

Sustainability Report 2024

tastitalia[®]
HMI • SOLUTIONS

Future as a Mission

Imagination and **Innovation**: we bring great ideas to life

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Letter to the stakeholders



It is with great pleasure that we publish our first Sustainability Report, prepared in accordance with the Corporate Sustainability Reporting Directive (CSRD), transposed into Italian legislation through Legislative Decree 125/2024. This is an ambitious project that has required significant dedication from our human resources. Although Tastitalia is not legally obligated to undertake this initiative due to its current size, we have voluntarily chosen this path as a natural extension of our growth and sustainable development strategy.

For years, Tastitalia has integrated ESG principles while maintaining economic and financial balance, demonstrating that Sustainability and business performance can progress together, generating mutual value. Our commitment to environmental responsibility led us, as early as May 20, 2013, to obtain the ISO 14001:2015 certification for our environmental management system.

Furthermore, since 2022, we have started monitoring and measuring our CO2 emissions, with the aim of developing increasingly effective reduction and compensation strategies. Similarly, in late 2017, as part of our commitment to transparency and accountability, we voluntarily adopted the Organization, Management, and Control Model in accordance with Legislative Decree 231/2001. Since then, we have been under the supervision of the Supervisory Body, which reports directly to the Board of Directors.

The safety and well-being of our employees are not measured only through certifications but are reflected in our daily commitment to applying safety standards with particular attention to the people who are part of Tastitalia. This Sustainability Report is not the conclusion of a journey but rather another step toward continuous improvement. Through this publication, we reaffirm our commitment to a more responsible future, aware that sustainable progress is a path of constant evolution.

Massimo Ottaviani, CEO of Tastitalia

Methodological Note

This document represents the first Sustainability report of Tastitalia S.r.l.

Abbreviations

In the report, Tastitalia S.r.l. is referred to as “Company,” “Tastitalia” or “we”. Tastitalia S.r.l. holds the copyright of this report.

Purpose of the report

The Sustainability Report serves as the tool through which the company communicates to internal and external stakeholders its commitments, strategy, management practices, and results of its business activities from economic, environmental, and social perspectives.

The company’s reporting journey

The Report has been prepared taking into account the international frameworks of the International Integrated Reporting Council and the EFRAG (European Financial Reporting Advisory Group).

Approval

The Report was approved by the Board of Directors of Tastitalia S.r.l. on 27 march 2025.

Reference year

The data and information contained in this document refer to the 2024 fiscal year (from January 1 to December 31). Wherever available, comparative data from previous years have been included to provide a broader view of the company’s performance trends over time.

Reference scope

The economic, social, and environmental data in this Report pertain to Tastitalia S.r.l. as a whole, including all its facilities, and refer to the 2024 fiscal year (from January 1 to December 31). Any exceptions to this principle are indicated within the report.

Reference standards

The Report was drafted taking inspiration from the GRI Sustainability Reporting Standards updated in 2021 by the Global Reporting Initiative (GRI) and according to the European Sustainability Reporting Standards (ESRS), which is set to become the main tool for preparing sustainability reports in the member states of the European Union, as established by the new European directive, the Corporate Sustainability Reporting Directive (CSRD).

Definition of the report content

In defining the contents of this report, the company took inspiration from the principles of materiality, completeness, and stakeholder inclusiveness as proposed by the GRI Standards, without formally adhering to them.

The three core areas of sustainability – economic, social, and environmental – were considered, with a particular focus on the company’s commitment to organizational governance, product responsibility, environmental responsibility, and employee care.

The data and information included in the report were collected in accordance with the company’s existing internal workflow. The report was prepared with the support of a specialized consulting firm.

The report was prepared with the support of the consulting firm GCP Società Benefit.

Definition of the report contents and structure

In the “GRI Content Index” section, it is possible to view the details of the reported information, developed taking inspiration from the disclosures defined by the GRI Standards and the ESRS.

Frequency of reporting

Annual.

External assurance

This Report does not include a review by independent external professionals.

Contacts

For any information regarding this Sustainability Report, you can write to the e-mail address: esg@tastitalia.com

01

**Tastitalia
Innovation, Quality,
and Sustainability at
the heart of our journey**

Our history

Founded in the late 1990s, Tastitalia immediately stood out for its determination and commitment to providing technologically advanced, high-quality products, placing customer service at the core of every business activity. From day one, the company has aimed to build long-lasting partnerships with its customers, which have grown and strengthened over time thanks to a constant focus on innovation and reliability. Specializing in the design and production of membrane and capacitive keyboards, electronic assemblies, and related integrations, Tastitalia has continuously evolved, developing advanced solutions to meet the needs of an expanding customer base.

Its products, ranging from simple to highly complex solutions, are designed to address the specific requirements of each client by combining technology, reliability, and customization. In 2020, Tastitalia became part of the Swedish Lifco Group, a strategic move that further strengthened the company, opening up new opportunities for growth and organizational improvement.

Despite a dynamic and ever-changing market, Tastitalia continues to consolidate its position through careful and efficiency-oriented management. The company remains committed to investing in innovative solutions and fostering close collaboration with its customers, supporting them from the early design stages to develop tailor-made products that meet the challenges of an increasingly technological world.

Our headquarters

Tastitalia operates from a single headquarters in **Castelfidardo (Ancona)**, designed to accommodate both office and production areas within a single functional structure. The facility covers a total area of 3.500 square meters, with 3.000 square meters dedicated to production activities. Equipped with cutting-edge technology, this space ensures an efficient and well-equipped environment for the development of advanced HMI solutions. The headquarters also includes dedicated areas for design, research, and development, specifically designed to support innovation activities and encourage teamwork.

Additionally, there are fully equipped meeting rooms designed to facilitate operational meetings, discussions, and collaborations, contributing to a dynamic and cooperative corporate organization.



**A path of Excellence:
the history of Tastitalia**



Our identity: Mission and Values that guide us

Our Mission

Tastitalia's mission, "Future as a Mission", represents the company's commitment to looking ahead with imagination and innovation.

Every day, the company works to transform new ideas into tangible solutions and sophisticated products, ready for use and customized to meet specific customer needs. Through a co-design service that integrates mechanical, electronic, graphic, and functional expertise, Tastitalia supports clients throughout the entire process, from the initial concept to final production.

The goal is to develop intuitive, tailor-made interface technologies that enhance both quality of life and work, creating solutions that combine practicality with innovation.

"Future as a Mission"
represents the company's
commitment to looking ahead with
imagination and innovation.

Our Values

Tastitalia's values form the heartbeat of the company, guiding every decision, project, and relationship.

At the center of it all is **innovation**, the driving force that propels the company to develop cutting-edge technological solutions, anticipating the needs of a constantly evolving market. Complementing this innovative drive is **quality**, an essential principle that ensures reliable, durable products designed to precisely meet customer expectations.

Sustainability is another fundamental pillar for Tastitalia: every decision is aimed at reducing environmental impact, promoting responsible practices, and implementing efficient processes that balance environmental care with production effectiveness. This commitment to a more sustainable future translates into concrete actions that steer the company toward excellence.

Enabling all of this is **teamwork**, where diverse skills and professional expertise come together, fostering a collaborative environment that turns every project into a shared success. The contribution of each individual is essential in achieving increasingly ambitious goals.

Finally, at the heart of every activity is the **customer**, whose satisfaction drives the entire creative process. Listening to their needs, understanding their demands, and delivering tailor-made solutions is not just a goal but a daily commitment that allows Tastitalia to build strong, lasting relationships based on trust and tangible results.

These values form the foundation on which Tastitalia builds its present and envisions its future—merging innovation, quality, and responsibility to successfully tackle the challenges of a rapidly evolving world.

Innovation
Quality
Sustainability
Teamwork
Customer

Industries served

- **HO.RE.CA**

Customized product lines, fast prototyping, and a strong focus on layout and design.

- **DEFENSE**

Reliable and robust interfaces, designed to operate even in the most extreme environments.

- **AEROSPACE**

High performance, advanced technology, and top-level control.

- **NAVAL**

Solutions resistant to salt air, humidity, and UV rays, combined with luxury craftsmanship and high customization.

- **MEDICAL**

Aseptic and easily sterilizable solutions, with surfaces and materials designed to prevent any bacterial accumulation.

- **INDUSTRIAL**

Technologies designed to maximize ease of manual operations and minimize maintenance needs.

- **AUTOMOTIVE**

Technological innovation, high-performance solutions, and full compliance with all industry regulations.

- **HOUSEHOLD APPLIANCES**

Top-level performance, ensuring safety and reliability in every application.

Customised solutions: technology and applications

Customization at the core

Tastitalia stands out for its ability to develop **complex, fully assembled, tested, and ready-to-use** products, thanks to the seamless integration of diverse skills and technologies.

At the heart of its offering is **customization**, achieved through a co-design service that combines mechanical, electronic, functional, and graphic elements of any interface.

The company supports customers from the earliest development stages, leveraging its vast expertise to create tailored solutions that meet specific requirements. One of Tastitalia's flagship products is the **membrane keyboard**, a versatile and reliable choice for applications requiring ease of use, quick implementation, and resistance in challenging environments. This technology adapts to any design or application need, proving its reliability even in extreme conditions.

Tastitalia is also a leader in the development of advanced **touch technologies**, such as **Projected Capacitive Touch Screens (PCAP)**, which offer high sensitivity, durability, and intuitive navigation—ideal for both indoor and outdoor complex applications. By designing **customized HMI (Human-Machine Interface) solutions**, integrating **MCU and MPU** technologies, Tastitalia meets the most specific and advanced requirements, delivering **engaging and intuitive user experiences**.

Certifications: processes and products recognized over time

Tastitalia has always pursued excellence as a guiding principle, thanks to a team of engineers, technicians, and project managers with solid expertise in the HMI solutions sector. Each project is developed with the objective of ensuring innovation, reliability, and quality, values that are concretely reflected in the company's processes and the products offered to customers. Over the years, Tastitalia has obtained significant certifications that demonstrate its continuous commitment to quality management, environmental responsibility, and safety.

ISO 9001 certification (since 2009) confirms the rigorous control of every production phase to minimize errors and ensure high standards.

ISO 14001 certification (since 2013) reinforces the company's environmental responsibility, adopting concrete practices to reduce the impact of its activities.

Tastitalia's commitment to high-complexity sectors such as aerospace has been recognized with **ISO 9100 certification**, ensuring high precision and safety in the developed solutions. By 2025, Tastitalia aims to further expand its management system by obtaining **ISO 45001 certification** for occupational health and safety and **ISO 13485** certification for the medical sector, consolidating its commitment to responsible management and quality in strategic industries. These achievements are not merely formal compliance measures but the result of daily dedication to ensuring efficient, sustainable, and transparent processes, reinforcing customer trust and solidifying Tastitalia's reputation as a reliable and innovative partner.

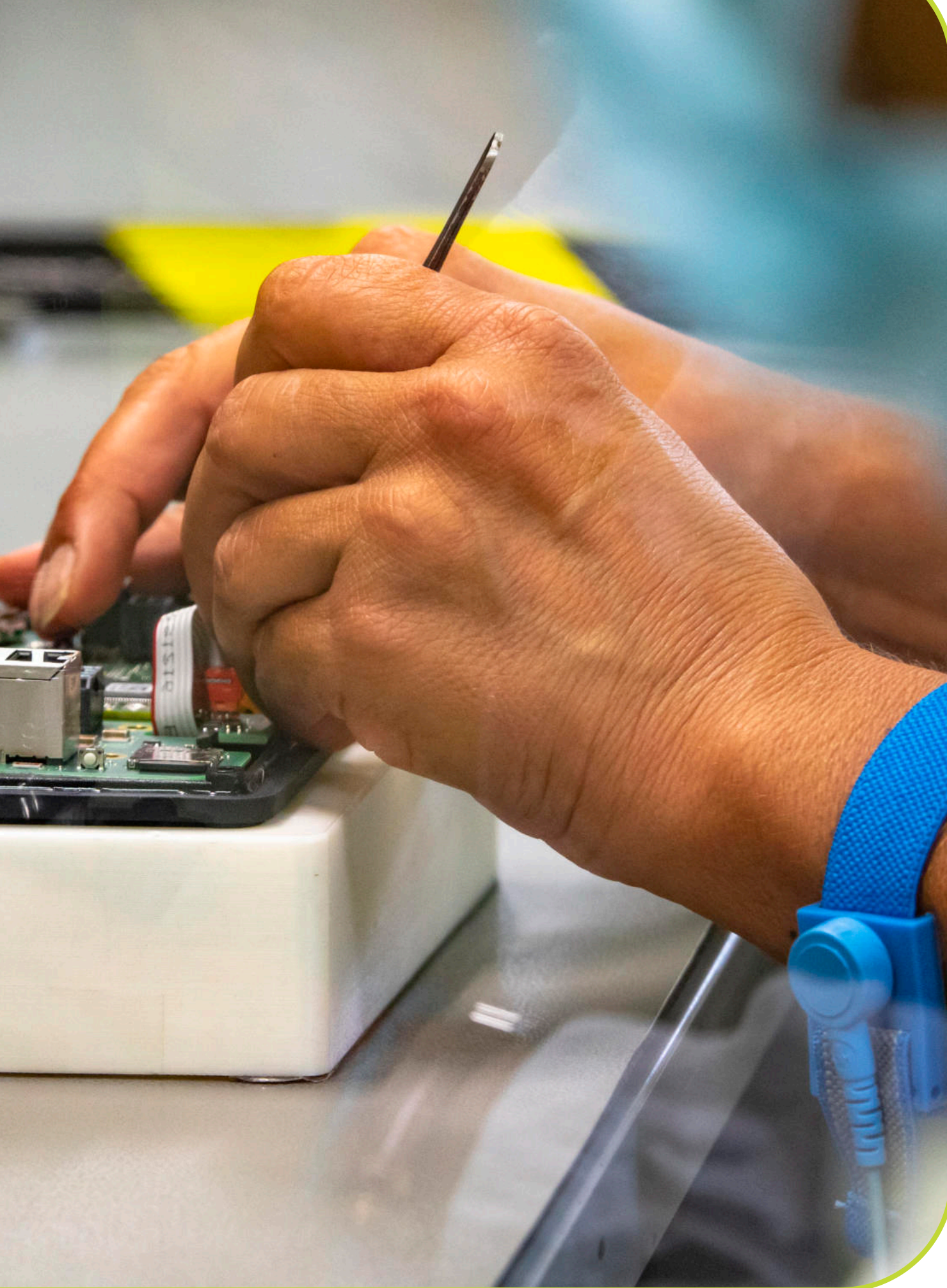
ISO 9001 – Quality Management System

ISO 14001 – Environmental Management System

ISO 9100 – Quality Management System
for aviation, space and defense

Certified excellence: quality and reliability





Quality: a strategic and daily choice

Quality is a fundamental pillar of Tastitalia's operations, permeating every aspect of the business. It extends beyond mere compliance with technical standards, representing a daily commitment to efficiency, tangible results, and continuous progress toward excellence. The company has developed a **quality management system** that continuously monitors production performance and promotes continuous improvement. This approach is not limited to final product control but also places great importance on the production environment: order and cleanliness are not just aesthetic aspects but essential conditions to guarantee stable processes, minimizing contamination and inefficiencies. At Tastitalia, **quality is a shared responsibility** across all business functions and represents an essential commitment to delivering reliable products and processes. This approach not only allows the company to meet customer expectations but exceed them, contributing to key strategic goals such as innovation, Sustainability, and long-term competitiveness. Tastitalia continuously monitors several quality KPIs to ensure high production standards and maximize customer satisfaction. Among these, a key indicator is the percentage of returned products compared to those delivered, a fundamental parameter for evaluating the reliability and quality of our production processes.

We are proud that in 2024 this value was 0.09%—an excellent result that we aim to consolidate and further improve.

This achievement reflects the reliability of our production processes and our constant focus on quality. We will continue to optimize every stage of production, maintaining high standards and strengthening our commitment to excellence.

R&D at the heart of growth

Tastitalia considers **Research & Development (R&D)** to be a **fundamental pillar** of its success and a key driver for sustainable growth. Aware of the challenges and opportunities of a constantly evolving market, the company **continuously invests in technological innovation**, not only to meet customer demands but also to anticipate industry trends and lead change. The highly technological nature of Tastitalia's products requires a strategic approach to research, aimed at developing cutting-edge solutions that respond to the needs of an increasingly dynamic and competitive market.

This commitment is also reflected in **significant investments** dedicated to R&D: approximately 4% of annual revenue, based on the latest approved 2023 financial statement, is allocated to research and development—evidence of the critical role innovation plays in Tastitalia's future. For Tastitalia, innovation is not just a strategic necessity, it is a passion. Each project is approached with the ambition to deliver increasingly advanced and high-performance solutions, looking toward the future with optimism and determination.

Collaborations that drive innovation

Supporting its continuous commitment to innovation, Tastitalia has established a solid and fruitful partnership with the **Marche Polytechnic University (Univpm)**. This long-term collaboration involves the Department of Industrial Engineering and Mathematical Sciences (DIISM) and the Department of Information Engineering (DII) of the Faculty of Engineering, with the **goal of combining academic knowledge with corporate expertise**.

Through this synergy, Tastitalia **works to develop innovative technological solutions** and tackle the most advanced challenges in the industry, benefiting from the contribution of a highly qualified team of researchers and professors.

These collaborations are a **key component of the company's research and development strategy**, reaffirming its commitment to staying at the forefront and responding to the needs of a rapidly evolving market.



**Innovating for the future:
research, development,
and smart processes**

R&D Initiatives: solutions for the future

Demonstrating its commitment to innovation, Tastitalia has launched significant projects to address the most advanced technological challenges and improve its solutions. These projects embody the essence of Tastitalia's research strategy, combining advanced technology and innovative solutions to meet the needs of an ever-evolving world.

MAGIC Project

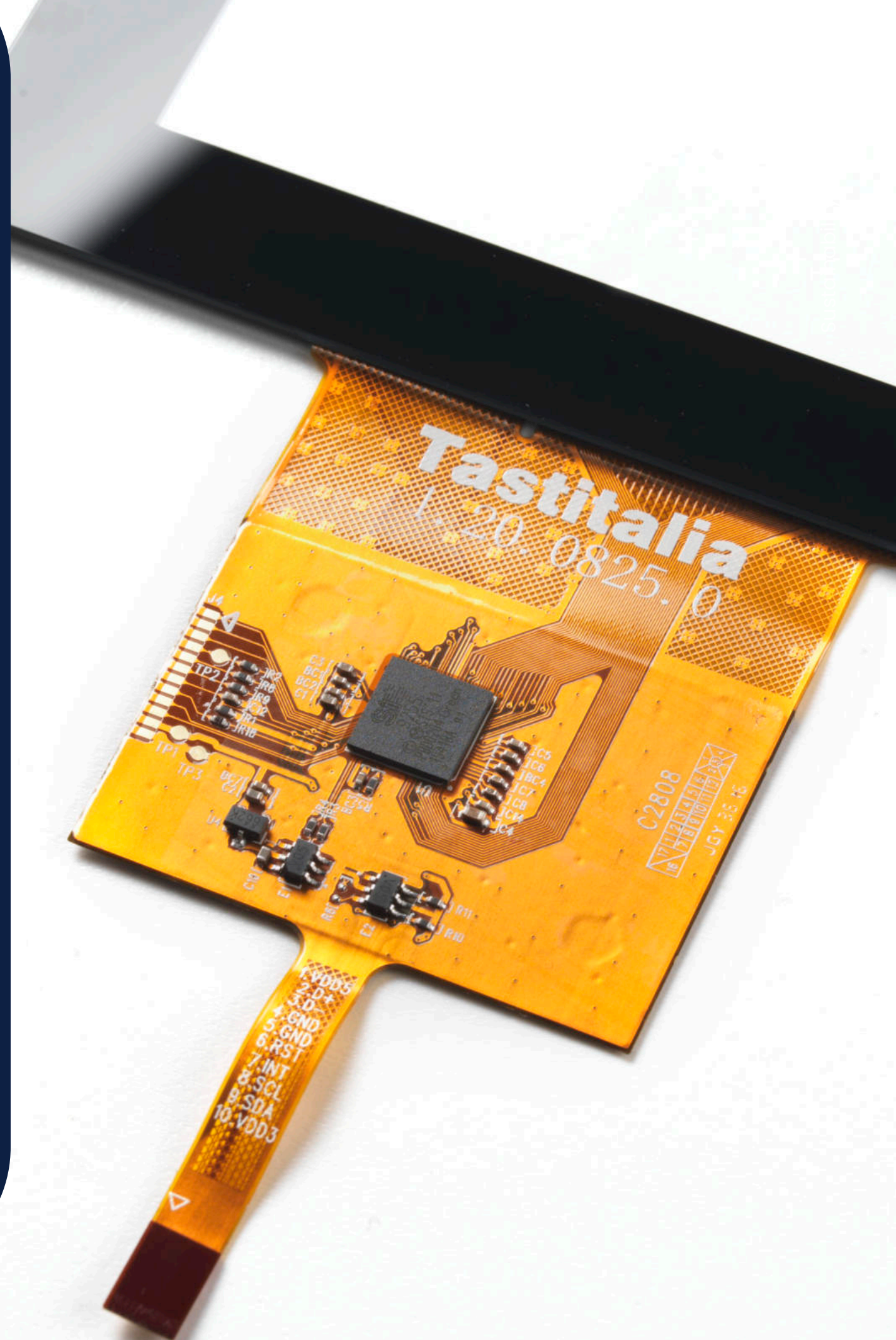
An innovative and customizable haptic interface, designed for smart devices that enhance human-technology interaction in smart home environments. This marks a significant advancement in user experience, allowing for more intuitive and natural control of connected devices. More details are available at: www.magic-project.it.



E-BED Project

A next-generation smart bed, designed to enhance the quality of life for fragile patients. Using contactless sensors and advanced artificial intelligence algorithms, E-BED enables real-time monitoring of vital parameters, supporting caregivers and healthcare professionals in both clinical and home care settings.

This innovation opens new frontiers in the healthcare and wellness sector.

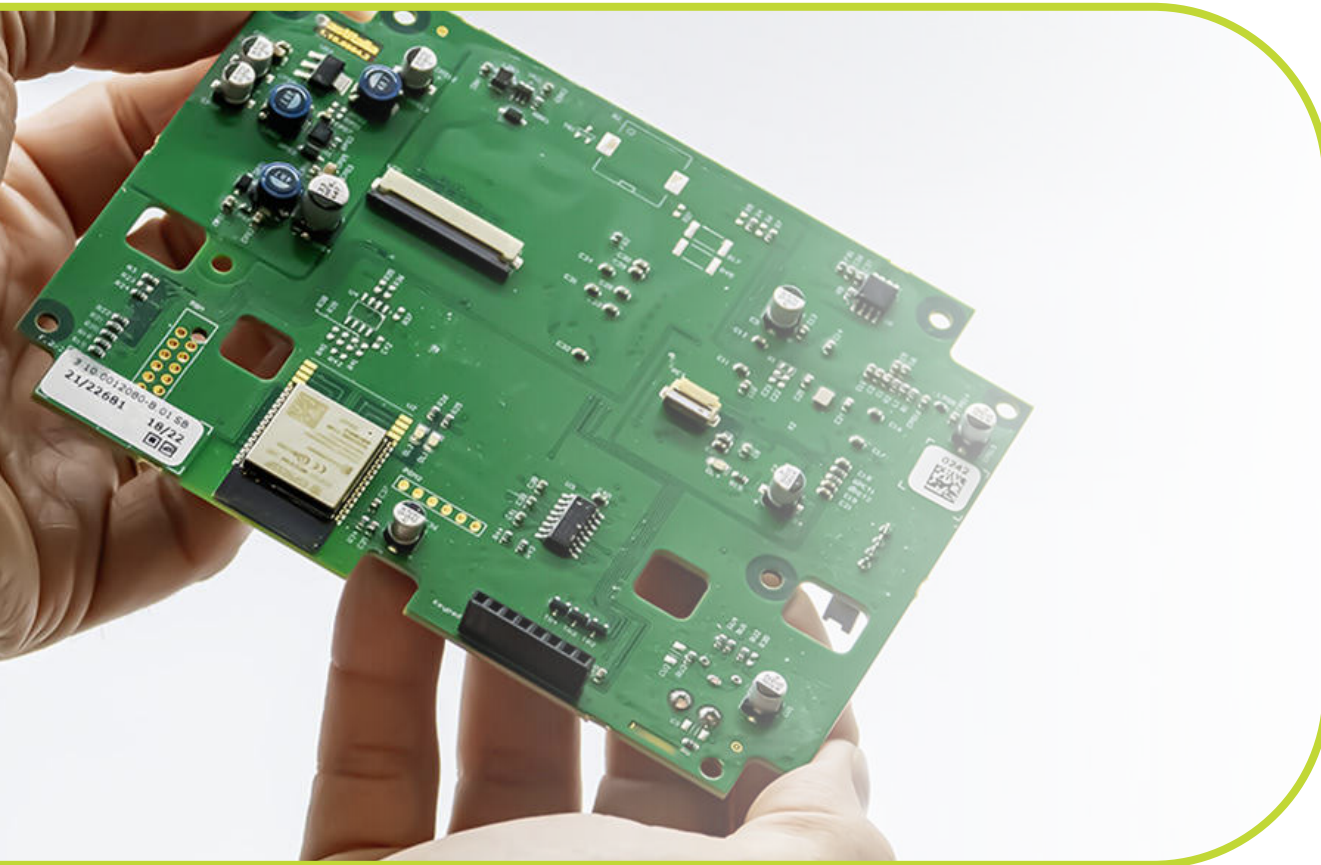


A new path for growth

Since 2021, Tastitalia has embarked on a new strategic direction, marking a significant evolution from its traditional offerings. While the company was previously focused primarily on **HMI solutions**, such as keyboards and microcontrollers, it has now expanded its expertise to include the design of **embedded systems with microprocessors**.

This transformation has enabled Tastitalia to extend its reach into the microcomputer sector with operating systems, exploring new applications and tackling increasingly complex technological challenges.

The ability to integrate this new area with its established expertise in HMI solutions represents a strategic step that strengthens the company's position as a technological benchmark in an ever-evolving market.



Streamlined processes for a more efficient future

In line with its commitment to continuous improvement, Tastitalia has launched a series of initiatives aimed at optimizing business processes, adopting the principles of Lean Production. These measures are designed to streamline internal operations, reduce non-value-added activities, and enhance overall efficiency, thereby reinforcing the company's competitiveness.

One of the most significant initiatives has been **the optimization of production processes and warehouse management**, achieved through:

- Analysis of production cycles
- Workstation optimization
- Adoption of Kaizen practices, which promote continuous improvement

At the same time, Tastitalia has implemented **a leaner and more stable production plan**, reducing waste and increasing operational flexibility. By introducing pull system logic, analyzing lead times, and implementing targeted planning for work centers, the company has optimized both production and warehouse management.

This has been further enhanced through specialized IT tools, improving process efficiency. These initiatives demonstrate Tastitalia's ongoing commitment to enhancing operational performance, ensuring greater efficiency, and adapting more flexibly to market demands.

Towards a sustainable future: our commitment to the environment and society

The UN Agenda principles we follow

The Sustainable Development Goals (SDGs), also known as Global Goals, are a set of 17 integrated and interconnected objectives designed to end poverty, protect the planet, and ensure prosperity for all by 2030



Tastitalia has chosen to embrace a sustainable strategy aligned with the United Nations Sustainable Development Goals (SDGs), focusing on key principles, including:

Goal 3 – Good health and well-being

The company promotes a safe and healthy work environment, paying special attention to the physical and mental well being of employees and improving working conditions through **Goal 7 – Affordable and clean energy**

Tastitalia invests in energy efficiency technologies and renewable energy production, reducing its environmental impact and optimizing energy consumption.

Goal 8 – Decent work and economic growth

The company is committed to ensuring sustainable growth, high-quality jobs, and skills development in a safe and inclusive work environment.

Goal 9 – Industry, Innovation, and Infrastructure

Tastitalia focuses on technological innovation and the development of modern infrastructures to enhance operational efficiency and business competitiveness.

Goal 12 – Responsible consumption and production

The company adopts circular economy strategies and resource optimization practices to reduce waste and environmental impact throughout the supply chain.

Goal 13 – Climate action

Tastitalia integrates Sustainability into its business model, reducing emissions and promoting low-impact solutions for a more sustainable future.

02

Materiality assessment and strategic Sustainability



Stakeholders Interaction tool
Clients: commercial interactions, technical alignment with the operations team, order management, invoicing and payments.
Parent company: regular strategic alignment meetings, structured performance reports, operational and financial coordination activities.
Suppliers: email and phone communications, scheduled order management, regular update meetings, collaborations, and participation in industry trade shows and events.
Employees: ongoing dialogue with Human Resources, company meetings to share results and future goals, training programs, and awareness initiatives on health and safety.
Shareholders: shareholder meetings, regular Board of Directors meetings, plenary sessions on company strategies and performance.
Financial institutions: regular contacts with the Administration, Finance and Control department, periodic financial reports, meetings for operational management.
Industry associations: participation in institutional meetings, general assemblies, and webinars on regulatory and industry updates.
Educational institutions: collaborations for internships and training programs, career guidance initiatives, and projects with students and faculty.
Local communities: dialogue with local authorities for administrative and authorization processes, participation in social and environmental initiatives in the area.
Local neighbors: informal meetings to maintain a collaborative relationship.

Dialogue with our stakeholders

Tastitalia recognizes the importance of maintaining an ongoing and constructive dialogue with its stakeholders, who play a key role in the company’s success and growth. Active listening and engagement allow us to better understand their needs and expectations, ensuring a proactive approach aimed at creating shared value. On the left page there is an overview of the company’s main stakeholders and the corresponding interaction tools, reflecting Tastitalia’s commitment to building and maintaining strong, transparent, and lasting relationships.



Main Stakeholders



Interaction tools

Materiality assessment: key themes for sustainable growth

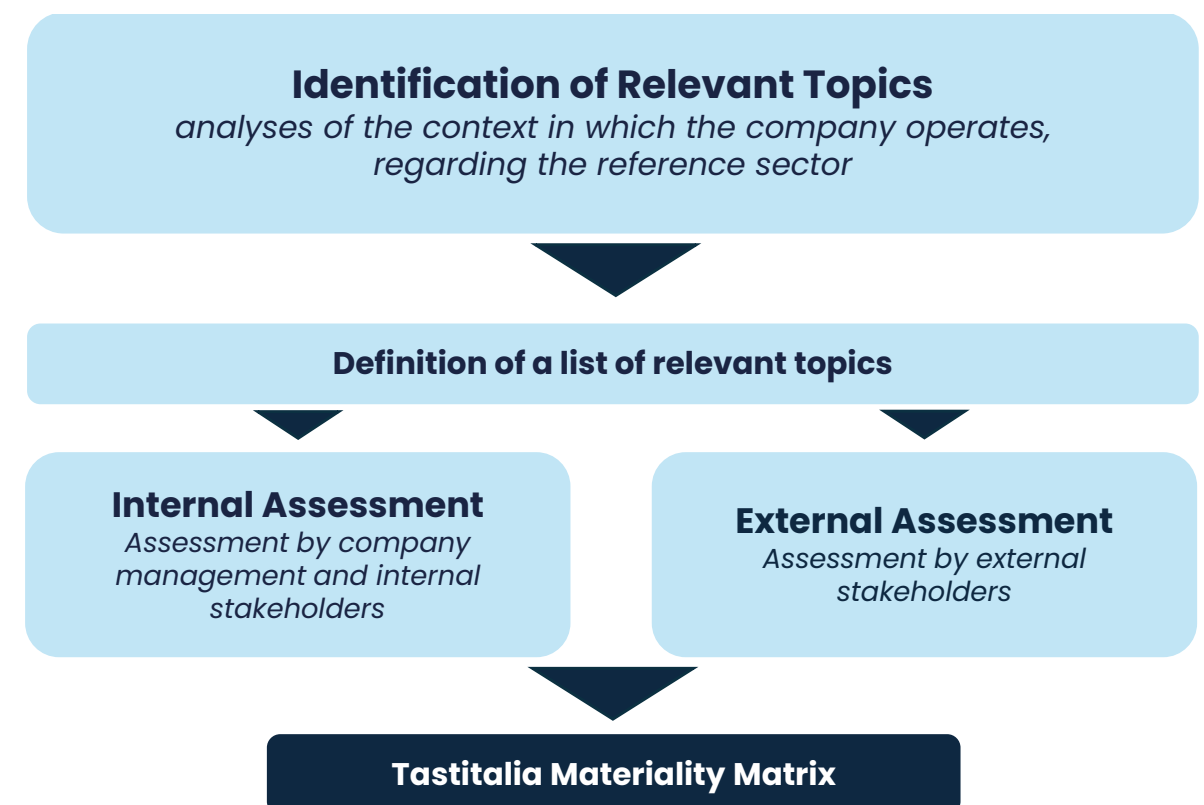
The materiality assessment is a fundamental tool in Tastitalia's Sustainability strategy, as it helps identify and prioritize the most relevant issues for both the company and its stakeholders. This process enables the company to recognize environmental, social, and economic factors that significantly impact business operations and stakeholder expectations, thereby guiding strategic decisions toward responsible development. To conduct this assessment, Tastitalia adopted a structured and inclusive approach, directly engaging stakeholders by collecting and analyzing their perspectives. The process was structured into two main phases:

Definition of Relevant topics

More than thirty strategically relevant topics were identified, considering both the company's internal priorities and stakeholder expectations. This analysis helped outline the key environmental, social, and economic factors affecting Tastitalia's operations.

Priority Definition

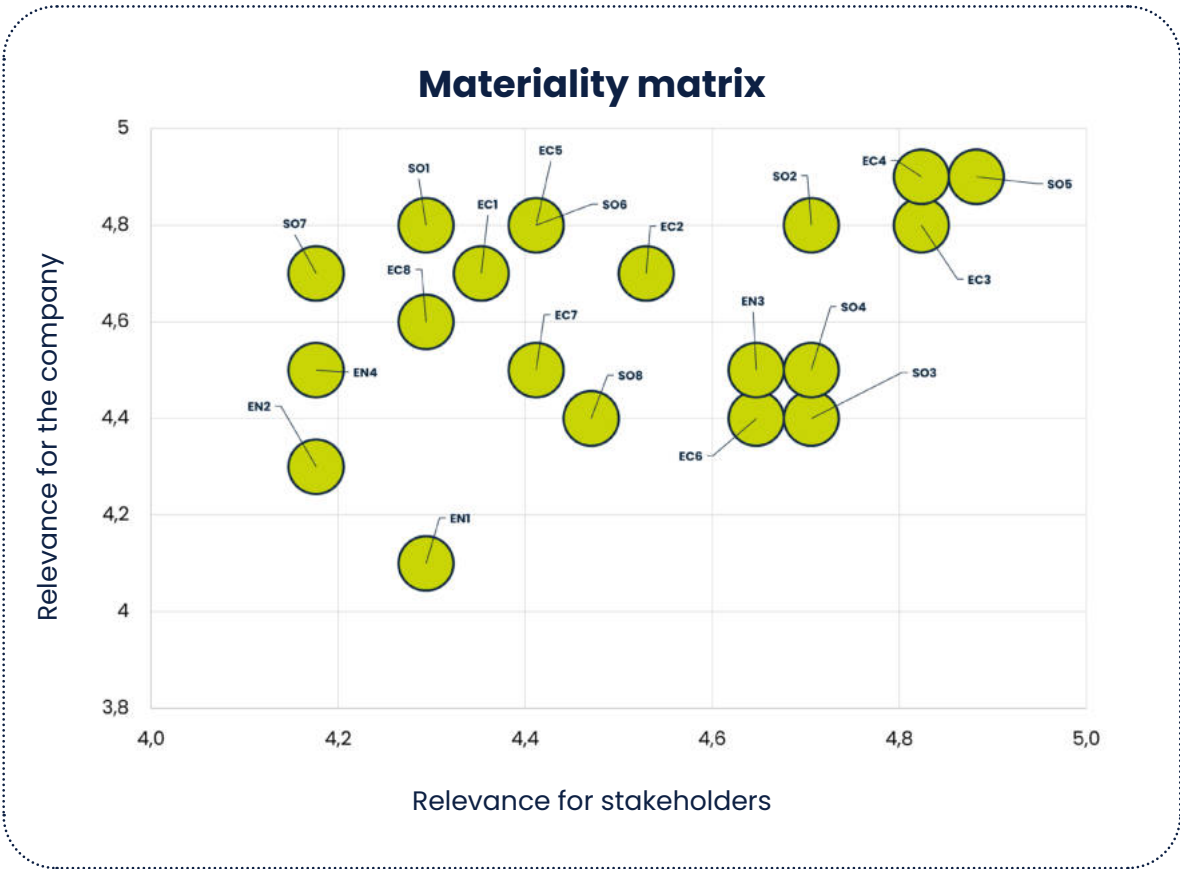
The identified topics were then evaluated based on stakeholder input, collected through a structured data-gathering process. This process allowed for the establishment of a ranking that facilitates the integration of these topics into the company's overall strategy.



The results of the assessment were summarized in the Materiality Matrix, which visually represents the relationship between corporate priorities and external expectations.

The horizontal axis reflects the level of relevance attributed by the company. The vertical axis represents how significant these topics are to external stakeholders.

The most relevant topics emerging from this analysis define the key areas of focus for Tastitalia’s Sustainability strategy.



The assessment identified:

- 8 key economic topics (EC)
- 4 key environmental topics (EN)
- 8 key social topics (SO)

Medium- to long-term economic and financial stability	EC1
Business continuity and corporate governance	EC2
Customer satisfaction	EC3
Quality of products/services offered	EC4
Technological, process, and product innovation	EC5
Sustainable and long-term supplier relationships	EC6
Creation of shared value	EC7
Integrated risk management	EC8
Reduction of fossil fuel energy consumption	EN1
Energy efficiency improvements	EN2
Industrial waste management	EN3
Air pollution reduction	EN4
Prevention of active and passive corruption	SO1
Cybersecurity	SO2
Data privacy management	SO3
Transparency, ethics, and integrity in business conduct	SO4
Workplace health and safety	SO5
Training and skills development	SO6
Professional growth and career advancement	SO7
Gender equality	SO8

Our commitments and goals

Building upon the materiality assessment, we have defined specific goals for each key topic, adopting a strategic approach focused on continuous improvement. These goals take into account corporate priorities and their impact on key stakeholders, with a particular emphasis on innovation, environmental responsibility, and sustainable growth.

Additionally, these goals have been aligned with the principles of the United Nations 2030 Agenda, ensuring coherence with the areas in which the company is most engaged and actively contributing to global Sustainability.

With this integrated approach, we are committed to creating shared value, placing transparency and active stakeholder engagement at the core of our strategy. Through open dialogue and responsible management of material topics, we strengthen our Sustainability journey and concretely contribute to the improvement of the social, economic and environmental context in which we operate.

Material Issue	Future Goals	2030 Agenda SDGs
Economic		
Medium-long term economic and financial growth and balance	EBITDA target >30%	8
Continuity in corporate governance	Ensure a stable and efficient Board of Directors Ensure governance stability	8
Customer satisfaction	Reinstate the customer satisfaction survey	9, 12
Quality of products/services offered	Quality KPI targets: Returned products/delivered products <0.09%	9, 12
Technological, process, and product innovation	Complete the EBED project within scheduled timelines Ensure continuous investments in technological and process innovation	9
Ongoing business relationships with the supply chain	Maintain and improve current operational performance Carry out scouting activities to identify new suppliers Strengthen relationships with strategic Italian suppliers	8, 12
Creation of shared value	Maintain and strengthen collaborations with universities to foster research, innovation, and skills development	9, 17
Integrated risk management	Strengthen ESG risk integration in corporate risk management	12, 13

Material Issue	Future Goals	2030 Agenda SDGs
Environmental		
Reduction of energy consumption from fossil fuels	Maintain self-produced energy level above 50%	7, 13
Energy efficiency interventions	Evaluate and plan revamping activities for photovoltaic system optimization	7, 12, 13
Industrial waste management	Guarantee 100% waste disposal in compliance with current regulations Ensure at least 75% of waste is recovered"	12
Air pollution	Maintain total emissions (tCO ₂ eq/year per revenue) below 0.28%	13, 15

Material Issue	Future Goals	2030 Agenda SDGs
Social		
Active and passive corruption	0 corruption cases Share the ethical code with stakeholders	16
Cybersecurity	Corporate violations target: 0 Conduct periodic audits with external auditors for vulnerability assessment (VA), penetration testing, and preventive training for employees Ensure compliance with NIS2 regulations	9, 16
Privacy in managing sensitive data	Ensure compliance with GDPR Review and publish IT system information on noticeboards and personal apps	16
Transparency, ethics, and integrity in business conduct	Promote internal awareness of the corporate ethical code and ensure sharing with new Tastitalia suppliers	9, 16
Health and safety in the workplace	Reduce the number of non-commuting accidents to 0	3, 8
Training and skills development	Provide at least 20 hours of annual training per employee Raise employee awareness on ESG topics	3, 8, 4
Professional growth of personnel	Ensure continuous investments in training for employee professional development	8
Gender equality	Maintain a female workforce percentage above 40%	5, 8

03

Corporate governance and management approach



Tastitalia's governance model

Tastitalia has adopted a structured governance model to ensure responsible and effective management of its business activities. The system is based on principles of transparency, integrity, and regulatory compliance, with the goal of creating long-term value for all stakeholders.

The company is structured as a limited liability company (S.r.l.) and is part of the Lifco Group, ensuring a governance approach that balances managerial autonomy with coordination from the parent company. The company's activities are overseen by a **Board of Directors**, composed of five members:

- **Chairman of the Board of Directors, Vincent Alf Ivan Mattias**
- **Chief Executive Officer, Massimo Ottaviani**
- **Three Directors, who support the company's strategic management**

The Board of Directors defines the company's strategic direction, monitors the implementation of objectives, and ensures that decisions align with its vision for growth and Sustainability. Its responsibilities extend to defining development strategies, supervising operational plans, and evaluating company performance, maintaining constant alignment with the Group's directives.

Operational management is entrusted to the Chief Executive Officer (CEO), who has broad managerial authority to execute the company's strategy. His role focuses on two key pillars: economic and financial development and technological innovation, while ensuring environmental and social Sustainability.

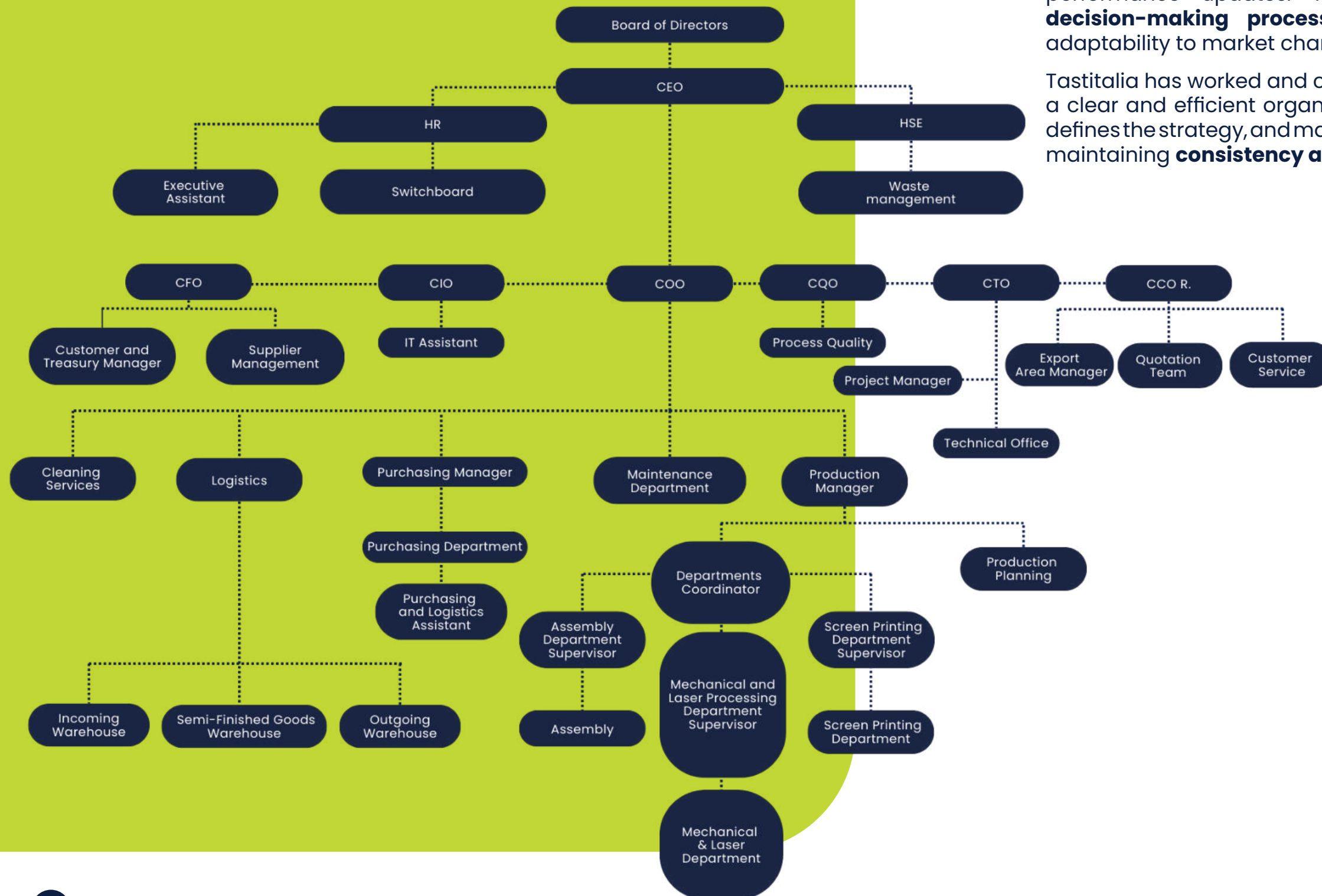
The CEO coordinates the work of various company functions and represents Tastitalia in institutional and business relationships. Tastitalia's organizational structure is divided into specific functional areas to ensure a synergistic workflow and efficient operational management. The main business functions include:

- **Administration, Finance, and Control**
- **Human Resources**
- **Health, Safety, and Environment**
- **Operations**
- **Quality**
- **Technical Office**
- **IT**
- **Sales**

This organizational model allows Tastitalia to maintain a robust and dynamic governance system, ensuring continuous monitoring of company progress and ethical and responsible business conduct. In line with Lifco Group's guidelines, the company pursues sustainable growth, improving operational performance while reinforcing its commitment to social and environmental responsibility.

Organizational structure and functions

Enhancing operational efficiency and business synergy



The effectiveness of a company depends on its ability to translate strategies into tangible results. At Tastitalia, this process is enabled by an **integrated organizational structure**, where different functional areas work together to ensure **operational efficiency and strategic consistency**.

Each function is responsible for executing corporate strategies, monitoring and sharing operational data, and providing regular performance updates. This **flow of information optimizes decision-making processes**, ensuring responsiveness and adaptability to market changes.

Tastitalia has worked and continues to work toward consolidating a clear and efficient organizational structure, where governance defines the strategy, and management ensures its implementation, maintaining **consistency and operational execution at all levels**.

Sustainability governance

Tastitalia recognizes Sustainability as a strategic element of its governance, integrating it into decision-making and operational processes. Sustainability management is not treated as a separate function but as a guiding principle influencing all business areas—from production to innovation, human resources, and supply chain management.

The Board of Directors is responsible for overseeing Sustainability strategies and ensuring they align with corporate goals and stakeholder expectations. This commitment translates into the adoption of policies that promote environmental impact reduction, improved working conditions, and adherence to the highest ethical standards. The Health, Safety, and Environment Department is the operational core of Sustainability governance.

This function ensures that Sustainability principles are fully embedded in corporate strategies, supporting various business functions in achieving Sustainability objectives and promoting a systematic and measurable approach to social and environmental responsibility.

Key responsibilities of this department include:

- **Integrating Sustainability into business processes**, ensuring that environmental, social, and economic responsibility principles are an intrinsic part of corporate strategies and operations.
- **Developing and proposing Sustainability plans** to the Board of Directors, identifying trends and opportunities to enhance long-term corporate impact.
- **Maintaining a transparent and measurable reporting system**, ensuring constant monitoring of Sustainability performance and periodic communication of results to stakeholders.
- **Engaging and raising awareness among employees** through training initiatives, corporate social responsibility programs, and environmental Sustainability awareness campaigns.

Marche summer landscape



Business ethics and corporate responsibility

Ethics and integrity

Ethics and integrity are the foundational principles on which Tastitalia builds its business model and relationships with employees, customers, suppliers, and stakeholders. The company is committed to ensuring responsible and transparent behavior, fostering a corporate culture based on fairness, respect, and the protection of collective interests.

Code of ethics and business conduct

Tastitalia's Code of Ethics defines the core values and guiding principles that shape corporate decision-making and conduct. It serves as a reference framework for all individuals operating within the organization, establishing clear standards of behavior in both internal and external relationships. This official document, approved by senior management, outlines the rights, duties, and behavioral rules that the company expects all stakeholders to uphold, including employees, customers, suppliers, institutions, and the broader community. Tastitalia considers fairness, transparency, and respect for human rights as fundamental principles for building trust-based relationships and responsible corporate management. Adhering to ethical business standards goes beyond regulatory compliance—it reflects the company's commitment to fostering a corporate culture rooted in integrity and social responsibility. Every employee is expected to maintain a professional and respectful attitude, contributing to a fair, inclusive, and safe work environment.

The Code of Ethics also sets out clear commercial and contractual guidelines, ensuring that all negotiations are conducted in good faith, free from favoritism or unethical practices. Tastitalia continuously monitors compliance with these principles and requires its suppliers and business partners to adhere to the same ethical standards. Thanks to this rigorous internal control system and a corporate culture focused on integrity, Tastitalia has never been associated with any episodes of corruption.

The adoption of an effective Code of Ethics is a key element of the company's preventive control system, reinforcing not only the ethical integrity of business activities but also the prevention of potential offenses in accordance with Legislative Decree 231/2001. To ensure its continued effectiveness and relevance, the document is periodically updated in line with regulatory developments and corporate needs.

Tastitalia also promotes training and awareness initiatives to disseminate knowledge of the Code of Ethics among all employees and to ensure its concrete application in daily business operations. The objective is to strengthen a business model based on trust, Sustainability, and social responsibility, reinforcing the company's commitment to ethical and transparent operations.

Transparency and conflict of interest governance

Tastitalia has implemented specific measures to prevent conflicts of interest, ensuring that all decisions are made in the exclusive interest of the company and its stakeholders. Employees are required to report any circumstances that could compromise impartiality and objectivity in their work. To strengthen governance, Tastitalia ensures that decision-making processes are traceable and verifiable, adopting internal control measures to prevent violations and ensure transparent corporate management.

Whistleblowing and ethical reporting mechanisms

To safeguard corporate integrity, Tastitalia has established a whistleblowing system that enables employees and external stakeholders to report any non-compliant behavior with the Code of Ethics, unlawful practices, or risk situations affecting the company. Reports can be submitted confidentially, ensuring the highest level of protection for whistleblowers and guaranteeing the absence of any form of retaliation.

Reports are handled through a secure channel and include the following safeguards:

- Strict confidentiality of the whistleblower's identity and protection against retaliation.
- Prompt and impartial assessment by the Supervisory Body.
- Implementation of corrective or disciplinary actions, in compliance with applicable regulations.

This system serves as a crucial tool for preventing and addressing unethical behavior, fostering a corporate environment based on trust, accountability, and adherence to regulations. Tastitalia considers ethics and transparency to be fundamental pillars of its corporate identity. The company is committed to promoting responsible behavior at all levels of the organization and strengthening its position as a reliable and sustainable player in the market.

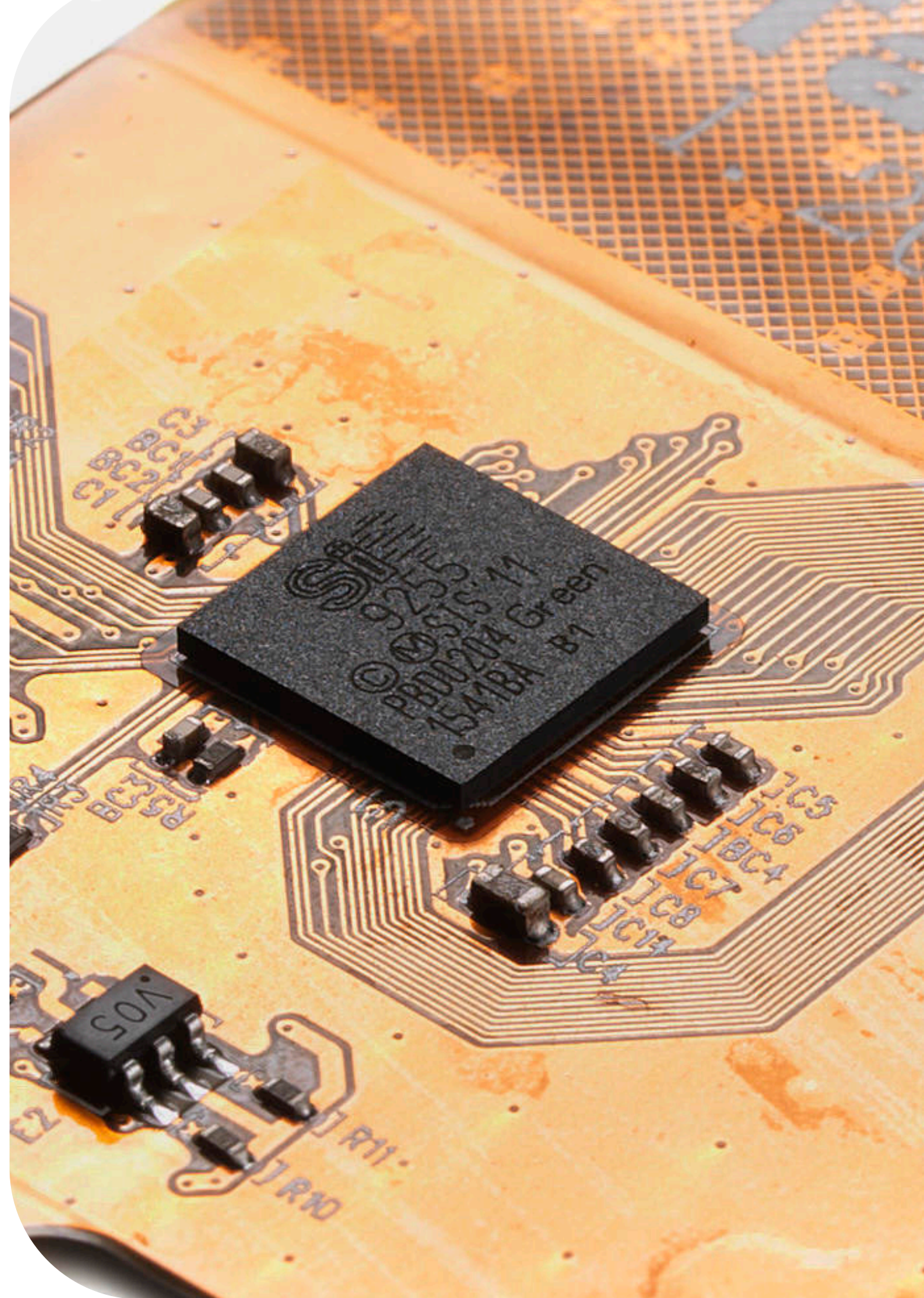
Risk management and compliance

Tastitalia adopts a structured **risk management approach**, aimed at identifying, assessing, and mitigating factors that could impact operational continuity, financial stability, and corporate reputation. Compliance with regulations is an integral part of this system, ensuring that the company operates in full accordance with legal, environmental, and governance requirements.

The company continuously monitors operational, financial, regulatory, and ESG risks through advanced analysis and preventive assessment tools. While not subject to CSRD reporting obligations or ESRS standards, Tastitalia embraces a transparent approach to Sustainability management, drawing inspiration from best governance practices and European guidelines to foster stakeholder trust and drive continuous **ESG performance improvements**. To this end, the company has implemented an internal control system that periodically assesses ESG risks and ensures compliance with applicable regulations, reinforcing the Sustainability and resilience of its business strategies over the long term. Tastitalia's risk management framework includes **regular audits, internal control models, and procedures for timely mitigation of critical issues**. This proactive approach enables the company to anticipate potential challenges and implement effective solutions to safeguard its business and stakeholders.

Ensuring compliance with relevant regulations is a top priority for Tastitalia. The company operates in strict adherence to occupational health and safety regulations, environmental protection laws, data protection standards, and anti-corruption policies. It continuously updates its internal policies to adapt to regulatory changes, ensuring transparency and integrity across all business operations.

To further strengthen its governance framework, Tastitalia has adopted internal control mechanisms that allow for continuous verification of business processes and the identification of areas for improvement. Audits play a key role in ensuring operational efficiency and adherence to the highest industry standards. By integrating risk management into its organizational model, Tastitalia ensures strong, strategically driven operations, securing sustainable growth over the long term.



Cybersecurity and data governance

Cybersecurity Governance and Risk Management

In an increasingly digitalized landscape, cybersecurity plays a central role in Tastitalia's strategy.

Aware of the value of corporate data and the trust placed by its stakeholders, the company adopts a rigorous approach to cybersecurity management, ensuring data protection and the operational continuity of its systems. Tastitalia's cybersecurity management system is built upon:

- **Strict access controls**
- **Continuous monitoring of digital infrastructures**
- **Ongoing updates to protection measures, in line with industry best practices**

The company fully complies with the General Data Protection Regulation (GDPR), the EU legal framework that guarantees the protection of personal data and strengthens citizens' rights in data processing.

Since its enforcement in 2018, the GDPR has introduced clear guidelines on how companies must collect, process, and store personal data, enforcing principles of transparency, security, and accountability.

Aligned with these requirements, Tastitalia has implemented advanced protocols for managing and safeguarding sensitive information, ensuring corporate data security and privacy protection. To date, the company has not recorded any complaints or confirmed incidents related to privacy breaches or data loss involving customers or employees.

This track record demonstrates the effectiveness of the security measures in place and the company's ongoing commitment to monitoring and enhancing data protection management.

To further strengthen its digital resilience, Tastitalia has initiated a compliance program aligned with the NIS2 Directive and NIST 800-171 framework, guaranteeing a high level of security for critical networks and information systems.

Additionally, the company has launched a structured program of periodic audits with external auditors, including:

- **Vulnerability assessments (VA)**
- **Penetration tests**

These initiatives enable the company to proactively identify and mitigate vulnerabilities, ensuring that its IT infrastructure meets the highest security standards and effectively responds to emerging threats.

Building a security culture and strengthening data protection

Technology alone is not enough - employees are the first line of defense against cyber threats. At Tastitalia, every employee plays a crucial role in protecting corporate data, which is why the company has invested in a continuous security awareness and training program.

Through regular training sessions, simulated cyberattacks such as phishing tests, and clear operational guidelines, Tastitalia aims to foster a security-oriented culture at all organizational levels. The goal is to raise employees' awareness of cyber risks and equip them with practical tools to prevent incidents and safeguard corporate information.

The company is also committed to regularly reviewing and publishing cybersecurity policies, making them available through internal communication channels and a dedicated employee app to ensure clear and immediate access to security guidelines. A secure organization is one where every individual actively participates in data and system protection. For this reason, Tastitalia will continue enhancing its training programs, ensuring that every employee has the necessary skills to identify and neutralize cyber threats, thereby strengthening the company's overall resilience.

Economic performance

Economic Sustainability is a fundamental prerequisite for achieving the other two pillars of sustainable development: social and environmental Sustainability. A financially Sustainable company can generate long-term value, balancing growth, profitability, and social responsibility. Moreover, it supports targeted investments in environmental Sustainability, reduces the impact of its operations, and fosters more efficient production practices.

Tastitalia's financial strength results from careful management aimed at sustainable growth. The company has demonstrated remarkable adaptability to market dynamics, maintaining a balanced approach between investments, cost control, and value generation for stakeholders.

In 2024, production value reached €14.4 million, a significant increase compared to €12.8 million recorded in 2023. This growth indicates a clear recovery from the previous year and reflects an increasing ability to seize new market opportunities.

A considerable portion of the generated value has been allocated to employee remuneration, representing 22% of the production value. This highlights the central role of human resources within Tastitalia's growth model and fits into a broader value distribution strategy that balances employee support with innovation investments and improvements in operational efficiency.

The company further consolidated its profitability, achieving a net profit of 25% of production value in 2024. This performance underscores Tastitalia's capability to operate with high efficiency, translating revenue growth into robust operational margins. The financial stability attained enables the company to continue investing in strategic initiatives such as technological innovation, environmental Sustainability, and human capital development. Within this framework, Tastitalia reinforces its business model, harmonizing economic performance with social and environmental responsibility, thus ensuring sustainable long-term development.

Economic Value Generated 2022-2024 (€ mln)

	2022	%	2023	%	2024	%
Production value	15,09	100%	12,80	100%	14,42	100%
Operating costs	6,34	42%	5,21	41%	5,79	40%
Employee compensation	2,94	20%	3,00	23%	3,24	22%
Other management costs	0,62	4%	0,52	4%	0,52	4%
Total Production costs	9,90	66%	8,74	68%	9,55	66%
Value generated	5,19	34%	4,07	32%	4,87	34%
Non-core operations	1,36	9%	1,11	9%	1,34	9%
Net profit	3,83	25%	2,96	23%	3,53	25%

04

Commitment to the environment and Sustainability



Environmental management system

Tastitalia recognizes the importance of adopting a responsible approach towards the environment and actively strives to reduce its environmental impact through targeted policies and practices aimed at protecting natural resources.

The company has implemented an Environmental Management System compliant with the UNI EN ISO 14001:2015 standard, constituting a central component of its corporate strategy to ensure compliance with current regulations and continuously enhance environmental performance.

Tastitalia's environmental policy is built upon fundamental principles, including pollution reduction through meticulous management of environmental aspects related to production activities, and the optimization of natural resources, with particular focus on energy consumption and renewable energy usage.

The company employs recycling and reuse practices to minimize waste and restricts the use of hazardous substances in materials and manufacturing processes, replacing them, where possible, with more sustainable alternatives.

This integrated approach considers the entire life cycle of the company's activities, from raw material selection to waste management, aiming to prevent pollution and ensure rational resource use.

Concurrently, Tastitalia strengthens its environmental commitment through rigorous annual monitoring of its carbon footprint, allowing the assessment of action effectiveness, identification of further improvement opportunities, and actively contributing to greenhouse gas emission reduction, aligning with the global fight against climate change.

Tastitalia acknowledges that transitioning towards a more sustainable environmental management approach must involve active participation from all its employees.

For this reason, the company promotes continuous training and environmental awareness initiatives, fostering a corporate culture focused on Sustainability.

Furthermore, to ensure transparent communication and encourage conscious behavior, environmental data such as company-wide energy consumption are regularly shared with staff. This approach further raises individual awareness, highlighting each person's crucial role in reducing environmental impacts. Employee contribution proves essential in achieving tangible results and promoting, day after day, a more responsible and conscious approach within company operations.

Looking ahead, Tastitalia intends to further strengthen its commitment by promoting climate change mitigation through emission reduction, resource efficiency, and the adoption of sustainable practices.

This strategy aligns perfectly with the United Nations Sustainable Development Goals (SDGs), particularly SDGs 7, 12, and 13, which promote responsible consumption, climate change mitigation, and the protection of natural ecosystems.



Strategies and actions for Sustainability

Tastitalia's commitment to environmental Sustainability is clearly outlined in its materiality assessment, which identifies pollution prevention, responsible resource management, and climate change mitigation as the company's key focus areas.

These represent key focal points for achieving tangible progress, guiding the definition of Sustainability-oriented strategies and projects. The company is firmly dedicated to adopting innovative solutions that optimize resource utilization, implement low environmental impact technologies, and foster a corporate culture deeply rooted in responsibility. Through these actions, Tastitalia goes beyond mere compliance with environmental regulations, proactively contributing to the creation of a greener and more sustainable world.

"On this journey, each step we take brings us closer to a better future, as we commit ourselves every day to making a difference for the environment and future generations".

Pollution prevention and energy efficiency

Within our environmental strategy, pollution prevention represents a cornerstone of our activities.

Tastitalia has implemented several targeted initiatives to minimize the environmental impact of its operations, emphasizing energy efficiency and promoting renewable energy sources. A particularly significant investment in this area was the installation, in 2012, of a 222 kWp photovoltaic system on the building's roof, enabling the generation of clean energy and reducing reliance on fossil fuels. The system, subject to careful monitoring and regular maintenance, significantly contributes to emissions reduction and overall energy savings, further strengthening our commitment to environmental protection.

In 2023, further targeted interventions were carried out, including the installation of three new charging stations for electric vehicles and the replacement of compressors with more efficient models, further optimizing energy consumption and reducing emissions. These measures build upon the initiative undertaken in 2020-2021, when all company lighting, both in production areas and offices, was replaced with LED systems. These initiatives demonstrate Tastitalia's concrete commitment to reducing pollutant emissions and promoting a more efficient use of resources.

To further enhance operational efficiency, we have also revised shift schedules, optimizing working hours to reduce peak energy consumption, thereby ensuring more sustainable energy management.



Continuous monitoring and transparent sharing of data regarding energy consumption and self-produced energy allow us to manage resources optimally and identify additional opportunities for improvement.

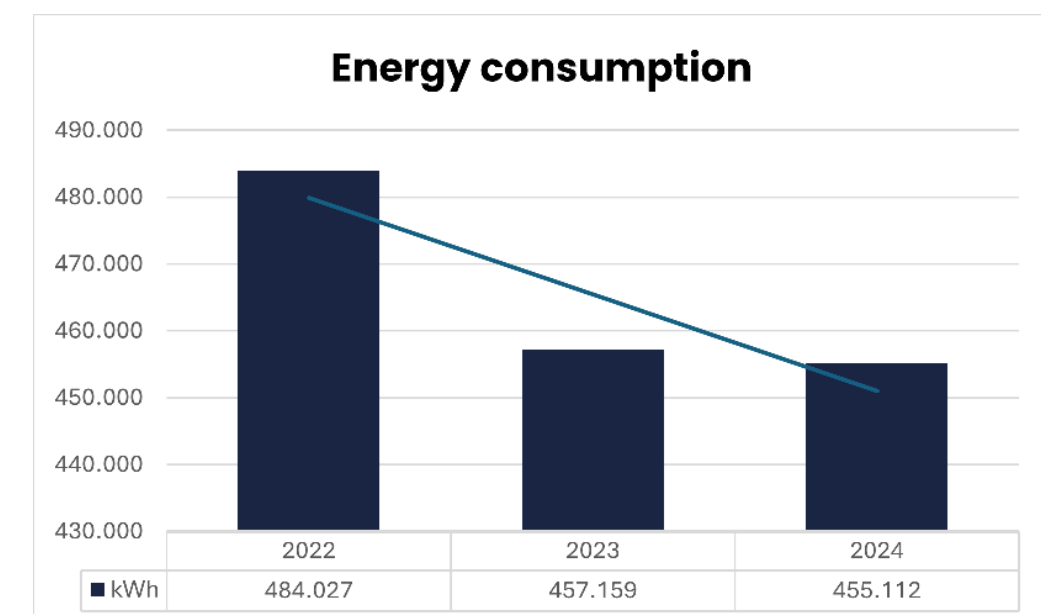
Electrical Energy

Tastitalia places great importance on energy management as a key factor for improving operational efficiency and reducing the environmental impact of its activities. Indeed, the rational use of resources and the adoption of targeted solutions to minimize consumption help reduce environmental impacts while promoting a corporate culture oriented towards Sustainability.

To meet different production and logistical needs, Tastitalia uses three primary energy sources:

- Electrical energy, used in production processes and support activities;
- Natural gas, employed mainly for heating and thermal applications;
- Diesel, used to fuel company transport vehicles.

*Electricity consumption trends
for the three-year period 2022-2024*



Figures for the three-year period 2022–2024 show a steady decline in Tastitalia's electricity consumption, from 484,027 kWh in 2022 to 455,112 kWh in 2024, with an overall reduction of approximately 6%. This positive trend reflects the effectiveness of the company's energy efficiency initiatives, including the adoption of low-impact technologies, machinery upgrades, and streamlining of production processes.

Through continuous monitoring, structured maintenance programs, and employee training and awareness activities, year after year Tastitalia consolidates a corporate culture oriented towards reducing waste and protecting resources.

Distribution of the company's energy mix (kWh) 2022–2024

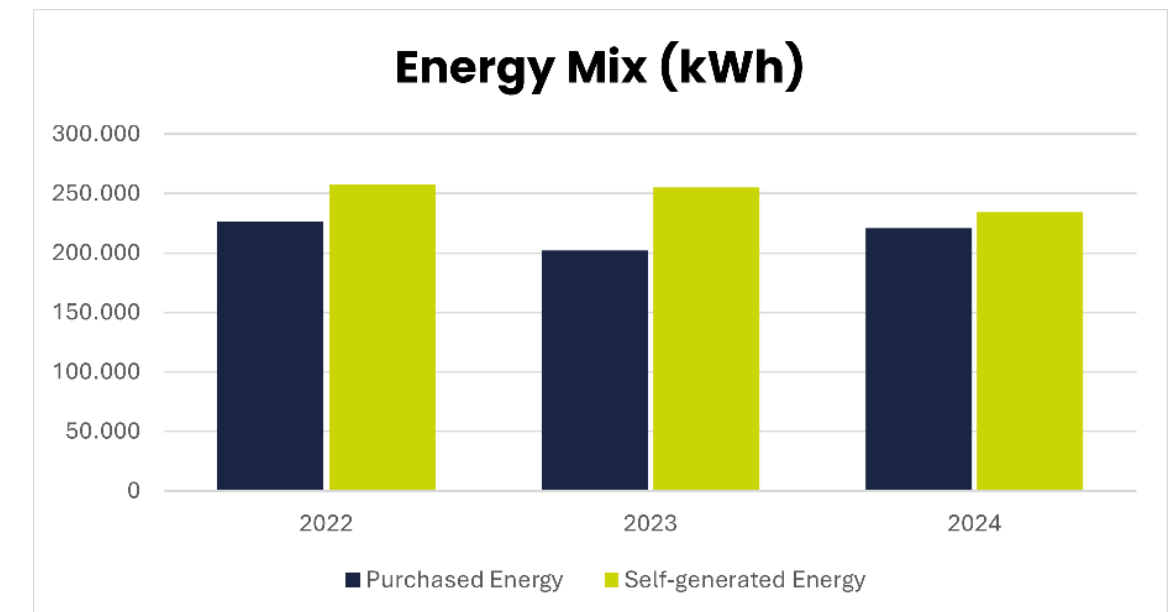
KWh	2022	%	2023	%	2024	%
Purchased Energy	226.476	47%	201.932	44%	220.885	49%
Self-generated Energy	257.551	53%	255.227	56%	234.227	51%

Tastitalia has maintained more than 50% self-generated energy production throughout the 2022–2024 period, confirming the company's ability to meet a significant portion of its energy needs with renewable sources.

This achievement demonstrates the reliability and efficiency of the photovoltaic system, which plays a crucial role in the company's Sustainability efforts. Although the value may vary slightly from year to year, due to seasonality and operational factors, these differences are part of normal energy management and do not compromise the stability of the corporate strategy.

The energy generated on-site is partly self-consumed to meet internal demands, while any surplus is sold to the grid, contributing to the expansion of renewable energy within the national electricity system. In 2024, approximately 39% of self-produced energy was fed into the grid, while the remainder was directly used by the facility, reducing reliance on external energy sources.

Despite these natural variations, Tastitalia maintains a well-balanced mix of self-generated and purchased energy, reinforcing its commitment to efficient and responsible energy management. The sustained high share of renewable energy underscores the success of the company's strategy, aimed at reducing dependence on fossil fuels and enhancing the energy efficiency of its production site

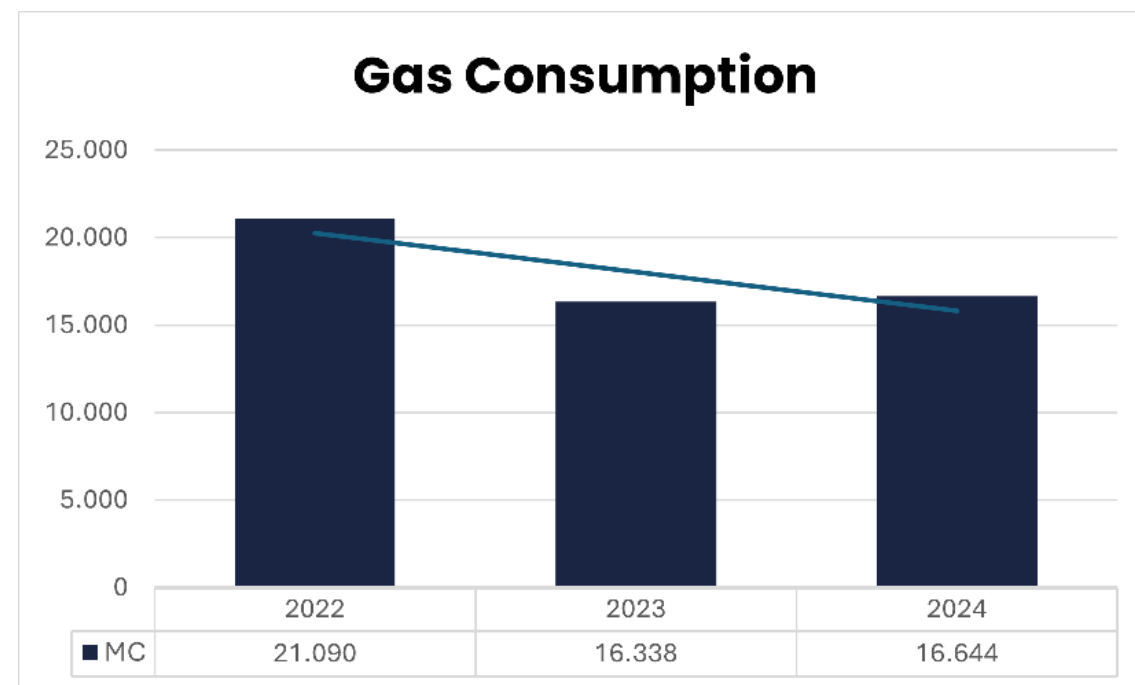


Natural gas

Over the past few years, the company has optimized its use of gas through more efficient heating system management, ensuring a balance between operational efficiency and workplace comfort.

Gas is used exclusively for space heating, with consumption concentrated in the coldest months from November to April, while no usage is recorded from May to October. Since 2022, Tastitalia has implemented a reorganization of working hours in production departments to optimize gas consumption while maintaining production continuity. This strategy has contributed to improving the company's energy efficiency by reducing resource usage during periods of lower demand.

Natural gas consumption trends 2022-2024



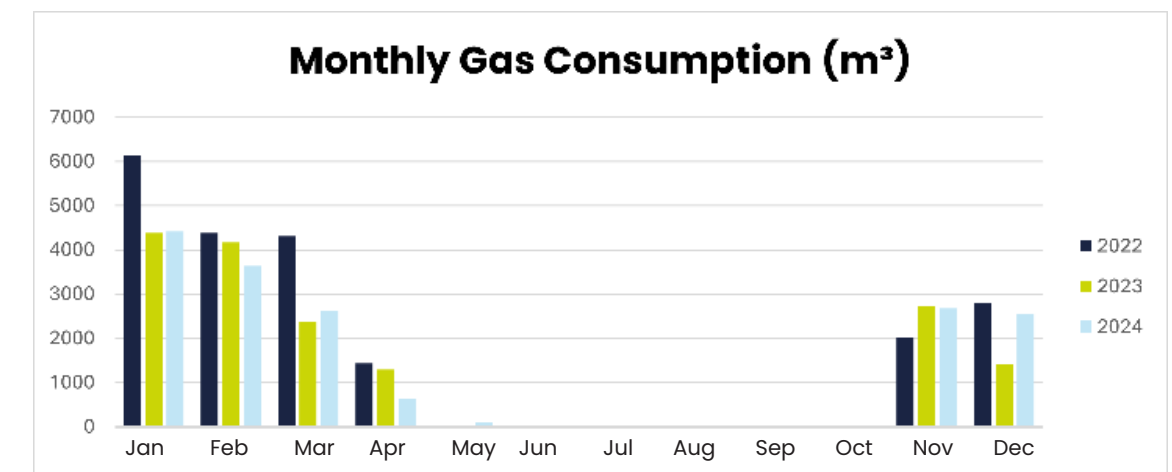
Consumption trends over the past three years reflect these measures:

2022: 21,090 m³, with the highest values recorded in January (6,136 m³) and March (4,308 m³).

2023: 16,338 m³, marking a 22.5% reduction thanks to more efficient system management. The most significant decrease was observed in April and December.

2024: 16,644 m³, with a slight 1.87% increase compared to the previous year, while maintaining a more consistent usage pattern during winter months.

Monthly gas consumption (m³) 2022-2024



This trend confirms the effectiveness of continuous consumption monitoring and the adoption of targeted strategies to reduce dependence on fossil fuels, aligning with the company's Sustainability objectives.

Analysis of energy consumption in transportation

	2022	2023	2024
Petrol			
No. of petrol cars	1	4	3
Total liters consumed	6.753	1.418	2.507
Diesel			
No. of diesel cars	12	12	10
Total liters consumed	13.337	13.807	11.884
Electric/hybrid			
No. of electric/hybrid cars	2	1	2
Total liters consumed	355	1.763	1.860
Total liters consumed	20.445	16.988	16.251

Throughout 2024, total fuel consumption in liters decreased compared to the previous year. This result was achieved partly due to a reduction in the petrol and diesel vehicle fleet, with one fewer petrol car and two fewer diesel vehicles compared to 2023. At the same time, the company invested in a new electric/petrol vehicle, demonstrating its growing commitment to sustainable mobility.

The transition to more efficient vehicles and the optimization of fleet management highlight a strategy aimed at reducing pollutant emissions while maintaining operational efficiency. These changes contribute to making corporate mobility more sustainable and reducing environmental impact.

Responsible resource Management

Waste management

The company recognizes the importance of minimizing the environmental impact of its production processes by adopting an integrated approach focused on waste prevention, reduction, reuse, and recycling. Through careful planning and continuous monitoring of waste flows, Tastitalia is committed to optimizing resource use, minimizing the generation of non-recoverable waste, and promoting sustainable disposal practices in compliance with current regulations. This commitment not only contributes to environmental protection but also enhances operational efficiency and the company’s competitiveness, fostering a circular economy model where every resource is maximized to its full potential.

In 2024, Tastitalia managed 21 types of **European Waste Code** (EWC) waste, totaling **27,548 kg**. Of this amount, **48%** consisted of mixed material and paper/cardboard packaging, reaffirming the company’s dedication to proper waste sorting and disposal, with a strong focus on the recovery of recyclable materials.



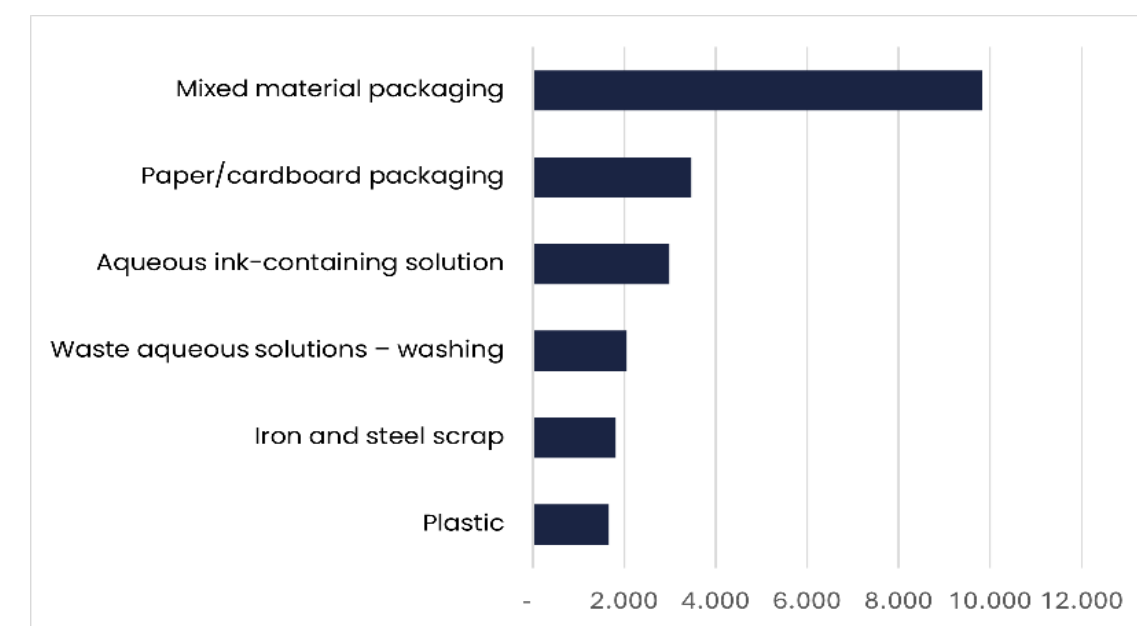
Total Waste Generated by EWC Code in 2024

WC Code	Waste Type	Disposed Kg	%
150106	Mixed material packaging	9.820,00	36%
150101	Paper/cardboard packaging	3.460,00	13%
080308	Aqueous ink - containing solution	2.992,00	11%
161002	Waste aqueous solutions – washing solution	2.050,00	7%
120102	Iron and steel scrap	1.820,00	7%
070213	Plastic	1.660,00	6%
160216	Components removed from decommissioned equipment	1.267,00	5%
150103	Wooden packaging	1.170,00	4%
170202	Glass	1.040,00	4%
160214	Decommissioned equipment (fax and photocopiers)	691,00	3%
150202*	Absorbent filter materials	493,00	2%
120105	Plastic shavings and chips – drilling dust	350,00	1%
140603*	Waste solvents and thinners, distillation thinner	223,00	1%
150110*	Packaging containing hazardous residues	191,00	1%
120104	Non-ferrous metal scrap	168,00	1%
160601*	Electric accumulators (lead-acid batteries)	76,00	0%
080312*	Ink waste containing hazardous substances	38,00	0%
130113*	Hydraulic circuit oil	22,00	0%
080318	Spent cartridges and toner	10,00	0%
140604*	Sludge containing halogenated solvent	4,00	0%
140603*	Solvents or solvent mixtures	3,00	0%
TOTAL		27,548.00	100%

Waste marked with an asterisk (*) identifies hazardous waste

The six main types of waste generated in 2024 account for approximately 80% of the total, demonstrating a significant concentration in specific material categories.

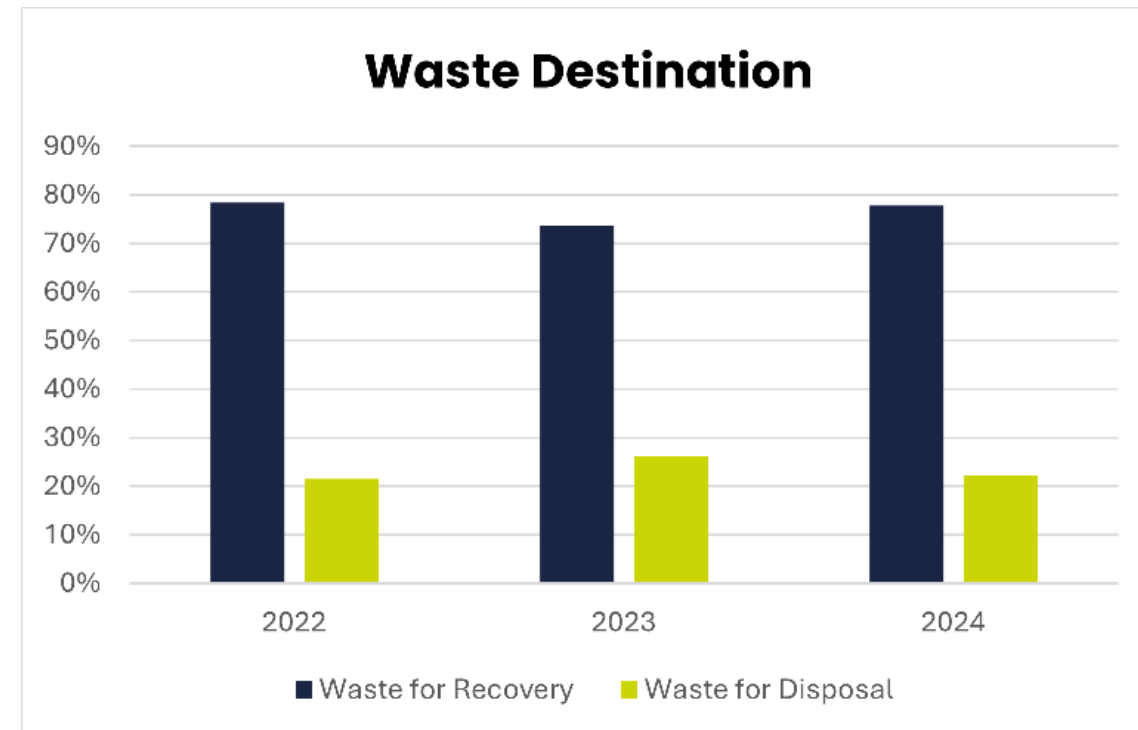
The main waste generated in 2024



Waste destined for recovery

Over the past three years, Tastitalia has maintained a strong commitment to sustainable waste management, aiming to maximize material recovery and minimize disposal. The trend shows an overall reduction in the total amount of waste generated, decreasing from 39.480 kg in 2022 to 25.895 kg in 2023, and reaching 27.548 kg in 2024.

Waste destination 2022-2024



Regarding waste recovery, the data show the following trend:

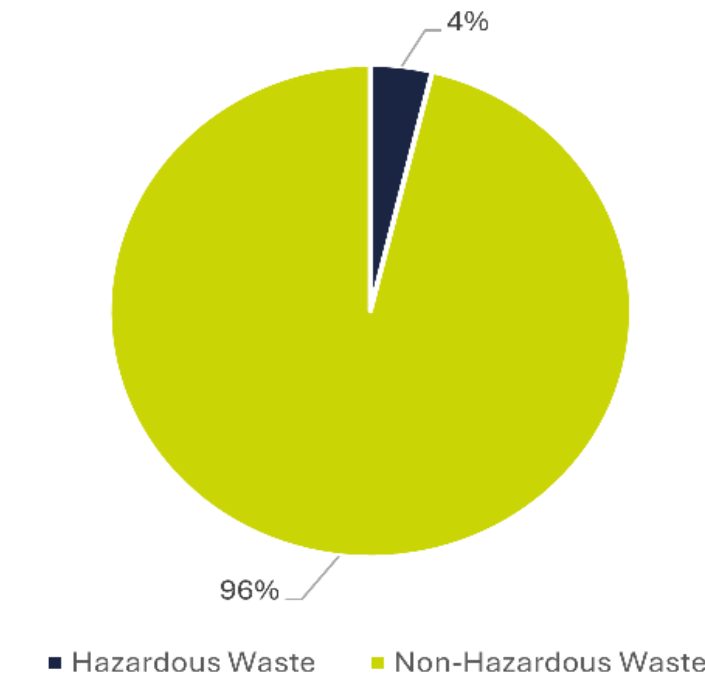
2022: 30.982 kg allocated for recovery, recycling, or energy efficiency (78% of the total)

2023: 19.101 kg allocated for recovery, recycling, or energy efficiency (74% of the total)

2024: 21.430 kg allocated for recovery, recycling, or energy efficiency (78% of the total)

Hazardous Waste

Waste characterization 2024



The trend over the past three years shows stable and relatively low values:

2022: 1.345 kg of hazardous waste (3% of total waste)

2023: 1.038 kg of hazardous waste (4% of total waste)

2024: 1.050 kg of hazardous waste (4% of total waste)

In 2024, Tastitalia managed **1,050 kg of hazardous waste**, accounting for **4% of the total waste produced**.

This percentage remains consistent with the previous year, demonstrating the company's careful oversight in managing these materials and minimizing their environmental impact.

Waste management objectives

Tastitalia is committed to strengthening and improving its waste management practices in line with its corporate Sustainability strategy. The **primary objective** is to maintain the percentage of waste destined for recovery **above 75%**, minimizing landfill disposal and maximizing material reuse and recycling.

To achieve this goal, the company is reinforcing **circular economy initiatives**, including packaging reuse. Tastitalia gives a **second life** to boxes received from suppliers, which are then used for customer shipments. This practice reduces the need for new packaging materials and minimizes waste.

At the same time, Tastitalia remains committed to ensuring an **efficient and compliant waste management system**, continuously monitoring material flows and exploring new opportunities for improvement.

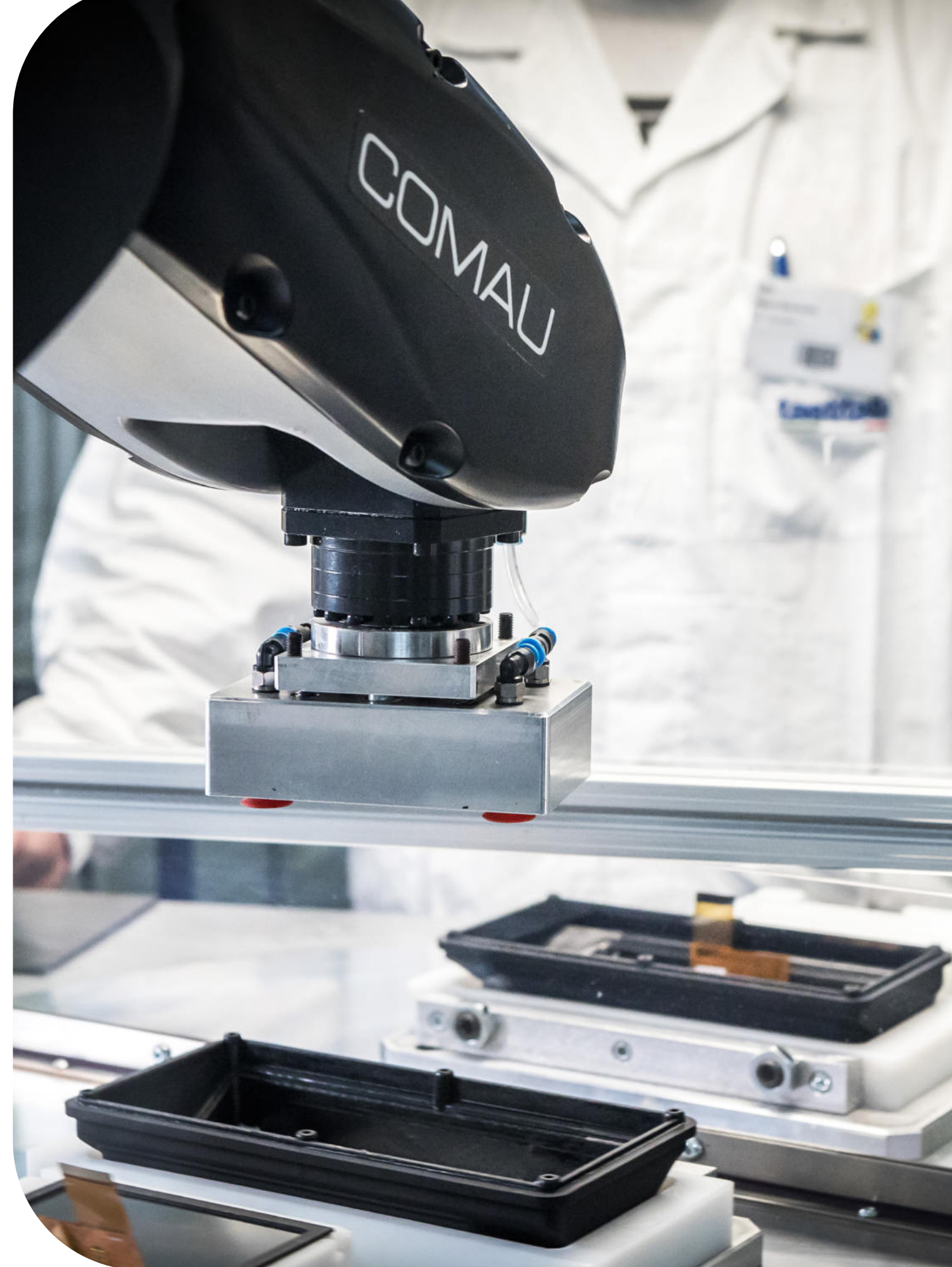
Water consumption monitoring and management

During the 2022–2024 period, the volume of water drawn from the network experienced some fluctuations. After an increase in 2023, reaching 700 m³, consumption decreased to 598 m³ in 2024, returning to a level lower than in 2022.

Water consumption monitoring helps keep resource usage under control and ensures efficient consumption. **Responsible water** management is a key part of the company's efforts to optimize resource utilization, contributing to the reduction of potential waste.

Water Consumption 2022–2024

	2022	2023	2024
Water consumption (m ³)	646	700	598



Climate change mitigation

Climate change is one of the most pressing challenges of our time, with far-reaching effects on ecosystems, economies, and societies. Tastitalia recognizes the importance of a concrete commitment in this area and is actively working to reduce its environmental impact through monitoring strategies, energy optimization, and greenhouse gas (GHG) emission reduction. The company understands that only through responsible and measurable actions can it effectively contribute to mitigating the impacts of climate change.

To make this commitment tangible, Tastitalia has implemented a Carbon Footprint (CFP) measurement system, following a structured and scientific approach based on the UNI EN ISO 14064-1 standard. This international standard provides guidelines for quantifying, monitoring, and reporting GHG emissions, enabling the company to gain a clear and detailed understanding of its environmental impact.

Carbon footprint assessment is not merely a theoretical exercise; it is a practical tool that allows Tastitalia to identify areas where emission reductions can be achieved. Through a comprehensive analysis of its operations, the company has classified its emissions into direct and indirect sources.

- **Direct emissions** originate from the use of fossil fuels in production processes and company transportation.
- **Indirect emissions** include purchased energy from external sources and the environmental impact of raw materials used in production.

By implementing a data-driven monitoring system, Tastitalia can continuously identify improvement strategies and long-term emission reduction goals. This commitment translates into concrete actions such as optimizing energy consumption, increasing the use of renewable energy sources – particularly solar power – enhancing logistics efficiency, and adopting more sustainable production practices.

Collecting and analyzing environmental data is crucial not only for improving internal efficiency but also for complying with increasingly stringent market and regulatory requirements. Reducing the company's carbon footprint is not a one-time objective but a continuous process that demands commitment, innovation, and collaboration across the entire supply chain.

Through this initiative, Tastitalia is not only contributing to the fight against climate change but is also positioning itself as a forward-thinking and responsible company, successfully integrating technological innovation and environmental Sustainability.



Tastitalia's Carbon Footprint

Scope 1

Scope 1 emissions include all direct greenhouse gas emissions generated by business activities from sources owned or directly controlled by the organization. This category encompasses emissions resulting from the combustion of fossil fuels in boilers, furnaces, company vehicles, and other industrial machinery. Additionally, it includes fugitive emissions from refrigerant gases or other greenhouse gases released during production processes.

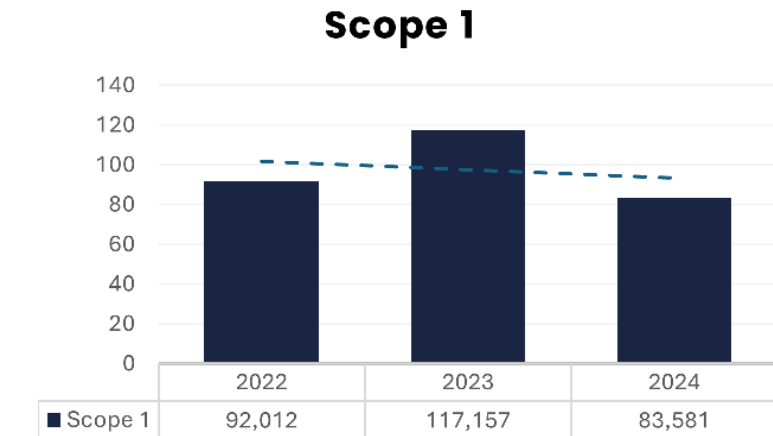
Scope 2

Scope 2 emissions include all indirect greenhouse gas emissions resulting from the energy purchased and consumed by the organization, such as electricity, heat, or steam. Although these emissions are not directly produced by the company, they depend on the amount of energy used and the supplier's energy mix. The CO₂-equivalent intensity associated with Scope 2 emissions can be reduced through the purchase of renewable energy, improvements in energy efficiency, and optimization of consumption.

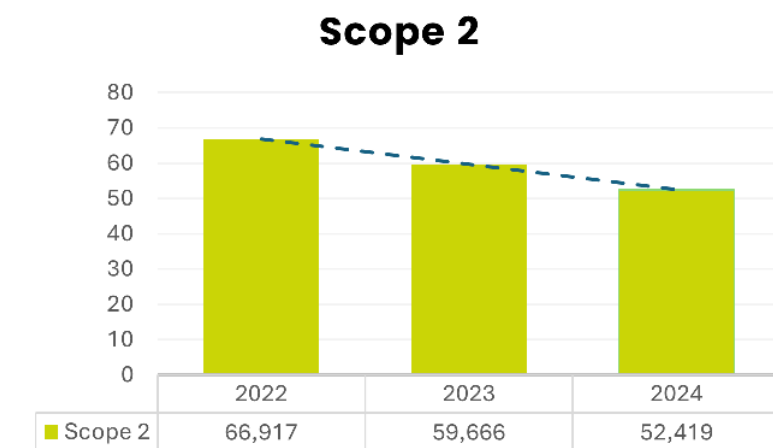
Scope 3

Scope 3 emissions include all indirect greenhouse gas emissions that occur throughout the company's entire value chain but are not directly controlled by the organization. This category encompasses emissions generated by raw material suppliers, product transportation and distribution, the use and disposal of sold goods, as well as indirect business activities such as business travel, employee commuting, and waste management. Since Scope 3 emissions represent the most extensive and complex portion of an organization's carbon footprint, their reduction requires a coordinated effort with partners, suppliers, and customers to implement more sustainable strategies across the entire supply chain.

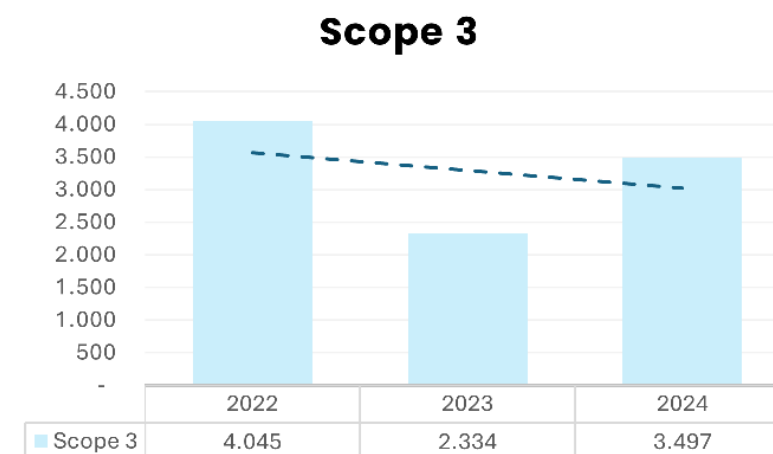
Scope 1 Emissions Trend 2022-2024

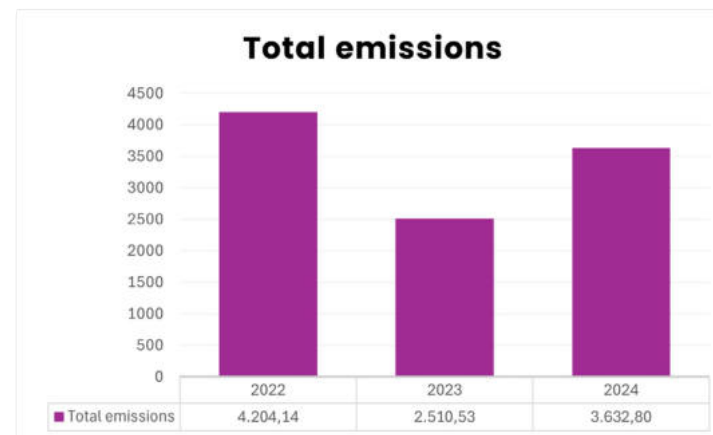


Scope 2 Emissions Trend 2022-2024



Scope 3 Emissions Trend 2022-2024



Emission analysis and trends*Total emissions Trend 2022-2024*

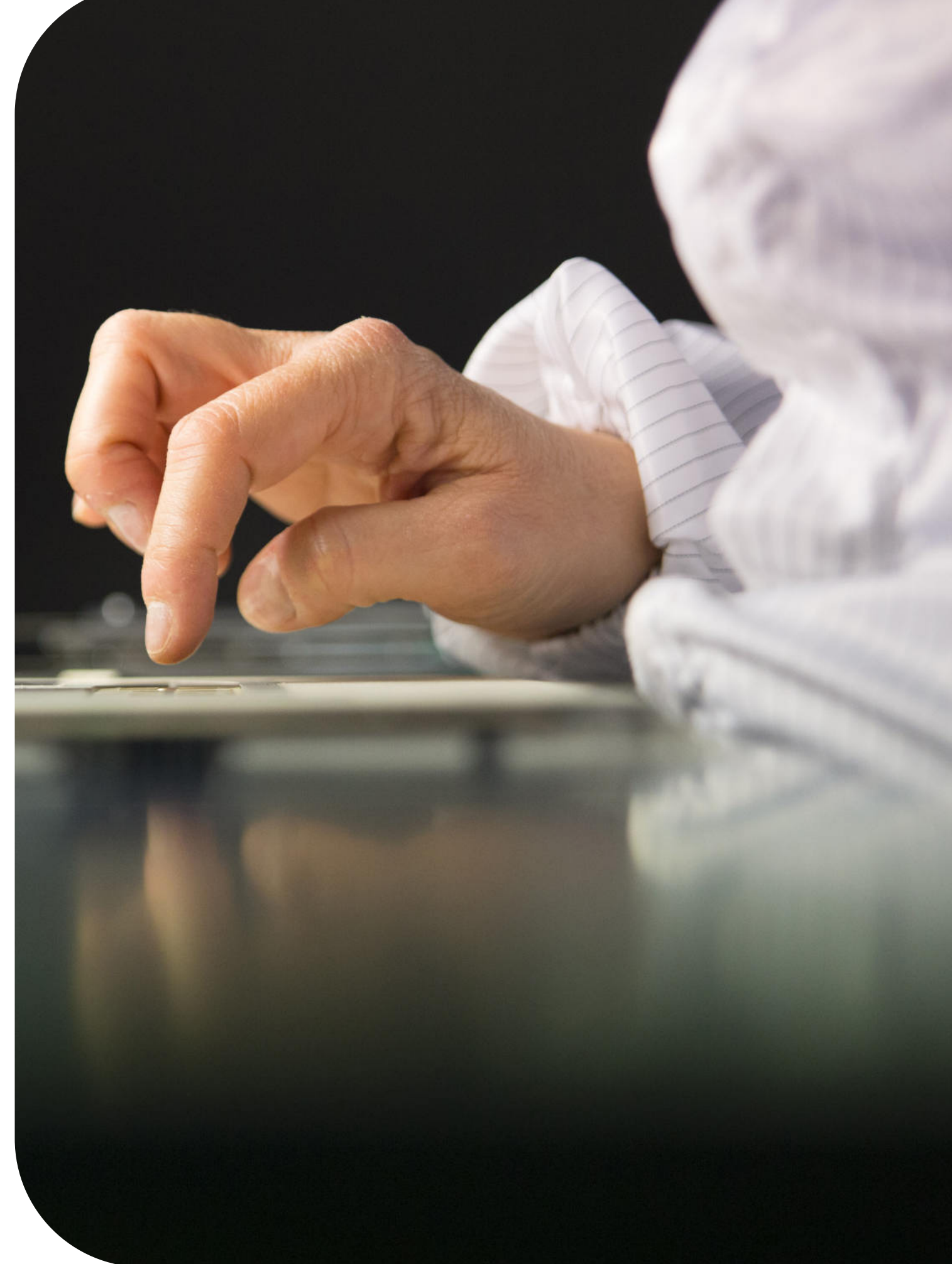
In 2024, total greenhouse gas (GHG) emissions increased compared to the previous year, with a particularly significant rise in Scope 3 emissions due to the higher volume of raw materials purchased.

This led to an increase in indirect emissions across the value chain, particularly those associated with purchased goods and services. Despite this increase, overall emissions in 2024 remain lower than in 2022. The rise compared to 2023 is primarily influenced by the inclusion of a new emission source related to customer and visitor transportation (Scope 3), as well as the higher indirect emissions associated with raw material procurement. However, continuous improvements in facility management have contributed to reducing Scope 1 and Scope 2 emissions compared to the previous two years.

To provide better context for the absolute values reported, the company has correlated its GHG emissions with revenue, obtaining the indicators shown in the following table. These values serve as a key parameter for measuring greenhouse gas emission intensity, representing the ratio between emissions and production units. Given the specificity of the production cycle and the variety of products manufactured, the use of alternative production indicators would not be immediately applicable or effective for an accurate assessment.

Carbon Intensity 2022-2024

	2022	2023	2024
Total CO ₂ e [kg]	4.204.140	2.510.532	3.632.798
Revenue [€]	14.655.676	12.585.123	14.180.934
Indicator [kg CO ₂ e / €]	0,287	0,199	0,256



Our commitment to ESG principles

ESG: principles and application

Over the years, the company has made concrete choices to enhance its environmental, social, and governance (ESG) performance, adopting innovative solutions and strengthening its Sustainability policies. This ongoing commitment has enabled Tastitalia to consolidate a responsible management model, focused on reducing environmental impact and enhancing human capital. In 2024, Tastitalia received an **overall ESG rating of "B"**, reflecting a good level of Sustainability, while highlighting areas for further improvement. The rating is valid until **March 28, 2025**, and is broken down into the following categories:

Environment (E): B – The company achieved a good rating for its environmental practices, demonstrating a concrete commitment to reducing its environmental impact and adopting eco-sustainable solutions.

Social (S): C – In the social category, Tastitalia achieved a satisfactory level, thanks to corporate policies focused on employee safety, well-being, and professional growth, with the goal of further strengthening these initiatives in the future.

Governance (G): C – The company stands out for its ethical and transparent management, characterized by responsible decision-making processes and a solid governance structure, ensuring regulatory compliance and promoting sustainable business practices.



The industry rating places Tastitalia at a good Sustainability level ("B") compared to the sector average, reaffirming the effectiveness of its current strategy while emphasizing the importance of continuous improvement. The rating was issued by **Synesgy**, a specialized platform for assessing corporate ESG performance.

ESG evaluation and rating



Future perspectives

Tastitalia looks to the future with determination, setting clear objectives to further enhance its ESG performance. The main areas of focus include reducing CO₂ emissions, strengthening employee and collaborator safety, and enhancing governance practices to ensure transparency and accountability at all levels of the organization.

The company recognizes that Sustainability is not merely a matter of regulatory compliance, but a key driver of growth essential for long-term business success. Through the continuous improvement of its practices, Tastitalia is committed to creating value for all stakeholders, contributing to a more sustainable future for generations to come.

05

People at Tastitalia



People as the core of Tastitalia

People are the true driving force behind Tastitalia. The company recognizes that sustainable success is achieved through the enhancement of human capital and is committed to ensuring a healthy, inclusive, and respectful work environment that upholds the rights of every individual. Tastitalia fosters a corporate culture built on collaboration, professional growth, and employee well-being, aware that the value of its people is directly reflected in business results.

The company continuously invests in skill development and in work-life balance, adopting policies that promote job satisfaction, motivation, and active employee engagement. Furthermore, Tastitalia places strong emphasis on diversity and inclusion principles, promoting equal opportunities and recognizing the unique contributions of each individual.

This commitment to people is an integral part of the company's strategy, contributing to the creation of a positive and supportive work environment where everyone can express their full potential and feel part of a shared vision.

"...to the creation of a positive and supportive work environment where everyone can express their full potential and feel part of a shared vision".

Workforce composition and evolution

At the end of 2024, Tastitalia's workforce consists of 67 employees, a figure that has remained stable compared to the previous year.

The gender balance has been consistently maintained over the past three years, with a steady presence of both male and female workers.

Workforce evolution from 2022 to 2024

Location	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Castelfidardo	40	30	39	28	40	27
Total	70		67		67	

Employment contract distribution by type (2022-2024)

	2022		2023		2024	
	Fixed Term	Permanent	Fixed Term	Permanent	Fixed Term	Permanent
Women	0	30	0	28	0	27
Men	0	40	0	39	0	40
Total	0	70	0	67	0	67



Part of the Tastitalia team at the fair

Distribution of Length of Service (2022-2024)

Seniority	2022				2023				2024			
	1 to 5 Years	6 to 10 Years	11 to 15 Years	>16 Years	1 to 5 Years	6 to 10 Years	11 to 15 Years	>16 Years	1 to 5 Years	6 to 10 Years	11 to 15 Years	>16 Years
Managers	1	1	-	1	1	1	-	1	1	1	-	2
Office workers	13	3	3	13	13	2	3	13	16	2	2	11
Workers	2	-	6	28	2	-	6	25	2	1	2	27
Total	16	4	9	42	16	3	9	39	19	4	4	40

The company places great emphasis on job stability, ensuring contracts that align with industry standards and fostering internal professional growth. More than 65% of employees have a tenure of over 10 years, highlighting the strength of employment relationships and the company’s ability to retain and develop its workforce. Tastitalia’s corporate policy is oriented towards the consolidation of long-term employment relationships, offering permanent contracts and recognizing job continuity as a fundamental element in building a solid and engaging work environment.

Tastitalia is also committed to ensuring pay equity, aligning salaries with the national collective labor agreement for the sector and preventing any gender-based pay differences for the same roles. The company actively promotes equal opportunities and an inclusive work environment where professional growth is accessible to all based on skills and merit.

This approach not only guarantees safe and rewarding working conditions but also serves as a strategic investment in employee loyalty and skills development, strengthening the company’s long-term competitiveness.



Employee distribution by job category (2022-2024)

Job category	2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Managers	-	3	3	-	4	4	-	4	4
Office workers	12	19	31	11	18	29	11	20	31
Workers	18	18	36	17	17	34	16	16	32
Total	30	40	70	28	39	67	27	40	67

Employee distribution by age group (2022-2024)

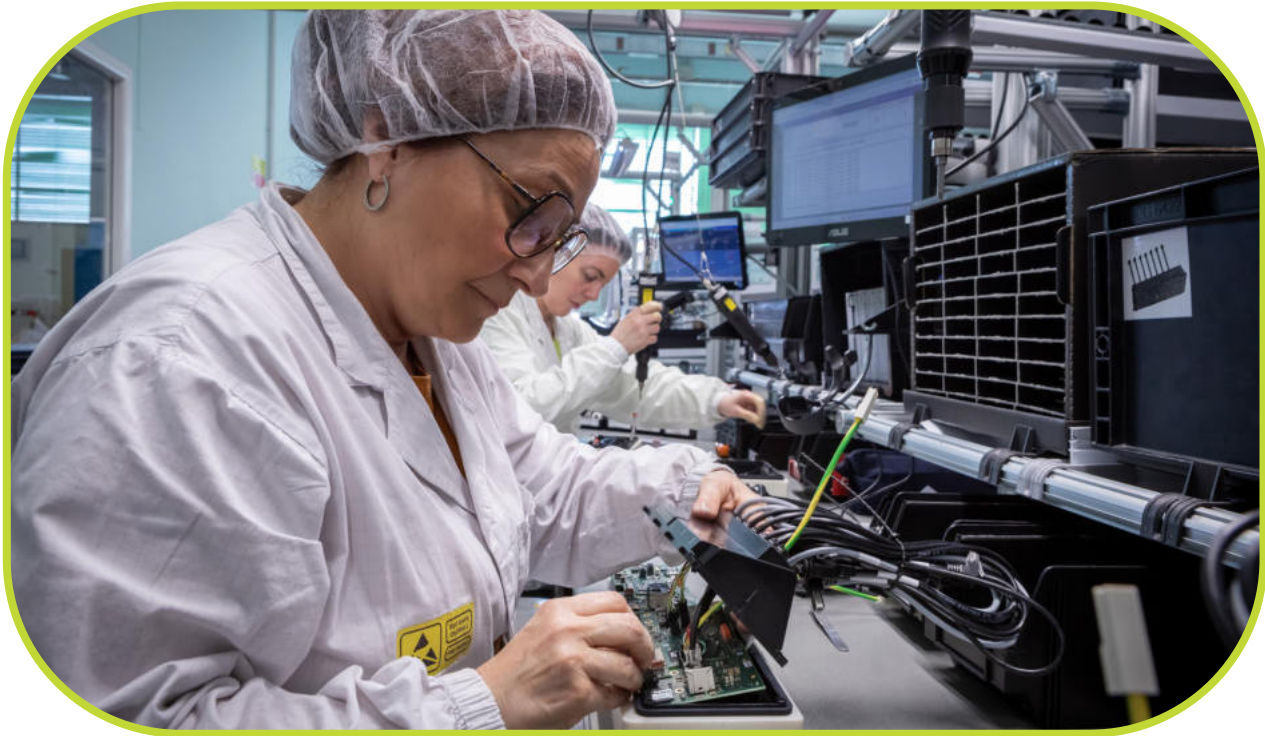
Age group	2022			2023			2024		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Men	3	27	10	5	25	10	6	21	13
Women	0	18	12	0	18	10	1	14	12
Total	3	45	22	5	43	20	7	35	25

Tastitalia's workforce reflects a generational balance that integrates the consolidated experience of long-standing employees with the energy and innovation of younger generations.

More than 50% of employees belong to the 30-50 age group, indicating a relatively young workforce with a solid level of professional experience built over time. The presence of employees over 50 ensures the continuity of key skills and the transfer of corporate know-how, while those under 30 represent a growing segment, contributing to the necessary generational renewal.

Employee Distribution by Age Group and Job Category (2022-2024)

Age group	2022			2023			2024		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Managers	-	1	2	-	1	3	-	1	3
Office workers	1	19	11	4	18	8	6	13	12
Workers	2	25	9	1	24	8	1	21	10
Total	3	45	22	5	43	19	7	35	25



The distribution between workers and office workers is well-balanced, ensuring equilibrium between operational and managerial activities.

This organizational structure allows the company to maintain both productive efficiency and organizational capacity, ensuring that various business functions are appropriately structured. Managers play a fundamental role in strategic and operational coordination, guiding the company toward achieving its growth and development objectives.

This generational and professional mix enables Tastitalia to navigate market challenges with continuity and strategic vision, maintaining a balance between innovation and operational stability.

The employee retention rate at Tastitalia has remained stable over the 2022-2024 period. Each year, the number of departures has remained low, averaging 5-6 exits annually, corresponding to an average turnover rate of approximately 8% over the last three years.

To ensure both operational continuity and workforce renewal, turnover management is carefully balanced between departures and new hires. This approach allows the company to preserve its corporate expertise while also fostering generational renewal. Departures are primarily concentrated in the 30-50 age group, whereas new hires predominantly involve young professionals under 30.

Employee retention (2022-2024)

Job category	2022		2023		2024	
	Women Departed	Men Departed	Women Departed	Men Departed	Women Departed	Men Departed
Managers	-	-	-	-	-	-
Office workers	2	3	1	3	2	2
Workers	1	-	1	1	1	-
Total	3	3	2	4	3	2

Employee hiring (2022-2024)

Age group	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Under 30	1	-	2	-	1	1
30 to 50	2	1	1	-	-	-
Over 50 (excluding retirements)	2	-	-	-	2	1
Retirements	-	-	-	-	-	-
Total	5	1	3	0	3	2

Organizational well-being

Over the past three years, the distribution of full-time and part-time contracts at Tastitalia has evolved, reflecting the company’s commitment to ensuring flexibility and well-being for its employees.

The total number of part-time workers has increased from 6 to 8, demonstrating the company’s willingness to accommodate the diverse personal and professional needs of its team. Tastitalia is committed to offering flexible work solutions that enable a better balance between professional and personal life. This is particularly evident among female employees, for whom the number of part-time contracts has risen from 5 to 7.

For male employees, the situation has remained more stable, with a predominant presence of full-time contracts and a minimal share of part-time roles. In line with this commitment, Tastitalia has also introduced remote working, albeit on a limited scale.

Over the past three years, the number of employees granted access to this work mode has remained low, with 1 employee in remote work in 2022, 3 in 2023, and 2 in 2024. The company assesses the adoption of agile work arrangements based on organizational and production needs, striving to balance operational efficiency with the flexibility requested by employees.

Workforce distribution by contract type (2022-2024)

Contract type	2022		2023		2024	
	Full time	Part time	Full time	Part time	Full time	Part time
Women	25	5	22	6	20	7
Men	39	1	38	1	39	1
Total	64	6	60	7	59	8

Adoption of remote work (2022-2024)

	2022		2023		2024	
	No Remote Work	Remote Work	No Remote Work	Remote Work	No Remote Work	Remote Work
Women	30	0	28	0	27	0
Men	39	1	36	3	38	2
Total	69	1	64	3	65	2



Employee welfare: pension and healthcare benefits

Tastitalia is actively committed to ensuring the well-being and financial security of its employees by participating in key industry-specific welfare funds that provide supplementary pension schemes and healthcare assistance. The company grants its employees access to the Fondo Cometa, the complementary pension fund for workers in the metalworking industry.

This initiative allows employees to build a solid supplement to their public pension, ensuring greater financial stability for the future.

Additionally, employees benefit from coverage under Metasalute, the supplementary healthcare fund that provides medical services such as specialist visits, diagnostic tests, and surgical procedures. This contributes to improving their quality of life and healthcare protection.

These initiatives represent a significant added value for Tastitalia's workforce, strengthening their sense of security and belonging while demonstrating the company's ongoing commitment to promoting concrete and effective welfare policies.

The data from the 2022-2024 period clearly highlight the effectiveness of Tastitalia's corporate policies regarding parental leave. For both maternity and paternity leave, the return-to-work rate and the retention rate – representing the percentage of employees who remain with the company 12 months after returning – have consistently been at 100%.

This is an extremely positive indicator, demonstrating the company's ability to successfully manage employee absences and reintegration while ensuring professional continuity and job stability.

Parental Leave and Return Rates (2022-2024)

2022			
	Maternity leave	Paternity leave	Parental leave
Women	1	–	0
Men	–	–	0
Employees Returned to Work After Leave	1	–	0
Return to Work Rate	100%	–	0%
Employees Remaining in the Company 12 Months After Returning from Leave	100%	–	0%

2023			
	Maternity leave	Paternity leave	Parental leave
Women	1	–	0
Men	–	2	0
Employees Returned to Work After Leave	1	2	0
Return to Work Rate	100%	100%	0%
Employees Remaining in the Company 12 Months After Returning from Leave	100%	100%	0%

2024			
	Maternity leave	Paternity leave	Parental leave
Women	1	–	0
Men	–	2	0
Employees Returned to Work After Leave	1	2	0
Return to Work Rate	100%	100%	0%
Employees Remaining in the Company 12 Months After Returning from Leave	100%	100%	0%

Workplace health and safety



The protection of health and safety in the workplace is a fundamental principle for Tastitalia, which is consistently committed to safeguarding the physical and psychological well-being of its employees and all individuals operating within its facilities. The reduction and elimination of workplace accidents and occupational diseases are top priorities, pursued through the meticulous implementation of current regulations and continuous monitoring of business processes to identify and mitigate potential risks. To ensure a safe and healthy work environment, Tastitalia invests in prevention and employee awareness, promoting training programs and education activities. Evacuation tests are conducted annually to ensure that all employees are prepared to handle emergency situations. The facility is equipped with fire extinguishers, fire doors, emergency lighting, and safety signage – essential elements for protecting the workplace environment. At the same time, the company implements various measures to enhance employee well-being and health, ensuring a comfortable and secure working environment. Air exchange and purification systems have been introduced, with monthly cleaning of air conditioning filters to improve air quality in production areas and offices. Additionally, the company provides osmotized drinking water and places special emphasis on the ergonomics of workstations, the use of anti-fatigue mats, and high-quality footwear to reduce strain and enhance worker comfort. With the goal of further strengthening its safety management system, Tastitalia is committed to obtaining **ISO 45001 certification** in 2025, the international standard for occupational health and safety management.

This certification demonstrates the adoption of a structured system that complies with the highest prevention standards, reducing risks and improving employee well-being. The path to certification represents another step toward an increasingly safe work environment, aligned with the company's core values of responsibility and care.



Workplace accident monitoring (2022-2024)

	2022	2023	2024
Hours worked	138.389	101.058	97.570
Number of workplace accidents	3	0	3
Of which: commuting accidents	3	0	2

Days of Temporary Disability (2022-2024)

	2022	2023	2024
Number of days of temporary work disability due to Injury	83,75	0	39
Number of days of temporary work disability due to non-commuting injuries	0	0	23

During the 2022-2024 period, the number of workplace accidents at Tastitalia remained low, reflecting the company's strong commitment to prevention and safety in compliance with Legislative Decree 81/2008, which regulates health and safety in the workplace. No accidents occurred in 2023, confirming the effectiveness of the measures implemented, while three cases were recorded in both 2022 and 2024. In 2022, all three accidents were commuting-related, occurring during the home-to-work journey.

Although these incidents take place outside the company premises, Tastitalia continuously monitors such occurrences to provide adequate support to affected employees.

These accidents resulted in a total of 83.75 days of temporary work disability. In 2024, two of the three recorded accidents were commuting-related, while the third was a reopening of a previous case from 2021, necessary to allow the employee to undergo medical treatment. Overall, these accidents resulted in a total of 39 days of temporary work disability, 23 of which were related to a non-commuting accident.

Injury frequency and severity rates for non-commuting injuries (2022-2024)

	2022	2023	2024
Injury frequency rate (IFR)	0,0	0,0	10,2
Injury severity rate (ISR)	0,00	0,00	235,73

The Injury Frequency Index (IFR) measures the number of recorded workplace injuries per million hours worked, providing a key indicator for assessing how frequently such events occur within the company. This metric is essential for monitoring and managing workplace safety. On the other hand, the Injury Severity Index (ISR) reflects the seriousness of incidents by calculating the total number of lost workdays due to temporary disability per million hours worked.

During the 2022-2024 period, Tastitalia maintained an excellent level of workplace safety, with a non-commuting Injury Frequency Index of zero in the first two years, confirming the effectiveness of the prevention measures implemented. In 2024, a single non-commuting injury was recorded, raising the IF to 10.2 - a value that remains relatively low. The occurrence of this isolated case in 2024, within a consistently monitored safety framework, demonstrates that the company's measures have been effective in minimizing workplace risks. Consequently, the Injury Severity Index (IG) reached 235.73, reflecting the temporary disability days resulting from this single incident.

Tastitalia remains committed to further reducing workplace injuries and minimizing the impact of any potential incidents, ensuring an increasingly safe work environment that complies with the highest safety standards.



Continuous training and skills development

Training hours provided by job category (2022-2024)

Job Category	2022	2023	2024
Managers	199	141	199
Office workers	1.468	1.198	821
Workers	601	673	286
Total	2.268	2.012	1.306

Tastitalia considers continuous training a fundamental pillar for both corporate growth and employee development.

Over the 2022-2024 period, the company has maintained a strong commitment to professional training, focusing on tailored programs that address the specific needs of different job roles.

Despite a reduction in the total number of training hours provided in 2024 compared to previous years, the emphasis on quality and relevance has remained high, with initiatives aimed at strengthening both technical and managerial skills. Over the past year, the average training hours provided per employee amounted to 19.5. A particular focus has been placed on office workers, who received 821 hours of training in 2024, accounting for approximately 63% of the total training hours. This approach reflects the company's commitment to enhancing key competencies and supporting professional development.

Looking ahead, Tastitalia reaffirms its dedication to employee training, setting a goal for 2025 to provide at least 20 hours of training per year for each employee. This initiative aims to further strengthen the company's investment in human capital and professional growth, reinforcing these elements as defining aspects of its corporate culture.

06

Tastitalia's commitment to society and the local community





Castelfidardo, street view

Society and the local community

Tastitalia places great importance on its relationship with the local territory and recognizes the value of constructive dialogue with the local community.

Over time, the company has developed collaborations with academic institutions and supported initiatives related to education and innovation, driven by the conviction that the link between business and knowledge is a key element for collective growth. Research and development lie at the heart of the company's activities, and this technological vocation has fostered collaboration with academic and educational institutions, facilitating the transfer of knowledge between industry and education.

At the same time, Tastitalia understands the importance of contributing to the development of its surrounding environment whenever possible, taking an approach that stays true to its expertise while remaining realistic about its capacity for action. A focus on innovation, quality, and Sustainability guides every corporate decision, and these principles serve as a driver that can generate positive impacts not only within the industrial sector but also for the broader community.

Although the company's main focus remains on technological growth and competitiveness, Tastitalia continues to explore collaboration opportunities that can generate value for the local economic and social fabric, with a commitment that aligns with a broader framework of sustainable development.

Collaboration with the academic world

Tastitalia has long established strong ties with the academic world, recognizing the value of collaboration between industry and research in driving technological innovation and developing new expertise. In particular, the company has built a solid partnership with the Polytechnic University of Marche (UnivPM), working closely with the Departments of Industrial Engineering and Mathematical Sciences (DIISM) and Information Engineering (DII).

These collaborations have led to the development of research projects focused on emerging technologies, particularly in the fields of human-machine interfaces and embedded systems.

Among these initiatives, the **MAGIC** project is dedicated to developing advanced human-machine interaction interfaces, while **E-BED** aims to improve the quality of life for vulnerable individuals through cutting-edge technologies. Through these efforts, Tastitalia plays a key role in facilitating knowledge transfer between academia and industry.

In 2019, Tastitalia also partnered with EMOJ, a spin-off of the Polytechnic University of Marche, to develop a Proof of Concept (PoC) integrating facial and emotional recognition technologies into industrial coffee machines. The project aimed to analyze users' emotional responses and personalize the consumer experience through **Emotional Data Analytics**.

These initiatives reaffirm Tastitalia's commitment to exploring innovative technological solutions and strengthening its position as a key player in industrial innovation.

Internships and school-to-work programs

Internship and school-to-work program data (2022-2024)

	2022	2023	2024
Students	2	0	0

Tastitalia firmly believes in providing young people with meaningful opportunities to gain firsthand experience in the professional world, supporting their career development.

In 2022, the company welcomed two students as part of a school-to-work program, offering them direct industry exposure. Although this initiative could not be continued in 2023 and 2024, Tastitalia remains keen to resume and expand the program in the future.

The company's commitment to reactivating training initiatives reflects its dedication to fostering the professional growth of new generations and its broader goal of contributing to the local social fabric by facilitating skill development and employment opportunities.

Local institutions and community initiatives

Tastitalia maintains an open dialogue with the Municipality of Castelfidardo, even though no formalized projects are currently in place. However, the company's commitment to Sustainability and social responsibility creates opportunities to support initiatives that benefit the local community.

Potential areas of engagement include urban innovation projects, the adoption of environmentally sustainable practices, and participation in cultural events and initiatives that promote and enhance the local territory.

Commitment to Sustainability and responsible growth

Beyond its collaborations with academic and public institutions, Tastitalia actively strengthens its connection with the local community through corporate policies focused on Sustainability, energy efficiency, and environmental protection. The company takes a strategic approach to optimizing production processes and minimizing environmental impact, investing in technological solutions that promote more responsible resource management.

The implementation of an Integrated Management System for Quality, Environment, and Safety, in compliance with ISO 9001, 14001, and 45001 standards, further underscores Tastitalia's commitment to sustainable development. This system enables continuous improvement of operational standards, ensuring high-quality performance, enhanced workplace safety, and a reduced environmental footprint. Through these initiatives, Tastitalia aims to combine innovation with responsibility, contributing to the well-being of both its employees and the broader community.

GRI content index

Statement of use: Tastitalia has reported the information cited in this GRI content index for the period from 1 January to 31 December, taking inspiration from the GRI Standards.

GRI 1 referred to: GRI 1, Foundation 2021

GRI Standard	GRI Disclosure	ESRS Disclosure	Location
GRI 2: General Disclosures	2-1 Organizational details	ESRS 1	A path of Excellence: The History of Tastitalia
	2-2 Entities included in the organization's Sustainability reporting	ESRS 1, ESRS 2	Methodological note
	2-3 Reporting period, frequency and contact point	ESRS 1	Methodological note
	2-4 Restatements of information	ESRS 2	Methodological note
	2-5 External assurance		Methodological note
	2-6 Activities, value chain and other business relationships	ESRS 1, ESRS 2	Customised solutions: Technology and Applications
	2-7 Employees	ESRS 1, ESRS 2	Workforce Composition and Evolution
	2-9 Governance structure and composition	ESRS 2, ESRS G1	Tastitalia's Governance Model
	2-12 Role of the governance bodies in Sustainability management	ESRS 2, ESRS G1	Organizational Structure and Functions
	2-15 Conflicts of interest	ESRS G1	Business Ethics and Corporate Responsibility
	2-23 Policy commitments	ESRS 2, ESRS S1, ESRS S2, ESRS S3, ESRS S4, ESRS G1	Business Ethics and Corporate Responsibility

GRI 3: Material Topics	2-26 Mechanisms for seeking advice and raising concerns	ESRS S1, ESRS S2, ESRS S3, ESRS S4, ESRS G1	Business Ethics and Corporate Responsibility
	2-27 Compliance with laws and regulations	ESRS 2, ESRS E2, ESRS S1, ESRS G1	Risk Management and Compliance
	2-29 Approach to stakeholder engagement	ESRS 2, ESRS S1, ESRS S2, ESRS S3, ESRS S4	Dialogue with Our Stakeholders
	3-1 Process to determine material topics	ESRS 2	Materiality Assessment: Key Themes for Sustainable Growth
	3-2 List of material topics	ESRS 2	Materiality Assessment: Key Themes for Sustainable Growth
	3-3 Management of material topics	ESRS 2, ESRS S1, ESRS S2, ESRS S3, ESRS S4	Our Commitments and Goals
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed		Economic Performance
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	ESRS G1	Business Ethics and Corporate Responsibility
	205-3 Confirmed incidents of corruption and actions taken	ESRS G1	Business Ethics and Corporate Responsibility

GRI 302: Energy	302-1 Energy consumption within the organization	ESRS E1	Strategies and Actions for Sustainability
	302-4 Reduction of energy consumption	ESRS E1	Strategies and Actions for Sustainability
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	ESRS E1	Strategies and Actions for Sustainability
	305-2 Energy indirect (Scope 2) GHG emissions	ESRS E1	Strategies and Actions for Sustainability
	305-3 Other indirect (Scope 3) GHG emissions	ESRS E1	Strategies and Actions for Sustainability
	305-4 GHG emissions intensity	ESRS E1	Strategies and Actions for Sustainability
	305-5 Reduction of GHG emissions	ESRS E1	Strategies and Actions for Sustainability
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	ESRS 2	Strategies and Actions for Sustainability
	306-2 Management of significant waste-related impacts	ESRS E5	Strategies and Actions for Sustainability
	306-3 Waste generated	ESRS E5	Strategies and Actions for Sustainability

GRI 401: Employment	306-4 Waste diverted from disposal	ESRS E5	Strategies and Actions for Sustainability
	306-5 Waste directed to disposal	ESRS E5	Strategies and Actions for Sustainability
	401-1 New employee hires and employee turnover	ESRS S1	Workforce Composition and Evolution
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESRS S1	Organizational Well-being
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	ESRS S1	Workplace Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	ESRS S1	Workplace Health and Safety
	403-3 Occupational health services	ESRS S1	Workplace Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	ESRS S1	Workplace Health and Safety
	403-5 Worker training on occupational health and safety	ESRS S1	Workplace Health and Safety
	403-9 Work-related injuries	ESRS S1	Workplace Health and Safety

GRI 404: Training and Education	404-1 Average hours of training per year per employee	ESRS S1	Continuous Training and Skills Development
	404-2 Programs for upgrading employee skills and transition assistance programs	ESRS S1	Continuous Training and Skills Development
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	ESRS 2 e ESRS S1	Workforce Composition and Evolution
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	ESRS S1 e ESRS S2	Business Ethics and Corporate Responsibility
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	ESRS S3	Workplace Health and Safety
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	ESRS S3	Tastitalia's Commitment to Society and the Local Community
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESRS G1	Cybersecurity and Data Governance

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