occupational illnesses	2024	2023
Total no. of recordable occupational illnesses	74	76

28 Note that the data in the table refers to work-related accidents by the Platform's employees. Additionally, accidents during home-work travel were only included where this was managed by the organisation.

29 Work-related accidents which led to harm which employees cannot or do not recover from or from which it is unrealistic to expect them to fully return to their previous health condition within six months.

30 Accident rates were calculated as the ratio between total numbers of accidents and total hours worked, using a multiplying factor of 1,000,000.

External staff-related health and safety indicators

	2024	2023
No. of accidents	2024	2023
Total no. recordable accidents	3	-
Total no. serious accidents (excluding deaths) ³¹	-	-
Total no. work-related accident deaths	-	-
No. hours/days	2024	2023
Multiplier	1,000,000	1,000,000
Hours worked	189,098 ³²	325,360
Health and safety indicators ³³	2024	2023
Recordable accident at work rate	15.86	-
Serious accident at work rate (excluding deaths)	-	-
Accident at work-related deaths	-	-

31 Work-related accidents which led to harm which employees cannot or do not recover from or from which it is unrealistic to expect them to fully return to their previous health condition within six months.

32 The change observed in the hours worked by external staff between FY23 and FY24 is attributable to a reduction in average contract length in 2024. Specifically, while external staff worked an average of approx. 4.5 months in FY23, average length in FY24 was approx. 3 months.

33 Accident rates were calculated as the ratio between total numbers of accidents and total hours worked, using a multiplying factor of 1,000,000.

GRI contents index

USE STATEMENT	The Fileni Platform presented reports compliant with GRI Standards for the period from 1 January to 31 December 2024.
GRI 1 USED	GRI 1: Foundation 2021
RELEVANT GRI SECTOR STANDARD	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI	Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards
2-1	Organisational details	6-9			
2-2	Body included in the organisation's sustainability reporting	6-9			
2-3	Reporting period, frequency and contacts	6-9			
2-4	Information restatement	107-108			
2-5	External assurance	9, 122-124			
2-6	Activities, value chain and other business reports	9-12, 16-23, 38-51			
2-7	Staff	70, 106			
2-8	External consultants	90, 106			
2-9	Governance structure and composition	17-19			
2-10	Appointment and selection of the top governance body	17-19			
2-11	President of the top governance body	18-19			
2-12	Role of the top governance body in impact management monitoring	17-19			
2-13	Impact management delegation of responsibility	17-19			
2-14	Role of the top governance body in sustainability reporting	17-19			
2-15	Conflicts of interest	17-19			
2-16	Criticality notification	17-19			
2-17	Collective knowledge of the top governance body	17-19			
2-18	Top governance body performance assessment	17-19			

GRI	Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards
2-19	Pay policy	17-19			
2-20	Pay determination process	17-19			
2-21	Total annual pay report	109			
2-22	Sustainable development strategy statement	4-5			
2-23	Policy commitments	33-36			
2-24	Integration of policy commitments	33-36			
2-25	Processes designed to correct negative impacts	17-19			
2-26	Clarification request and concern-raising mechanisms	17-19			
2-27	Compliance with laws and regulations	In the 2024 financial year no significant cases of non-compliance with laws and regulations were reported, in addition to those reported in relation to the GRI 417-3 indicator			
2-28	Membership of associations	90-93			
2-29	Stakeholder engagement approach	86-93			
2-30	Collective bargaining agreements	100% of staff is covered by collective bargaining agreements			

Material themes

GRI Standards		Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards
GRI 3: Material themes [2021]	3-1	Material theme determination process	31			
	3-2	List of material themes	32, 95-97			
Material theme: Economic performance						
GRI 3: Material themes [2021]	3-3	Management of material themes	22-23			13.2.1
GRI 201: Economic performance [2016]	201-1	Directly generated and distributed economic value	23			13.22.2
	201-2	Financial implications and other climate change related risks and opportunities		Unavailable/incomplete information	The Fileni Platform is currently unable to report these aspects but specific monitoring processes are currently being implemented and this data will be available for the 2027 FY.	13.2.2
GRI 203: Indirect economic impacts [2016]	203-1	Infrastructure and service investments supported		Unavailable/incomplete information	The Fileni Platform is currently unable to report these aspects but specific monitoring processes are currently being implemented and this data will be available for the 2027 FY.	13.22.3
	203-2	Significant indirect economic impacts		Unavailable/incomplete information	The Fileni Platform is currently unable to report these aspects but specific monitoring processes are currently being implemented and this data will be available for the 2027 FY.	13.22.4
GRI 207: Taxes [2019]	207-1	Taxation approach	The Platform's taxation approach is compliant with currently applicable laws.			
Material theme: Business and compliance ethics						
GRI 3: Material themes [2021]	3-3	Management of material themes	17-19			13.24.1
						13.25.1
						13.26.1
GRI 205: Anti-corruption [2016]	205-1	Operation assessed to determine corruption-related risks		Unavailable/incomplete information	The Fileni Platform is currently unable to report these aspects but specific monitoring processes are currently being implemented and this data will be available for the 2027 FY.	13.26.2
GRI 205: Anti-corruption [2016]	205-2	Communication and training on anti-corruption laws and procedures		Unavailable/incomplete information	The Fileni Platform is currently unable to report these aspects but specific monitoring processes are currently being implemented and this data will be available for the 2027 FY.	13.26.3

GRI Standards		Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards
GRI 205: Anti-corruption [2016]	205-3	Confirmed corruption events and measures adopted	No cases of corruption were reported in the 2024 financial year.			13.26.4
GRI 206: Anti-competitive practices [2016]	206-1	Legal accusations of anti-competitive, anti-trust and monopolistic practices	No legal accusations of anti-competitive, anti-trust or monopolistic practices were reported in the 2024 financial year.			13.25.2
Material theme: Privacy and Data Protection						
GRI 3: Material themes [2021]	3-3	Management of material themes	19			
GRI 418: Client privacy [2016]	418-1	Founded complaints of client privacy violations and data loss	No complaints of client privacy violations or loss of client data were made against the Platform in the 2024 financial year.			
Material theme: Circular economy and efficient use of resources						
GRI 3: Material themes [2021]	3-3	Management of material themes	58-66			13.7.1
						13.8.1
GRI 302: Energy [2016]	302-1	Energy consumption within the organisation	101			
	302-3	Energy intensity				
GRI 303: Water and waste water [2018]	303-1	Interaction with water as a shared resource	65			13.7.2
	303-2	Management of waste water related impacts	65			13.7.3
	303-3	Water withdrawals	65, 103			13.7.4
	303-4	Waste water		Unavailable/incomplete information	The Fileni Platform is currently unable to report these aspects but specific monitoring processes are currently being implemented and this data will be available for the 2027 FY.	13.7.5
	303-5	Water consumption		Unavailable/incomplete information	The Fileni Platform is currently unable to report these aspects but specific monitoring processes are currently being implemented and this data will be available for the 2027 FY.	13.7.6

GRI Standards	Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards
GRI 306: Waste [2020]	306-1 Waste generation and significant waste-related impacts	64			13.8.2
	306-2 Management of significant waste-related impacts	64			13.8.3
	306-3 Waste generated	64			13.8.4
	306-4 Waste not sent to landfill	103			13.8.5
	306-5 Waste sent to landfill	103			13.8.6
Material theme: Climate change					
GRI 3: Material themes [2021]	3-3 Management of material themes	60-64			13.1.1
GRI 305: Emissions [2016]	305-1 Direct greenhouse gas [GHG] emissions [Scope 1]	102			13.1.2
	305-2 Indirect greenhouse gas [GHG] emissions from energy consumption [Scope 2]	102			13.1.3
	305-3 Other indirect greenhouse gas [GHG] emissions [Scope 3]		Unavailable/incomplete information	The Fileni Platform is currently unable to report these aspects but specific monitoring processes are currently being implemented and this data will be available for the 2027 FY.	13.1.4
	305-4 GHG emission intensity	102			13.1.5
	305-5 Greenhouse gas [GHG] emission reduction	64			13.1.6
	305-6 Emission of ozone-layer-reducing substances [ODS]	The Fileni Platform does not use substances which deplete the ozone layer [ODS] in its work.			13.1.7
	305-7 Nitrogen oxides [NOx], sulphur oxides [SOx] and other relevant air emissions	102			13.1.8
Material theme: Workplace health and safety					
GRI 3: Material themes [2021]	3-3 Management of material themes	74-76			13.19.1

GRI Standards	Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards
GRI 403: Workplace health and safety [2018]	403-1 Workplace health and safety management system	74-76			13.19.2
	403-2 Hazard identification, risk assessment and accident analysis	74-76			13.19.3
	403-3 Occupational health service	74-76			13.19.4
	403-4 Workplace health and safety staff participation and communications	74-76			13.19.5
	403-5 Workplace health and safety staff training	74-76			13.19.6
	403-6 Promotion of worker health	74-76			13.19.7
	403-7 Prevention and mitigation of workplace health and safety impacts within business relations	74-76			13.19.8
	403-8 Workers covered by a workplace health and safety management system	100% of workers are considered to be covered by a workplace health and safety management system pursuant to legislative decree 81-2008. Where external staff are concerned only those working at the Platform's sites and plants are covered by a workplace health and safety management system.			13.19.9.
	403-9 Work accidents	110-111			13.19.10
	403-10 Occupational illnesses	110			13.19.11
Material theme: Staff welfare					
GRI 3: Material themes [2021]	3-3 Management of material themes	73-77			13.18.1
GRI 401: Employment [2016]	401-1 New hires and turnover	108-109			
GRI 404: Education and training [2016]	404-1 Average training hours per employee	109			
GRI 407: Freedom to join trade unions and bargain collectively [2016]	407-1 Activities and suppliers with whom the freedom to join trade unions and bargain collectively may be at risk	78-79			13.18.2

GRI Standards	Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards
Material theme: Workers' rights and diversity					
GRI 3: Material themes [2021]	3-3 Management of material themes	73-79			13.15.1
					13.17.1
					13.16.1
					13.20.1
					13.21.1
GRI 405: Diversity and equal opportunities [2016]	405-1 Diversity in governance bodies and the workforce	18, 106-107			13.15.2
	405-2 Relationship between basic salary and women's pay as compared to men's	107-108			13.15.3
GRI 406: Non-discrimination [2016]	406-1 Episodes of discrimination and remedial action taken	No episodes of discrimination were reported in 2024.			13.15.4
GRI 408: Child labour [2016]	408-1 Activities and suppliers presenting a significant child labour risk	The company's business and relations take place primarily in countries not at risk of child labour as a result of applicable laws and stringent company policies.			13.17.2
GRI 409: Forced or mandatory labour [2016]	409-1 Activities and suppliers presenting a significant forced or mandatory labour risk	The company's business and relations take place primarily in countries not at risk of forced labour as a result of applicable laws and stringent company policies.			13.16.2
Material theme: Product quality and safety					
GRI 3: Material themes [2021]	3-3 Management of material themes	48-51			13.10.1
					13.23.1
GRI 416: Client health and safety [2016]	416-1 Assessment of the health and safety impacts of product and service categories	100% of the Fileni Platform's products are subject to tests and assessments relating to potential client health and safety impacts.			13.10.2
	416-2 Episodes of non-compliance relating to product and service health and safety	48			13.10.3
Material theme: Responsible labelling and marketing					
GRI 3: Material themes [2021]	3-3 Management of material themes	45-47			

GRI Standards	Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards
GRI 417: Marketing and labelling [2016]	417-1 Product and service information and labelling	45-47			
	417-3 Episodes of non-compliance relating to marketing communications	A case of abstract ability to mislead relating to certain statements in the Fileni 2021 Sustainability Report - relating to the perimeters of the agriculture chain and the provenance of the raw materials used to make its feeds - led to the Antitrust Authority imposing a €100,000 fine. Within the framework of open dialogue with the Authority - which confirmed that the criticality issue had been fully resolved - Fileni gave up its attempts to appeal against this decision in the courts and drew up a series of measures and best practices designed to oversee all forms of future communication with the public in the general sense of advertising. Further details are available at: www.agcm.it .			-
Material theme: Animal welfare and health					
GRI 3: Material themes [2021]	3-3 Management of material themes	52-57			13.11.1
Material theme: Sustainable packaging					
GRI 3: Material themes [2021]	3-3 Management of material themes	43-45			
GRI 301: Materials [2016]	301-1 Materials used, by weight or volume	105			
Material theme: Responsible business and supply chain management					
GRI 3: Material themes [2021]	3-3 Management of material themes	20-22			
Material theme: Integrating sustainability into business					
GRI 3: Material themes [2021]	3-3 Management of material themes	24-29			
Material theme: Innovation and new solution development					
GRI 3: Material themes [2021]	3-3 Management of material themes	38-45			

GRI Standards	Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards
Material theme: Sustainable agriculture					
GRI 3: Material themes [2021]	3-3 Management of material themes	80-85			13.3.1
					13.4.1
					13.6.1
GRI 304: Biodiversity [2016]	304-1 Privately owned sites leased or managed in protected areas and areas of high biodiversity value outside protected areas or near to these	104			13.3.2
	304-2 Significant impacts of activities, products and services on biodiversity		Unavailable/incomplete information	The Fileni Platform is currently unable to report these aspects but specific monitoring processes are currently being implemented and this data will be available for the 2027 FY.	13.3.3
	304-3 Protected or rewilded habitats		Unavailable/incomplete information	The Fileni Platform is currently unable to report these aspects but specific monitoring processes are currently being implemented and this data will be available for the 2027 FY.	13.3.4
	304-4 Species on national conservation and IUCN conservation red lists with habitats in areas the company works in		Unavailable/incomplete information	The Fileni Platform is currently unable to report these aspects but specific monitoring processes are currently being implemented and this data will be available for the 2027 FY.	13.3.5
Material theme: A focus on nutrition and consumer welfare					
GRI 3: Material themes [2021]	3-3 Management of material themes	While the Fileni Platform has not formalised policies and plans specifically relating to food security - understood as the material and economic potential for sufficient quantities of safe and nutritious food - the minimising food waste theme is encompassed by the Platform's business strategies.			13.9.1
Material theme: Consumer satisfaction					
GRI 3: Material themes [2021]	3-3 Management of material themes	38-51			

GRI Standards	Statement	Page/Note	Reason for omission	Omission explanation	No. of reference sector standards
Material theme: A focus on local communities					
GRI 3: Material themes [2021]	3-3 Management of material themes	86-93			13.12.1
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programmes		Unavailable/incomplete information	The Fileni Platform is currently unable to report these aspects but specific monitoring processes are currently being implemented and this data will be available for the 2027 FY.	13.12.2
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities		Unavailable/incomplete information	The Fileni Platform is currently unable to report these aspects but specific monitoring processes are currently being implemented and this data will be available for the 2027 FY.	13.12.3

Theme in the relevant GRI sector standards considered non-material

Theme	Explanation
GRI 13: Agriculture aquaculture and fishing sectors 2022	
13.14 Rights of indigenous peoples	Non applicable in the sense that the Platform does not work in areas occupied by indigenous peoples.
13.13 Land right	The Fileni Platform's activities do not have significant impacts on land or resource-related rights. In fact the location of the Group's few privately owned lands has no implications for the availability and accessibility of resources by local communities and other users.
13.24 Public policy	The Platform does not make political contributions nor does it engage in lobbying.

INDEPENDENT AUDITING COMPANY REPORT
ON THE SUSTAINABILITY REPORT

To Fileni Alimentare S.p.A.
Board of Directors

We were tasked with performing a limited assurance engagement of the Fileni Group (hereafter “the Group”) and Carnj Società Cooperativa Agricola (hereafter “Carnj”) Sustainability Report relating to the financial year ending on 31 December 2024.

Directors’ responsibility for the Sustainability Report

Fileni Alimentare S.p.A.’s directors are responsible for drawing up a Sustainability Report in accordance with the *Global Reporting Initiative Sustainability Reporting Standards set out by GRI - Global Reporting Initiative* (hereafter “GRI Standards”), as described in the Sustainability Report Methodological Notes section. The directors are also responsible for the internal auditing deemed necessary to the drawing up of a Sustainability Report which is free of significant errors resulting from fraud or unintentional behaviour and events. The directors are also responsible for drawing up the Fileni Group and Carnj’s sustainability performance goals as well as identifying stakeholders and significant reporting elements.

Independence of the auditing and quality management company

We are independent pursuant to the ethics and independence standards of the *International Code of Ethics for Professional Accountants* (including *International Independence Standards*) (IESBA Code) drawn up by the International Ethics Standards Board for Accountants, based on fundamental integrity, objectivity, professional competence and diligence, confidentiality and professional conduct principles.

Our auditing company applies the International Standard on Quality Management 1 which commits us to set up, implement and make operational a quality management system which comprises directives and procedures conforming to ethical and professional principles and the requirements of the applicable laws and regulations.

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Auditing company responsibilities

It is our duty to reach conclusions regarding the conformity of the Sustainability Report to the GRI Standards on the basis of the procedures performed. Our work was performed in accordance with the *International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information* (hereafter “ISAE 3000 Revised”), published by the *International Auditing and Assurance Standards Board* (IAASB) for limited assurance engagements.
This principle requires the planning and implementation of procedures designed to ensure limited confidence that the Sustainability Report does not contain significant errors. The coverage of our audit was thus lower than that required for a full audit for ISAE 3000 Revised (“reasonable assurance engagement”) purposes and thus does not enable us to be certain that all the significant facts and circumstances which might come out of the latter will have come to our attention.

The procedures performed on the Sustainability Report are based on our professional judgement and included interviews - primarily with Fileni Group and Carnj staff responsible for drawing up the information set out in the Sustainability Report as well as documentary analysis, recalculations and other procedures designed to acquire useful evidence.

The following specific procedures were performed:

- 1) analysis of the process by which the relevant themes reported on in the Sustainability Report were identified, with reference to analysis and understanding methods relating to the reference context, identification, assessment and prioritising of the real and potential impacts and internal validation of the process results;
- 2) comparison of the economic-financial data and information set out in the Sustainability Report’s economic responsibility section with the data and information set out in the Fileni Group’s consolidated financial statement, taking account of the contribution of Carnj Società Cooperativa Agricola, where generated and distributed economic value calculations were concerned;
- 3) understanding of the processes underlying the generation, detection and management of the significant qualitative and quantitative information set out in the Sustainability Report.

Specifically we interviewed and talked to Fileni Alimentare S.p.A.’s managerial staff and the staff of Carnj Società Cooperativa Agricola and performed limited documentary checks with a view to gathering information on the processes and procedures shoring up the collection, aggregation, processing and transmission of the data and the non-financial information to the department responsible for drawing up the Sustainability Report.

Furthermore, for any significant information, taking account of the work and characteristics of the Fileni Group and Carnj:

- at the Fileni Group and Carnj level:
 - a) with reference to the qualitative information set out in the Sustainability Report, we conducted interviews and acquired supporting documentation to check its coherence with the available evidence;
 - b) with reference to the quantitative information, we performed both analytical procedures and limited checks on a sample basis to verify the accuracy of the data aggregation;
- for the Fileni Alimentare S.p.A. and Carnj Società Cooperativa Agricola Cingoli and Castelplanio head offices and production site, the MB Mangimi S.p.A. Longiano production site, the Società Agricola BIO Fileni S.r.l. Falconara livestock farm, the Società Agricola Ponte Pio S.r.l. Monte Roberto livestock farm, the Società Agricola Fileni and Società Agricola BIO Fileni S.r.l. Cannuccia livestock farms, which were selected on the basis of the business, their contribution to the consolidated level performance indicators and their location, we performed on-site visits and online meetings during which we talked to managerial staff and gained documentary sample evidence on the appropriate application of the procedures and calculation methods used for the indicators.

Conclusions

No significant elements suggesting that the Fileni Group and Carnj Società Cooperativa Agricola’s Sustainability Report relating to the financial year which ended on 31 December 2024 was not drawn up in conformity with the GRI Standards as described in the Sustainability Report methodological Notes section came to light during the above work.

DELOITTE & TOUCHE S.p.A.


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Partner

Ancona, 10 July 2025



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