



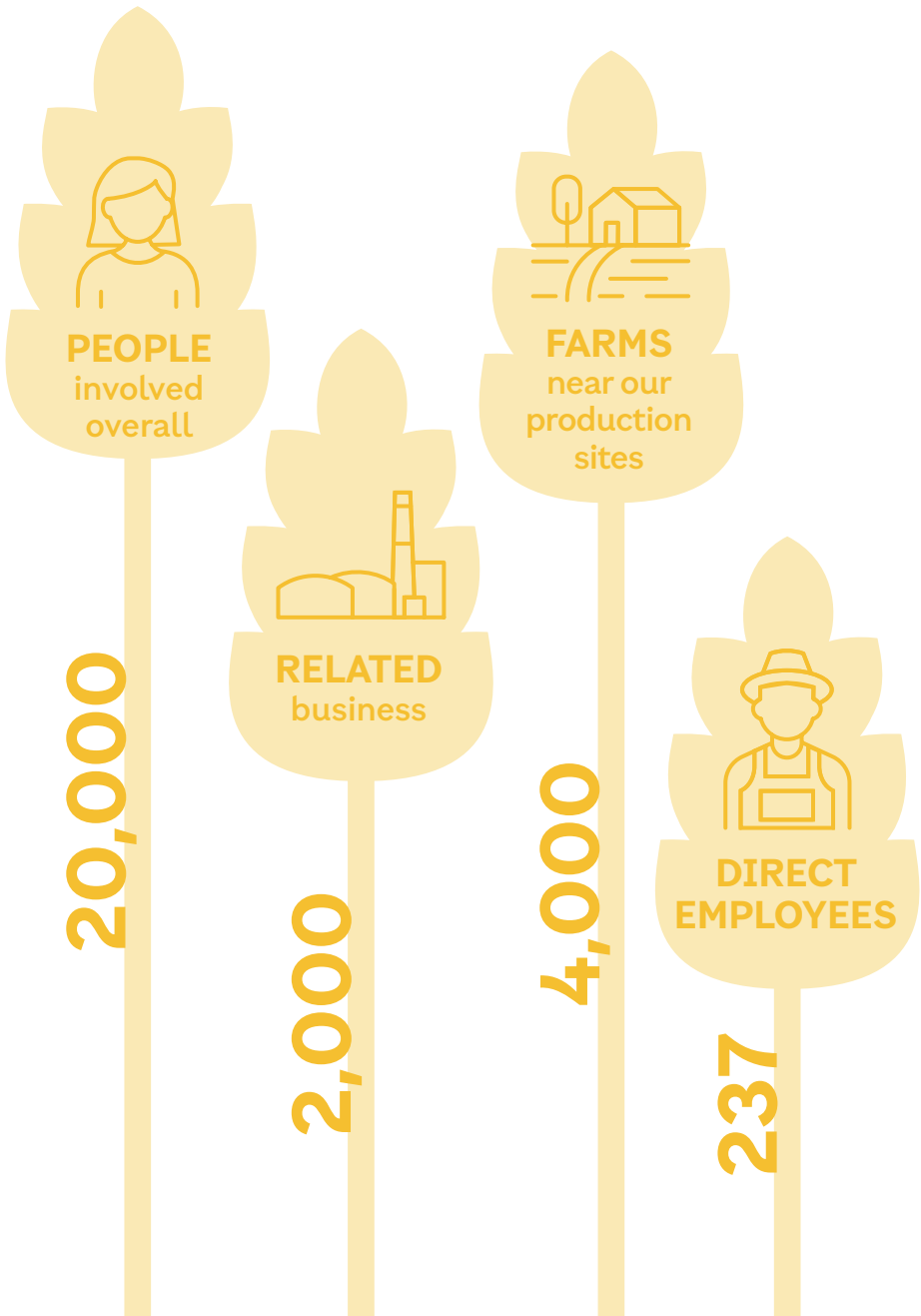
EXTRACT
SUSTAINABILITY
Report
2025

Our sustainability report

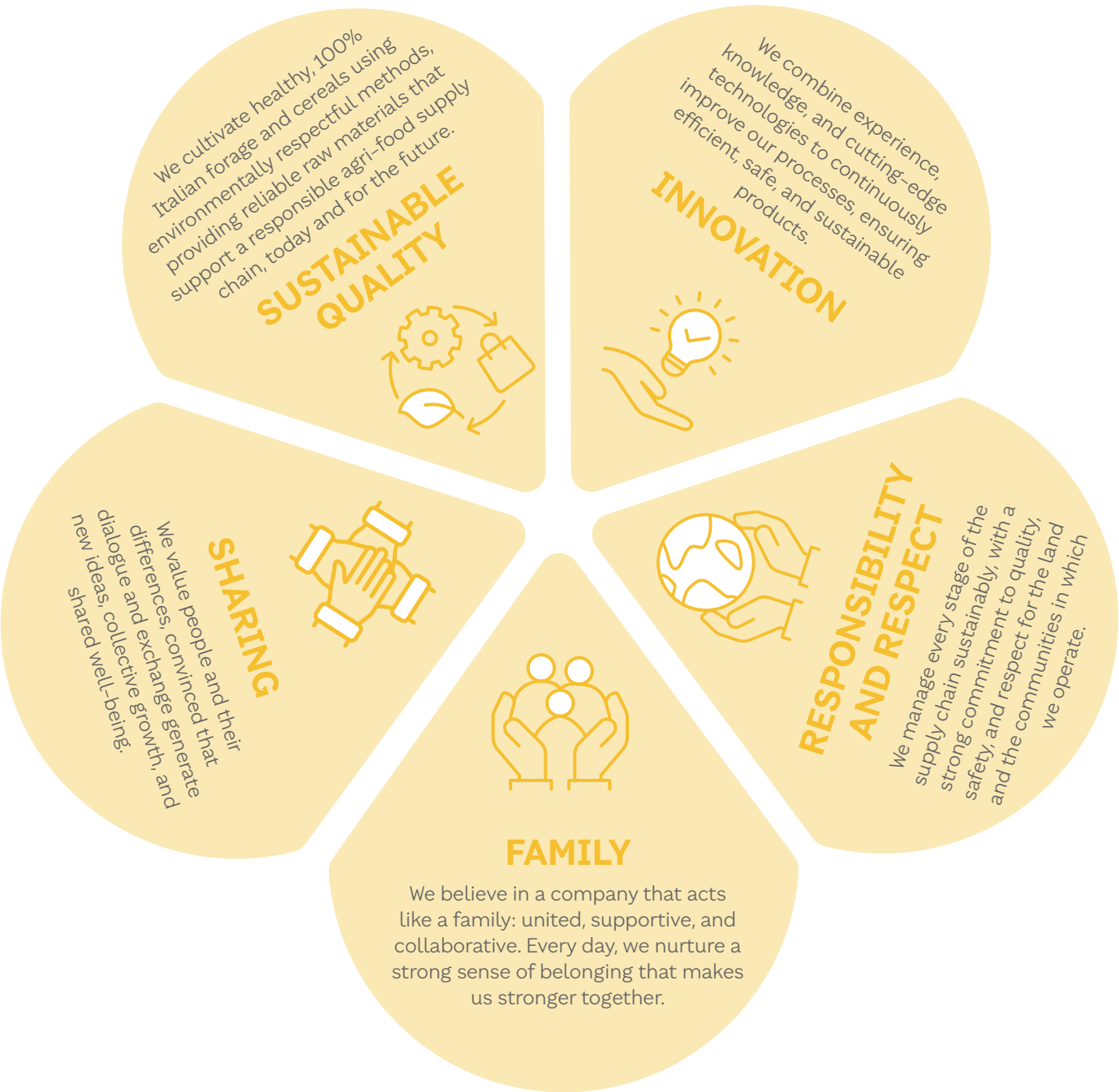
Welcome to the **third Sustainability Report** of Gruppo Carli. In these pages, we share our evolution toward a transparent, ethical, and planet-respectful business model, illustrating the milestones achieved and the future projects designed to generate shared value.

We believe that the **ecological transition** is a collective journey: only by joining forces with local communities and our partners can we build a solid future oriented toward common well-being.

Our story began in the 1960s with the first activities of forage pressing and milling. Since then, we have grown to become an agro-industrial leader in Italy and worldwide. This growth is reflected in the numbers of our supply chain: today we employ 237 direct workers and collaborate closely with 4,000 local farms and 2,000 related businesses, forming a large productive community of more than 20,000 people.



OUR VALUES



Highlights 2025



60 YEARS
OF RELATIONSHIP
WITH FARMERS



13,01 MWp
OF PHOTOVOLTAIC
CAPACITY



1.500
LABORATORY
ANALYSES
PER YEAR



96%
PURCHASES
FROM LOCAL
SUPPLIERS



15%
SELF-GENERATED
ELECTRICITY



237
EMPLOYEES



0,44
INJURY
SEVERITY
RATE



0 WATER
WITHDRAWALS
FOR ALFALFA
IRRIGATION

OUR PRODUCTS

Gruppo Carli stands as a **leader in the Italian agro-industrial sector**, specializing in the **cultivation, processing, and marketing of raw materials, feed, and cereals** for both livestock and food use. Our product offering is distinguished by **high quality standards**, an innovative approach, and the ability to respond precisely to the needs of customers and stakeholders. We adopt a sustainable agronomic model: our forage and cereals are grown **without artificial irrigation** and without synthetic fertilizers or pesticides. Alfalfa, hays, and straw come exclusively from **non-GMO seeds** and are processed through purely mechanical methods, without additives or preservatives.

Compliance and safety of organic production are ensured through rigorous periodic analytical controls on soils, crops, and storage sites. **Third-party, independent certification bodies** such as Suolo e Salute and SGS verify the conformity of our processes with EU Regulation 2018/848. This European regulation, which governs the entire agri-food and livestock supply chain, is officially recognized as equivalent to the international USDA Organic (USA) and JAS Organic (Japan) standards.

Our Certifications

The continuous commitment of our Group to improving products and processes has led to the achievement of numerous **quality and organic certifications**, compliant with national and international standards. These certifications, validated through rigorous periodic inspections by external bodies, ensure **traceability and reliability throughout every stage of the supply chain**: from cultivation to production, all the way to storage. In 2025, a new Organic Agriculture Korea certification was obtained, enabling the marketing of organic products in Korea.



types



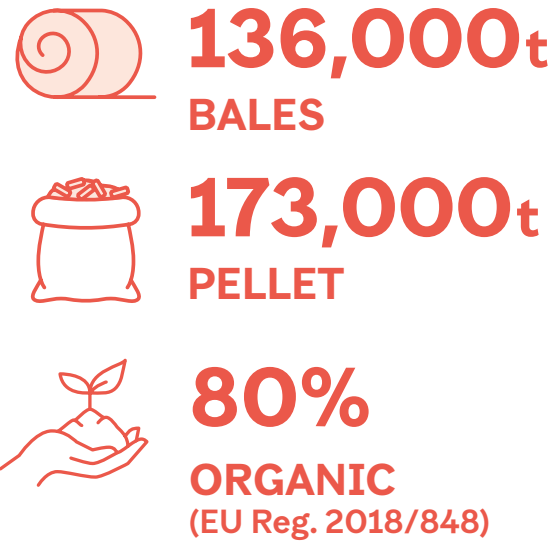
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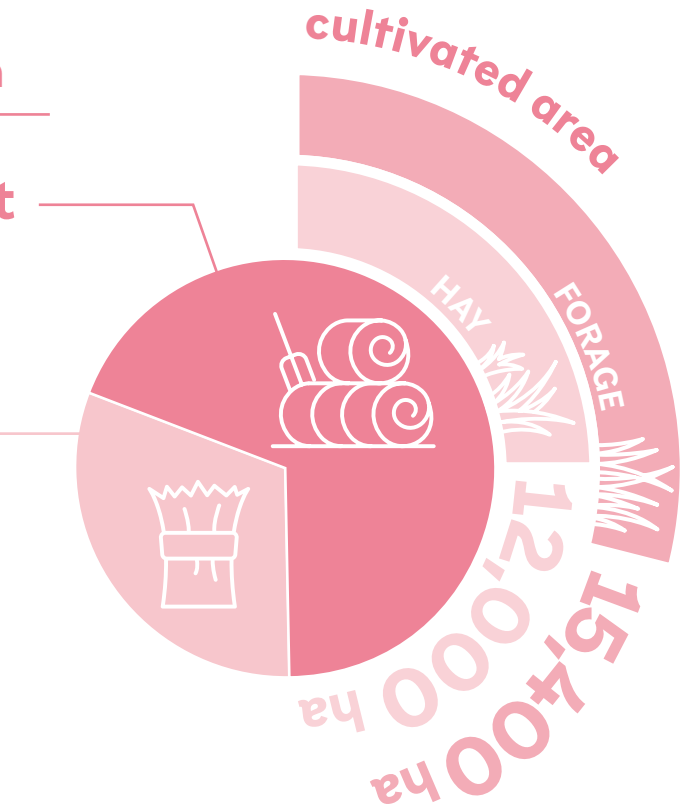
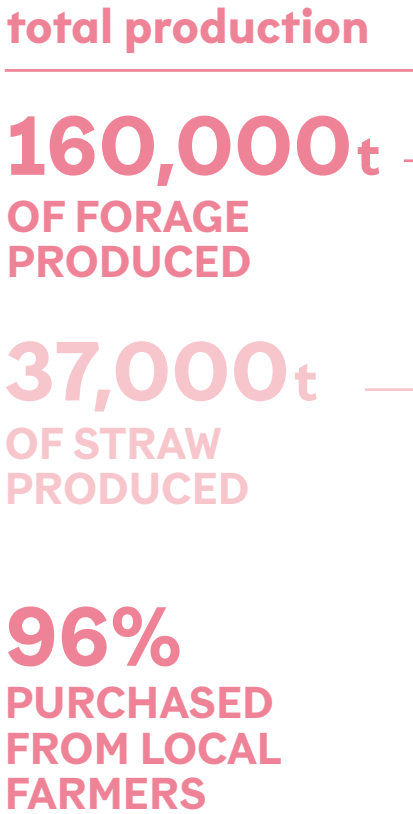
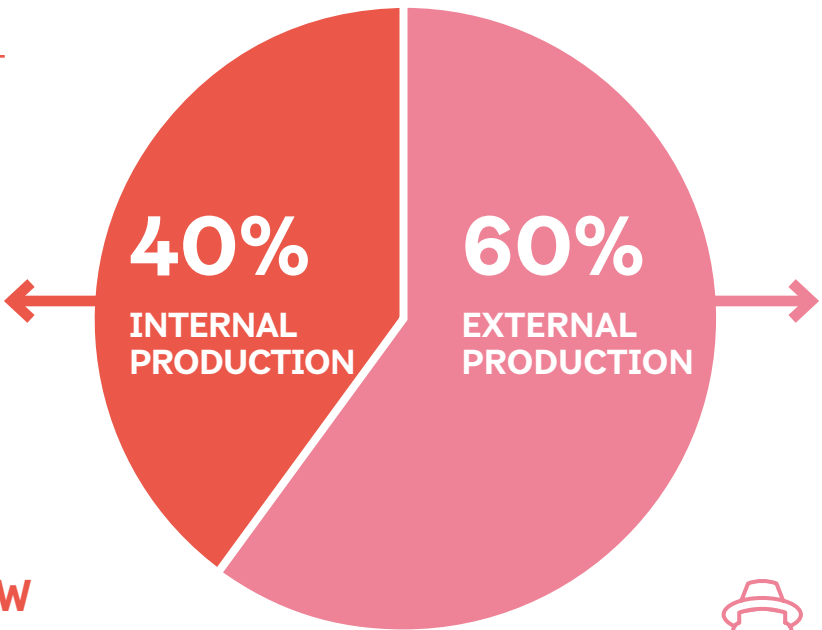
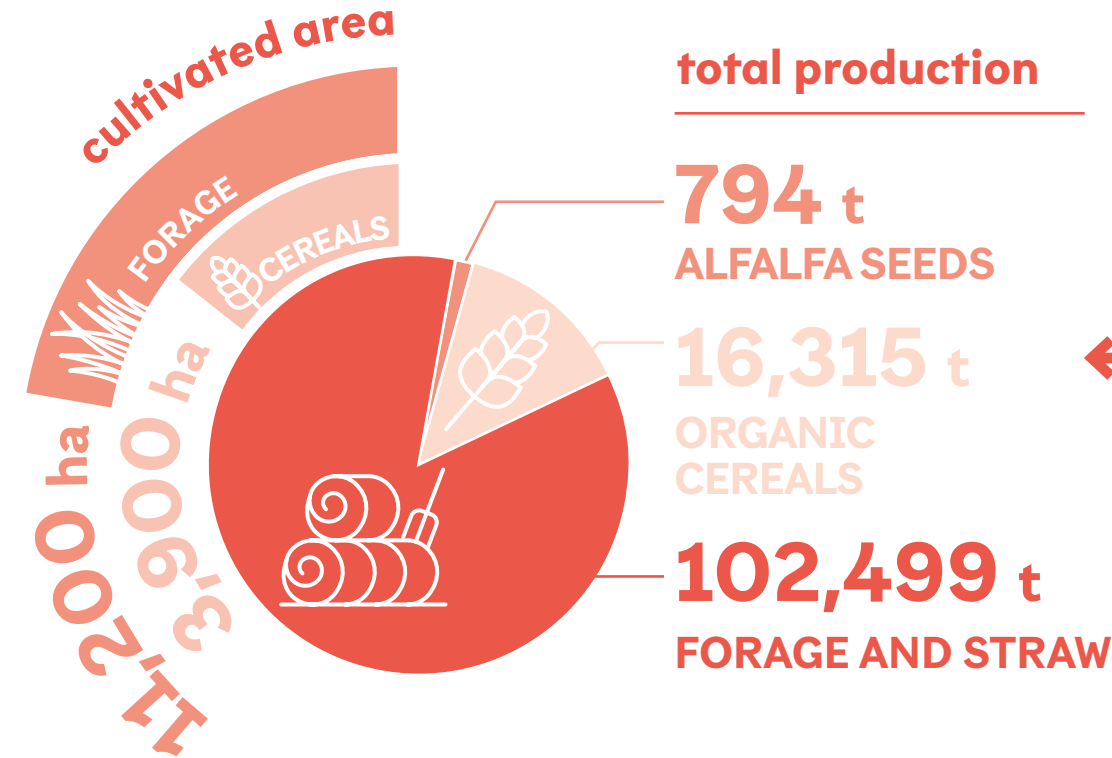
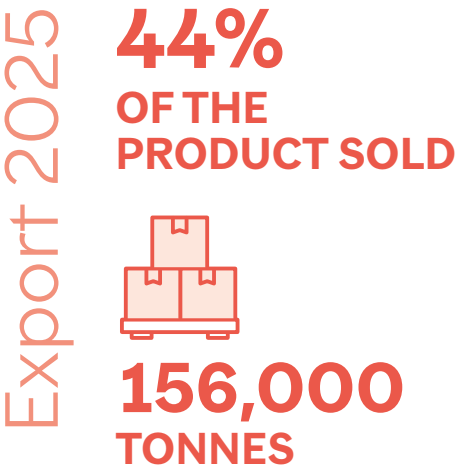
OUR FIGURES

In 2025, around **40%** of our raw materials came from the cultivation of land under our **direct management and ownership**, representing a solid and reliable foundation for our operations. The remaining **60%** of raw materials is purchased through long-term **partnerships**; in particular, 96% of these purchases come from **local farmers**, to whom we guarantee the purchase of their production, providing a stable source of income and fostering trust and sustainability within agricultural communities.

A growing share of our business (around 6%) is dedicated to the **marketing of finished products** from Italian and international companies, selected according to strict quality standards.



Gruppo Carli products are known and appreciated all over the world. In recent years, we have supplied farms and feed mills in more than 80 countries worldwide.



A LOOK TO THE FUTURE

Since 2022, the Group has made significant investments in new machinery and cutting-edge technologies, including Industry 4.0 solutions. In 2025, were included:

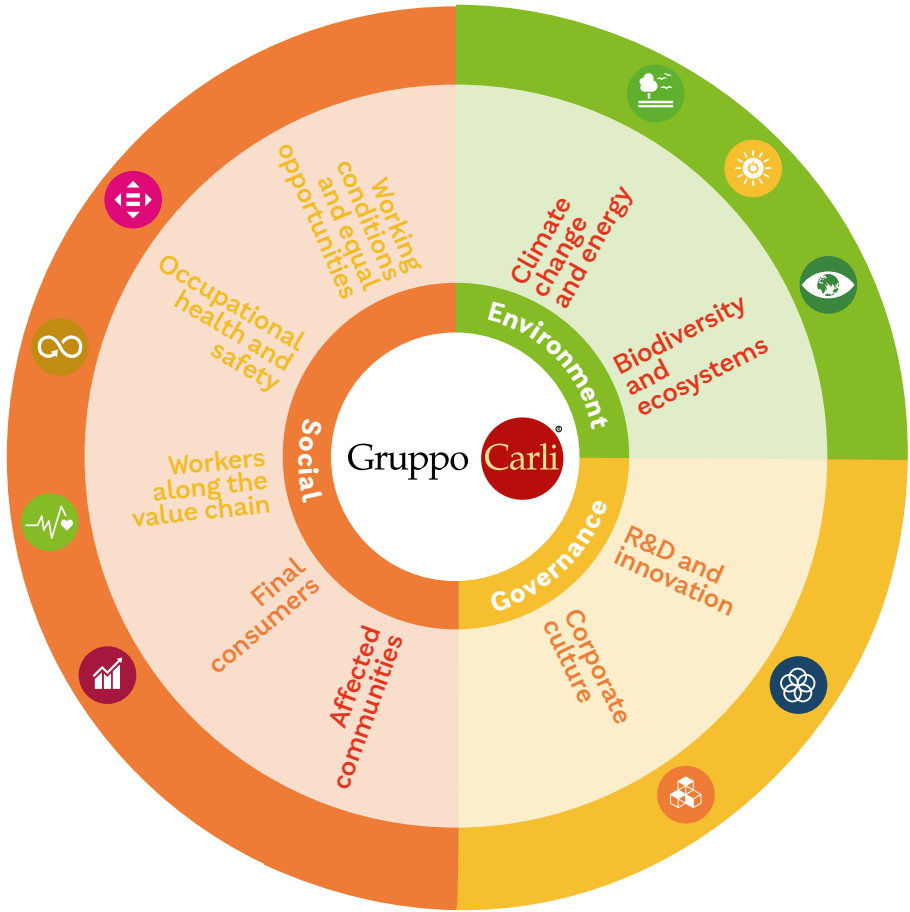
- Energy optimization of the milling plant;
- Installation of a pellet-crumbling system and commissioning of the PSP pellet press;
- Energy optimization of pelletizing plants;
- Installation of new photovoltaic sections and storage systems, along with upgrades to existing photovoltaic installations.

These **targeted investments** have strengthened the Group's position. In particular, Gruppo Carli has focused its resources on two key areas:

RENEWABLE ENERGY AND PRODUCTION EFFICIENCY: to reduce environmental impact and optimize operating costs.

STAFF TRAINING: to enhance internal skills and promote a culture oriented toward innovation.

Following a materiality analysis carried out in 2024 and consolidated in 2025, Gruppo Carli identified its most significant environmental, social, and governance impacts, also taking into account risks and opportunities arising from the external context.



Between 2022 and 2025, total investments amounted to approximately 40 million euros, most allocated to initiatives with a strong environmental impact, such as the installation of photovoltaic systems, cogeneration units, and the replacement of boilers with biomass-based solutions. During the same period, substantial investments were also made in the purchase and upgrading of agricultural and industrial vehicles, IT infrastructure and software, as well as the acquisition of warehouses, sheds, and canopies.



PRIORITY TOPICS
Topics identified as priority by Gruppo Carli and/or stakeholders, from both an impact and/or financial materiality perspective.

- E** Climate change and energy
- E** Biodiversity and ecosystems
- S** Communities involved

HIGHLY IMPORTANT TOPICS
Tematiche risultate molto importanti dal Gruppo Carli e/o dagli stakeholder, dal lato impact e/o financial materiality.

- G** Corporate culture
- S** Final consumers
- G** R&D and innovation

MODERATELY IMPORTANT TOPICS
Topics identified as moderately important by Gruppo Carli and/or stakeholders, from both an impact and/or financial materiality perspective.

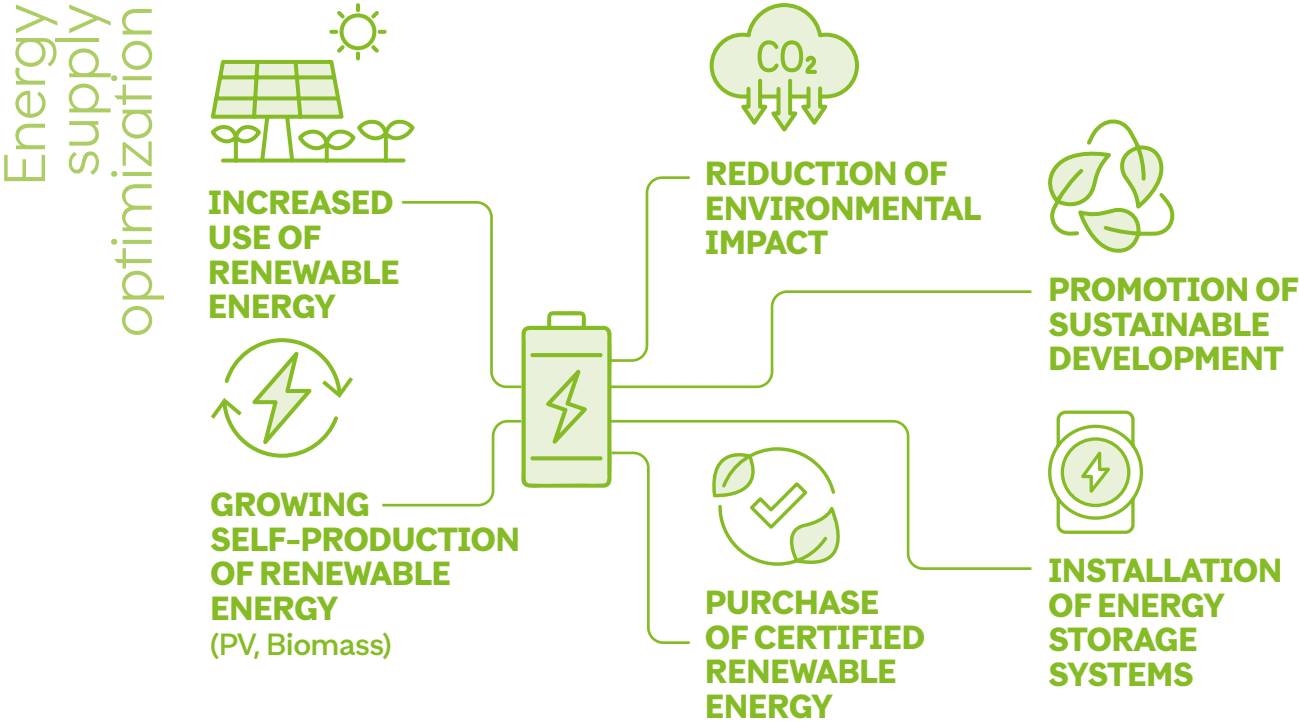
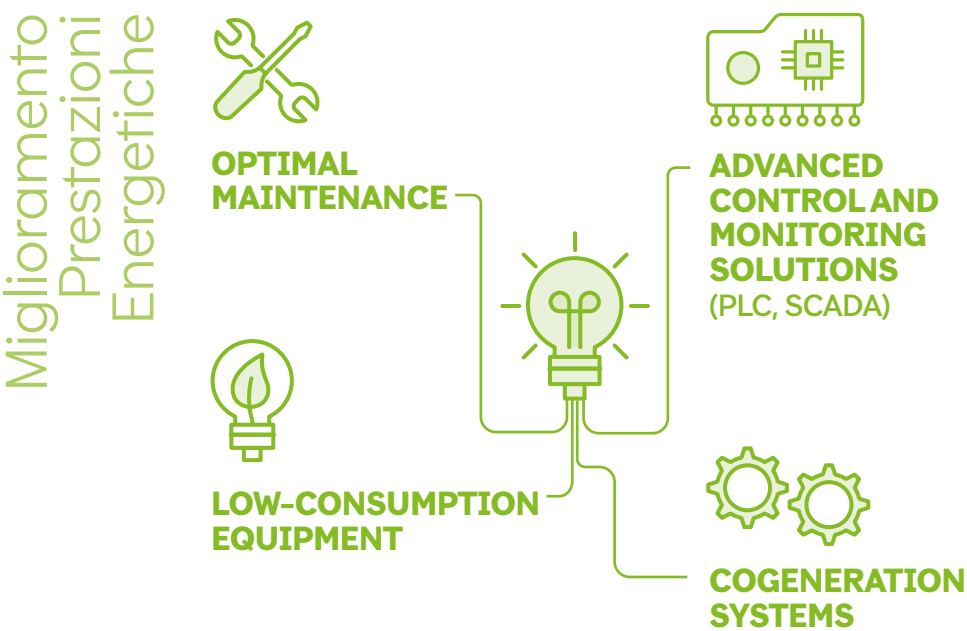
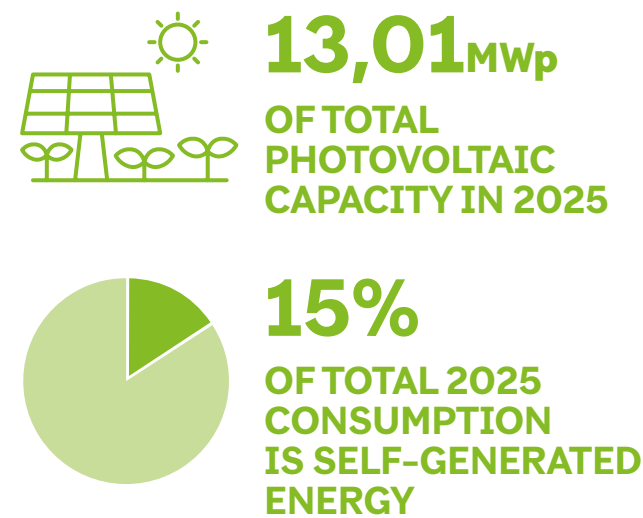
- S** Working conditions and equal opportunities
- S** Occupational health and safety
- S** Workers along the value chain

ENVIRONMENTAL ASPECTS

In the recent years, Gruppo Carli has strengthened its environmental commitment, aiming to reduce its environmental impact through sustainable practices and processes.

This pathway involves all corporate's companies, along with partners and stakeholders, who work together following shared ethical and regulatory principles.

The Group has defined rigorous guidelines to achieve its sustainability goals. In line with its environmental policy, the company has developed a plan to optimize energy production and consumption, implementing technological and organizational solutions designed to generate long-term environmental value

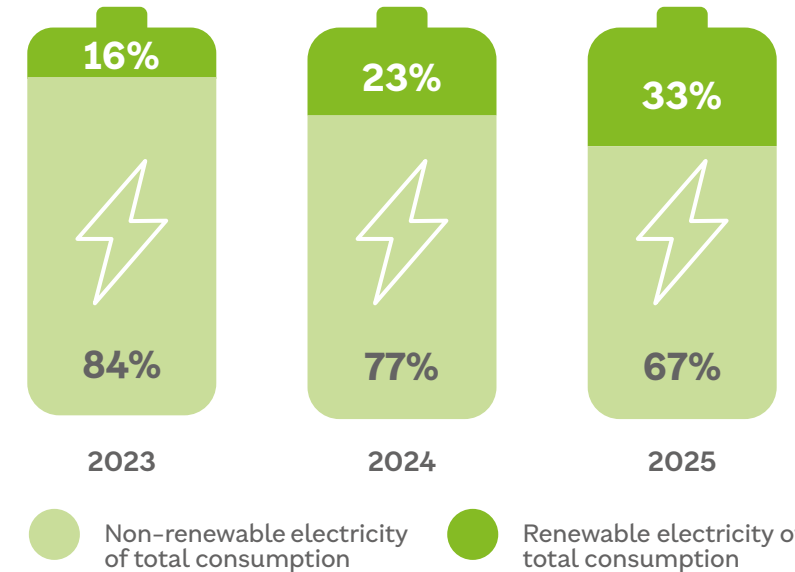


Overall electricity consumption

Gruppo Carli has doubled the share of renewable electricity in its total consumption, increasing from 16% in 2023 to 33% in 2025, thanks to the installation of 13.01 MWp of photovoltaic systems and the rise in certified renewable energy purchased from the grid.

In parallel, the three-year energy balance shows substantial stability in the distribution between grid supply (around 85%) and self-consumption (around 15%), despite an overall increase in total energy use.

Origin of electricity consumed – % 2023–2025



Other energy sources

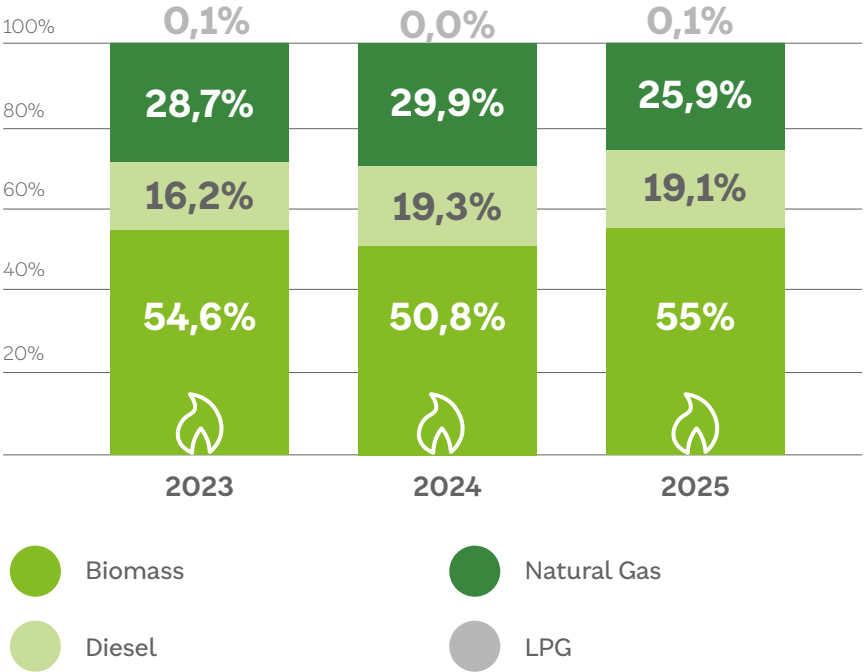
On the fuel side, Gruppo Carli is implementing a clear energy transition focused on the gradual replacement of natural gas with woody biomass.

Over the three-year period considered, the energy mix included biomass, natural gas, and diesel. The latter remains primarily used for agricultural activities and specific plant operations.

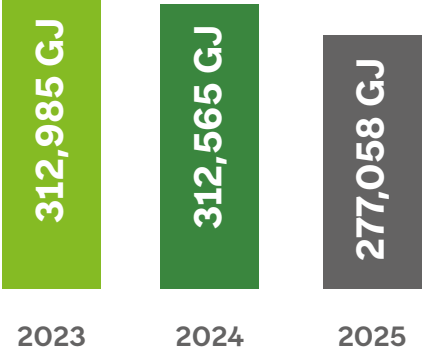
Conversely, the key process of raw-material dehydration is increasingly shifting toward the use of biomass, significantly reducing dependence on natural gas and strengthening the adoption of lower-impact energy sources.

Fuel consumption – % 2023–2025

14



Total fuel consumption – GJ



EFFICIENCY INITIATIVES

Implemented initiatives



AGRICULTURAL MACHINERY

Modern equipment to reduce fuel consumption



ENERGY DIAGNOSIS

Assessment of energy use to identify improvement areas



HEAT RECOVERY

Capturing waste heat for reuse



COGENERATOR

Generation of electricity and heat from methane

Future / ongoing initiatives



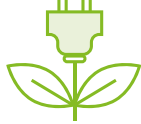
RENEWABLE ENERGY STUDY

Exploration of agrivoltaic and photovoltaic solutions



BIOMASS REPLACEMENT

Transition from methane to biomass in production



INVERTER-BASED DRIVES

Installation of inverter drives for energy efficiency



EMISSION REDUCTION

Emission reduction through filtering batteries

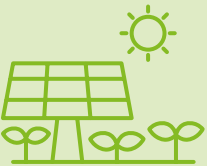


MOISTURE REDUCTION

Lowering moisture levels to save thermal energy

15

our direction



SOLAR ENERGY



COGENERATOR



BIOMASS



ENERGY EFFICIENCY



INDEPENDENCE FROM THE ELECTRICITY GRID



RESIDUAL CONSUMPTION OF FOSSIL FUELS

CLIMATE CHANGE

tonnes of CO ₂ -eq	2023	2024	2025	Δ%23-25
Scope 1	8,067	8,792	7,194	-11%
S1.1_Stationary plants	4,603	4,782	3,675	-20%
S1.3_Transport vehicles	3,464	4,010	3,518	2%
Scope 2	13,001	11,347	12,627	-3%
Market-based	13,001	11,347	12,627	
Location-based	6,545	6,216	8,039	
TOTAL S1+2	21,069	20,139	19,821	-6%
Out of scope				
Biomass ¹	637	592	568	-11%

In 2025, the Group's total emissions – considering **Scope 1 and Scope 2** categories – amounted to **19,821 tonnes of CO₂ equivalent**. Biogenic emissions, which are not attributable to the combustion of fossil fuels, are reported separately from the emissions included in the traditional Scopes, in accordance with the guidelines of the GHG Protocol.

¹ emission factor used: DEFRA 2023, Wood Chips, 40,58114 Kg CO₂-eq/t

Gruppo Carli promotes agricultural practices aimed to ecosystem balance and soil regeneration, cultivating over **7,800 hectares** located near areas of high biodiversity. Of the **14,000 hectares** directly managed, approximately **80%** is farmed under organic agriculture principles. This model, which excludes synthetic pesticides and chemical fertilizers,

safeguards natural resources and enhances ecological stability: compared to conventional methods, organic systems host a greater variety of pollinators, birdlife, spontaneous flora, and soil microorganisms. Within this strategy, **alfalfa** plays a key agronomic role. Its perennial and nitrogen-fixing nature, combined with a deep root system (3–5 meters),

improves soil structure and fertility while providing an ideal habitat for numerous species and contributing to the hydrogeological stability of the land.

RESPONSIBLE WATER USE

Gruppo Carli is committed to the responsible use of water resources. Alfalfa, thanks to its deep root system, does not require artificial irrigation and contributes to groundwater recharge, soil drainage, and the purification of underground water.



BIODIVERSITY AND SOIL PROTECTION INITIATIVES



WASTE MANAGEMENT AND CIRCULARITY

Gruppo Carli adopts a careful and responsible approach to waste management, which amounted to approximately 775 tonnes in 2025, of which only 2% consisted of hazardous materials. Thanks to targeted recovery and reuse policies, only 2% of total waste is sent to landfill.



PEOPLE

Gruppo Carli's vision of social sustainability is founded on the central role of people, a cornerstone for the development and success of our business model.

In 2025, the Group employed 237 people, guided by a strategy built on three fundamental pillars: enhancing talent through the development of specialized skills and vertical expertise; creating a safe, inclusive work environment attentive to overall well-being; and ensuring full regulatory compliance, supported by policies that promote a healthy balance between professional and personal life.

The Group's activities include a seasonal component linked to agricultural cycles, which results

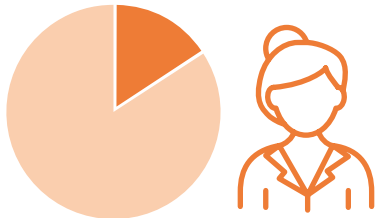
in a significant share of fixed-term contracts, with a predominance of male labor during production peaks. To safeguard workers, the company guarantees 100% contractual coverage through the National Collective Labor Contract (CCNL) for the agricultural and food sectors, and conducts annual turnover monitoring to optimize production efficiency.

To foster stability, the Group promotes loyalty-building policies for all collaborators, including seasonal workers. This approach translates into personalized agreements and periodic contract updates.

On the corporate well-being front, in 2025 the Group invested €211,052 in the Welfare Plan, a

measure that involved 80% of employees across all Group companies.

In a constantly evolving market, training represents a key strategic lever for updating skills. During 2025, Gruppo Carli delivered 654 hours of training, an average of 2.76 hours per employee.

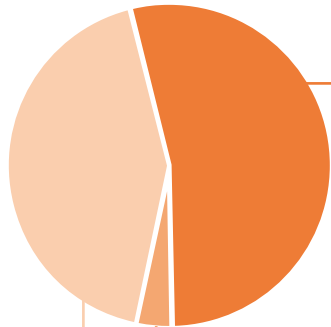


15%
OF GRUPPO CARLI EMPLOYEES ARE WOMEN



<5%

PAY GAP IDENTIFIED IN 2025
between female and male employees



56%
PERMANENT CONTRACTS



2%
NON-GUARANTEED HOURS CONTRACTS



0,44
INJURY SEVERITY RATE



-55%
INJURIES COMPARED TO 2024

OCCUPATIONAL HEALTH AND SAFETY

Workers' health and safety are absolute priorities for Gruppo Carli, underpinning every operational decision. In compliance with L.D. 81/2008, the Employer assesses risks and prepares both the Risk Assessment Document (DVR) and the Interference Risk Assessment Document (DUVRI).

The company protects its personnel by providing supplementary insurance policies and safety training courses – also extended to external collaborators – which include the issuance of licenses for the use of company equipment²

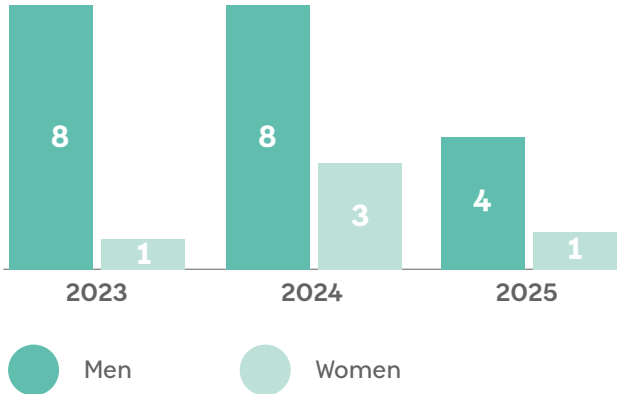
In 2025, five workplace injuries were recorded among Gruppo Carli employees, one of which involved female personnel. The Group's ongoing commitment to prevention resulted in a strongly positive trend: during the 2024–2025 biennium, a significant and progressive reduction in workplace injuries was observed, demonstrating the effectiveness of the safety measures implemented.

All recorded injuries were minor and largely attributable to episodes of inattention. The most frequent cases included limb crushing, accidental falls, minor burns, and cuts.

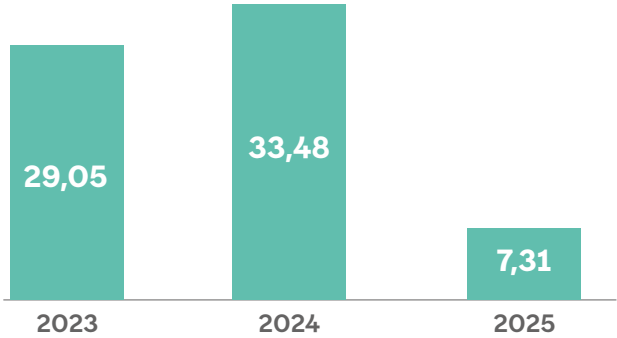
Each verified injury is analyzed by the Health and Safety Officer (RSPP), who examines the causes and proposes appropriate corrective and preventive measures.

² Occupational Injury Frequency Rate = (number of recordable occupational injuries / number of hours worked) * 1,000,000.
Severity Index = (total number of days lost due to injury / total number of hours worked) * 1,000.
During the three-year period under review, no cases of occupational diseases were reported among Group employees.

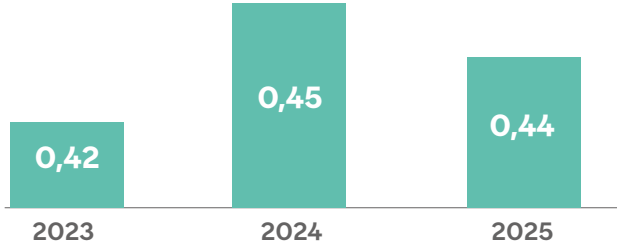
Number of injuries 2023–2025



Injury frequency rate Gruppo Carli 2023–2025



INJURY SEVERITY RATE 2023–2025 (Sector average: 1.91)



COMMUNITY COMMITMENT

Gruppo Carli's activities form a strategic driver for employment and economic development, with a significant impact in Emilia-Romagna and Lazio, where the Group contributes to social well-being and community cohesion.

Its strong connection with the local territories is expressed through financial and material support for social projects, schools, local events, healthcare facilities, and research foundations such as **ACAREF** and **Telethon**, as well as long-standing collaborations with charitable organizations including **AIL** and **AOVAM**. The Group also works

actively with local committees to support the growth of smaller communities. Gruppo Carli invests confidently in younger generations by regularly welcoming high-school students for internship programs and developing scientific research projects in collaboration with the **Universities of Bologna and Perugia**. Gruppo Carli attends to major livestock industry trade fairs, both in Italy and abroad, to provide specialized technical consultancy to farmers and professionals, promoting high-quality animal nutrition based on modern and sustainable agricultural practices.



METHODOLOGICAL NOTE

This document is prepared on a voluntary basis in accordance with the **Global Reporting Initiative (GRI) Sustainability Reporting Standards**, following the with reference to option and using the updated GRI 2021 references. In line with the progressive alignment to **Directive (EU) 2022/2464 – Corporate Sustainability Reporting Directive (CSRD)**, the Report also integrates the **European Sustainability Reporting Standards (ESRS)**, presented alongside GRI references in the content index. This represents a first step toward full compliance with European sustainability reporting standards.

Consistent with CSRD principles and the indications contained in ESRS 1 and 2, in 2024 Gruppo Carli conducted a **double materiality assessment** to identify the most relevant impacts, risks, and opportunities. The process was carried out with the active involvement of management and employees, supported by **eambiente Srl**, with the aim of communicating the company's commitment to a sustainable, responsible, and transparent growth model in a clear and structured manner for all stakeholders.

This document is an extract of the full **2025 Sustainability Report**, approved by the Board of Directors on **31/07/2026** and available upon request by contacting:
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EXTRACT SUSTAINABILITY Report 2025



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