OLITALIA

LA TRADIZIONE DI DOMANI

The value of change



2025 Sustainability Report



Camillo Cremonini
Chief Executive Officer
and Chief Procurement Officer

Elisabetta Cremonini
Member of the Board,
Chief Human Resourses Officer
and Corporate Communication

Angelo Cremonini
Chairman
and Chief Commercial Officer

“Cultivating the future means creating shared value.
We keep listening to our people and our local community,
guiding our company with transparency and responsibility.
This is our family’s promise:
to make sustainability a path to real growth that lasts.”

Letter to Stakeholders

Dear Stakeholder,

presenting the fourth edition of our Sustainability Report reaffirms our commitment to the path of transparency and responsibility we embarked on four years ago, driven by a deep desire to generate value over time.

2025 marked a pivotal moment for Olitalia: we accelerated our transformation, steering every business decision towards tangible sustainability that combines strategic vision, environmental protection and people's well-being.

We firmly believe that there can be no sustainability without listening. For this reason, for the second time in four years, we involved around 30 external stakeholders – customers, suppliers, financial institutions, the media, associations and local communities – in a structured stakeholder engagement exercise. Their priorities have enriched our impact materiality analysis, making it a living tool shaped by all those involved.

2025 was also a year of major achievements in operations, products and scientific research. We launched an extraordinary investment plan worth €30 million to expand the plant to 48,000 m² and increase production capacity by 20%, incorporating a 7,500 m² automated logistics platform, a photovoltaic system six times as powerful and 34 new tanks that will increase bulk oil storage capacity by two million litres.

Alongside this infrastructure expansion, we strengthened our market presence with the launch of CHEFMania extra virgin olive oil and the introduction of the Bag in Box range. In research, we achieved two industry firsts: the presentation in Bologna of Oleum Spec – Italy's first "electronic nose" based on artificial intelligence (AI) and machine learning for the analysis of extra virgin olive oil, developed with Lab Service Analytica – and the creation of a tasting sheet and panel dedicated to the sensory assessment of fried food.

All these achievements confirm that Olitalia's strength lies in the quality of the relationships we build throughout the supply chain.

Our heartfelt thanks go to all our people, associates and partners who make this journey of responsible growth possible. Thanks to everyone's contribution, we continue to look to the future with determination and enthusiasm.

Together, we continue to cultivate the value of change.

Enjoy reading our report.



Contents

GOVERNANCE

1 • The Company **4**

About Us 5
Highlights 6
Olitalia's History 8
Markets Served 10
Governance 12
Mission and Vision 16
Our Values 18
Olitalia's Ethical and Operational Model 20
Membership of Associations 22

2 • Our Products **24**

Product Lines 27
Awards 28
Olitalia is the Italian Chefs' favourite oil brand 30
Brand Positioning and Development in the Retail Market 32
Advertising Campaigns 32
Collaboration with the best Chefs and Pizza Chefs 34
Olitalia Innovation Lab 36
Partnerships with associations of Chefs and Pizza Chefs 38
Partnerships with High education Training Schools 40
Research and Development 42
Distribution Strategy 48
Development Plan 49
Participation in Trade Fairs 50
Production Plant 52
Packaging 54
Looking to the Future: Financial Investment Plan 58
Safety and Quality Control 62
Certifications 63
Ministerial Recognition of the Internal Panel 64
Traceability, Retraceability and Integrity 66
Labelling 68
Product Responsibility: Listening to Customers and Complaints 68
Complaints 69

3 • Procurement **70**

Our Suppliers 72
Raw Materials 73
Packaging and Auxiliary Production Materials 75
Logistics and Transport 76
Maintenance, Spare Parts, Plant and Equipment 76
Services 77

4 • Economic Value 78

Economic Value Generated and Distributed in 2025 80
Economic Scenario 81
Agri-food Sector 82
Olitalia's Positioning 84
Financial Implications and Other Risks and Opportunities Related to Climate Change 86
Whistleblowing and Prevention of Corruption 88

SOCIAL

5 • People 90

Human Resources Management Policies 91
Our Workforce 93
Turnover 96
Training 98
Welfare 100
Performance Appraisal 101
Social Gatherings 102
Occupational Health and Safety 104
Participation, Consultation and Continuous Improvement 105
Occupational Health and Safety Training and Employee Engagement 106
Work-related Injuries 107
Care for the Community 108

ENVIRONMENT

6 • Care for the Environment 110

An Ongoing Commitment to a Sustainable Future 111
Energy Management 112
The New Photovoltaic System 114
Consumption 116
Energy Intensity 118
Climate Change and Emissions Management 118
Emissions Intensity 120
Water Resources Management 121
Management of Packaging and Plastic Materials 122
Reducing Plastic and Promoting the Circular Economy 124
Waste Management 125

7 • Methodological Note 128

Materiality Analysis 130
Financial Materiality: Identified Risks and Opportunities 134
Our Stakeholders 136

8 • 2023-2028 Targets 138

Governance 139
Social 139
Environment 140
Innovation 141

GRI Content Index 142

1 The Company



Olitalia offers a broad and comprehensive product portfolio to meet the needs of consumers and professionals and respond to the latest market trends through a constant pursuit of innovation

About Us

Olitalia is an Italian company with headquarters in Forlì, in the beating heart of the Emilia-Romagna region, the land of excellence in the agri-food industry. For over forty years, the company has passionately operated in the packaging and distribution of extra virgin olive oils, olive oils and seed oils, now exported to around 100 countries throughout the world.

The company is led by Angelo, Camillo and Elisabetta, the children of Giuseppe Cremonini, a visionary entrepreneur who made a profound mark on the meat sector, helping to establish a benchmark for quality and tradition both in Italy and abroad. The Group also includes Acetaia Giuseppe Cremonini, located in Spilamberto, near Modena, the historic home of balsamic vinegar since the Middle Ages.

Olitalia combines respect for tradition and quality with a strong drive for innovation, distinguishing itself through its professionalism, expertise and efficiency. The numerous partnerships established in Italy and abroad have helped strengthen its presence in both the domestic and international markets.

Olitalia products are targeted at both the food service channel - where the company holds a leading position in Italy - and the retail sales channel, where it has invested to strengthen the brand, bringing into consumers' homes the same excellence reserved for the professional catering industry.

In addition to its own branded range, Olitalia produces oils and vinegars for prestigious Italian and overseas retail chains, which value the company's considerable flexibility, regulatory expertise, production capacity and extensive international experience.

Dynamism and strategic vision enable Olitalia to anticipate market developments, expanding its business into new sales channels and markets, both through its own brands and in the private label segment, consolidating its position in Italy and worldwide.

Highlights 2025

Figures

Turnover

264 million €

Litres sold

100 million

Channels

food service and retail

Exports

100 countries



Leader

in food service in Italy

N° 1

the Italian chefs' favourite oil brand*

* NielsenIQ in Italy in June-July 2025. Results at Total Brand Olitalia, on 700 among Restaurants, Pizzerias and Hotels with kitchens. +/- 4 percentage points at 95% confidence level.

Share capital

100% Italian

Giuseppe Cremonini Family

Our Values

Sense of belonging

Propensity to change

Courage

Professionalism

Human capital

Employees

148

84%
hired on permanent contracts

22%
employees with the company for over 20 years

Production facilities

Production Area

48,000

Production

8 lines

60,000
bottles per hour
Quality Controlled Temperature system for extra virgin olive oil

Sustainability

Green Electricity

100%

Single-use plastic* in-house

0%

*plates, cutlery, cups, drinks



1983

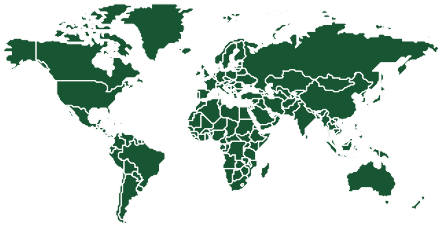
Giuseppe Cremonini takes part in the founding of Olitalia, together with the Severi family, as part of the diversification of the company he owned with his brother Luigi (Gruppo Cremonini). In its early years, the company focused primarily on producing and distributing large volumes of low-priced oils.

1996

Giuseppe Cremonini acquires Olitalia from Gruppo Cremonini and the Severi family and, as his children join the company – first Angelo, followed by Camillo and Elisabetta – the process of internationalisation begins, by making significant investments to strengthen production capacity and create a corporate culture increasingly focused on quality and innovation.

2002

Opening up to overseas markets.
A process of change begins, from creating a new visual identity for the brand to substantially expanding the product range to establish the company's positioning internationally.
Exports become the driving force behind the company's growth and, starting from 19 countries served, the internationalisation process brings the company to around 100 countries worldwide, making Olitalia one of the most widely distributed Italian oil companies in the world.



2006

Introduction of blow-moulding machines and the first 5-litre and 10-litre PET plastic containers. These are the years of major investments in expanding and modernising production facilities and bringing them into line with the highest production standards, enabling the company to become a co-packer for prestigious Italian and international private labels.

2007

Acetaia Giuseppe Cremonini is established in Spilamberto (MO), in an area renowned for the production of Balsamic Vinegar. A new-generation company founded with the aim of becoming a benchmark in the sector, working in synergy with Olitalia.



2010

Olitalia focuses on developing the food service channel.
The first partnerships are established with chefs and professional associations, with whom the company works on an ongoing basis to test, create and promote innovative products.
This is the year Fridor is launched, one of the first frying products based on high-oleic sunflower oil.

2013

Evolution is launched, the first bottle for oils developed specifically for Olitalia. As well as enhancing the brand, the bottle wins the Conai award for its reduced weight and a design that improves logistics efficiency.
This is part of the wider Green Dreaming project.



2015

Frienn is launched in the food service channel, a product that has changed the world of specialist frying oils, one of the first without palm oil, which has become a valuable ally for many chefs and pizza chefs.

Definition of the corporate values and graphic design of the logo that represents them.

Olitalia's History

Olitalia's history is linked to the economic development of Emilia-Romagna, a region which, in the decade between 1970 and 1980, saw exponential growth in the hotel and catering sector, driven by tourism. Olitalia becomes an established preferred supplier to the catering industry, benefiting from its geographical proximity.

When the Giuseppe Cremonini family took over the leadership of the company, a strategic plan for international development and diversification of distribution channels was implemented, leading Olitalia to become one of the leading players in the Italian and international oil industry.

2017

The Lean Manufacturing method is implemented, in collaboration with "Toyota Academy", throughout the entire production process.

2018

Restyling and launch of the new logo.

LA TRADIZIONE DI DOMANI.

"Plastic no More": a wide-ranging project to further reduce the company's environmental impact.

2019/21

The company begins its communication programme.

First television advertising campaign for the Olitalia brand in Italy.



2022

All one-litre bottles in the Olitalia-branded seed oil and frying product range are made from 100% recycled and recyclable plastic (R-PET) from Coripet's controlled Italian food-grade supply chain.

2023

The company publishes its first Sustainability Report.



2024

First television product advertising campaign featuring Frienn frying oil

The company's internal Professional Tasting Committee, "Federolio 5", receives recognition from the Ministry of Agriculture, Food Sovereignty and Forestry (MASAF).

2025

Work begins on expanding the plant to increase production and logistics capacity, strengthen competitiveness in overseas markets, improve the plant's energy self-sufficiency and enhance worker safety.



Markets Served

Now present in around 100 countries worldwide, Olitalia has significantly expanded its international presence in recent years, reaching markets on every continent and becoming a benchmark for many consumers from different cultures.

Exports account for 40% of the company's turnover, and the Olitalia brand is a market leader in countries such as Taiwan, South Korea and Brazil.

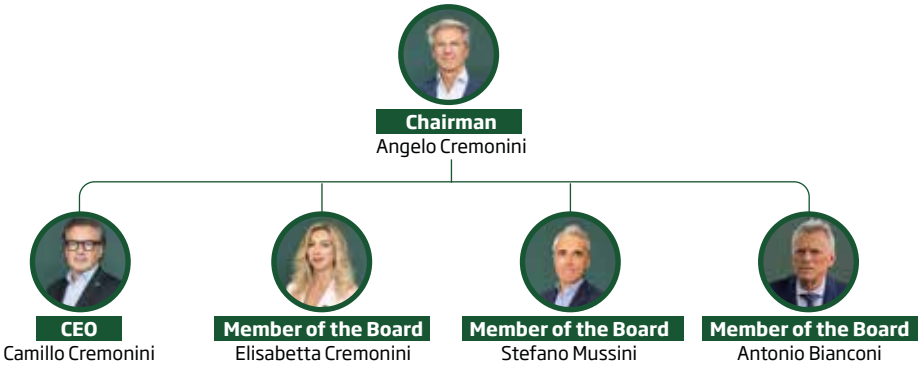
The business model is based on establishing strategic partnerships with local importers and distributors. Thanks to its experience in producing outstanding products that symbolise Italy worldwide, such as extra virgin olive oil and Balsamic Vinegar of Modena PGI, Olitalia is increasingly recognised and appreciated internationally as an ambassador for Italian taste.


OLITALIA
Forlì
Italy

Governance

Olitalia is a limited liability company.

The company, controlled by GI.CREM S.p.A, which belongs to the Giuseppe Cremonini family, is governed by a Board of Directors comprising 5 members:



The management body holds full authority to manage every aspect of the company's business, both ordinary and extraordinary, with the power to take all actions necessary to pursue the corporate objectives. Oversight of Olitalia is entrusted to a Sole Statutory Auditor and an independent external auditing firm, which guarantees transparency and proper management.

The company's governance is founded on an organisational model based on well-defined company functions, each with a high degree of decision-making and operational autonomy.

The internal organisation is structured into distinct functional areas, each entrusted to a Manager responsible for its management and coordination, reporting directly to the authorised representatives and, ultimately, to the Board of Directors.

The Strategic Committee, comprising members of the ownership and Area Managers, is responsible for defining the company strategy and meets monthly. The Operations Committee meets every two months, providing an opportunity to share strategies, operational developments and company objectives with all function heads. Various control and supervisory bodies support the Board of Directors: the Supervisory Body (SB), the HACCP team, the Privacy team and the Safety Committee.



Elisabetta, Angelo and Camillo Cremonini, "I Dedicati" meeting room



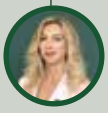
Chairman
A. Cremonini



Chief Executive Officer
C. Cremonini



Member of the Board
E. Cremonini / S. Mussini / A. Bianconi



Chief of HR and Corporate Communications
E. Cremonini



Human Resources and Mobility Manager
E. Saporetti



Chief Operating Officer
V. Ballotta



Chief Procurement Officer
C. Cremonini



Production Planning and Logistics Manager
N. Tarroni



Research Developmet Quality Manager
a.i.V. Ballotta



Plant Director
M. Ponti



Procurement Manager
M. Zauli

Olitalia's Organisational Chart

Supervisory Body

Strategic Committee

HACCP Committee

Privacy Committee

Safety Committee

Safety, Environmental and Quality Representative
G. Pausini



Chief Commercial Officer
A. Cremonini



Chief Financial Officer
S. Mussini



Marketing Director
A. Marchelli



Export Sales Director
A. Pincelli



Sales Director Retail & Food service
M. Pilenga



Sales Director Domestic Market PL
P. Bertozzi



Head of BU International PL
P. Sirotti



IT Manager
M. Rambelli Lombini



Data Manager
A. Marchi



Management Control
M. Ortali



Administration
A. Fiumana

Our Mission

To provide unique experiences of taste, flavours and fragrances, bringing the quality, well-being and excellence of Italian good living to tables and kitchens around the world.

To achieve these challenging objectives, Olitalia's commitment is to:

- Ensure the certified quality of raw materials
- Stay ahead of market trends
- Invest in innovation and product and process diversification
- Reduce consumption and the environmental impact of production

Our Vision

To become the world's leading brand of Italian condiments.

The synergy between the Group's two entities, Olitalia and Acetaia Giuseppe Cremonini, has given rise to the definition of the tree of values that involves the people who work in the Group every day and symbolises the link between the olive tree and the vine: a representation of the two companies that, while maintaining their own identity, are indispensable to each other.


OLITALIA
THE TRADITION OF TOMORROW.
EXTRA VIRGIN OLIVE OIL
1L
OLITALIA
All great cooking revolves around a great oil.
Our oils enhance the taste of each ingredient and ensure excellent results in the preparation of any dish. They are born from the union of Olitalia's wise selection of raw materials and a continuous collaboration with numerous Italian and international chefs. Together, we create innovative products to satisfy any palate. Even the most demanding. This is why Olitalia is the Italian chefs' favourite oil brand.*
n°1
Italian chefs' favourite oil brand*
*Olitalia claim based on research conducted by NielsenIQ in Italy in June-July 2025. Results at Total Brand Olitalia, on 700 among Restaurants, Pizzerias and Hotel with kitchen. +/- 4 percentage points at 95% confidence level.

Our Values

In 2015, to make the most of the synergies between the Group's two companies, an integrated organisational model was introduced which, while preserving each company's identity, recognises their interdependence as a strategic lever for mutual, harmonious growth.

This process began with joint work, supported by an external consultancy, which actively involved the owners, managers and associates of both companies. The aim was to define a shared system of values capable of guiding day-to-day behaviour and decisions within the organisation.

The discussions identified four values considered fundamental to supporting future projects and ensuring sustainable development: courage, openness to change, a sense of belonging and professionalism.

To strengthen identification with this system of values, an internal competition was launched, involving employees in proposing and selecting the logo that best represented these principles. The result was the creation of the "tree of values", now the company's ethical symbol and a tangible point of reference for its corporate culture.



SENSE OF BELONGING



and team spirit are expressed first and foremost through an awareness of a shared identity which, in a corporate context, stems from strategies set by senior management as well as employees' own contributions and experiences. This consists of shared behaviour, ways of thinking and attitudes in relation to market positioning, the corporate mission, working methods and objectives.

Those with a sense of belonging support the company's decisions and encourage cohesion among colleagues, helping to create a positive atmosphere.

PROPENSITY TO CHANGE



is the ability to view new developments and innovations introduced in one's working environment as opportunities for professional growth, considering their potential advantages and benefits. It is the ability to respond to organisational change by modifying one's behaviour to adapt to the new situation, thereby facilitating the overall change process. In other words, openness to change means not only being able to "adapt" to new developments, but also playing an active part in them.



COURAGE

is the driving force behind all decisions made by managers and the Company: it helps overcome problems, encourages discussion, generates ideas and takes them forward. Courage can be defined as the positive attitude with which one faces a dangerous situation or pursues a goal that is difficult and uncertain to achieve. Courageous people face daunting situations and take courageous action to achieve the objectives assigned to them by the company.

PROFESSIONALISM



is the combination of expertise, capabilities, skills and knowledge, together with a style of behaviour and interaction consistent with the company's values and rules. This definition shows how professionalism can be distinguished between stated and demonstrated professionalism:

- Stated professionalism is objectively evidenced by an individual's technical/ professional training, reflected in educational qualifications and work and/or interpersonal experience
- Demonstrated professionalism is the set of behaviours that enable individuals to apply their professional knowledge efficiently and effectively, including in their relationships with internal/external customers.

Olitalia's Ethical and Operational Model

The Code of Ethics is the fundamental reference through which Olitalia defines and disseminates the principles and values that must guide the entire organisation, in accordance with the guidelines established by the Board of Directors.

This document sets out essential rules of conduct, also helping to prevent the offences covered by Legislative Decree no. 231/2001 (administrative liability of entities). The Code, which forms an integral part of the company's Organisation, Management and Control Model, promotes responsible behaviour beyond legal obligations. A Supervisory Body (SB), comprising internal and external experts, has been established to oversee its effective implementation.

The document applies to everyone who interacts with the company: corporate bodies, employees, customers, suppliers, agents, consultants and stakeholders. The aim is to embed these values in the organisational culture, guiding associates in their daily activities and professional relationships. To ensure the widest possible accessibility, the Code is available on the official website, www.olitalia.com.

In day-to-day and commercial practice, this ethical vision translates into a clearly defined operational identity: Olitalia positions itself as a stable, reliable global partner, able to understand and meet customers' needs and expectations with expertise and promptness.

The company ensures high quality standards and maximum transparency through a meticulous selection of suppliers and rigorous production processes. These processes follow strict protocols, often adopted voluntarily, in addition to complying with PDO and PGI product specifications.

The company has been registered on the international SEDEX platform as a B member since 2015. As part of this commitment, it undergoes annual audits against the SMETA 4-pillar standard, which assesses its impact and performance in social, environmental and occupational safety matters.

The company's ethical vision is founded on a number of basic principles:

operating according to the principles of quality and the prevention of defects and incidents, to provide products and services that are consistent in their characteristics, safe and guaranteed;

streamlining company management in all areas;

recognising the primary importance of training and involving all personnel;

incorporating the principles of sustainable and environmentally compatible development and the prevention of occupational injuries into effectiveness and efficiency objectives: essential prerequisites for a responsible, lasting market presence.



Membership of Associations

Over time, Olitalia has joined a number of agri-food trade associations to create opportunities for technical discussion, collaboration and updates on regulations and technology with other organisations in the sector. The most important include:

Federolio, one of Italy's leading trade organisations in the olive oil wholesale and packaging sector.

Unaprol, the Italian Olive Oil Consortium, supports olive production through a wide range of activities involving supply chain traceability, quality improvement, environmental improvement, promotional events, information and education, market analysis and marketing support.

ONAOO - the National Organisation of Olive Oil Tasters works to defend, promote and safeguard the important technical and cultural heritage represented by the art of olive oil tasting. ONAOO is not just about training: maintaining an impartial position and guided by scientific rigour, it is also a forum for exchanging experiences, discussion and the defence of olive oil quality.

The **North American Olive Oil Association** is committed to providing North American consumers with quality products in a fair and competitive market; fostering a clear understanding of the different grades of olive oil; and explaining the benefits of olive oil in nutrition, health and the culinary arts.

Olitalia has also joined important associations, including Confindustria and Coripet, to establish strategic partnerships with authoritative partners.



Onaoo course for Olitalia employees

2 Our Products



Olitalia products begin with the careful selection of raw materials.
Through its continuous pursuit of quality and close collaboration with Italian and international chefs, the company creates innovative products that enhance every dish and satisfy every palate, even of the most demanding.

Olitalia has established itself in the sector with a clearly defined identity, shaped by the founding family's entrepreneurial vision and an unmistakably Italian style based on a constant pursuit of quality and a natural inclination towards innovation.

Quality is the distinguishing feature of Olitalia's entire offering: every product is designed to deliver a unique, authentic sensory experience. Raw materials are selected with the utmost care, following rigorous criteria that ensure a high and consistent quality standard over time.

To pursue excellence and promote a true culture of oil, Olitalia actively collaborates with some of Italy's most authoritative universities, prestigious research centres and specialist organisations such as O.N.A.O.O. – the National Organisation of Olive Oil Tasters.

The company also has an internal panel of professional tasters tasked with analysing and certifying the sensory qualities of extra virgin olive oils. The Olitalia range includes a wide selection of extra virgin olive oils, olive oils and seed oils, marketed both under its own brand and on behalf of well-known Italian and international retailers.

In 2025, Olitalia packaged 99,229,887 litres of oil

Olive Oil and Extra Virgin Olive Oil

Each year, Olitalia selects the finest varieties of extra virgin olive oil for its Monocultivar range and the finest extra virgin olive oils from Italy's main olive-growing regions for its PDO and PGI range.
Olitalia is also an expert in the tradition of blending, one of the distinctive strengths of the Italian oil industry. To produce extra virgin olive oil, the company draws on its ability to select excellent raw materials and blend them to create oils with high-quality sensory profiles suited to the different tastes of consumers in Italy and worldwide. Extra virgin olive oil is a completely natural product and, as such, is affected by seasonal factors: blending different cultivars ensures balanced product characteristics that remain consistent over time. Olive oil and olive-pomace oil also fall within this category.

Seed Oil

The search for seeds rich in natural properties makes the seed oil range unique in terms of quality and innovation. Sunflower, corn, groundnut, rice, grapeseed and soya: the extensive assortment meets every need in the kitchen.

Frying Oil

Olitalia develops innovative frying products, such as Frienn, Fridor and Frigoloso, with specific formulations designed for this cooking method. Palm oil is also included among the frying oils.

Product Lines

Olitalia's extensive product range is available in various formats across the olive and extra virgin olive oil, seed oil and frying oil segments, to suit consumers' eating habits and professionals' needs.

RETAIL RANGE:

For home consumption



FOOD SERVICE RANGE:

For the table



For the kitchen



Awards

In recent years, several product lines have received awards on various occasions.

Cibus Innovation Corner
This exhibition organised by Cibus selects the 100 products judged to be the most innovative among those presented at Cibus. Frienn – Bag in Box was among the products to receive this recognition.

Milan International Olive Oil Award
This prestigious competition, created by the publishing house Olio Officina, focuses on selecting the finest high-quality extra virgin olive oils from both hemispheres.
"I Dedicati – best with vegetables" received the "golden glass" prize on this occasion.

London international olive oil competitions
This is Europe's largest competition dedicated to extra virgin olive oils, aiming to promote a culture of quality oil among olive growers, mills, distributors and retailers. "I Dedicati – best with meat" received the Silver Award for quality.

Le forme dell'olio
This competition recognises the most attractive, innovative and effective packaging and design proposals in the oil sector.
LA NOSTRA RISERVA won the GOLD AWARD
in the "Packaged Gourmet Oil Range" category

Milan International Condiments Award (MICA)
is a competition established to promote all high-quality products in the categories of flavoured condiments, foods preserved in oil, pâtés, preserves and compotes.
The "Aromatizzati" range received awards. In particular, the oregano-flavoured oil received the platinum award.
The rosemary- and garlic-flavoured oils received the gold award.
The remaining oils received the silver award.

La nostra Riserva



La nostra Riserva Rose Gold Edition

the **top of extra virgin olive oil**, in a limited edition, specifically selected by the Cremonini family.
A careful selection of the **best Italian cultivars** gives it a balanced, elegant sensory profile.

OLITALIA

Olitalia is the Italian Chefs' favourite oil brand*

Olitalia has a long-established leading position in food service. Since 2014, Nielsen has periodically conducted market research on a representative sample.

In addition to being recognised as the preferred brand of Italian chefs, Olitalia is also the first brand that industry professionals spontaneously recall and the most frequently purchased brand for both cooking and table use, with the highest loyalty rate compared with its competitors.

Finally, Olitalia is the most widely used brand for frying (with its Frienn product)*.

n°1 

* NielsenIQ in Italy in June-July 2025. Results at Total Brand Olitalia, on 700 among Restaurants, Pizzerias and Hotels with kitchens. +/- 4 percentage points at 95% confidence level.



Brand Positioning and Development in the Retail Market

With the aim of bringing this long-standing professional credibility directly to end consumers, Olitalia has embarked on a consumer communication programme designed to achieve significant growth for its brand in the Italian retail market.

Advertising Campaigns

Since 2021, Olitalia has invested consistently in a structured brand communication plan across the main media touchpoints.

The advertising campaigns have followed a cross-media approach, using television and radio for maximum reach, digital outdoor advertising for local impact and social channels to engage directly with the community.

This synergy has not only actively supported product sales but has also generated tangible results: the latest market research shows significant growth in brand awareness, demonstrating an increasingly strong and informed connection with end consumers.

Watch our TV ad




OLITALIA & FRIENDS
CONOSCIAMO
FRANCESCO MARTUCCI


GIORNATA MONDIALE
DELLA PIZZA

GITA FUORI PORTA
DOVE
TI PORTIAMO
OGGI?

FRIENN
COSA
FRIGGIAMO
OGGI?

SCATENA
LO CHEF CHE
È IN TE!

OLITALIA & FRIENDS
GINO
SORBILLO
&
FRIENN


FRIEND


Franco Pepe



Frittura da maestro

10 anni
al fianco di



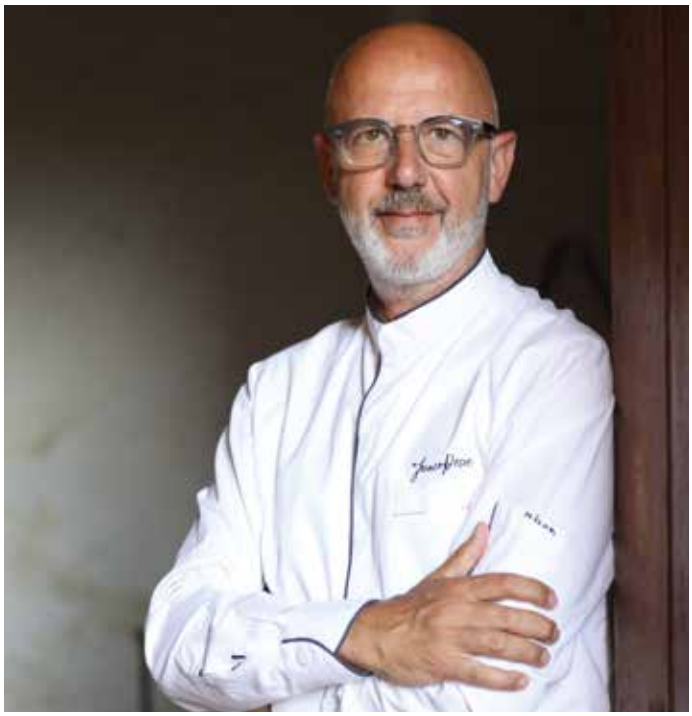

Pasquale Torrente



Gino Sorbillo

Collaboration with the best Chefs and Pizza Chefs

The experience of catering professionals is essential to Olitalia in creating ideal, practical solutions to their challenges in the kitchen through its products.



Franco Pepe



Francesco Martucci

Ongoing dialogue with chefs ensures a close, up-to-date understanding of the market and its needs and requirements.

Collaboration with leading chefs and pizza chefs worldwide enables Olitalia to gain visibility, build its reputation and establish its credentials both in the catering sector and among end consumers, in Italy and abroad.

Olitalia Innovation Lab

Olitalia Innovation Lab (O.I.L.) is a space with a professional kitchen dedicated to training and product innovation projects. The main training topics cover extra virgin olive oil, seed oils and frying products, and their use in recipes at home or in professional kitchens.

O.I.L. is an active venue hosting over 50 visits a year, with the aim of raising awareness of Italy's great oil-making tradition among students, teachers, chefs, sales agents and buyers, while looking to the future.

Training means providing the people who work with us with the information, tools and techniques they need to generate value and support their day-to-day work.

Research and development programmes also take shape at O.I.L., through experiments, recipe applications and tailored projects. In particular, the development of new products and formats stems from the desire to generate added value by bringing together innovation and gastronomic excellence.


Un'istantanea dell'olio di oliva italiano 2024
Un'istantanea dell'olio di oliva italiano 2024


FRIENN
NEW! BAG IN BOX
OLITALIA
FRIENN

Partnerships with associations of Chefs and Pizza Chefs

Olitalia actively collaborates with several Chefs' associations, with which it creates innovative products both for restaurant kitchens and for consumers who want to enhance the flavour of their dishes and achieve professional results while cooking.

These collaborations strengthen the link between Olitalia and the catering industry, as well as contributing to the dissemination of the culture of oil as a fundamental ingredient of great cooking, not just a simple condiment.

APCI: (Professional Association of Italian Chefs) Association that includes thousands of Chefs and restaurant owners of all levels and types, from small local restaurants to large chains, up to renowned names in the world of cooking. Medium-high level catering industry, extensive coverage on Italian territory, which offers a comprehensive panorama of the Italian catering industry.

AMPI: (Italian Master Pastry Chef Association) This is the point of reference in pastry making at national level, which brings its ten-year experience in the pastry making channel.

AVPN: (Real Neapolitan Pizza Association) The Italian and international point of reference for all Pizza Chefs who want to specialise in this profession. The Association also promotes and protects its affiliated pizzerias and the products in the production chain linked to 'real Neapolitan pizza', as well as in making pizza makers real professionals.

OLITALIA

CHEF*Mania*

SQUEEZES

CREATIVITY IN THE KITCHEN



CREATE LIKE A CHEF.
A practical, light, squeezable bottle, inspired by those used by chefs in professional kitchens.

LET YOUR CREATIVITY LOOSE.
All the quality of Olitalia extra virgin olive oil in a new format, designed for those who love to experiment in the kitchen.

DECORATE, SEASON, COOK.
Always on hand, it provides precise dosing for all dishes, from daily cooking to the final touch on a gourmet dish.

FIND OUT MORE

Partnerships with High education Training Schools

For several years, Olitalia has partnered with some of the leading advanced training and hospitality schools. The aim is to raise awareness among students, teachers and chefs of Italy's great oil-making tradition, while looking to the future.

In this way, the quality and authenticity of extra virgin olive oils move from tradition to innovation, from tasting in a glass to pairing with dishes, from condiment to ingredient and from classroom to kitchen, introducing food science concepts in a simple but effective way.

Training then involves applying the basic concepts, traditional tasting methods and cooking techniques, and learning how to use extra virgin olive oils, seed oils, vinegars and frying products.

These food chemistry concepts are thus translated into practical learning in kitchens and laboratories, with an increasingly strong focus on quality and the correct methods for using fats and vinegars in cooking.

Training means understanding raw materials, their quality and their informed use.

Among the advanced training schools, Olitalia partners with Accademia Niko Romito, ALMA, C.A.S.T. Alimenti, Congusto Institute, Dolce&Salato and Incibum Formamentis.



Accademia Niko Romito



Dolce e Salato



Congusto Institute



C.A.S.T. Alimenti

Research and Development

Olitalia places great importance on researching and developing innovative projects and products, supported by numerous collaborations and agreements, including a research doctorate with Alma Mater Studiorum - University of Bologna. Olitalia is developing several important innovation projects focused on quality and food safety. The most significant initiatives include the following projects:

1. **Analysis of volatile compounds:** validation of an analytical method for volatile compounds in extra virgin olive oils, complementing the traditional sensory panel test.
2. **Sensory profile in frying:** definition of sensory attributes to develop a tasting sheet specifically for frying, followed by the establishment of a dedicated panel and assessment of the sensory profile of oils and fried foods according to an experimental plan.
3. **AI-based shelf-life prediction ("OLEUM SPEC" Project):** development of a predictive model for food product shelf life based on artificial intelligence techniques. The project aims to provide a rapid, objective and reliable tool for accurately assessing the sensory qualities of extra virgin olive oil, minimising the margin of human error.



Panel test for assessing frying oil

OLEUM SPEC. A New Paradigm for the Oil Industry 5.0

In 2025, Olitalia, together with **Lab Service Analytica**, an innovative SME in food and environmental safety, presented the **"OLEUM SPEC"** project in Bologna: Italy's first **"electronic nose"**, capable of self-learning and accurately assessing the sensory qualities of extra virgin olive oil through artificial intelligence and machine learning.

The aim of the experimentation, which is still ongoing, is to provide a **fast** yet **objective** and **reliable** tool designed for the oil industry that reduces the margin of human error in assessment, enabling the detection of any defects in oil, predictions of its storage life (**"shelf-life"**), and the optimisation and standardisation of oil mixing (**"blending"**).

The most representative innovative products include

Frienn



Among Olitalia's flagship products, Frienn stands out, available in both Retail and Food Service formats. Frienn's specific formulation of high-oleic sunflower oil and antioxidants, some extracted from rosemary, ensures high stability at high temperatures, reducing frying odours, foam and smoke.



Its innovative, patent-protected formulation was designed to protect the oil against oxidation during frying, slow the development of an unpleasant rancid odour and maintain a high smoke point.

In 2024, Frienn was launched in a 175 ml spray format, the ideal product for air fryers.

CHEFMania

CHEFMania is a revolutionary product inspired by the classic bottle used by chefs in professional kitchens.

All the quality of Olitalia extra virgin olive oil in a new practical, lightweight and durable bottle format, made from 100% R-PET plastic*.



Ready to use in a practical "squeezable" format, its innovative adjustable cap allows extra virgin olive oil to be dispensed precisely and easily for every preparation.

Perfect for cooking, elegantly decorating dishes and dressing food without cooking.

Available in a 500-ml Retail version with a transparent protective cover that keeps dust and impurities off the cap, and in the new 750-ml format designed for professional catering.

*excluding cap, seal and label



Extra Virgin Olive Oil in a 3-Litre Bag in Box

The new bag-in-box format is innovative packaging with a compact, functional design that preserves the quality of Extra Virgin Olive Oil to the very last drop.

This packaging is designed to provide maximum protection from light through its outer cardboard box and prevent oxidation through its inner bag, which keeps air out during dispensing, thus preserving the quality of the oil.



The dispensing tap ensures practical, precise and clean pouring, ideal for both home use and professional kitchens.

Extra Virgin Olive Oil Spray



The 200-ml spray combines modernity and practicality.

Thanks to Bag-on-Valve technology, the oil is protected from air and light in an inner pouch. This system ensures even dispensing of only the amount required, offering a choice of three modes (spray, drizzle or drop) simply by adjusting the pressure on the nozzle.

Segreti da Chef



Segreti da Chef is an innovative range of natural aromatic bases made from fine single-varietal grapes and apples, enriched with selected 100% natural herbs and spices. Developed in collaboration with APCI, the Professional Association of Italian Chefs, it is ideal for marinating, making sauces, flavouring uncooked dishes, browning and deglazing during cooking.

They are perfect for direct use or as a base for other preparations.


OLITALIA
SegretiChef
L'AGRUMATO
IL DELICATO
IL DECISO
IL MEDITERRANEO
100% NATURALI

Distribution Strategy

Olitalia markets its products through both the retail and food service channels, holding a leading position in the Italian food service market. Its close collaboration with the catering industry, strengthened by active partnerships with prominent chefs and major trade associations in Italy and internationally, has consolidated the company's role as a benchmark for consumers with different cultures and eating habits.

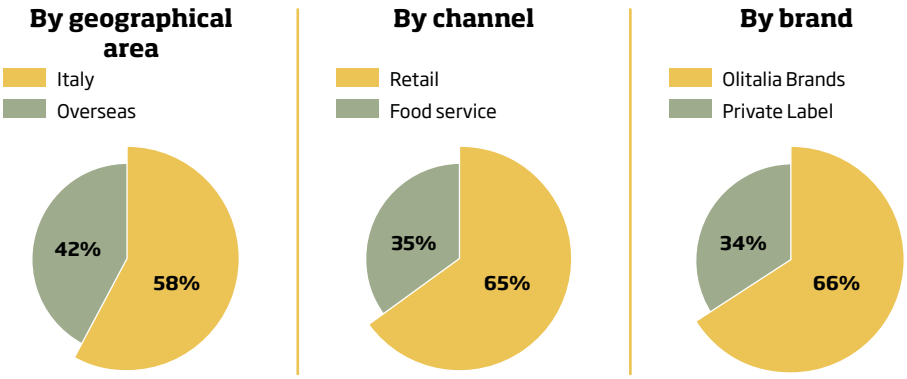
Global distribution, covering every continent, enables Olitalia to successfully address the challenges of a constantly evolving market, responding promptly and expertly to increasingly diverse needs.

In addition to its own branded range, Olitalia is a strategic partner to numerous Italian and overseas retail chains in the production of private label products, an area that has made a significant contribution to the company's international growth.

In markets such as Taiwan, South Korea and Brazil, the Olitalia brand has gained significant market shares in large-scale retail, confirming its global recognition and appeal.

The ability to innovate, combined with product excellence and established relationships with industry operators, continues to strengthen Olitalia's worldwide presence, positioning it as a leading player in the international oils and condiments market.

2025 SHARE BY VALUE



Development Plan

Olitalia is currently pursuing an ambitious strategic development plan to strengthen its presence and competitiveness in key markets through clearly defined areas of action:

Establishing itself in the Italian retail market as a brand of the highest quality through a comprehensive, innovative offering supported by an integrated communication plan

Consolidating its leadership in food service in Italy by strengthening collaboration with distribution partners and its close ties with catering and training

Strengthening its international presence by entering new markets and consolidating its position in strong markets through collaboration with local commercial partners

Expanding and strengthening relationships with major Italian and international retailers, anticipating trends and ensuring service and quality for their private labels

Participation in Trade Fairs

For the company, participation in the main industry trade fairs is a fundamental strategic commitment. These events provide an important opportunity not only to present product innovations, but also to meet Italian and international customers, develop new business opportunities and consolidate relationships with partners in large-scale retail and Food Service, and with overseas distributors.

Every year, the company takes part in the most prestigious events in the agri-food sector, starting with the main national venues. These include **Marca**, a crucial exhibition for partnerships with large-scale retail, **Tutto Food**, a benchmark for the Italian food industry, and the **Identità Golose Congress**, a leading showcase for signature cuisine and the Ho.Re.Ca. sector.

The company also has an extensive programme of participation in international trade fairs. In Europe, the Group attends **Anuga**, the world's leading food trade fair, and **Gulfood**, held annually in Dubai, a gateway to non-European and Eastern markets that serves as a global hub for innovation, networking and trade.



Tutto Food, 5-8 May 2025



Anuga, 4-8 October 2025

Production Plant



Warehouse B1: tanks in a climate-controlled environment

Olitalia's investments in advanced technology and state-of-the-art infrastructure demonstrate the company's ongoing commitment to improving its production processes and ensuring products of the highest quality and safety for consumers.

The company's latest-generation facility is one of the few in Italy equipped with a Quality Controlled Temperature system. A constant temperature of between 16 and 18°C is maintained inside the insulated tanks where extra virgin olive oil is stored.

QUALITY CONTROLLED TEMPERATURE

The 2 Steps Low Temp Filter filtration system also helps maintain a constant temperature throughout the filtration process, avoiding the thermal shocks typical of conventional filtration.

Low-stress pumping systems and stainless steel pipework ensure high-quality product handling and maximum hygiene. These important measures help provide better storage conditions for the product.

The production line installed to manufacture and fill PET bottles (available in various formats) can achieve a filling speed of 27.000 litres of oil per hour. This state-of-the-art line represents a significant improvement in efficiency and production capacity.



K3 Line - PET blow-moulding and packaging line

Packaging

Overall, the 8 different production lines, all equipped with automated control systems, have a combined capacity of approximately 60,000 bottles per hour.

These lines are designed to handle different types of packaging, varying in size and material (glass, PET and tinplate).

3 LINES FOR GLASS/PET BOTTLES
Capacity: 250 ml, 500 ml, 750 ml, 1L, capacity from 8,000 to 18,500 bottles/hour.

3 LINES FOR PET, INCLUDING 1 FOR PET AND TINS
PET Capacity: 500 ml, 1L, 2L, 3L, 5L, 10L, capacity from 2,800 to 18,500 bottles/hour.
Shaped tin sizes: 3L/5L, capacity of approximately 3000 bottles/hour.

1 LINE FOR BUCKETS 20L / TINS 25L
Capacity: approximately 280 units/hour.

1 LINE FOR BAG IN BOX
Sizes: 2L, 3L, 5L, 10L, 20L.
Wraparound packaging available for the following sizes: 2L, 3L, 5L

This flexibility enables Olitalia to meet the needs of a wide range of markets and consumers, offering packaging solutions tailored to every requirement.



CFT1 Line - glass bottle packaging line



Monitoring the Bag-in-Box packaging line

The new Bag-in-Box production line was installed in 2025.

Bag in Box (BIB) is a liquid packaging system comprising two main elements:

Inner bag:
a flexible bag made from food-grade materials (often multilayer polymer films, sometimes with aluminium), fitted with a tap and dispensing valve.

Outer box:
a rigid cardboard container that houses and protects the inner bag, often customised for branding.





All equipment at the plant is interconnected with the management system and various departmental software applications that ensure quality controls and product retraceability throughout the production process.



Integrated management and control system for bulk oil unloading, storage and handling

Looking to the Future: Financial Investment Plan

Olitalia has launched a financial investment plan to increase production and logistics capacity, strengthen the Group's competitiveness and support development in domestic and overseas markets. The project also places greater emphasis on the sustainability of the facilities, through the installation of photovoltaic panels, and on worker safety.

The company has invested a total of €30 million in logistics and energy supply infrastructure and in increasing production capacity by 20%.

The main projects include:

- construction of the new 7.500-metre logistics platform adjoining the Forlì production site and intended for food product storage, a centralised palletising and wrapping centre, and an innovative handling system operated by independent mobile shuttles (special LGV vehicles known as "Quads");
- installation of a new photovoltaic system, 6 times more powerful than the current one, which will significantly reduce environmental impact;
- new high-efficiency production lines and an innovative filtration and storage system, with 34 new tanks (available for use from mid-2027), which will increase bulk product storage capacity by two million litres, at a controlled temperature (16-18°C) for better oil preservation.

The initiative, also supported by PNRR funds disbursed through MASAF, reorganises supply chain flows and drastically reduces road shuttle transport to external warehouses. The automation and digitalisation of flows – with an estimated contribution of 43% to climate objectives and 32% to the digital transition – will optimise the use of space and improve process efficiency throughout the operational supply chain.

Thanks to these projects, the production plant's total area will reach 48,000 m².

Olitalia's new production and logistics site





Olitalia's new production and logistics site - in-house









Safety and Quality Control

Olitalia's product assurance is underpinned by a quality management system comprising three main components: quality assurance, quality control and an in-house analytical laboratory. This system is supported by a programme of analytical checks on oils and quality controls on production lines.

The in-house laboratory analyses oils throughout the production process, strictly following applicable European regulations to ensure product authenticity, quality and freshness. In addition to chemical analyses, the company carries out sensory checks through a panel of experts in a professional room that has held ministerial recognition as a Professional Tasting Committee since October 2024.

In addition to its internal analytical programme, Olitalia commissions chemical analyses from accredited external laboratories in Italy and abroad, and from official control panels.

This dual internal and external verification provides greater protection of quality.

Olitalia's quality management system is certified annually against the main food industry standards, BRC (British Retail Consortium) and IFS (International Featured Standards). These certifications attest to the company's commitment to maintaining the highest quality and food safety standards, ensuring consumers receive a safe, high-quality product.

In 2025:

10%
staff dedicated to quality control

40,000
internal analyses

600
samples sent to external laboratories

232
official external panels

Certifications

For Olitalia, "excellence" means adopting the highest standards at every stage of the production chain, as demonstrated by the company's adoption – in addition to in-house quality control – of the most important product and quality certifications, including:

BRC Global Standard
for Food Safety

IFS
International Food Standards

ISO 45001
certification of occupational health and safety management systems

EU Organic
Organic products compliant with European regulations*

AEO
Authorised Economic Operator

FOODCHAIN
Control System Management*

Some Olitalia products have Kosher and Halal certification. In addition, Non-GMO and Vegan certifications have been displayed on various products for several years.

*Certification referring/applying to products displaying the relevant logo on their label

Ministerial Recognition of the Internal Panel

At Olitalia, training as professional tasters has always been important for personnel working in technical functions (laboratory and quality assurance) and commercial functions (purchasing and sales departments).

This intensive work led to the establishment of a Professional Tasting Committee for assessing the sensory characteristics of virgin olive oils, called "Federolio 5", recognised by MASAF under Recognition Decree No. 504559 of 01/10/2024.

The Professional Tasting Committee operates in the company's panel room, which has 10 stations configured according to the IOC (International Olive Council) standard.

This important result joins the other targets achieved that were defined in the 2023 Sustainability Report, confirming the quality that has always distinguished our products.



Company panel room



Company panel room



Olitalia laboratories

Traceability, Retraceability and Integrity

Compliance with mandatory product traceability and retraceability regulations is ensured by automatic control systems implemented through departmental production software. These systems operate from the unloading of raw materials to product bottling.

The finished product is traced by an automatic radio-frequency detection system interfaced with the company's management system.

This system enables the product to be monitored and tracked at every stage of the production and logistics process, ensuring maximum transparency and compliance with applicable regulations.

Thanks to this advanced technology, Olitalia can ensure complete traceability, from production to delivery to the customer. This not only improves internal management but also increases customer confidence, ensuring that every product can be traced and monitored throughout the supply chain.


norton

Labelling

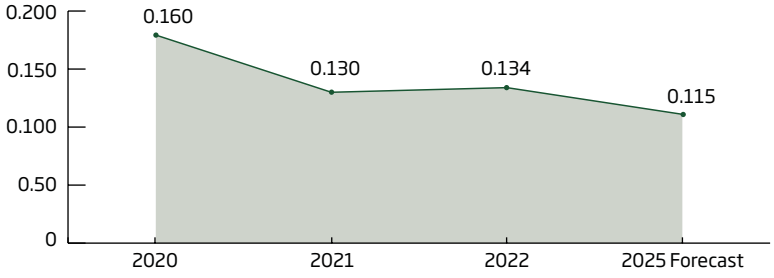
Through its international presence and collaboration with leading consultancies, analytical laboratories and law firms specialising in the food sector, Olitalia maintains up-to-date knowledge of national, European and international product and labelling regulations.

This commitment ensures compliant labels, protects consumers and strengthens confidence in the products, in accordance with the principles of transparency and quality. In 2025, the company received no challenges relating to labelling.

Product Responsibility:Listening to Customers and Complaints

Olitalia manages complaints and non-conformities through an internal procedure integrated into its Quality Management System. Reports from within the company or from customers are recorded in the company software and automatically forwarded to the Quality team, which initiates an investigation involving the relevant functions.

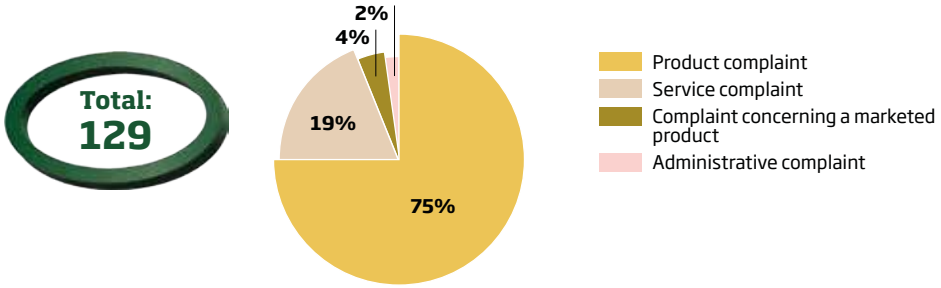
The system makes it possible to quickly identify recurring issues and take targeted corrective action. The data are analysed monthly and summarised annually in the Management Review. To monitor complaint incidence over time, Olitalia uses the CPTHU index, calculated by dividing the number of complaints by the number of units sold and multiplying the result by 100,000. In 2025, there were 129 complaints, of which 105 were substantiated, with a CPTHU of 0,115, showing a marked improvement when considered against the 2020-2025 trend.



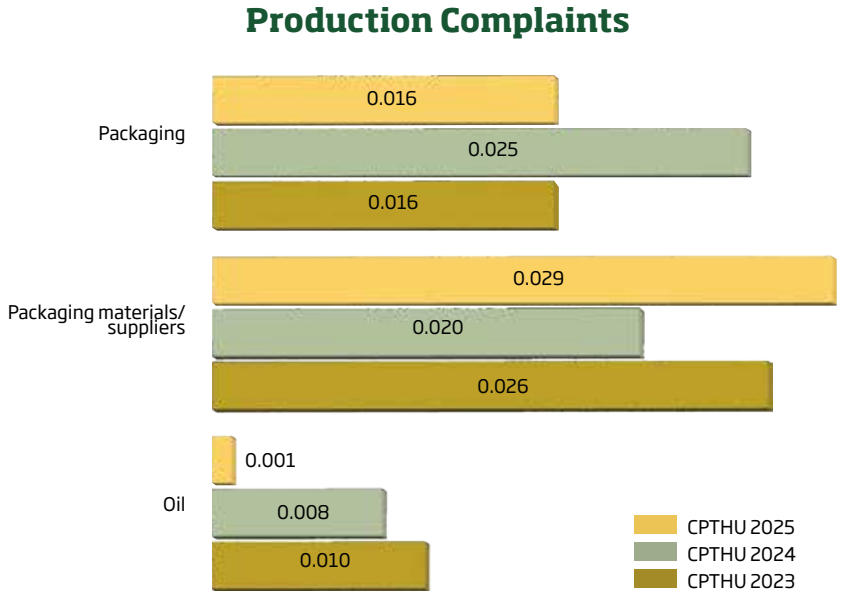
Progressive reduction in complaint incidence per thousand units (CPTHU), following the best result of the last five years

Complaints

Complaints concerned the following company areas:



Among production complaints (the company area with the highest number of complaints), the index was broken down into the following areas:



The 2025 analysis records an increase in issues with auxiliary materials, while the packaging target was fully achieved.

The analysis of complaints and internal non-conformities enabled new continuous improvement targets to be set for 2025 as well. Every year, the company undergoes second- and third-party audits by certification bodies and customers. **In total, during 2025, Olitalia underwent** 15 inspections, which confirmed that the quality system complied with customers' requirements and specifications.

3 Procurement



Olitalia defines and carefully manages every stage of production, from raw material procurement through the careful selection of suppliers to product processing and refinement, enhancing its sensory qualities and authenticity.

The agri-food sector is undergoing a significant phase of renewal, in which sustainability and the circular economy are playing an increasingly central role. This evolution is not merely a challenge to be addressed, but a strategic opportunity to enhance development and competitiveness. In this context, Olitalia – an ambassador for Made in Italy – harmoniously combines tradition and innovation, orienting its supply chain around two fundamental values: reciprocity and collaboration.

Over time, the company has developed a genuinely interdependent bond with suppliers, based on stable relationships and mutual trust. Through this approach, Olitalia products stand out for their identity and quality, while also helping to improve the entire national agri-food system, enhance working conditions in production areas and foster innovation throughout the value chain. The strength of these relationships is a guarantee of traceability and excellence.

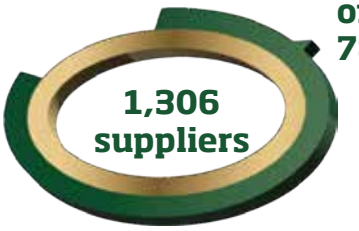
The transition to a circular model is another key lever: reducing waste, making the most of resources and promoting recovery and recycling are actions that not only protect the environment, but also give Olitalia a competitive advantage in global markets. To ensure that every partner meets the company's strict ethical and quality standards, all suppliers are required to adhere to and sign the company's Code of Conduct. Compliance with these guidelines is essential to preserving supply chain integrity and supporting responsible, lasting practices.



Our Suppliers

To ensure the excellence of its products, the company has launched an in-depth analysis of its supply chain through a detailed questionnaire assessing environmental, social and governance practices.

The data collected provide a better understanding of the supply chain's sustainability performance, recognised as a fundamental lever for strengthening organisational resilience and adapting to market changes and emerging regulations. To date, the questionnaire is administered to all oil suppliers.



of which 78% Italian

Olitalia's suppliers can broadly be divided into the following main categories:

- **raw materials and co-packers**
- **packaging and auxiliary production materials**
- **transport providers**
- **general service providers**
- **providers of ancillary production services (maintenance and plant)**

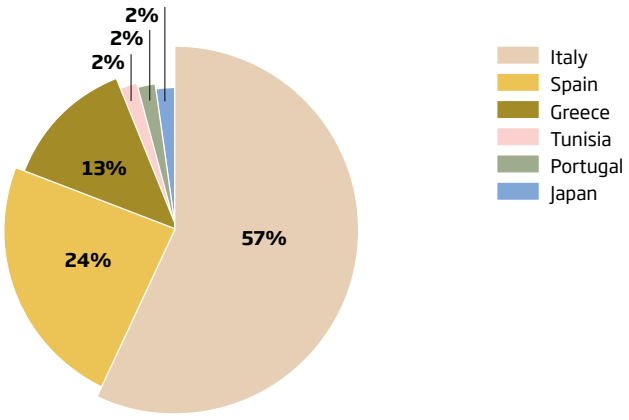
Raw Materials

In 2025, oil suppliers (both olive and seed oils) accounted for a monetary value of approximately €195 million.

Of the 221 oil suppliers, 45 are Italian and account for more than 55% of raw material procurement expenditure.

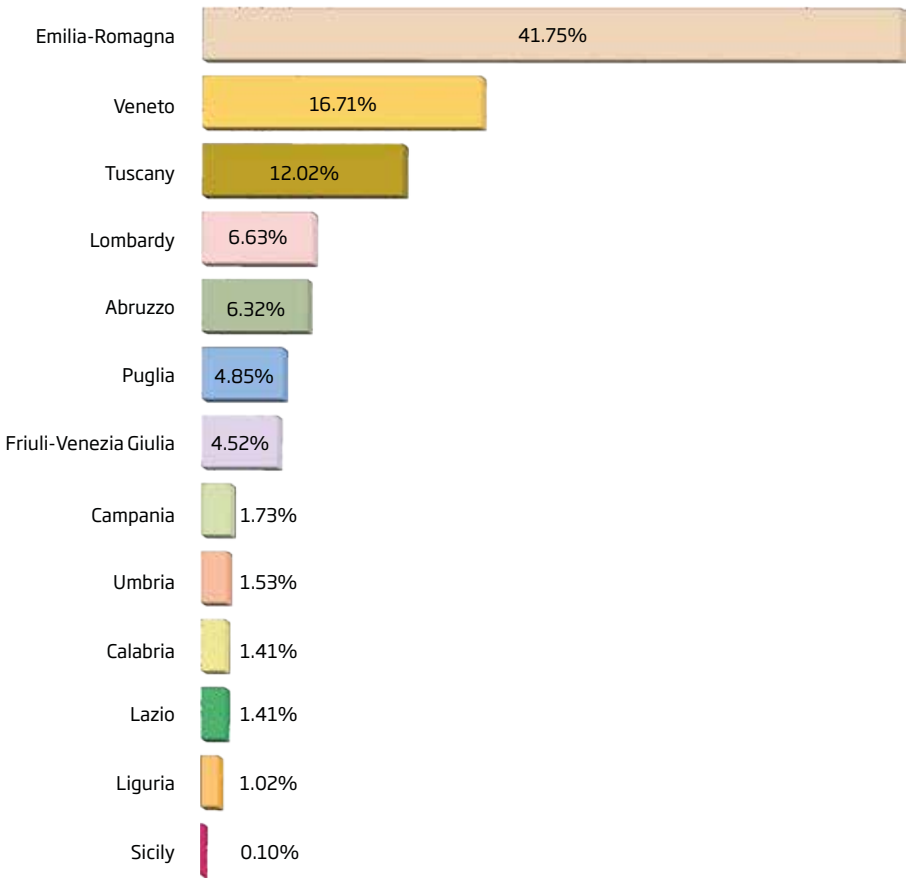
The number of suppliers used increased compared with 2024 (+16%), while Italy, Spain and Greece remained the leading sources of raw materials.

Raw Material: Oil - Purchasing Expenditure 2025



In the Italian market, the largest number of olive oil suppliers is located in Puglia, Tuscany and Lombardy, while seed oil procurement expenditure is concentrated mainly in Emilia-Romagna and Veneto.

Raw Material: Oil - Purchasing Expenditure Breakdown for Italy 2025

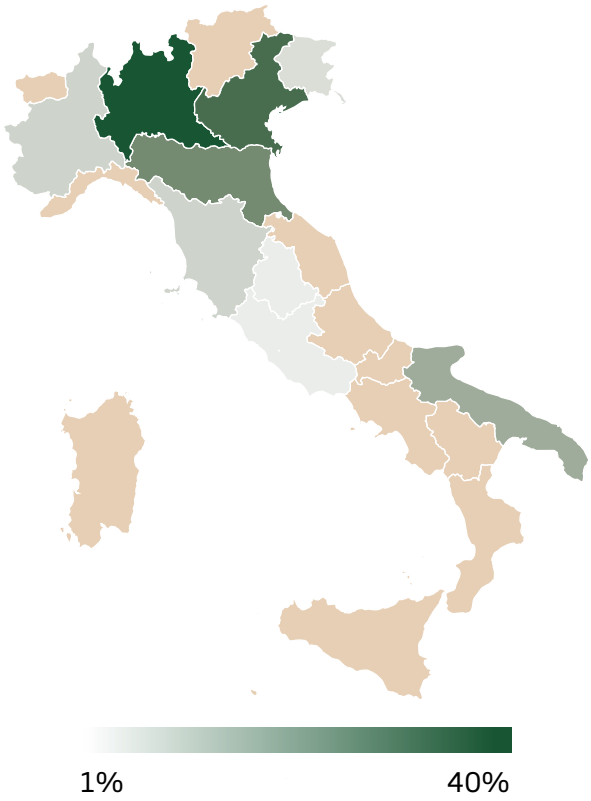


For outsourced processing, Olitalia relies on co-packers located mainly in Tuscany (approximately 38%), Emilia (15%) and Liguria (15%).

Packaging and Auxiliary Production Materials

The main types of packaging used by Olitalia are made from glass, paper, wood, plastic and steel. Almost all (94%) packaging suppliers are Italian, mainly from Lombardy (39%), Veneto (20%) and Emilia-Romagna (15%).

Packaging - Purchasing Expenditure Breakdown for Italy 2025



Auxiliary materials such as glues, filtration products and isokit come entirely from Italy, with 77% from Emilia-Romagna and 12% from Veneto.

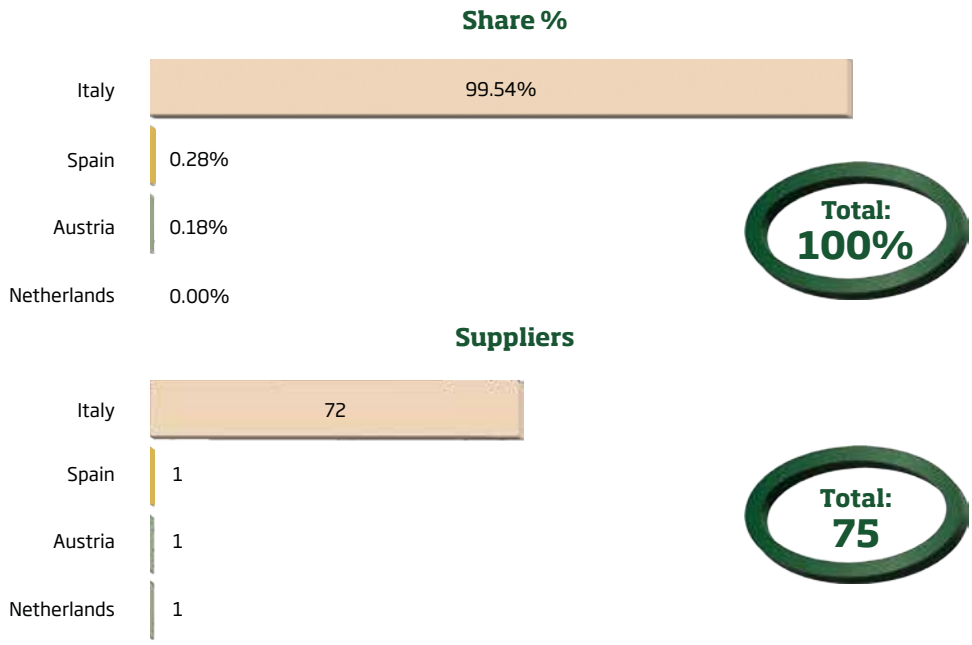
Logistics and Transport

Logistics and transport are two closely connected areas encompassing the organisation, management and execution of goods handling and storage operations, both locally and internationally. They encompass the processes designed to ensure an efficient flow of goods from origin to final destination, with the aim of meeting customer requirements on time and cost-effectively.

The supplier network consists of 99.6% Italian companies, particularly from Emilia-Romagna, Campania and Lombardy, in line with previous years.

Maintenance, Spare Parts, Plant and Equipment

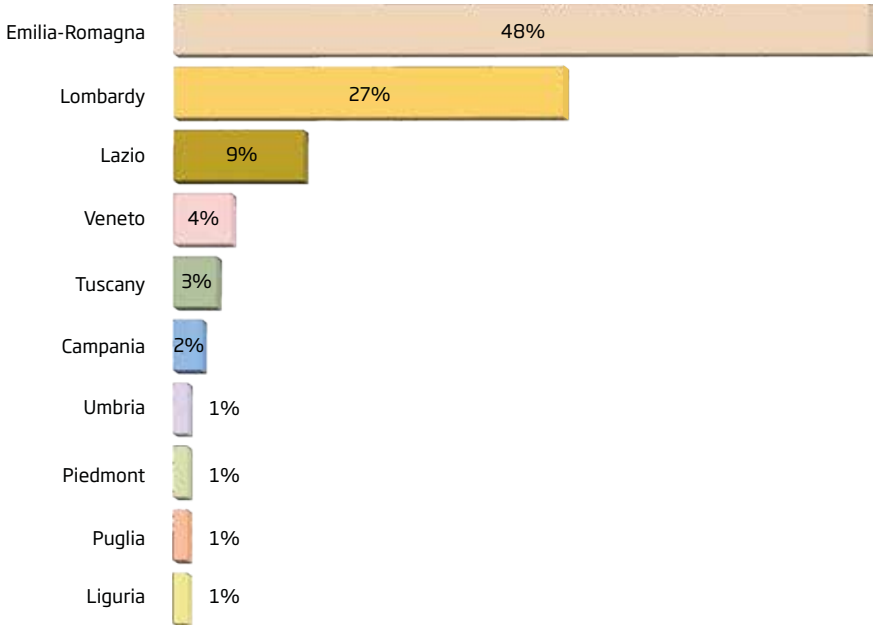
Of the 98 suppliers of spare parts, plant and maintenance, 96 are Italian. 80% are based in Emilia-Romagna (double the 40% recorded in 2023) and 13% in Lombardy (compared with 34% in 2023).



Services

The general services supply chain comprises 803 suppliers (+27 compared with 2024), of which 703 are based in Italy and account for 89% of procurement expenditure, in line with the previous two years. 47% of expenditure remains in Emilia-Romagna (as in 2024), specifically 30% in the province where Olitalia is based and 44% in the province where the Group's Acetaia is based.

General Services - Purchasing Expenditure 2025 - Breakdown for ITALY





4 Economic Value

Olitalia's control model uses a range of tools integrated into the company's management model to prevent and mitigate the risks of actions that conflict with the company's ethical principles, procedures and compliance obligations.

Olitalia bases its development on a deep connection with its home region, recognising the strategic importance of contributing to the economic and social growth of the areas in which it operates. The company is actively committed to generating value locally, investing in local prosperity through employment policies, community initiatives and sustainable business practices.

This vision is underpinned by a strategy of responsible profit reinvestment, designed to support not only internal growth but also the lasting development of local areas, in line with the company's economic and environmental objectives. In this way, Olitalia pursues a growth model capable of creating shared value.

The main actions supporting local areas include:

Employment and local development: the company works to maintain and consolidate employment levels, with particular attention to employing local people, contributing to the stability and social cohesion of the communities in which it operates.

Dialogue with communities: Olitalia promotes active relationships with local bodies, organisations and associations, supporting initiatives that strengthen collective well-being and civic participation.

Investments with a social impact: the company supports educational, cultural and environmental projects that generate long-term benefits for the community.

Innovation and continuous improvement: part of the company's profits is reinvested in technology, process efficiency and the development of new products to ensure sustainable, competitive growth.

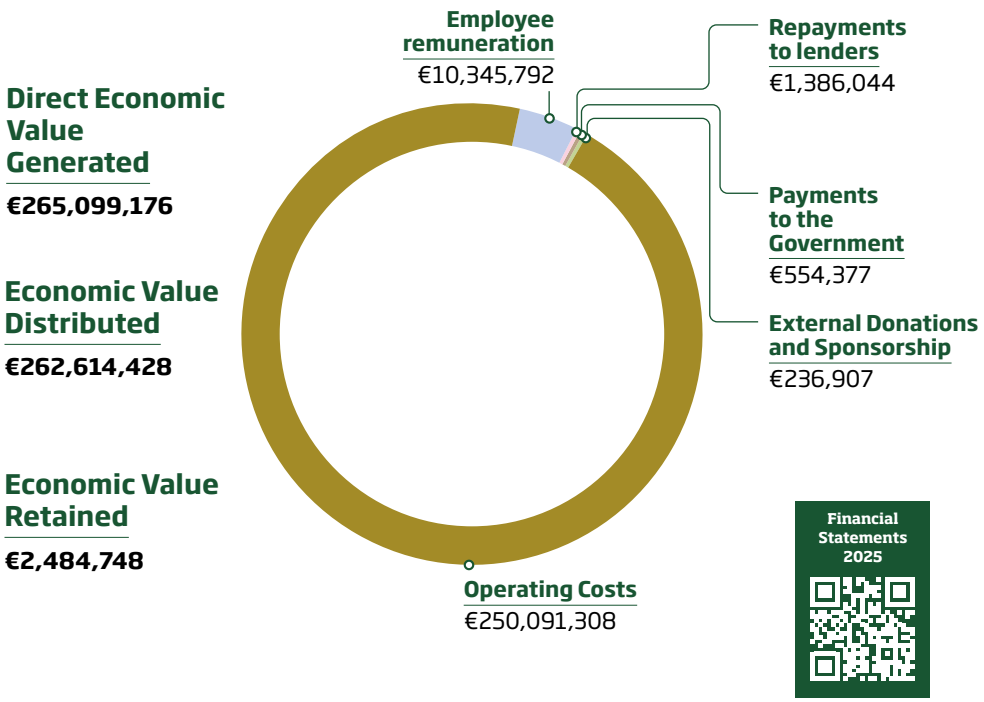
Environmental sustainability: Olitalia integrates environmentally compatible practices into day-to-day management, reducing environmental impact and promoting the responsible use of natural resources.

Finally, the distribution of economic value generated reflects Olitalia's attention to all stakeholders involved, confirming the company's commitment to sharing the benefits of its success with the entire social and economic ecosystem around it.

In 2025, Olitalia generated economic value of **€265.1 million**. Of this, **€262.6 million** was distributed to stakeholders, representing approximately **99% of the economic value generated**. Economic value retained amounted to **€2.5 million**.

The largest share of the value distributed consists of operating costs, amounting to **€250.1 million**, which mainly include purchases, services and collaborations throughout the value chain. Employee remuneration amounted to **€10.3 million**, an increase on 2024, confirming the company's attention to its human capital.

Economic Value Generated and Distributed in 2025



Financial Statements 2025

These results demonstrate the adoption of an integrated approach to creating shared value, in which the company's economic performance translates into tangible benefits for all stakeholders: workers, suppliers, local communities, institutions and financial partners.

Olitalia's ability to build and maintain strong, lasting relationships with its stakeholders is a key element of the company's strategy, helping to strengthen long-term economic, social and environmental sustainability.

In 2025, Olitalia received a non-repayable public grant of €133,685 to support the Oleum Spec project.

This incentive falls within subsidies for investment, research and development, confirming the Public Administration's support for initiatives focused on innovation and business development.

Economic Scenario

In 2025, global GDP growth was around 3.2%, with differing trends across the main economies.

The United States continued to grow, supported by consumption and investments linked to artificial intelligence and digital transformation.

China broadly achieved its growth targets, despite a context still marked by weak domestic demand and difficulties in the property sector.

The eurozone, by contrast, recorded more modest expansion, uneven across countries, and was more affected by external shocks relating to trade and energy and industrial costs.

On prices, disinflation continued, albeit unevenly: consumer price inflation in G20 countries was around 3.5%.

Monetary policies followed different paths: the ECB kept its policy rates unchanged, while the Federal Reserve and the Bank of England reduced theirs; the Bank of Japan continued its gradual normalisation process, raising its policy rate.

Agri-food Sector

According to the ISMEA 2025 Agri-food Report, the agri-food sector remains one of the pillars of the national production system, with an estimated share of around 15% of GDP. In an international context that remains complex, the sector demonstrated resilience thanks to the diversity of its offering, its quality positioning and the commercial strength of Made in Italy.



Exports remain the main source of strength: in the first eleven months of 2025, agri-food exports approached €67 billion, up 5% year on year, with good performance in both the main European markets and several non-EU destinations. At the same time, agri-food imports also recorded a significant increase in value, of +13.5% in the third quarter of 2025 compared with the same period of the previous year.

In the oil sector, the 2024/25 season brought global production back close to its historical average, with a recovery in Spain and strong increases in Turkey and Tunisia. Italy, however, recorded a production decline, from 328,000 to 224,000 tonnes. This affected prices, creating a two-speed market: while prices for European and non-European extra virgin olive oil fell compared with 2024, Italian extra virgin olive oil maintained higher prices, despite a correction in the final quarter of the year.

In December 2025, the average price of Italian extra virgin olive oil was around €7.10/kg, still approximately 40% higher than European and non-European products. In terms of trade, oil exports grew by 7% in volume, with the United States the leading destination market, followed by Germany and France. South Korea stands out among the most dynamic markets, while Spain remains the main country of origin among overseas suppliers.

Olitalia's Positioning

In 2025, Olitalia continued its growth trajectory, recording sales volumes of approximately 101 million litres, up 3% on 2024, a year that had already shown growth of 4% on 2023. In terms of distribution channels, the company is consolidating its leading position in food service.

Performance in overseas markets was particularly positive, with sales volumes reaching almost 24 million litres, compared with approximately 20 million in 2024. This growth did not adversely affect the euro/litre margin, which, for export sales, remained at the high levels achieved in the previous financial year.

As regards product families, seed oils generate the largest volumes in Italy. In a context of high price volatility and significant differences between Italian extra virgin olive oil prices and those of EU and non-EU products, the contribution of the olive oil family also remained significant, reaching 11.6 million litres sold, exceeding the 11 million recorded in 2024.

Overseas, the olive oil family is the main driver of growth, with approximately 15.8 million litres sold, a significant increase on the 10 million recorded in the previous year.

Advertising campaigns and a presence on the main national and international social channels helped strengthen recognition of the Olitalia brand. In Italy, sales volumes of branded products grew by 6% in 2025, following the +10% recorded in 2024, with Olitalia-branded products generating turnover of approximately €145 million.





THE BEST FRIENN

FOR THOSE WHO WANT A FRIED FOOD AT HOME AS AT THE RESTAURANT.

It is the best Frienn of the best Italian Chefs. Frienn is the frying oil made from **100% Italian** high-oleic sunflower seeds and antioxidants, that **reduces unpleasant odours** and makes **crispy and non-greasy fried food.** Suitable for all types of frying, it can be used in a pan or a fryer, including an air fryer.

*Olitalia claim based on research conducted by NielsenIQ in Italy in June-July 2025. Results at Total Brand Olitalia, on 700 among Restaurants, Pizzerias and Hotel with kitchen. +/- 4 percentage points at 95% confidence level.

olitalia.com

Financial Implications and Other Risks and Opportunities Related to Climate Change

In 2025, Olitalia maintained its focus on the physical risks associated with climate change, with particular reference to the extreme weather events that have affected Forlì and the surrounding areas in recent years. The floods that hit the area clearly demonstrated how such events can have significant impacts on business continuity, infrastructure, logistics and the local economic and social fabric.

The increasing frequency and intensity of extreme climate events represent a growing risk factor, potentially causing interruptions to production activities, higher recovery costs, supply difficulties and possible consequences for people's safety and the community. In this context, the ability to prevent, manage and mitigate these impacts is becoming increasingly important in corporate risk assessment.

For this reason, the company considers climate resilience an important element in safeguarding business continuity and strengthening its management model. The adoption of preventive measures, monitoring of environmental risks and ability to respond promptly to extreme events are fundamental safeguards for containing the potential economic, operational and social effects of climate change.


OLITALIA

Whistleblowing and Prevention of Corruption

Olitalia promotes a corporate culture based on integrity, fairness, transparency and responsibility, adopting specific safeguards to prevent unlawful behaviour, irregularities, regulatory breaches or conduct inconsistent with its ethical principles.

In this area, the company has adopted a Whistleblowing Policy governing how any non-compliant behaviour is reported and managed. The system is intended for employees, associates and internal stakeholders and provides a dedicated digital platform, separate from normal reporting channels, that enables reports to be submitted and managed confidentially, protecting the personal data of the reporting person, the person reported and any other parties involved. Specific measures are also in place to protect whistleblowers, including the option to report anonymously and a prohibition on any form of retaliation or discrimination.

Every report is handled through a structured process involving an initial assessment, the possible establishment of a committee to conduct the analysis, collection of evidence, consultation with the parties concerned and preparation of a final outcome. Where relevant findings emerge, the process may lead to the identification of corrective actions, recommendations or disciplinary measures.

To strengthen its control system, Olitalia also adopts a zero-tolerance approach to all forms of corruption. The Anti-Corruption Policy sets out binding

principles and rules for employees, associates, suppliers, partners and third parties, prohibiting the solicitation, offering or acceptance of gifts, advantages or other benefits that could, even potentially, compromise impartial decision-making or the propriety of relationships with public and private entities.

The company has identified the areas most exposed to corruption risk, including purchasing, sales, human resources, finance, compliance and relations with the Public Administration, strengthening controls in these areas through internal procedures, training activities and dedicated communication channels.

The outcomes of any internal investigations are formalised in specific reports that reconstruct the facts, summarise the evidence collected and assess any breach of the Code of Ethics, the Anti-Corruption Policy or other company procedures. The administrative, management and control bodies are informed through periodic reports or, in more serious cases, prompt communications, to ensure risk oversight and the adoption of any corrective actions.

Training is a further element of prevention. Olitalia promotes periodic training programmes tailored to participants' roles and levels of responsibility, with particular attention to the functions most exposed to corruption risk.

The content covers ethical principles, company policies, regulatory references, the management of critical situations and proper reporting procedures. The Anti-Corruption and Whistleblowing Policies are also made available through company channels, promoting wide, transparent and accessible dissemination.

In 2025, no reports were recorded through the whistleblowing system.

5 People



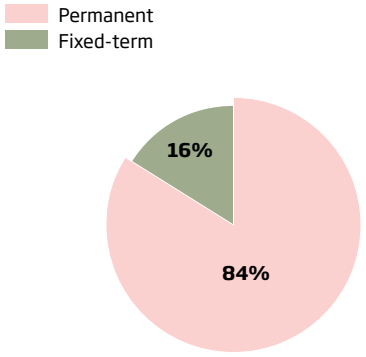
Olitalia promotes respect for people's physical and cultural integrity and their relationships with others. It guarantees working conditions that respect individual dignity and safe working environments.

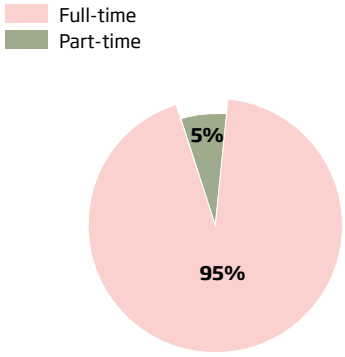
Human Resources Management Policies

Olitalia believes that the true driving force behind its success lies in developing and valuing its human resources. For this reason, it continuously invests in employees' well-being and growth, recognising them as a strategic factor for sound, lasting development.

Personnel management policies are designed to attract and retain the best professionals, stimulate motivation and foster fulfilment in both their professional and personal lives. To this end, the company offers continuous training, tailored career plans and coaching programmes designed to bring out individual talent and strengthen teamwork. The incentive system rewards results achieved, recognising each associate's commitment and contribution.

Olitalia promotes a participatory culture in which every employee is encouraged to share innovative ideas to achieve common objectives. With its workforce predominantly employed on permanent contracts, the organisation ensures stability and tangible career advancement prospects, while responding flexibly to part-time working needs to promote a healthy work-life balance.

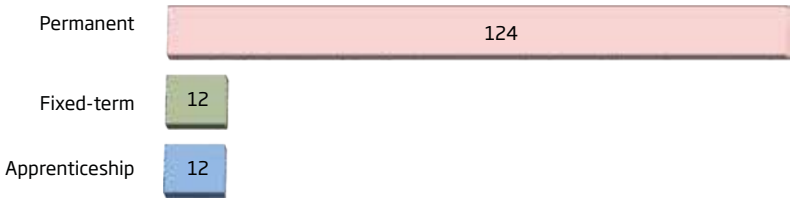




Most employees are employed on **permanent contracts:** 124 people, representing approximately **84%** of the total. There are also **12 fixed-term contracts** and **12 apprentices**, while there are no agency workers. In terms of working arrangements, **141 employees** work full time and **7 employees** have part-time contracts.

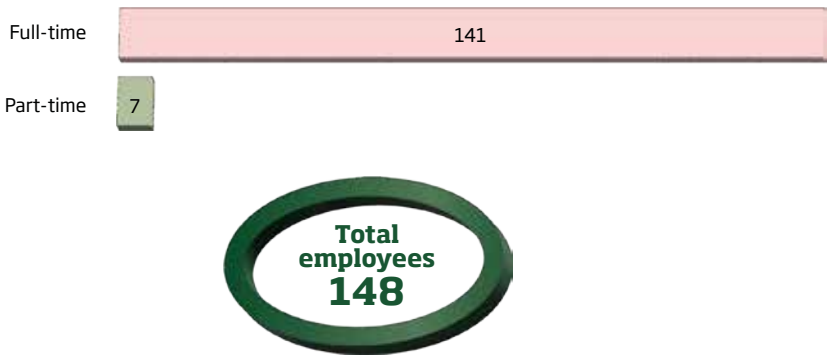
Employee Contract Type

2025



Employee Working Arrangements

2025

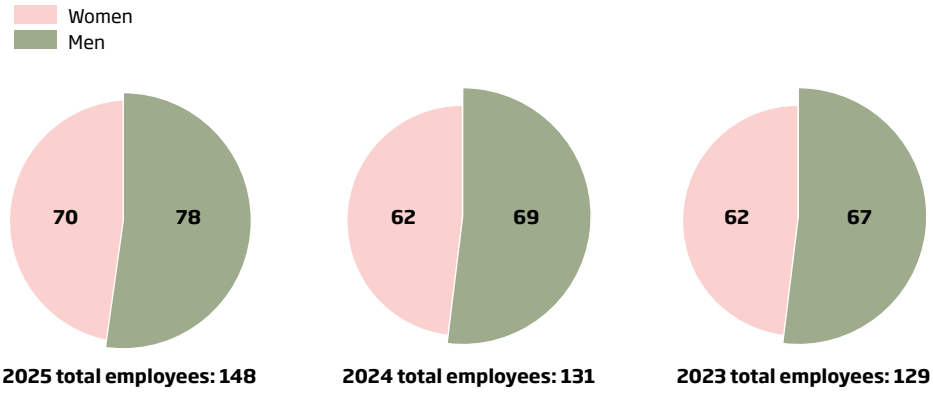


Our Workforce

At 31 December 2025, Olitalia's total workforce comprised **151 people**, of whom **148 were employees**. Compared with 2024, when there were **131** employees, this represents an increase of **17 people**, or approximately **+13%**. This growth is mainly attributable to organisational needs related to **covering staff on maternity leave**, **supporting employees returning from parental leave** on reduced hours and **working alongside people approaching retirement**, with the aim of ensuring business continuity and the transfer of skills. In addition, there are **1 female external associate** and **2 trainees**, down from the 7 in 2024. There are no agency workers, and 10 people belong to protected employment categories.

The gender composition remains broadly balanced: there are **70** female employees, representing approximately **47%** of the total, and **78** male employees, representing approximately **53%**. Across the total workforce, there are **72** women and **79** men.

Employees by Gender



2025 total employees: 148 **2024 total employees: 131** **2023 total employees: 129**

Occupational Category and Employee Gender	2025			2024			2023		
	Total	Women	Men	Total	Women	Men	Total	Women	Men
Executives	**8**	0	8	**8**	0	8	**8**	0	8
Middle Managers	**9**	2	7	**8**	2	6	**8**	2	6
White-collar Employees	**81**	59	22	**72**	52	20	**71**	52	19
Blue-collar Workers	**50**	9	41	**43**	8	35	**42**	8	34
Total	**148**	**70**	**78**	**131**	**62**	**69**	**129**	**62**	**67**

Olitalia's commitment to inclusion and equal opportunities permeates every aspect of company management, transforming the workplace into a space where diversity is valued and individual abilities are developed and rewarded.

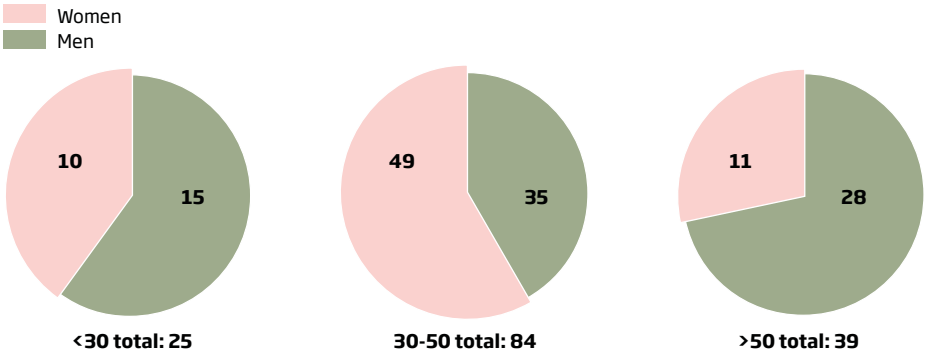
The company fully adopts and promotes the four fundamental principles enshrined in the International Labour Organization's Declaration:

- freedom of association and the right to collective bargaining
- abolition of forced labour
- elimination of child labour
- combating all forms of discrimination in employment

Olitalia promotes a healthy balance between private and professional life, recognising the overall well-being of its people as essential. Internal policies ensure respect for differences in culture, religion, ethnicity, opinions, age, gender and ability, creating an inclusive environment in which everyone feels valued. A diverse and participatory workforce is considered the lifeblood of innovation and success; the company therefore promotes development and growth opportunities for all, encouraging collaboration and mutual respect.

All recruitment takes place under formal employment contracts applying the national collective bargaining agreement (CCNL) for the food industry, and decisions on selection, career advancement or changes of role are based exclusively on merit and the match between the required profile and the candidate's skills. People's strong sense of belonging to Olitalia is confirmed by average company service of more than **11 years** and a significant proportion of people with long-term careers: more than **22% of employees** have worked at the company for over **20 years**. The average age of staff is 42, with 74% of the workforce under the age of 50.

Employee Gender and Age Groups



Turnover

In 2025, Olitalia recorded positive employment trends, with **30 new hires** compared with 13 departures. The net balance was therefore **+17 people**, showing more significant workforce growth than in 2024, when there were 15 hires and 13 departures, resulting in a positive balance of 2 people.

The increase is mainly attributable to specific organisational needs, including **cover for staff on maternity leave**, **support for employees returning from parental leave** on reduced hours and **working alongside staff approaching retirement**, with the aim of ensuring business continuity and the transfer of skills.

The **hiring rate** was **23%**, up from **12% in 2024**, while the **departure rate** was **10%**, substantially in line with **9% in the previous year**. New hires were predominantly concentrated in the younger age groups: **17 new hires were under 30**, while **12 were in the 30-50 age group**.

Employee Hiring and Turnover	2025			2024			2023		
	Total	Women	Men	Total	Women	Men	Total	Women	Men
Departures	**13**	**5**	**8**	**13**	**4**	**9**	**13**	**5**	**8**
< 30	6	3	3	5	3	2	6	3	3
30-50	6	2	4	4	0	4	5	1	4
> 50	1	0	1	4	1	3	2	1	1
New Hires	**30**	**13**	**17**	**15**	**4**	**11**	**13**	**6**	**7**
< 30	17	8	9	8	3	5	10	5	5
30-50	12	5	7	7	1	6	2	1	1
> 50	1	0	1	0	0	0	1	0	1



New Private Label office



Office building interior

Training

Olitalia recognises training as a fundamental tool for supporting its people's professional growth, strengthening internal skills and ensuring the quality of processes and customer service. The company promotes training programmes focused on continuous learning, the development of technical and transferable skills and the enhancement of individual aptitudes.

In 2025, Olitalia provided a total of **3,123 hours of training**, of which **1,239 hours** were dedicated to developing professional skills, **1,350 hours** to apprentices and 534 hours to occupational health and safety. The average was approximately **21 hours of training per employee**, confirming the company's commitment to continuous learning, skills updating and its people's professional growth.

Employee Training Hours	Total Hours	Women	Men
Executive training hours	110	0	110
Middle manager training hours	194	52	142
White-collar employee training hours	1,549	1,094	455
Blue-collar worker training hours	1,270	153	1,117
Total	**3,123**	**1,299**	**1,824**

Average number of training hours per employee	21.10
Average number of training hours per male employee	23.38
Average number of training hours per female employee	18.56

Training provided in 2025 covered a wide range of technical, digital, regulatory and managerial skills, in line with the evolution of company processes and new organisational needs.

Among other topics, the programmes explored the use of artificial intelligence, focusing on prompts, automation, report generation, analysis, deep search and text and image localisation. Skills were also developed in Microsoft Power BI, Google Workspace, website management, graphics, cookies, privacy, GDPR, cybersecurity and the NIS2 Directive.





On operational and regulatory matters, training also covered the use of the RENTRI portal, HACCP and BRCGS RCA, the operation of new palletisers and wrapping machines, and updates on the budget law, employment income, payroll deductions and employment contracts. The programme to strengthen language skills also continued, with activities dedicated to English.

Alongside technical training, Olitalia also promoted coaching programmes focused on professional and managerial development, with particular attention to delegation, role awareness and the development of management capabilities.

Welfare

Olitalia firmly believes that satisfied, supported employees are the key to business success and achieving shared objectives; attention to people's well-being therefore guides every business decision.

Recognising the importance of a healthy work-life balance, the company offers flexible solutions that enable employees to reconcile personal and professional commitments as effectively as possible. Depending on their role and operational requirements, office staff may start work between 07:30 and 09:00 and finish earlier by choosing to shorten their lunch break, which can range from 30 minutes to 2 hours. Where possible, those returning from parental leave may choose to resume work on reduced hours. Subject to departments' organisational requirements, remote working is also available, particularly for employees with children under the age of majority or with specific family needs. These flexible measures ensure continuity and productivity, supporting people at more sensitive times and fostering a positive working atmosphere.

In line with the national collective bargaining agreement for the Food Industry, supplementary healthcare and life insurance cover are provided for employees on permanent contracts and those on fixed-term contracts lasting more than 9 months. Blue-collar workers receive **meal vouchers with a net value of €5.00** for each day of at least 6 hours worked. In addition, all employees may receive **shopping or fuel vouchers**, depending on their attendance and achievement of specific objectives, within the limits set by applicable fringe benefit regulations.

Olitalia has maintained and strengthened its partnerships with local businesses, offering employees favourable terms for purchasing products and services from participating establishments. The company has also maintained its service for receiving parcels ordered online at work, making it easier to collect purchases during the working day. Free water dispensers are always available at the facilities, accompanied by the distribution of personalised reusable water bottles: an initiative within the "Plastic No More" project, which aims to eliminate single-use plastic permanently.

In 2025, 10 people (7 women and 3 men) took parental leave. During the reporting period, employees who were due to return to work at the end of their leave did return, resulting in a



12 months after returning, **6 out of 7 employees** were still with the company, giving a **retention rate of 86%**.

Performance Appraisal

Every year, all associates have two review meetings: the first sets individual and team objectives, while the second, at mid-year, reviews progress and enables a personalised training plan to be defined. A company bonus is awarded on achievement of the agreed objectives.

Social Gatherings

Every year, usually during the Christmas festivities, the company organises a major gathering for all its people.

This event has become a much-anticipated tradition for sharing company results and celebrating achievements together.

It is a special opportunity to enjoy time together, combining team spirit with a festive atmosphere, genuine enjoyment and renewed enthusiasm for the future.










ena
atale

Occupational Health and Safety

Protecting health and safety in the workplace is an essential priority for Olitalia. The company continually promotes a culture of prevention through initiatives designed to raise awareness of existing risks, encourage responsible behaviour and prevent incidents, injuries and occupational diseases.

Olitalia has been certified to UNI EN ISO 45001:2018 since 2023 and has implemented an Occupational Health and Safety Management System that complies with applicable regulatory requirements. The system covers all company functions, roles and workplaces, ensuring full coverage of both employees and non-employee workers. No categories of workers or company areas are therefore excluded from the scope of the Occupational Health and Safety Management System. The Management System enables continuous monitoring, measurement and improvement of health and safety performance through an activity and improvement plan that is reviewed and updated annually during the Management Review and the periodic safety meeting.

Adopting ISO 45001 brings tangible benefits to the organisation, including:

- strengthening the culture of prevention
- reducing the risk of injuries and occupational diseases
- actively involving workers and their representatives
- more effective management of suppliers and external contractors
- constant monitoring of working conditions and system performance
- defining and monitoring corrective and preventive actions

Risks are identified and assessed through the Risk Assessment Document and the related specific assessments. The assessment findings inform an improvement plan, which is monitored and discussed periodically to ensure that prevention and protection measures are continuously updated.

Olitalia has a structured Prevention and Protection Service comprising highly specialised personnel with many years of experience within the company.

In recent years, the number of staff responsible for emergency management has also increased, further strengthening internal safeguards.

Risk assessments also determine the health monitoring protocol, which staff must undergo periodically.

Medical examinations are managed through a schedule and also cover newly hired staff, interns and workers changing roles.

Participation, Consultation and Continuous Improvement

Worker participation and consultation are central elements of Olitalia's Occupational Health and Safety Management System.

Workers are involved both through the arrangements required by law and through the Workers' Safety Representative (WSR), a long-standing figure in the company who ensures continuity and expertise in dialogue between workers, management and safety functions.

The WSR actively participates in drafting and updating the Risk Assessment Document, contributing workers' operational perspective to a more comprehensive assessment of existing hazards.

Staff participation is also encouraged through a reporting system open to all employees, enabling them to report hazardous situations, suggestions for improvement, incidents and near-misses.

Olitalia has had a structured system for collecting and analysing near-misses since 2017. Reports are managed through an Action Plan and assessed annually at the periodic meeting, including for the purpose of updating the improvement plan.

Each report initiates a cause-analysis process and, where necessary, the definition of preventive and corrective actions, with the aim of eliminating hazards, reducing residual risks and preventing similar events from recurring.

The process is supported by dedicated forms that ensure the traceability of reports, evidence collected and actions taken, making workers active participants in the continuous improvement of health and safety conditions.

Occupational Health and Safety Training and Employee Engagement

Training is one of the main tools through which Olitalia promotes a safety culture and ensures worker engagement.

During the reporting period, a total of 534 hours of health and safety training was provided, comprising 303 hours of mandatory training and 231 hours of supplementary in-house training.

Work-related Injuries

In 2025, Olitalia achieved a particularly significant occupational health and safety result: as in 2020 and 2021, no employee injuries were recorded.

This result demonstrates the effectiveness of the company's prevention, training and control activities.

With regard to occupational diseases, there were also no recordable cases among either employees or non-employee workers during the reporting period.

Care for the Community

For Olitalia, sustainability also encompasses relationships with the local community. The aim is to adopt sustainable behaviour at every level in dealings with the organisations with which the company interacts.

Olitalia actively contributes to the growth of the local community through participation, donations and sponsorship supporting development and the improvement of local conditions: in particular, it has made tangible commitments through donations to sports associations, initiatives linked to the educational development of children and young people, and awareness-raising events.

In 2025, Olitalia supported the following organisations:

Rock No War

A voluntary association that has worked in international solidarity for many years, aiming to bring practical help and joy wherever wars or underdevelopment have caused suffering and poverty, with particular attention to children and the world's most neglected areas.

Diabetes Marathon

Diabetes Marathon is Italy's largest diabetes event in terms of programme breadth and participation, established to raise public awareness of the different forms of diabetes and support people living with the condition throughout their lives.

TEDx Forlì

An independent local event that recreates the TED conference experience. By sharing innovative and inspiring ideas, it engages the community in cultural growth and reflection on current, cross-cutting topics.

Pallavolo Faenza

A men's and women's volleyball club with over 300 athletes, offering programmes suited to all children and young people, with both competitive and recreational sporting activities. In collaboration with the city's schools, it has launched programmes promoting the educational, social and recreational values of sport, as well as food education seminars.

Gocce di Sole

City of Belluno international opera singing competition

National Institute for Cardiovascular Research

An inter-university consortium for cardiovascular research, aiming to organise more coordinated, joint scientific activity in cardiovascular research nationally and internationally.

La Balena A.S.D.

An association affiliated with AICS that promotes play-based physical activities introducing children aged 4 to 12 to all team sports.

IOR

The Istituto Oncologico Romagnolo (Romagna Cancer Institute) is a cooperative created to provide Romagna with a cancer control system in line with the highest diagnostic, therapeutic, care and research standards in the countries with the greatest advancements in the fight against cancer.



Rock No War - water project - construction of a drinking-water well in the village of Chapondangoma, Malawi



6 Care for the Environment

Olitalia safeguards and protects the environment in accordance with the principles of sustainable development. To this end, it plans its activities in pursuit of an ongoing balance between economic initiatives and social and environmental needs.

An Ongoing Commitment to a Sustainable Future

Olitalia regards environmental protection as an integral part of how it does business, combining attention to product quality, responsibility in production processes and commitment to a more sustainable development model.

Environmental sustainability is a guiding principle for the company, informing operational and strategic decisions with the aim of progressively reducing the plant's impacts. This commitment is particularly relevant given the presence of Olitalia products in the daily lives of so many consumers in Italy and worldwide. Environmental protection and the promotion of sustainable development are also among the values and expected behaviours set out in the company's Code of Ethics.

Completed and planned initiatives form part of a continuous improvement process for environmental performance, with particular attention to:

Use of energy from renewable sources, through the installation of photovoltaic systems and the use of lower-impact energy solutions aimed at reducing CO_2 emissions

Responsible use of resources, through actions to limit waste and optimise the consumption of water, energy and natural resources

Waste reduction and recovery, through projects aimed at minimising waste, promoting recycling and managing materials more efficiently within company processes.

Energy Management

Olitalia promotes responsible energy use through an efficiency improvement programme launched in 2018 and progressively strengthened over time, in line with its Integrated Quality, Environment and Safety Policy. Actions taken include purchasing electricity from renewable sources certified through Guarantees of Origin, installing photovoltaic systems, replacing lighting with LED technology and adopting more efficient production solutions.

In 2025, the company conducted an energy audit to gain a deeper understanding of its consumption profile and guide future improvement measures. The same year also saw work begin on the new logistics area, designed according to sustainable construction criteria and equipped with solutions consistent with the efficiency improvement programme already underway, including LED lighting and more efficient systems.

On-site renewable energy generation is provided by the company's photovoltaic systems, while surplus energy is fed into the public grid. Over the years, Olitalia has introduced further optimisation measures, including recovering heat generated by machinery to heat the packaging department, low-consumption evaporative cooling systems, electronic compressor controllers, variable-speed motors, inverters and "start-and-stop" systems.

Energy efficiency is also pursued by optimising production and maintenance processes through methods such as Lean Manufacturing and TPM, developed in collaboration with Toyota Academy, and by progressively replacing obsolete plant and machinery with higher-performance technological solutions.

In 2025, Olitalia also began replacing two production chillers with new, more efficient models. The new units each have a rated power of 120 kW, compared

with 153 kW for the previous units, and provide a higher output of 337 kW compared with 292 kW for the previous system.

The project also brings climate benefits through the use of R32 refrigerant in place of the previous R410: each new chiller contains 36 kg of refrigerant, compared with 60 kg in the previous models, with an impact of approximately 24 tCO_2e per chiller, compared with 124 tCO_2e for the previous units.

The future addition of a second heat exchanger will further increase the system's efficiency, with estimated energy savings of up to 30% compared with the previous configuration.



Olitalia photovoltaic system - installed in 2009

The New Photovoltaic System

The new production and logistics site will be equipped with a photovoltaic system with a capacity of **761.91 kWp**.

According to the project's technical report, estimated annual production is **866,531 kWh**, calculated taking into account actual operating conditions, expected solar radiation, weather conditions and normal system losses associated, for example, with outdoor temperature, mismatching and the operation of the various components.

Based on the ISPRA emission factor of **260.5 gCO_2 /kWh**, the expected renewable energy production will avoid the release of approximately **225.73 tonnes of CO_2 per year** into the atmosphere.

With the construction of the new system, in addition to the existing photovoltaic systems with approximately **525 kW** of installed capacity, Olitalia will exceed a total of **1 MW of installed photovoltaic capacity**.

Indicator Value

Photovoltaic system capacity 761.91 kWp
Estimated annual production 866,531 kWh/year
Reference emission factor 260.5 gCO_2 /kWh
Estimated avoided emissions 225.73 tCO_2 /year



New photovoltaic system on the roof of the new production and logistics site

Photovoltaic self-generation would therefore cover approximately 42% of total electricity demand, assuming unchanged consumption and full use of the energy produced.

The remaining 58%, approximately 1,827,298 kWh/year, would need to be drawn from the grid.

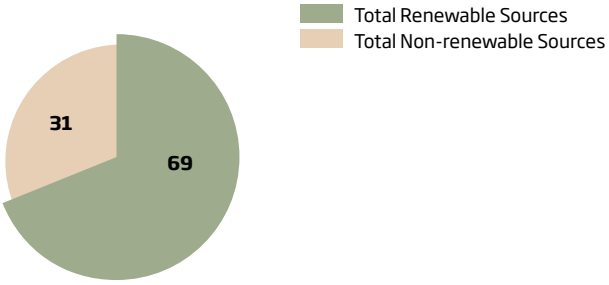
Consumption



For several years, Olitalia has had a photovoltaic system that helps meet the company's energy needs with renewable energy, while reducing reliance on external sources and the environmental impact associated with energy consumption.

In 2025, total energy consumption was 4,565 MWh, substantially in line with the 2022 base year and up on 2024 (+2.5%) and 2023 (+2.3%). The company's energy needs continue to be met predominantly by renewable sources, which accounted for approximately **69%** of total consumption in 2025.

Energy 2025



Electricity purchased with "Guarantee of Origin" certification amounted to 2,693.8 MWh, down on previous years. Self-consumed photovoltaic energy reached 456.1 MWh, an increase of 11% compared with the 2022 base year and 15.5% compared with 2024.

Overall, renewable sources amounted to 3,149.9 MWh, a slight increase on 2024 (+0,8%). This trend confirms the central role of renewable energy in meeting the company's consumption needs.

Renewable Energy in MWh

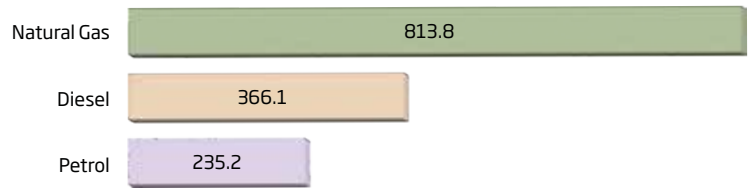


Regarding non-renewable sources, in 2025 Olitalia consumed 813.8 MWh of natural gas, equivalent to 70,797 scm, mainly for space heating. This figure was 15% higher than in the previous year.

Diesel consumption, at 366.1 MWh, decreased compared with all the years considered, while petrol consumption, at 235.2 MWh, increased.

This consumption relates to the company's fleet of 42 diesel -and petrol-powered vehicles, of which 37 are for both business and private use. Overall, non-renewable sources amounted to 1,415.1 MWh, up 7% on 2024.

Non-renewable Energy in MWh



The 2025 trend therefore shows overall energy consumption remaining stable compared with the base year, with growth in self-consumed photovoltaic generation and a slight rise in total consumption compared with the previous two years. The contribution of renewable sources remains central, while trends in non-renewable sources confirm the importance of continuing energy efficiency measures and progressively reducing the impacts associated with the company's consumption.

Energy Intensity

Energy intensity measures energy consumption in relation to annual turnover, allowing the energy efficiency of company activities to be monitored over time.

In 2025, Olitalia's energy intensity was **0.017 MWh per €1,000 of turnover**, in line with the values recorded in the 2022 base year and in 2023. Compared with 2024, when the indicator fell to **0.015 MWh per €1,000**, the increase is attributable to growth in overall energy consumption and the change in turnover.

Nevertheless, the figure confirms a broadly stable trend over 2022-2025, indicating that a substantially constant level of energy efficiency has been maintained.



Climate Change and Emissions Management

As part of its climate strategy, Olitalia adopts the GHG Protocol methodology for reporting emissions, dividing energy consumption into Scope 1 and Scope 2 according to the origin of the emissions associated with energy production or consumption.

1 - In 2025, turnover amounted to €265 million.

Scope 1 comprises direct emissions generated by energy sources owned or directly controlled by the company. For Olitalia, this category includes emissions from natural gas use in its facilities and from combustion in company transport vehicles, both owned and rented.

Scope 2 includes indirect emissions associated with electricity purchased from external suppliers and used to power company activities.

Scope 1

In 2025, Olitalia's direct Scope 1 emissions amounted to **314.51 tCO_2e**, remaining substantially stable compared with 2024, with a slight decrease of **0.6%**.

Emissions under Scope 1 in t CO_2e



Emission factor: DEFRA 2024

The 2025 trend shows growth in emissions associated with natural gas, of **+9.7%** compared with 2024 and **+33.9%** compared with 2022. However, this increase was offset by lower diesel emissions, which fell by **20.4%** compared with 2024 and **16.5%** compared with the base year.

Petrol emissions, by contrast, increased by **17.5%** compared with 2024 and **23.1%** compared with 2022. Overall, the 2025 figure confirms an emissions level substantially in line with the previous year, although with a different composition of direct emission sources.

Scope 2

Applying the **market-based methodology, Scope 2 emissions are zero**, in accordance with the **GHG Protocol** guidelines. This is because all electricity purchased from the grid is certified as originating from renewable sources through **Guarantees of Origin (GO)**.

Energy self-generated by the **company's photovoltaic system** also produces no emissions, further contributing to zero Scope 2 emissions.

Emissions Intensity

In 2025, Olitalia's emissions intensity was **1.18 tCO_2e per million euros of turnover**, up on the previous three years.

The indicator therefore shows a slight increase in emissions intensity in 2025, while remaining at low levels, attributable to the change in the ratio between total emissions and turnover.



1.18 t CO_2e
Total Emissions
per million euros of turnover[2]

2 - Turnover amounted to €268 million in 2022, €261 million in 2023 and €295 million in 2024.

Water Resources Management

Olitalia recognises the importance of responsible water resources management, particularly as the plant is located in an area classified as under extremely high water stress. For this reason, the company adopts practices and technical solutions to monitor and optimise water use in its activities. Water is used mainly for sanitary purposes and certain plant operations, including steam production, automated conveyor-chain cleaning, sanitisation of premises and machinery, operation of cooling systems and compressor cooling systems.

Over time, Olitalia has introduced various measures to reduce water consumption in production processes. These include installing timers in pumping control units to regulate water flow during operations, and using pressure reducers to limit waste and optimise the use of water drawn from the mains supply. Wastewater generated by company activities is channelled to two separate discharge points authorised under the AUA. Before entering the public network, wash water is treated using an oil separator, which separates out oily fractions and ensures appropriate preliminary treatment. An automatic and manual system is also in place to prevent oil from entering the sewer network in the event of accidental spills.



8,657 m³
Water Consumption

In 2025, total water withdrawal amounted to 8,657m³, up from the 7,278 m³ recorded in 2024. The increase of 1,379 m³ was, however, affected by an accidental event: a broken pipe was detected during the year, resulting in an estimated water loss of 984 m³.

Excluding this loss, actual water withdrawal in 2025 was 7,673 m³. The increase compared with the previous financial year was therefore mainly attributable to construction activities associated with the plant's logistics expansion. Without the accidental loss, the increase compared with 2024 would have been 395 m³ (+5%). Nevertheless, water consumption increased between 2022 and 2025, partly due to the introduction of new coolers in the packaging department and changes in operational activities.

Management of Packaging and Plastic Materials

In 2025, Olitalia used various types of packaging materials, mainly glass bottles, PET and R-PET preforms, labelling and traceability materials, closure systems, and secondary and tertiary packaging.

Compared with 2024, the number of glass bottles increased from 19.4 million to 24.7 million units, and labelling and traceability materials rose from 68.5 million to 81.3 million units. Secondary and tertiary packaging also increased, in line with trends in production and sales volumes.

PET and R-PET preforms, by contrast, decreased slightly compared with the previous year, from 31.6 million to 30.7 million units. The total number of caps, closures and sleeves also decreased, while plastic handles recorded a significant increase compared with 2024.





Packaging	Units 2025
Glass Bottles	24,657,706
PET and R-PET Preforms	30,701,965
Alternative Containers and Systems	1,192,958
Labels and Information Materials	81,332,470
Caps, Closures and Sleeves	54,704,354
Plastic Handles	32,253,447
Secondary and Tertiary Packaging	8,412,183

In addition to materials counted in units, the company also monitors some auxiliary plastic packaging measured by weight or in linear metres, including shrink film, stretch film, pallet cover film and strapping.

	Unit of Measurement	2025
Plastic Shrink Film	kg	7,476
Plastic Stretch Film	kg	61,183
Plastic Pallet Cover Film	kg	1,467
Plastic Strapping	m	26,991

Reducing Plastic and Promoting the Circular Economy

For several years, Olitalia has been actively committed to reducing plastic use through solutions aimed both at reducing the quantities used and replacing virgin plastic with alternative materials.

This approach forms part of the framework of European directives on the progressive elimination of single-use plastic and reflects the commitment to more sustainable production models.

The main actions undertaken over the years include:

2012 - Packaging Lightweighting:
Start of the progressive reduction in the weight of PET bottles, preforms and plastic films, reducing raw material use per unit of product.

2013 - "Evolution" Glass Bottle:
Introduction of a new format to reduce material use and optimise logistics, increasing the number of bottles per pallet by up to 17%.

2018 - "Plastic No More" Project:
An initiative to limit plastic use, developed with Coripet (a consortium recognised by the Ministry of the Environment).
The "bottle-to-bottle" programme established a closed-loop Italian supply chain in which collected PET bottles are washed, sanitised and transformed into new raw material.

2019 - Plastic-Free Company:
Elimination of single-use plastic from company premises (removal of plates, cups, cutlery and small bottles from dispensers). The introduction of paper cups, wooden stirrers, water dispensers and stainless steel water bottles avoids the use of approximately 10,000 500-ml bottles each year.

2022 - 100% R-PET and Bag-in-Box:

All 1-litre bottles in the Olitalia-branded Seed Oil and Frying range switch to 100% recycled plastic (R-PET) from the controlled Coripet supply chain (excluding cap and label). This avoids placing 5 million 33-gram virgin plastic bottles on the market (2024 figure). A QR code linking to the Coripet website is added to the label to provide disposal guidance.

The 20-litre Frienn bucket is replaced by the Bag-in-Box eco-pack, achieving -85% plastic use (45,000 kg saved annually) and improved pallet logistics (from +9% in EPAL format to +33% in USA format, compared with the traditional cylindrical container).

2024 - "Esausto ma Pieno di Vita!" Project: Launch of a campaign in collaboration with APCI (Professional Association of Italian Chefs) and Amicambiente to raise awareness among industry professionals of the correct management of waste vegetable oils and promote an environmentally sustainable culture.

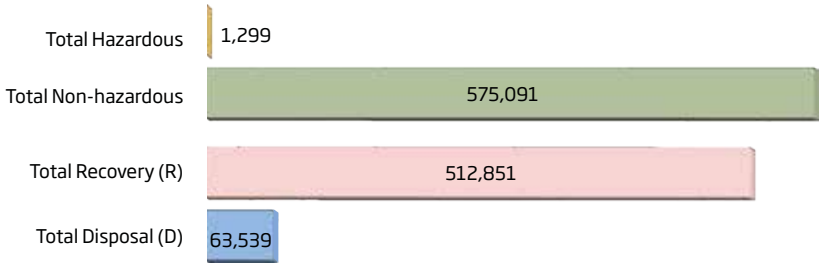
Waste Management

Waste management at Olitalia is governed by specific internal procedures providing for dedicated temporary storage areas and a structured system for separate waste collection. No food waste is generated during the production cycle: the main waste consists of packaging and spent filter aids, predominantly sent for recovery and recycling. The company also periodically monitors the proportion of mixed waste to identify further solutions for reducing its generation and promoting new recovery opportunities. Some non-conforming plastic material generated as production waste is transferred to a specialist plastics recycling company in the Forlì area, enabling the recovery of materials that would otherwise be sent for disposal.

Waste transport and management are entrusted to qualified external companies operating in compliance with applicable regulations. All collections are tracked through waste transfer documents and waste movement registers. For glass packaging and mixed municipal waste, both classified as non-hazardous, Olitalia also has an agreement with Alea, which is responsible for collection, recovery and disposal.

To strengthen its commitment to more sustainable waste management, Olitalia pursues specific initiatives, including collaboration with CONOE on waste oil collection, accompanied by training activities for the Food Service sector. Furthermore, through process optimisation on PET bottle production lines, started in 2011, the company has reduced preform scrap by more than 50%, contributing to more efficient resource use.

89% of waste sent for recycling in 2025





In 2025, total waste generated amounted to 576,390 kg, down 8% from the 627,614 kg recorded in 2024. Almost all waste generated was non-hazardous, amounting to 575,091 kg, while hazardous waste totalled 1,299 kg. 89% of the waste generated was sent for recovery, confirming the company's focus on recycling and material recovery solutions.

OLITALIA'S AWARENESS CAMPAIGN FOR WASTE OIL COLLECTION
IN COLLABORATION WITH APCI (PROFESSIONAL ASSOCIATION OF ITALIAN CHEFS)

Esausto ma pieno di vita!



Discover the Italian project

AFTER IT HAS BEEN USED IN THE KITCHEN, USED OIL HAS MANY OTHER LIVES AHEAD.

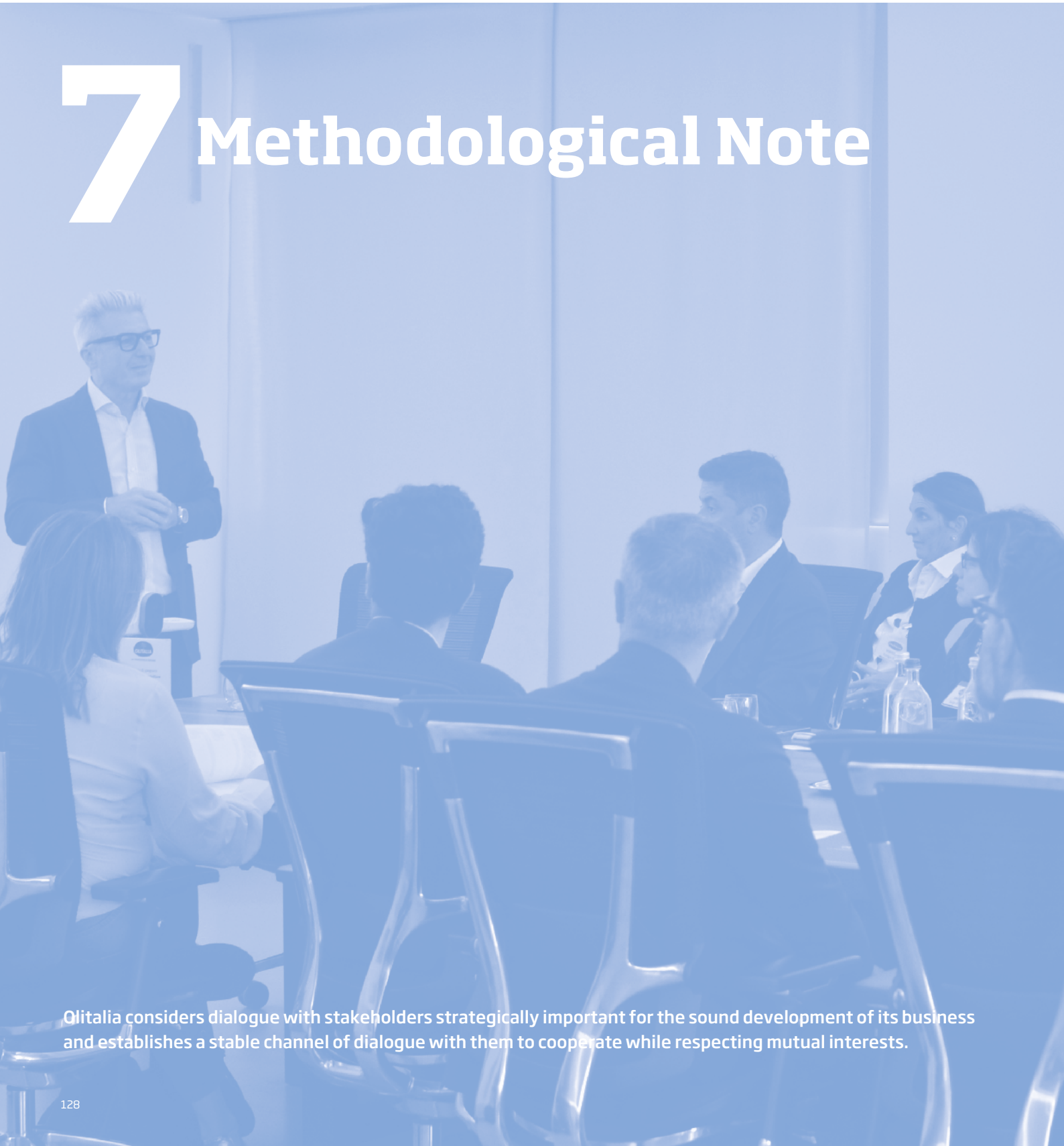
Once it has reached the end of its life in the kitchen, **used cooking oil** - if **recycled correctly** - returns to the market as a **useful new resource**. Let's collect it in accordance with current regulations. **Sustainability never ceases to amaze us!**

#esaustomapienodivita

OLITALIA

LA TRADIZIONE DI DOMANI.

7 Methodological Note



Olitalia considers dialogue with stakeholders strategically important for the sound development of its business and establishes a stable channel of dialogue with them to cooperate while respecting mutual interests.

This Sustainability Report covers the financial year from 1 January to 31 December 2025 and is prepared annually, referring exclusively to Olitalia S.r.l.

The reporting was prepared in accordance with the GRI 2021 Standards (Global Reporting Initiative), maintaining continuity with the process begun in previous years. The document also takes account of developments in the European sustainability regulatory framework, with particular reference to the principles introduced by the Corporate Sustainability Reporting Directive (CSRD) and the concept of double materiality.

In line with this approach, Olitalia considered two complementary perspectives:

impact materiality, or the inside-out perspective, which concerns the significant positive and negative, actual or potential effects that the company generates on the environment, people, the supply chain and communities;

financial materiality, or the outside-in perspective, which analyses how environmental, social and governance factors may influence the organisation's economic and financial performance, business continuity and competitiveness.

In preparing the 2025 report, Olitalia strengthened its analysis process through a new external stakeholder engagement exercise, aimed at gathering the views of its main stakeholders on impact materiality. The exercise involved around 30 stakeholders from various categories relevant to the company, including customers, suppliers, trade media, banks, trade associations and local associations.

Stakeholder engagement aimed to submit Olitalia's impact materiality questionnaire for assessment, gathering observations, priorities and perceptions regarding the impacts the company generates or could generate throughout its value chain and in the contexts in which it operates. This activity enabled external perspectives to be integrated into the analysis process, strengthening the quality, transparency and completeness of the assessment.

In line with the double materiality perspective, Olitalia also updated its analysis of ESG risks and opportunities that could potentially influence the company's economic and financial performance. This stage involved assessing the likelihood and potential severity of the financial effects associated with the main environmental, social and governance factors, and classifying risks and opportunities according to the relevant thematic areas.

Integrating this perspective enables the company to link sustainability issues more directly to strategic management and its corporate risk oversight system.

Through this process, Olitalia strengthened its approach to sustainability reporting, making it increasingly integrated, participatory and focused on the informed management of impacts, risks and opportunities. Stakeholder engagement represents a further step towards consolidating transparent, ongoing dialogue with its ecosystem, supporting an increasingly tangible and shared sustainability strategy.

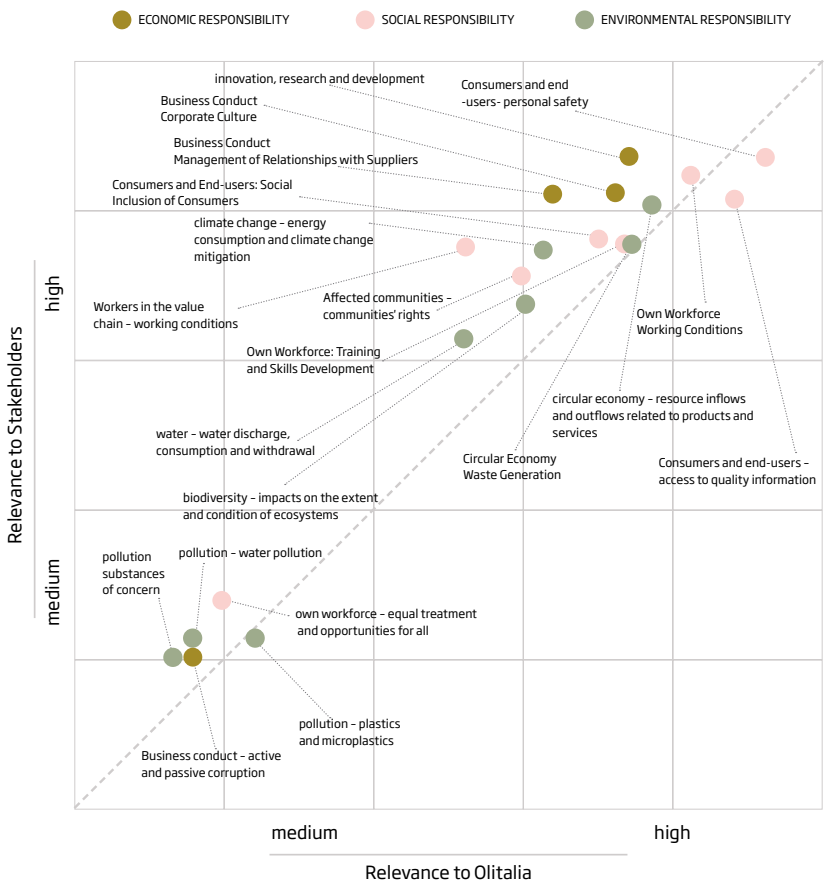
Materiality Analysis

Olitalia updated its impact materiality analysis through a process that compared the priorities identified internally by the company with those expressed by the stakeholders involved in the engagement process. The impact matrix therefore represents the intersection between the company's assessment, shown on the horizontal axis, and the stakeholders' assessment, shown on the vertical axis.

This process highlighted the topics considered most relevant by both Olitalia and its stakeholders, providing an integrated view of the ESG priorities on which to focus attention, investment and improvement actions.

The analysis shows that the topics in the area of greatest relevance mainly concern innovation, product safety, information quality, working conditions, corporate culture, responsible supply chain management and the circular economy.

IMPACT MATRIX



The topic given the highest score by stakeholders is **innovation**, **research and development**. This finding confirms the strategic role of innovation for Olitalia, understood not only as the development of new products, but also as process improvement, the search for more efficient solutions and the ability to respond to market developments.

Shared priorities also include **Consumer Safety**, which received high scores from both the company and its stakeholders, confirming the central role of quality, food safety, product controls and certifications as fundamental elements of corporate responsibility. The topic of **Access to Quality Information** received a very high score, confirming the importance of transparency, accurate labelling information, traceability and the ability to provide consumers with clear, reliable information.

The topic of **Working Conditions** is also particularly relevant. Its position in the upper part of the matrix highlights the importance attached to worker protection, safety, organisational well-being, employment stability and work-life balance.

Another priority area is **corporate culture**. This result confirms the value attached to communicating guiding principles, ensuring consistent corporate behaviour and building a working environment based on responsibility, a sense of belonging and dialogue.

Management of relationships with suppliers is also among the topics most relevant to stakeholders: a significant external expectation regarding stronger supply chain assessment, including through environmental, social and governance criteria. This topic therefore represents an area of strategic focus, particularly in relation to traceability, responsible procurement and supply chain resilience.

The **circular economy** also remains one of the most relevant priorities, highlighting the importance attached to sustainable resource management, the use of recycled materials, waste reduction and the promotion of circular models throughout the product life cycle.

Topics of intermediate relevance include the social inclusion of consumers, waste generation, training and skills development, working conditions in the value chain, energy consumption and climate change mitigation, community rights, biodiversity and water resource management. Although these topics do not occupy the highest area of the matrix, they continue to receive significant

attention, particularly in relation to impacts along the supply chain, environmental management and value creation for communities.

In particular, the topic of **climate change**, linked to energy consumption and mitigation, highlights growing external attention to reducing energy consumption, limiting emissions, particularly upstream and downstream of the company, and managing climate risks.Topics in the lower part of the matrix, such as equal treatment and opportunities for all, plastics and microplastics, water pollution, active and passive corruption, and substances of concern, received lower scores.

This position does not imply low relevance in absolute terms, but indicates that, when comparing the priorities analysed, these aspects were perceived as less material than other topics more directly connected to the business, product quality, the supply chain and people.

Overall, the 2025 materiality matrix confirms the priorities already identified in previous years, which mainly converge on quality, innovation, safety, human capital, supply chain responsibility and the circular economy.

The analysis also highlights several areas in which stakeholder expectations are particularly high, such as supplier management and environmental topics relating to resources, energy and circularity.

The results provide a useful basis for guiding the company's future sustainability actions, strengthening the link between strategy, impact management and stakeholder dialogue.

Financial Materiality: Risks and Opportunities Identified

As part of its double materiality analysis, Olitalia identified several ESG risks and opportunities relevant to its business model, with the aim of strengthening the link between sustainability, corporate strategy and risk management.

Topic	Subtopic	Type	Description
Business Conduct	Management of Relationships with Suppliers	Opportunity	The progressive integration of ESG criteria into the selection and assessment of supply partners can help strengthen knowledge of the supply chain, consolidate the company-supplier relationship and support the creation of long-term economic value.
Own Work-force	Working Conditions	Opportunity	Consolidating a stable working environment that pays attention to people's well-being, work-life balance and professional development can help create a cohesive, motivated team focused on customer satisfaction, with positive effects on productivity and the company's image.
	Training and Skills Development	Opportunity	**Continuous training** is a fundamental means of keeping internal skills aligned with market needs and developments in business processes. Investing in people's development can improve organisational efficiency, support innovation and strengthen the company's competitiveness.
Consumers and End-users	Personal Safety of End-users	Risk	Failure to control **products, labelling and certifications**. Non-conformities in these areas could lead to market withdrawals, lost orders and reputational damage. For this reason, oversight of quality, food safety and information accuracy remains a priority.

Climate Change	Climate Change Mitigation and Adaptation	Risk	Rising costs of the resources and raw materials needed for production, such as electricity, fuel and water, with potential impacts on margins and operational continuity.
		Opportunity	Expanding energy production from renewable sources, particularly through photovoltaics, represents an opportunity to reduce dependence on the grid and generate economic and financial benefits.
		Risk	Changes to production processes/ disruption of the supply chain/ storage due to extreme natural events, such as rising global temperatures and/or changes in rainfall/flooding patterns
Cross-cutting	Technological Innovation	Risk	Failure to comply with IT regulations could expose the company to penalties and compliance issues.
		Opportunity	Investments in IT, research and development, new products and higher-performance machinery can strengthen Olitalia's competitive position, improve process efficiency and reduce operating costs.

Our Stakeholders

Many people, customers, partners, institutions and organisations contribute in various ways to Olitalia's success, directly or indirectly influencing its strategic choices and business development. As part of its commitment to sustainability, Olitalia mapped its main stakeholders with the aim of promoting open communication, ongoing dialogue and relationships based on transparency and integrity.

Stakeholder engagement, whether internal or external, is a fundamental pillar of the company's sustainability strategy. Through an ongoing process of listening and dialogue, Olitalia can make a more informed assessment of how closely its actions align with stakeholders' expectations and needs. This approach also helps identify areas in which to strengthen existing efforts and those in which to confirm and consolidate the approach adopted.

Approach to Stakeholder Engagement		
Stakeholder	**Engagement Method**	**Stakeholder Needs and Expectations**
Employees	Internal communications, training courses, whistleblowing - reports under Model 231, events and lunches	Business continuity and a fair balance between work performed and remuneration/benefits received (monetary and non-monetary)
Customers	Digital channels: website, email; visits and contact with the sales team; events	A company increasingly committed to green and sustainable issues, with reliable quality
Suppliers	Digital channels: website, email; visits and contact with the purchasing team; events	A company increasingly committed to green and sustainable issues that ensures their turnover grows steadily
Financial sector (banks, insurance companies)	Periodic meetings with the relevant organisational functions	That the company produces financially sound, growing results each year, meets its financing and debt obligations to financial institutions and suppliers on time, and becomes a business to which additional services can be offered and sold
Trade Associations	Periodic meetings with the relevant organisational functions	That the company maintains high standards of social and operational responsibility, making a positive contribution not only to its own development but also to the well-being of the surrounding community
Community and Local Area, Schools	Sponsorships; partnerships with local secondary schools	That the company continually improves its environmental performance, invests in the local area and develops projects with schools



8 Targets 2025-2028

Olitalia has drawn up a plan to improve its governance, social and environmental performance, setting medium-term targets based on the analysis carried out when preparing the Sustainability Report.

GOVERNANCE

Targets	% Achieved	Comment	Year of Achievement (where planned)
COMPANY			
Development of a double materiality matrix with the involvement of external stakeholders	100%	Completed internally and with external stakeholders meeting in person in Forlì	2026
SUPPLIERS			
Definition of an auditing and assessment plan for strategic suppliers based on ESG criteria	30%	Being defined with the purchasing and quality control departments.	2028

SOCIAL

Targets	% Achieved	Comment	Year of Achievement (where planned)
PdR 125 gap analysis	0%		2026
Implementation of the company welfare plan	0%		2028
Employee climate survey	0%	Being defined	2028
Implementation of a professional development plan for female employees and a gender equality management system	0%	Being defined	2028

ENVIRONMENT

Targets	% Achieved	Comment	Year of Achievement (where planned)
Development of an awareness-raising campaign on the correct disposal of used oil	80%	Phase 1 (Food Service target audience): completed; Phase 2 (development of the consumer project): not yet started.	2027
Energy assessment to identify potential areas for energy recovery	100%	Energy audit completed in 2025	2025
Installation of a new photovoltaic system with a capacity of approximately 760 kWp and assessment of the feasibility of the "energy community" project	70%	Being installed	2026
Installation of a new photovoltaic system with a capacity of approximately 180 kWp	100%	System operational since 2025	2025
Installation of a new "Bag-in-Box" packaging line, designed to reduce energy consumption at the same level of output.	100%	Line installed and operational	2025
Modernisation and expansion of the logistics facility	60%	New palletisers: work started and operational from 2026. Warehouse and tanks: operational from 2027	2027

INNOVATION

Targets	% Achieved	Comment	Year of Achievement (where planned)
UNIBO PhD research to validate a method for analysing volatile compounds in extra virgin olive oils (to complement panel testing)	90%	In collaboration with Federolio, it has been extended to 2026	2026
UNIBO PhD research on frying products (assessment of claims and new formulations)	60%	Nearing completion. A tasting method for frying products has been implemented	2026
Research project (application of artificial intelligence) with Labservice to identify a predictive shelf-life method	90%	Research and development activities completed. Use of the analytical instrument as a screening method in conjunction with traditional panel testing. Potential integration with the method for analysing volatile compounds	2026

GRI Content Index

Statement of Use	Olitalia has reported the information cited in this GRI content index for the period 1 January - 31 December 2025 in accordance with the GRI Standards.
GRI 1 Used	Reporting Principles 2021
Applicable industry-specific GRI Standards	N/A

GRI Sustainability Reporting Standard		Notes/Page
2	**GENERAL DISCLOSURES**	
THE ORGANISATION AND ITS REPORTING PRACTICES		
2-1	Organizational details	5 - 15
2-2	Entities included in the organisation's sustainability reporting	129
2-3	Reporting period, frequency and contact point	129
2-4	Restatements of information	No restatements
2-5	External assurance	No restatements
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	5 - 10; 25 - 77
2-7	Employees	91 - 96
2-8	Workers who are not employees	92 - 93
GOVERNANCE		
2-9	Governance structure and composition	12 - 15
2-10	Nomination and selection of the highest governance body	12 - 15
2-11	Chair of the highest governance body	12
2-12	Role of the highest governance body in overseeing the management of impacts	12 - 15
2-13	Delegation of responsibility for managing impacts	12 - 15

2-14	Role of the highest governance body in sustainability reporting	12 - 15; 129 - 135
2-15	Conflicts of interest	88 - 89
2-16	Communication of critical concerns	88 - 89
2-17	Collective knowledge of the highest governance body	12 - 15
2-18	Evaluation of the performance of the highest governance body	Not relevant
2-19	Remuneration policies	Not relevant
2-20	Process to determine remuneration	Not relevant
2-21	Annual total compensation ratio	Not relevant
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on sustainable development strategy	1 - 3; 16 - 23
2-23	Policy commitments	18 - 23; 88 - 89
2-24	Embedding policy commitments	18 - 23; 88 - 89
2-25	Processes to remediate negative impacts	68 - 69; 88 - 89; 104 - 107
2-26	Mechanisms for seeking advice and raising concerns	88 - 89
2-27	Compliance with laws and regulations	20 - 23; 62 - 69
2-28	Membership of associations	22
STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	129 - 137
2-30	Collective bargaining agreements	94 - 95; 101
3	**MATERIAL TOPICS**	
DISCLOSURES ON MATERIAL TOPICS		
3-1	Process to determine material topics	129 - 135
3-2	List of material topics	131 - 133
3-3	Management of material topics	131 - 135
101	**BIODIVERSITY**	
101-1	Policies to halt and reverse biodiversity loss	Not applicable
101-2	Management of biodiversity impacts	Not applicable

101-3	Access and benefit-sharing	Not applicable
101-4	Identification of biodiversity impacts	Not applicable
101-5	Locations with biodiversity impacts	Not applicable
101-6	Direct drivers of biodiversity loss	Not applicable
101-7	Changes in the state of biodiversity	Not applicable
101-8	Ecosystem services	Not applicable
102	**CLIMATE CHANGE**	
102-1	Climate change transition plan	112 - 120; 140
102-2	Climate change adaptation plan	86; 134 - 135
102-3	Just transition	Not applicable
102-4	GHG emissions reduction targets and progress	112 - 120; 140
102-5	Scope 1 GHG emissions	119
102-6	Scope 2 GHG emissions	119 - 120
102-7	Scope 3 GHG emissions	Information not available
102-8	GHG emissions intensity	120
102-9	GHG removals in the value chain	Information not available
102-10	Carbon credits	Not applicable
103	**ENERGY**	
103-1	Energy policies and commitments	112 - 118
103-2	Energy consumption and self-generation within the organisation	116 - 118
103-3	Upstream and downstream energy consumption	Information not available
103-4	Energy Intensity	118
103-5	Reduction in energy consumption	112 - 118; 140

200	ECONOMIC TOPICS	
201	**ECONOMIC PERFORMANCE**	
201-1	Direct economic value generated and distributed	79 - 80
201-3	Defined benefit plans and other retirement plans	Not applicable
201-4	Financial assistance received from government	58
202	**MARKET PRESENCE**	
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	Not applicable
202-2	Proportion of senior management hired from the local community	100%
203	**INDIRECT ECONOMIC IMPACTS**	
203-1	Infrastructure investments and services supported	58 - 61
203-2	Significant indirect economic impacts	79 - 80; 108 - 109
204	**PROCUREMENT PRACTICES**	
204-1	Proportion of spending on local suppliers	72 - 77
205	**ANTI-CORRUPTION**	
205-1	Operations assessed for risks related to corruption	89
205-2	Communication and training about anti-corruption policies and procedures	88 - 89
205-3	Confirmed incidents of corruption and actions taken	No confirmed incidents
206	**ANTI-COMPETITIVE BEHAVIOUR**	
206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	No confirmed incidents
207	**TAX**	
207-1	Approach to tax	Not relevant
207-2	Tax governance, control and risk management	Not relevant
207-3	Stakeholder engagement and management of concerns related to tax	Not relevant
207-4	Country-by-country reporting	Not relevant
300	**ENVIRONMENTAL TOPICS**	
301	**MATERIALS**	
301-1	Materials used by weight or volume	122 - 125

301-2	Recycled input materials used	122 - 125
301-3	Reclaimed or regenerated products and their packaging materials	122 - 125
303	**WATER AND EFFLUENTS**	
303-1	Interactions with water as a shared resource	121
303-2	Management of water discharge-related impacts	121
303-3	Water withdrawal	121
303-4	Water discharge	121
303-5	Water consumption	121
305	**EMISSIONS**	
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	Not applicable
306	**WASTE**	
306-1	Waste generation and significant waste-related impacts	126 - 127
306-2	Management of significant waste-related impacts	126 - 127
306-3	Waste generated	126 - 127
306-4	Waste diverted from disposal	126 - 127
306-5	Waste directed to disposal	126 - 127
308	**SUPPLIER ENVIRONMENTAL ASSESSMENT**	
308-1	New suppliers that were screened using environmental criteria	72
308-2	Negative environmental impacts in the supply chain and actions taken	No confirmed incidents
400	**SOCIAL TOPICS**	
401	**EMPLOYMENT**	
401-1	New employee hires and employee turnover	96
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	100 - 101
401-3	Parental leave	101
402	**LABOUR/MANAGEMENT RELATIONS**	
402-1	Minimum notice periods regarding operational changes	Not relevant
403	**OCCUPATIONAL HEALTH AND SAFETY - 2018**	

403-1	Occupational health and safety management system	104
403-2	Hazard identification, risk assessment and incident investigation	105 - 106
403-3	Occupational health services	105
403-4	Worker participation, consultation and communication on occupational health and safety	105 - 106
403-5	Worker training on occupational health and safety	106
403-6	Promotion of worker health	100 - 101
403-7	Prevention and mitigation of occupational health and safety impacts within business relationships	104 - 106
403-8	Workers covered by an occupational health and safety management system	104
403-9	Work-related Injuries	107
403-10	Occupational diseases	107
404	**TRAINING AND EDUCATION**	
404-1	Average hours of training per year per employee	98
404-2	Programmes for upgrading employee skills and transition assistance programmes	98; 100 - 101
404-3	Percentage of employees receiving regular performance and career development reviews	101
405	**DIVERSITY AND EQUAL OPPORTUNITY**	
405-1	Diversity of governance bodies and employees	94 - 95
405-2	Ratio of basic salary and remuneration of women to men	Information not available
406	**NON-DISCRIMINATION**	
406-1	Incidents of discrimination and corrective actions taken	No confirmed incidents
407	**FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	94
408	**CHILD LABOUR**	
408-1	Operations and suppliers at significant risk for incidents of child labour	94
409	**FORCED OR COMPULSORY LABOUR**	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	94

410	**SECURITY PRACTICES**	
410-1	Security personnel trained in human rights policies or procedures	Not applicable
411	**RIGHTS OF INDIGENOUS PEOPLES**	
411-1	Incidents of violations involving rights of indigenous peoples	Not applicable
413	**LOCAL COMMUNITIES**	
413-1	Operations with local community engagement, impact assessments and development programmes	108 - 109
413-2	Operations with significant actual and potential impacts on local communities	None
414	**SUPPLIER SOCIAL ASSESSMENT**	
414-1	New suppliers that were screened using social criteria	72
414-2	Negative social impacts in the supply chain and actions taken	No confirmed incidents
415	**PUBLIC POLICY**	
415-1	Political contributions	Not applicable
416	**CUSTOMER HEALTH AND SAFETY**	
416-1	Assessment of the health and safety impacts of product and service categories	52 - 69
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	68 - 69
417	**MARKETING AND LABELLING**	
417-1	Requirements for product and service information and labelling	68
417-2	Incidents of non-compliance concerning product and service information and labelling	68
417-3	Incidents of non-compliance concerning marketing communications	No confirmed incidents
418	**CUSTOMER PRIVACY**	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No confirmed incidents

Consulenza metodologica: Mediamo Area Sostenibilità S.r.l SB
Progetto grafico: Mediamo S.r.l SB
Stampato da Alpha Service S.r.l.
su carta Shiro Echo bianco FSC (Forest Stewardship Council)

OLITALIA

THE TRADITION OF TOMORROW.

Via A. Meucci 22/A • 47122 Forli (FC) • Italy
Tel. +39 0543 794811 • Fax +39 0543 721646
olitalia.com

999707 - Rev. September 2026