



Sustainability Policy

**We draw the world closer, every day
The Orsero Group's approach to
Sustainability**

Document approved on 10/09/2025



GRUPPO
ORSERO

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Purpose and scope of application

The purpose of this Sustainability Policy (hereinafter also the "Policy" or "Document") is to define our Group's priorities and areas of commitment to reinforce the integration of sustainability principles in our operations on a daily basis.

This Document also identifies the roles and responsibilities of the corporate bodies and structures that oversee sustainability issues, opportunities and the associated risks, and their monitoring and reporting.

The Policy applies to the entire Orsero Group, the parent company Orsero S.p.A. and the subsidiaries in all the countries in which we operate.

Internal and external references

The Sustainability Policy has been prepared in keeping with our Code of Ethics, as well as in accordance with all other policies, guidelines, procedures, directives, and provisions defined at the consolidated level or at local level¹ and related to the areas covered by the Document. Lastly, the Sustainability Policy is in line with the Group's objectives adopted as part of our sustainability strategy².

The Document was prepared in compliance with the Ten Principles of the United Nations Global Compact (UNGC), and shares the strategic vision supported by the FAO for promoting a healthy, balanced lifestyle and reducing food waste³.

The governance of sustainability

The Sustainability Committee

The endowed Sustainability Committee, appointed by the Board of Directors of Orsero S.p.A., performs preparatory, advisory, and propositional functions for the Board of Directors. More specifically:

- i. performs a proactive and advisory role for all matters and issues concerning sustainability and sustainability strategies, policies and programs.
- ii. monitors the implementation of the Board of Directors' policies and guidelines on sustainability.

¹ By way of example but not limited to: Organizational Models pursuant to Legislative Decree 231/2001 - only for Italian companies-, Code of Conduct, Whistleblowing Policy.

² The sustainability strategy and the plan of objectives are approved by the Board of Directors of Orsero S.p.A. Additional information is available on our website in the "Sustainability" section.

³ FAO Strategy for Private Sector Engagement, 2021-2025.

- iii. proposes potential actions deemed necessary or appropriate based on the monitoring of the main regulatory developments and best practices in the field of sustainability.
- iv. issues its recommendations on specific aspects concerning the identification of significant corporate risks in relation to their sustainability profiles.
- v. assesses and provides recommendations concerning the appropriateness of any requests received from shareholders and/or other categories of stakeholders.
- vi. reviews and assesses the Sustainability Report presented annually to the Board of Directors.
- vii. monitors the Company and Group's sustainability rating in the financial markets.
- viii. provides its recommendations in relation to the inclusion of sustainability criteria in the Company's remuneration policy.

The sustainability function

All social and environmental responsibility matters are overseen by the sustainability function, which, with the support of the relevant functions, is responsible for:

- i. guiding the definition of the sustainability goals, also considering the Sustainable Development Goals (SDGs)
- ii. supporting the identification of actions aimed at achieving the goals
- iii. tracking the evolution of performance towards the achievement of the goals
- iv. suggest regular updates to the sustainability strategy, to reflect any changes within the Group or related to the context in which it operates
- v. disclosing annually the actions taken to achieve the goals and their progress within the Sustainability Report, prepared in compliance with current regulatory requirements at both European and national level
- vi. preparing the sustainability reporting, in line with the latest European legislative references⁴

In carrying out its duties, the sustainability function is also responsible for preparing sustainability reporting, in line with the latest European legislative references.

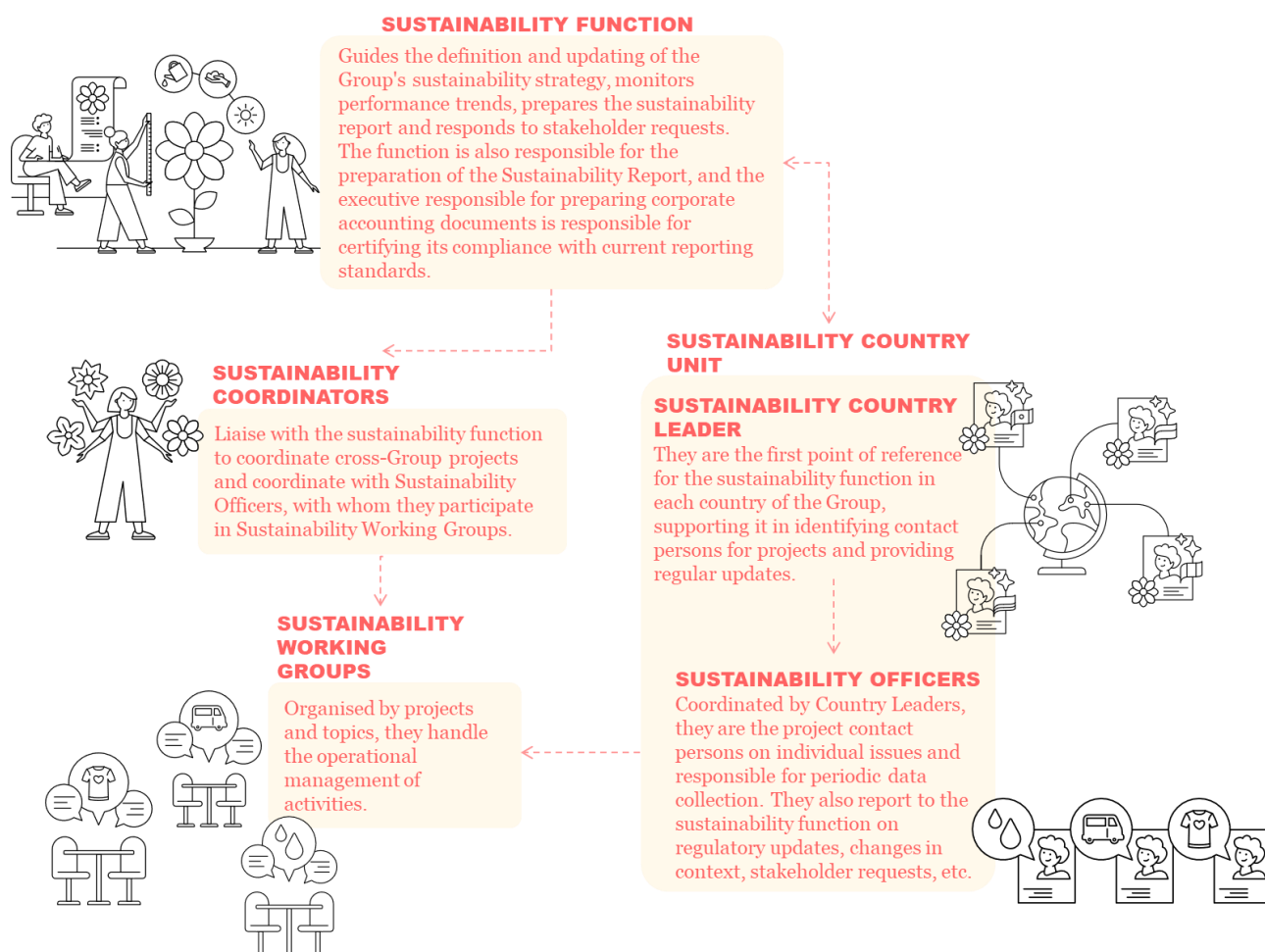
The executive responsible for preparing corporate accounting documents certifies its compliance with current reporting standards.

The sustainability function collaborates with:

- the Sustainability Coordinators: contact persons for cross-cutting issues at Group level, such as, but not limited to human resources, environment, communication.

⁴ The Executive responsible for preparing corporate accounting documents certify the Sustainability reporting compliance with current reporting standards.

- the Sustainability Country Leaders: contact persons at country level who oversee local sustainability projects and monitor performance with the support of the Sustainability Officers on site.



Our commitment to sustainability

We are committed, on a daily basis, to combining sustainability with the growth of our business and creating value in the medium-/long-term for all our stakeholders, by promoting responsible management of our activities. In accordance with our values and strategy, we are committed to integrating sustainability into all areas of operations and decision-making. We act to generate positive impacts and avoid directly and consciously contributing to any negative impacts in the operation of our business. We are convinced that respecting people and the planet are crucial, and we propose, through the fruits of our labour, not only to establish an active and continuous dialogue and discussion with our stakeholders, but also to contribute every day to promoting a healthier life and world for present and future generations.

In line with this commitment, we subscribe to the United Nations Global Compact (UNGC), which encourages businesses to behave responsibly, and we undertake to contribute to achieving the Sustainable Development Goals (SDGs) on which our activities have a significant impact.

Furthermore, convinced that people are the most important factor in the Group's success, we have decided to subscribe to the WEPs (Women's Empowerment Principles): a joint initiative of UN Global Compact and UN Women to promote gender equality.

Our values

Every company in our Group is unique, with its own characteristics and distinctive features, but our people share the same values, which is our strength. We work with passion, we are fair, correct and determined, creative and enterprising, but above all, we believe in our Group and in the ability to create value.

- **WE LOVE ACHIEVING GREAT THINGS**
- **WE PUT OUR COMPANY'S INTERESTS FIRST**
- **WE BUILD LASTING RELATIONSHIPS**
- **WE ACT WITH FAIRNESS AND INTEGRITY**
- **WE ALWAYS TAKE RESPONSIBILITY AND STAND BY OUR ACTIONS**
- **WE RECOGNIZE AND VALUE THE CONTRIBUTION OF EACH PERSON'S UNIQUENESS**

Our priorities

We are committed to ensuring that the identification of our strategic areas of responsibility follow:

- an integrated approach, intended to generate value for our shareholders, for all those who contribute to the realization of our goals and for all our stakeholders.
- a long-term vision that creates the conditions for generating value in the future.
- continuous improvement aimed at excellent economic, environmental, and social performance.

Conscious of our role, we undertake to concentrate our efforts on the following four strategic areas:

We recognise the value of people

People are the first ingredient of our success. We are committed to recognising the value of every human being in every context, whether it be an employee, supplier, customer, or consumer. For us, this translates into a commitment to:

- building relationships based on mutual respect for differences.
- creating workplaces that foster people's well-being, health, and safety.
- promoting healthy lifestyles and raising awareness of food waste inside and outside our Group.
- respecting the local communities within which we operate directly as well as the communities we work with along our supply chain.

We develop responsible supply chains

We have always explored the world in search of high-quality fruit and vegetables. For this reason, our supply chain is of fundamental value, and we are aware of the importance of maintaining a responsible approach throughout the supply chain. For us, that means:

- maintaining relationship of trust with all our suppliers, based on shared values.
- respecting the fundamental rights of each person, as a human being and as worker.
- protecting the environment, by paying attention to the responsible use of natural resources, promoting good agricultural practices, and reducing food loss and waste along the supply chain.
- building partnerships aimed at supporting local communities.

We reduce our impact on the planet

We believe that caring for the environment is a way of acting responsibly towards present and future generations. To achieve this, we are committed to:

- reducing the impact of our premises and controlling those of our naval fleet by monitoring consumption and outsourcing, and always promptly adhering to the highest standards and best practices.
- paying attention on impacts related to supply-chain activities.
- preventing losses and promoting the recovery of food waste.

- supporting the development of packaging, which we propose to tackle with a strategy centred on circularity, focusing on innovation and the life cycle of materials.

We promote a healthy, sustainable diet

We believe in the need to build an increasingly more healthy and sustainable food system. Fruit and vegetables, by their very nature, make it possible to combine caring for human health - at the basis of healthy diet - with caring for the environment, since they are among the foods with the lowest levels of environmental impact. Conscious of this starting point, we wish to:

- ensure high, stringent standards for food traceability, food quality and food safety.
- encourage awareness of food nutritional supplements and their importance in a healthy diet.
- promote proper end-of-life management for packaging to highlight the importance of the circularity of materials.
- raise awareness of food waste to foster conservation and the proper use of discarded food.

The adoption and approval of the Sustainability Policy

This Policy has been prepared by the Sustainability department, which periodically re-examines the document to evaluate its suitability and to define any changes to submit to the Sustainability Committee.

The Sustainability Committee shall advise the Board of Directors in the definition and review of the Sustainability Policy, also in view of its approval by the said Board of Directors.

Finally, the Board of Directors of Orsero S.p.A. is responsible for overseeing the implementation of the document.

The recipients of this document can request further information at the following dedicated email address: sustainability@orserogroup.it.