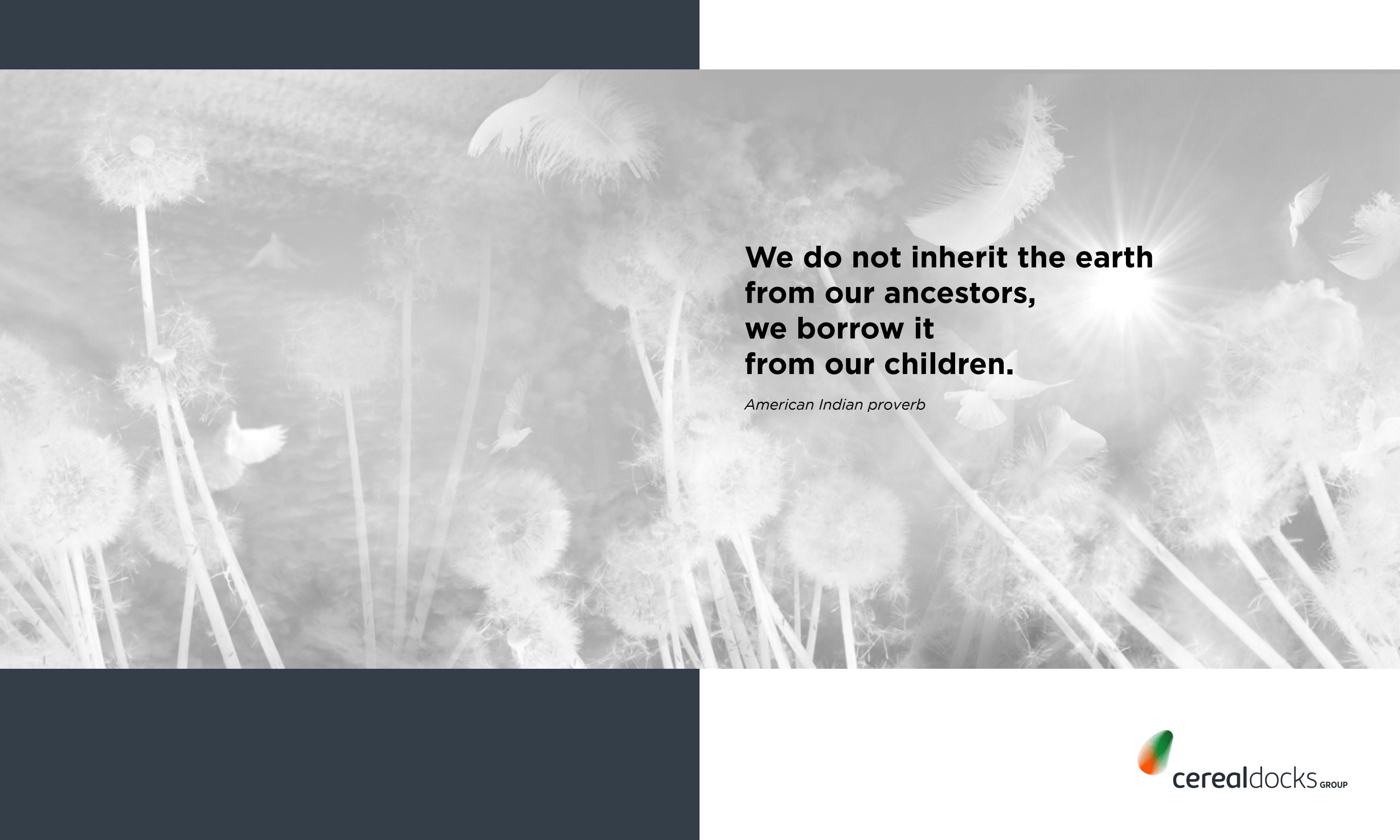




# REPORT ON SUSTAINABILITY 2022



**We do not inherit the earth  
from our ancestors,  
we borrow it  
from our children.**

*American Indian proverb*

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## To be able to look in many directions with a "colorful mind".



Dear Stakeholders,

with this Cereal Docks Group's Sustainability Report, for the fiscal year 2022, we share the path taken by the Group in the direction of sustainable growth, which is not only necessary for achieving the company's goals, but also for today and tomorrow's well-being of people, community and the territory we operate in.

It has become our tradition to give a meaning to each year approaching, to help us setting goals and stay on track as we navigate an often stormy sea. If 2020 was the year of awareness and 2021 the year of wisdom, 2022 is the year of vision for us. What does foresight mean? To look beyond, to glimpse wisely, to aim for a distant purpose. There is an even better definition: to be forward-looking means not to be distracted by the urgent rumblings of the present, but to be able to look in many directions with a 'colorful mind.' The path of sustainability that we have taken as Cereal Docks Group, and that has become increasingly important over the years, represents perfectly well the value of visionary thinking. Our approach has become broader and 'more rounded': from the environmental aspect it has also come to include the relationship with employees, through a renewed corporate welfare system and investment in human resources training using Mantegna Academy.

The transformation into a Benefit Company sanctions long-term commitments aimed at creating 'generative' relationships with the territories and communities that interact with the company, as well as connecting us with other worlds close to us, such as agriculture or the innovation ecosystem. Our new brand idea, "ingredients of change," highlights how we ourselves are the first protagonists of this change. As an active part of a living ecosystem, we want to help improve it every day with humility and commitment. Our aim is to continue to strive, from the perspective of responsible development, for the creation of shared value through the purposes of common benefit.

In extraordinary times such as the ones we are experiencing, we must all together govern complexity with determination. This means having a 'colored mind' and being able to appreciate the colored minds of other people. It means continually seeking the right balance in the constant movement of life and the world around us.

Looking at the world from a different perspective, attentive to the infinite nuances of reality, can help us imagine new goals and achieve goals we never imagined before.

We want to face current and future challenges with determination, so we can be an increasingly sustainable "system" of companies, strong in the trust we place in our people and by taking care of our land and products.

Finally, we wish to establish our commitment to transparency by reporting annually according to the "Global Reporting Initiative Sustainability Reporting Standards," our achievements, progress and future commitments toward achieving positive economic, social and environmental impacts for the benefit of our stakeholders, such as employees, collaborators, customers, the agricultural world, banks and institutions.

This Sustainability Report is a tangible communication tool to increasingly strengthen the relationship of trust between us and our stakeholders, setting out in a clear and transparent way the results achieved so far, wishing to share the successes of this common journey.

For this reason, we welcome any suggestions and indications that you would like to return to us in order to build a document that is increasingly in line with your expectations.

Finally, I would like to sincerely thank those who, again this year, with dedication and responsibility, have taken part in our journey of innovation and regeneration, and all our stakeholders who every day make the Cereal Docks Group an ongoing reality, moving smoothly to find the barycenter that leads to a new balance every day.

The chairman

Cereal Docks Group





# The Cereal Docks Group

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# HIGHLIGHT

- ✓ Producer of ingredients for some of the most important **food supply chains**, including Made in Italy, as well as for the **cosmetic, pharmaceutical, technical** and **energy industries**
- ✓ 39 years of history
- ✓ 8 companies  
make up the Cereal Docks group
- ✓ 13%  
export market share
- ✓ 55 certification programs  
the Group companies adhere to
- ✓ 1 HQ  
1 center for quality, food safety and research & innovation  
5 production facilities  
4 logistics hubs  
1 sales department

## 1.1 Who we are

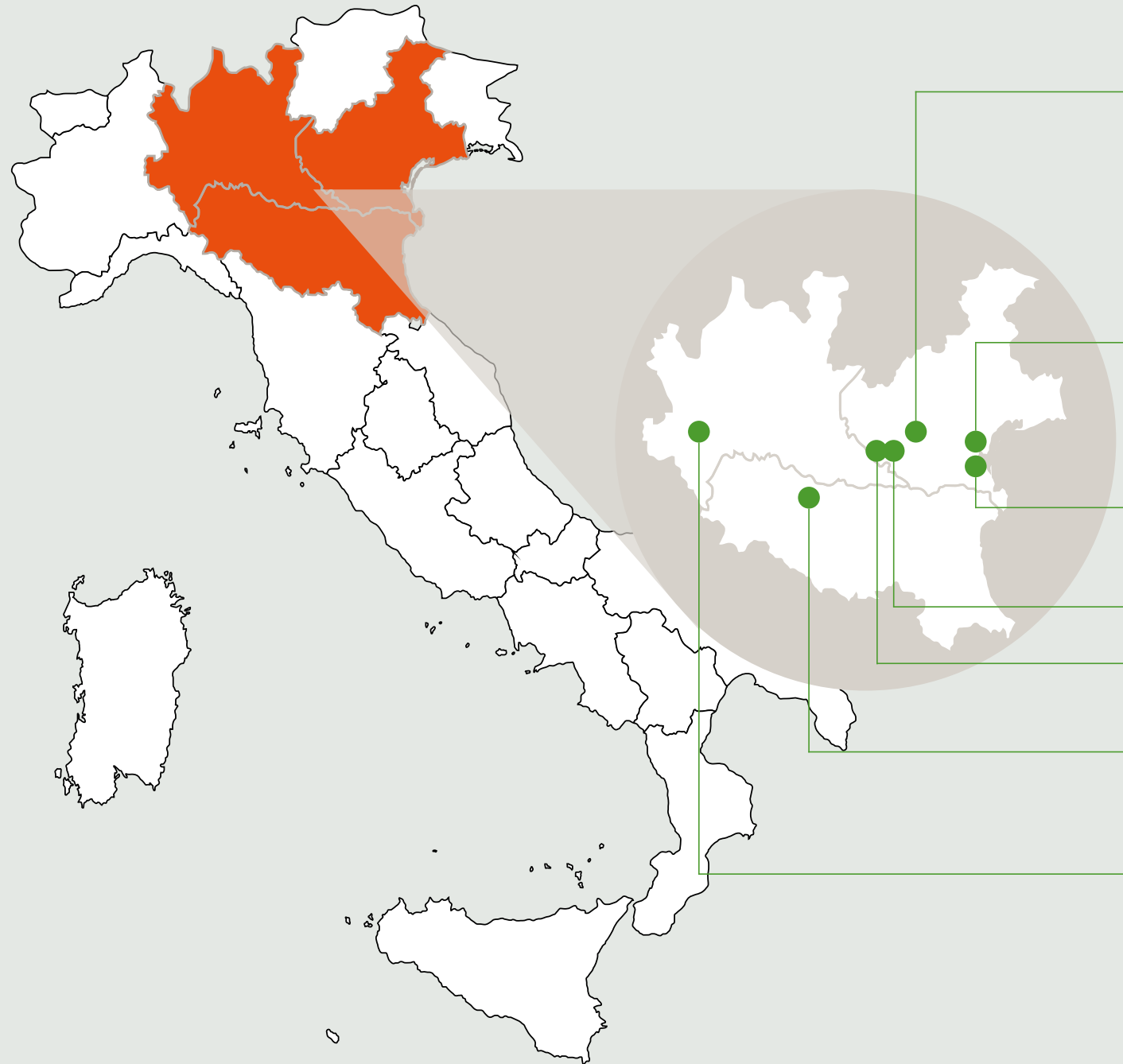
Cereal Docks Group is an Italian industrial reality that sustainably transforms plant-based raw materials into ingredients, such as flours, oils, lecithin and cereals for applications in the food, pharmaceutical, cosmetic, animal nutrition, technical and energy industries.

The Group is distinguished by its strong ties with the agricultural world and high quality processes, ensuring dynamic and rapid monitoring of raw material quality parameters from the field to the finished product.

In addition, the Group is committed to enhancing the value of human resources, adherence to deep-rooted values and principles, and a significant inclination toward innovation toward state-of-the-art production systems, technologies, and products, in terms of quality, and efficiency, aimed at preserving natural ecosystems.

Based in Camisano Vicentino, Vicenza, Italy, at Via dell'Innovazione, 1, with five production plants, four logistics hubs, a sales office and a quality and innovation center, the Cereal Docks Group is a leader in the Italian market for soybeans and its derivatives and is one of the leading agrifood players in Europe.





**Camisano Vicentino (VI)**

Headquarter

**Camisano Vicentino (VI)**

3 productive plants

**Camisano Vicentino (VI)**

Cereal Docks LAB

**Summaga di Portogruaro (VE)**

Logistic hub

**Marghera (VE)**

Productive plant

**Deposito di Porto Marghera (VE)**

Logistic hub

**Roverchiara (VR)**

Productive plant

**San Pietro di Morubio (VR)**

Productive plant

**Fiorenzuola d'Arda (PC)**

Logistic hub

**Milano**

Commercial office

**Cereal Docks East Europe**

**Ortisoara (RO)**

Logistic hub

Since its foundation in 1983, Cereal Docks has been based in Camisano Vicentino, in the province of Vicenza. The production plants, storage centers and sales department of the Group are all located in Northern Italy, along the Po Valley, the main production area of cereals and oilseeds, but also the main area where the products are consumed. Cereal Docks is also operating with its own plant in Romania, a strategically important Country for the origin of raw materials





## La struttura societaria\*

As of today, the Group includes a number of companies, each diversified from the other for the purpose of achieving business goals, headed by the parent company Cereal Docks SpA

### CEREAL DOCKS Spa

The parent company is a family business now a joint-stock company (Benefit Company) with share capital of €10,000,000.00.

It heads the plants in Camisano Vicentino (VI) and Portogruaro (VE) and the coastal depot in Marghera (VE). In the Camisano Vicentino plant, the entire processing cycle is carried out, from soybeans, rapeseed, sunflower to the product: flours, oils, lecithins. Production is derived from NON-GMO raw materials and from traced and sustainable Italian supply chains.

The Portogruaro plant is a logistics hub mainly for supply from northeastern Italy and Eastern European countries to ensure continuity and efficiency of supplies. Established in 2002, it is dedicated exclusively to grain drying, storage and logistics.

\* Where the holding is not full, the remaining share is held by management.

### 90% - CEREAL DOCKS INTERNATIONAL Spa

Founded in 2007, it is the Cereal Docks Group company that deals with the procurement of raw materials mainly from the Americas. Its logistics hub in Fiorenzuola D'Arda (Piacenza) is a reference point the distribution to major customers in the Po Valley.

### 90% - NATEEO Srl

Founded in 2013 as Cereal Docks Food, as of March 2, 2022, it is changing its name to Nateeo. This evocative name is rooted in the generating force of nature and recalls the authenticity of the high-quality ingredients produced by the company, all of which are derived from plant matrices. The company operates in the field of standardized plant lecithins, oils, functional blends and high value-added ingredients for applications in food, cosmetics, pharmaceuticals, animal husbandry and industry.

### 100% - CEREAL DOCKS MARGHERA Srl

Established in 2011, following the acquisition of the Porto Marghera plant from the multinational company Bunge, the company is engaged in the processing of internationally sourced soybeans into flours, oils and lecithins.

### 100% - GREY SILO VENTURES Srl

Established in 2022, it is the Corporate Venture Capital division of Cereal Docks Group. It invests in innovative food-tech startups to develop innovative functional ingredients that bring more wholesomeness, sustainability and value to the food supply chain.

### 100% - CEREAL DOCKS ORGANIC Srl

Founded in 2017, it is a company created to develop the organic supply chain of agricultural raw materials. Working alongside farmers and relying on the production facility in Roverchiara (VR) Cereal Docks Organic harvests and processes oilseeds (soybean, canola, sunflower, camelina, flax) in full compliance with the standards of organically grown crops, the ecosystem, soil fertility, non-renewable resources, and biodiversity.

### 100% - CEREAL DOCKS EAST EUROPE SA

The company is responsible for the procurement of agricultural raw materials in the Eastern European area and carries out storage activities at the renovated Orisoara plant in Romania.

### 99,99% -AETHERA BIOTECH Srl

Established in 2016 as DemBiotech, as of Sept. 1, 2021, it changed its name to Aethera Biotech, an evocative name to tell the energy of nature, ethereal, high, pure and luminous, through a word that represents its essence, sounding delicate and clean, like the power unleashed by plants. It is a green innovative enterprise, specializing in the research and development of active ingredients from in vitro plant cultures of meristem cells, which are then used in the personal care, nutrition, pharma and farm care sectors.

## Significant changes in the organization in the reporting period 2020-2022



### NEW WAREHOUSE IN CAMISANO VICENTINO

The construction of a new warehouse with a 100.000 tons storage capacity just 2 km away from the processing plant has resulted in a substantial increase in stocking capacity and simplification of logistic mobility, reducing the use of subcontracted warehouses and allowing the full receiving and drying capacity to be utilized at the time of soybean and sunflower harvest.

In addition, online refrigeration and temperature control systems for stored oilseeds go in the direction of the Group's increasing commitment to quality assurance and food safety.



### COLLECTION CENTERS

Collection centers are important logistics hubs distributed throughout the territory. In the province of Vicenza, the new center in Montegaldella replaced the one in Castegnero, whose lease had ended. In the area of the southern province of Padua, a land with a calling for cereal and protein crops, a new hub for the collection of agricultural raw materials was opened.

Finally, an improved structural intervention affected the center in Piazzola sul Brenta (Pd), with an expansion of the temporary storage yard, renovation of the supplier acceptance office, and implementation of the digitization system for loading/unloading goods. Cereal Docks staff now replaces the previous third-party management that operated on behalf of the Group.



### FINAL ACQUISITION OF ROVERCHIARA

The Roverchiara organic materials processing site was acquired, which enabled the expansion of the product portfolio (raw and processed materials) for the BIO sector.



### REFINING PLANT EXTENDED

During 2022, the refining plant within the plant in Camisano was doubled. The present plant has been joined by a second one for a total refining capacity of 800 tons/day. This implementation allows the Group a greater continuity of supplies to its customers.

The process is also optimized for refining organic oil, produced at the Roverchiara plant.

## 1.2 Where we started

### THE LINK WITH AGRICULTURE

#### 1983

In 1983 Mauro Fanin founded Aurora Snc, a small company operating in the harvesting and drying of corn. After a short time his cousin Paolo Fanin joins him.

#### 1990

In 1983 Mauro Fanin founded Aurora Snc, a small company operating in the harvesting and drying of corn. After a short time his cousin Paolo Fanin joins him.



### THE REINFORCEMENT

#### 2000

Cereal Docks becomes a joint-stock company and establishes its presence in the oilseeds processing sector, starting the first extraction plant.

#### 2002

the storage and drying plant in Portogruaro (VE) becomes operative.

#### 2007

a refinery for vegetable oils and a transesterification plant are built in Camisano plant. Cereal Docks International S.p.A. is founded to develop the international trading of raw materials of agricultural origin and derived products.

#### 2011

the extraction plant in Porto Marghera is acquired by the American multinational Bunge.

#### 2012

a new extraction plant is launched at the Camisano Vicentino plant.

#### 2013

Cereal Docks Food is founded, operating in the field of standardized vegetable lecithin, oils and functional blends.



## THE DIVERSIFICATION

### 2016

Cereal Docks Food consolidates its role in the high value-added ingredients market for food, cosmetic, pharmaceutical, livestock and industrial applications.

DemBiotech was born - a highly innovative biotechnology company that operates in a research-intensive sector and produces plant actives used mainly in life sciences and food.

The new soybean extraction plant at the Cereal Docks Marghera plant is now in full operation.

### 2017

Cereal Docks Organic was born to develop the organic market.

Mantegna Academy was created, the business school for training and development the human resources of the Group.

The production plants become fully operational after major upgrades: the Marghera plant, the Camisano plant, the new plant in Romania, and the Fiorenzuola plant with a strategic warehouse function for distributing products.



## AN IMPORTANT MILESTONE

### 2018

The Group celebrates its 35th Anniversary.

*“We aim to raise new trees; they have a secret life that is revealed only to those who are ready to climb”*

With this approach, in the course of the year the new headquarters of the Group in Via dell’Innovazione in Camisano Vicentino was inaugurated, and it was also established the Cereal Docks Group Lab, the laboratory analysis center, a reference point for quality assurance, quality control and R&I of the Group.

With a keen eye on open innovation, the company has become a corporate partner in the FoodTech Accelerator, an acceleration program dedicated to start-ups in the food and retail sector.

**THE GROWTH**

**2019**

Cereal Docks Organic takes over the management of the Roverchiara plant under a business unit lease agreement, for the production of organic oil and oilcake, texturized vegetable proteins and micronized flours for food.

Mantegna Academy, the Group business school, launches the cultural project Carta Bianca, art in the company, and the Campus project dedicated to students doing their master degree thesis in the company.

Cereal Docks Spa buys a brownfield area in Summaga di Portogruaro, strengthening Portogruaro's role as a strategic logistics and procurement hub for the Group.



**THE IMPACT OF THE PANDEMIC**

**2020**

In the year of the pandemic, the Group consolidates its leadership in the processing of oilseeds, grains, and the high-value ingredients market, emphasizing the importance of a food system that can work in all conditions and is able to ensure access to sufficient supplies of food at affordable prices underlining the strategic aspect of storage and a logistically and geographically diversified supply chain. This aligns with the Farm to Fork strategy, crucial in the Europe's Green New Deal, which aims to make agri-food systems more equitable, healthy and environmentally friendly while enhancing the sector's strength and resilience.

Investments are made in upgrading production facilities, energy efficiency, digital transformation and strengthening a multimodal logistics infrastructure-ship, rail, road.

The Group's agronomic department is being strengthened in terms of new resources and new projects, consolidating the company's commitment to the creation of traced and sustainable supply chains, where production goes hand in hand with environmental protection through responsible cultivation and respect for the ecosystem.



**TURNING INTO A BENEFIT CORPORATION**

**2021**

Cereal Docks Group becomes a purpose driven company and turns into a Benefit Corporation: sustainability becomes an integral part of the business model to create favorable conditions for economic, social and environmental prosperity in the present and future. Innovation and sustainability become the drivers of the Group's strategies.



**OPEN INNOVATION**

**2022**

Grey Silo Ventures is founded. It is the venture arm of Cereal Docks Group with the mission to build a better future for the food ingredients industry.



## 1.3 Our mission, values and principles

The Cereal Docks Group pays extreme attention to its mission, which aims to generate value for the environment and the society where it operates.

This goal can be pursued creating a sustainable model that runs through a certified supply chain and essential production, without waste, to protect, nourish and respect the environment and all living things that inhabit it.

The Group is distinguished by a dynamic and sustainable business model capable of constantly finding the balance needed to be able to effectively and efficiently meet the challenges that emerge on a daily basis, turning change into opportunity.

Collaboration is one of the tools the Group is able to achieve its goals with, and that helps the younger generation to grow.

**“Experience and freshness will be our lifeblood, the engine of a new company that puts people at the center, where seniors and juniors will find new ways of dialogue that can enrich both, a common language that benefits everyone.”**



### OUR VISION

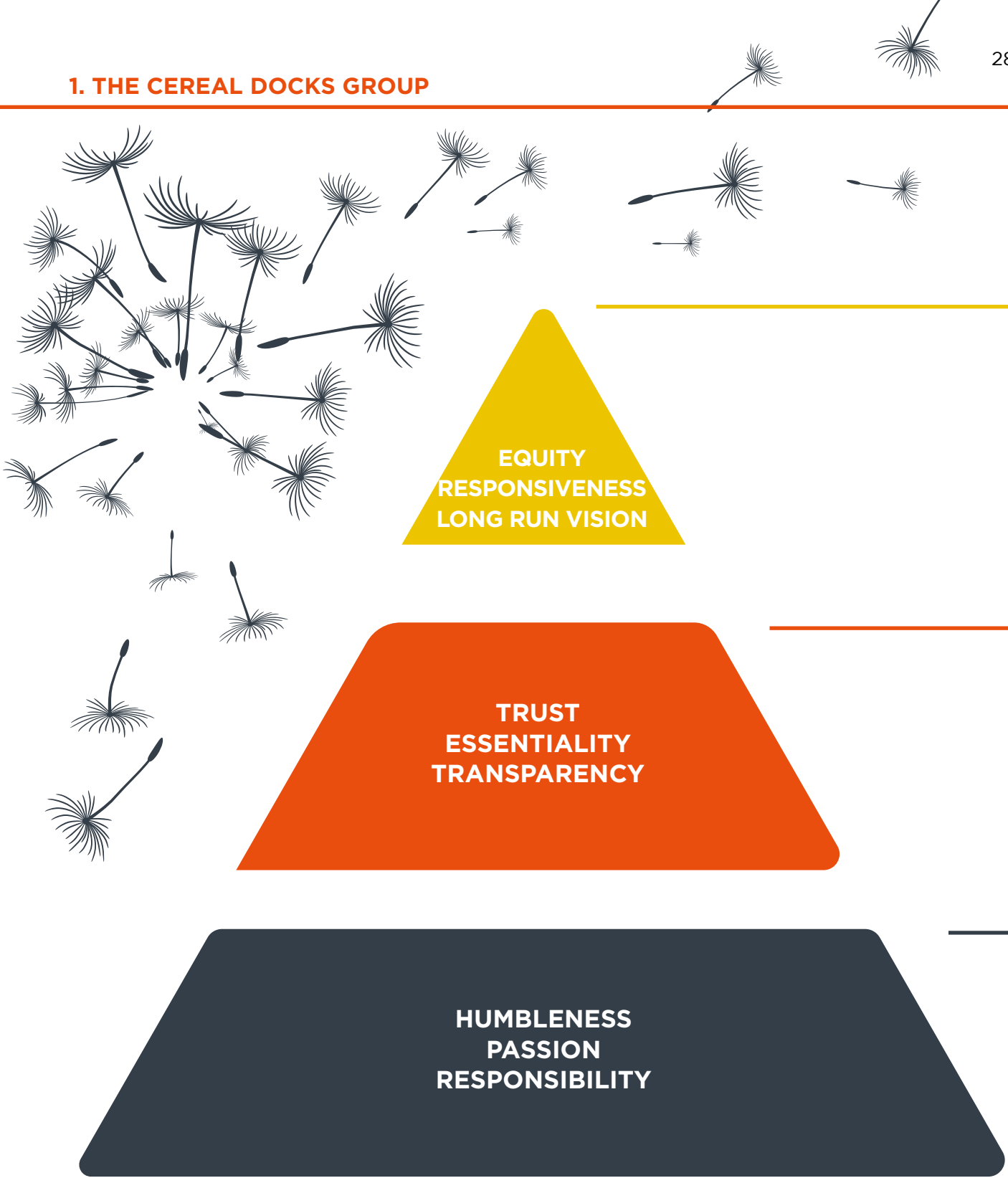


**Work with passion and humbleness for a common good creating a world where everyone can nurture and be well.**

### OUR PURPOSE

**To guarantee food and well-being to people, animals and the environment in order to keep the ecosystem in perfect balance.**





**OUR VALUES:**

**DISTINCTIVE VALUES** that set the brand apart, making it unique

**LONG RUN VISION**

Living the present with an awareness of the future. We look ahead with an attentive and receptive look, to identify opportunities for business and growth

**REACTIVITY**

Looking to the future also means being able to anticipate it. We are dynamic and fast, ready to seize challenges and opportunities, adapting our models and developing ever new and innovative strategies and paths

**EQUITY**

Inclusion, participation in debate, sharing successes. Involving people, recognizing their quality, is the basis of a system capable of generating value in every sphere, inside and outside the company

**CORE VALUES** which define the mission and are rooted in the corporate philosophy

**ESSENTIALITY**

We like to go straight to the core of the issue because we have learned to recognize the essentials, to know who we are and what we really want

**TRANSPARENCY**

We like to establish relationships based on transparency. Being clear and direct is our way of respecting people we work with every day

**TRUST**

We let the work speak for us. It is our experience, professionalism and clarity that make us credible, a partner you can trust, because trust is the indispensable basis of all our relationships

**ESSENTIAL VALUES** which define the vision

**PASSION**

It is the fire that lights everything, the awareness of being part of something important, something to be built together. It is no longer just work, but a mission fueled by this very energy

**RESPONSIBILITY**

We are part of a system, and we have to take care of it by working for a common good. This for us means responsibility, a commitment made to our employees, our customers, animals and the environment around us

**HUMBLENESS**

We know who we are. We know our value, but we don't like to flaunt it. Humility is our way of being and relating to the world, an authentic relationship built on the continuous exchange of stimuli and points of view

### OUR PRINCIPLES

An integral part of the Group's identity are the founding principles defined in the Code of Ethics adopted by the Group's companies, which guide the daily actions of all who work in the company and are to be pursued above any corporate or personal interests that may conflict with them.



#### INTEGRITY, TRANSPARENCY AND FAIRNESS

in relations with collaborators and all third parties

#### LEGALITY

through compliance with the laws and regulations of the countries in which the Company operates, the Code of Ethics and company procedures

#### PROMOTION AND DISSEMINATION OF THE VALUES

and contents of the Code of Ethics

#### PRODUCT SAFETY AND QUALITY

processing of raw materials into innovative, safe and sustainable ingredients for healthy and balanced nutrition

#### RESPECT AND PROTECTION OF THE ENVIRONMENT

including through attention to sustainable development and commitment to energy efficiency, use of renewable energy sources, circular economy

#### COMMITMENT TO CONTINUOUS IMPROVEMENT

with particular reference to the above cases, business performance, product and service quality and satisfaction of other stakeholders

#### FLEXIBILITY AND MUTUAL AVAILABILITY BETWEEN THE PARTIES

#### PROTECTION OF CORPORATE ASSETS

#### RESPONSIBILITY TO THE COMMUNITY

#### PROTECTION, ENHANCEMENT AND INVOLVEMENT

of the company's human resources

#### PROTECTION OF THE SAFETY AND HEALTH

of all people working in the workplace

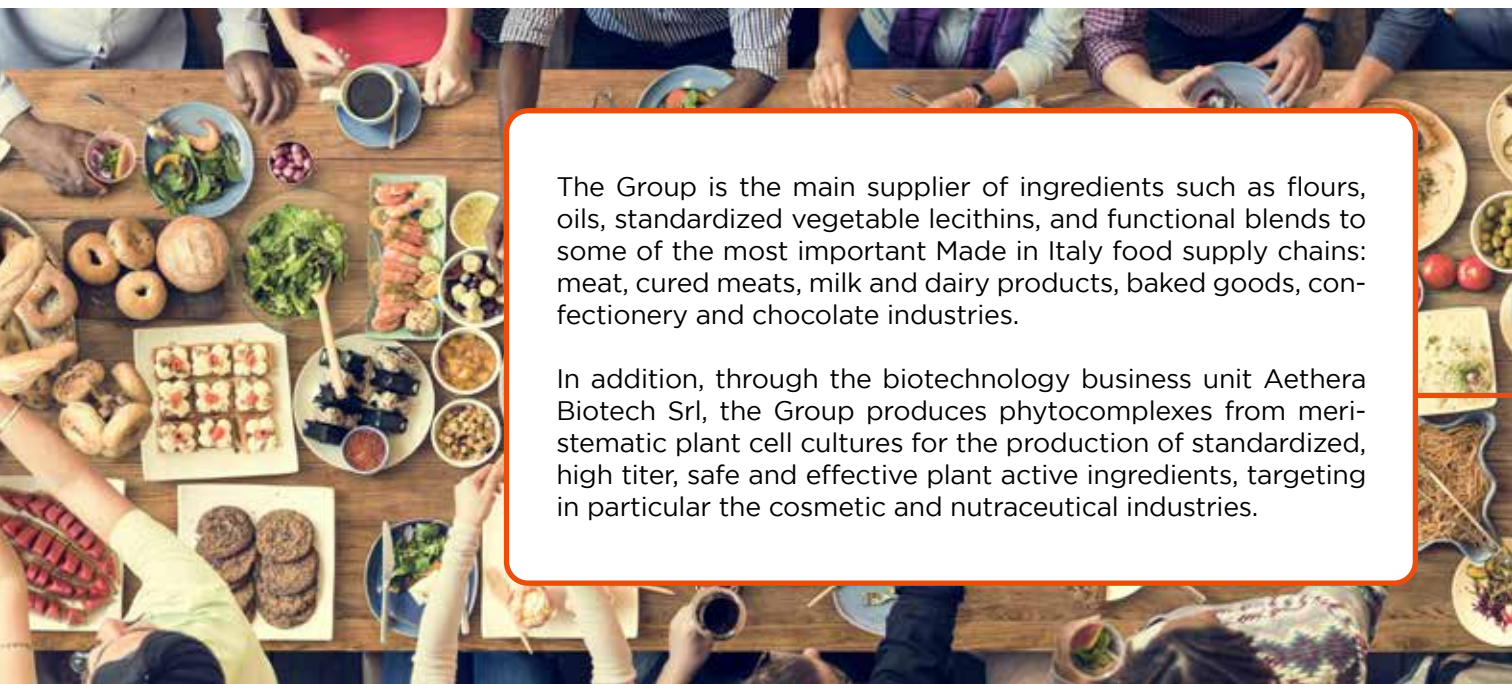
#### RESPECT FOR THE INDIVIDUAL RIGHTS

#### PROTECTION OF PRIVACY AND INFORMATIONS





# 1.4 Our products, supplies and markets



The Group is the main supplier of ingredients such as flours, oils, standardized vegetable lecithins, and functional blends to some of the most important Made in Italy food supply chains: meat, cured meats, milk and dairy products, baked goods, confectionery and chocolate industries.

In addition, through the biotechnology business unit Aethera Biotech Srl, the Group produces phytocomplexes from meristematic plant cell cultures for the production of standardized, high titer, safe and effective plant active ingredients, targeting in particular the cosmetic and nutraceutical industries.

**Ingredients produced and marketed by the Group's companies find application in a wide range of industries ranging from animal nutrition, food, pharmaceuticals, cosmetics, to technical and energy use of products.**



## FOOD SECTOR, INCLUDING BIO

- Crude oils
- Refined oils
- Cereals and corn Lecithins
- Textured proteins
- Full-fat flours



## FEED, INCLUDING BIO

- Toasted soybeans
- Protein flours
- Zootechnical lecithins



## INDUSTRIAL

- Vegetable oils for cogeneration
- Bioliquid plus



## BOTANICALS

- Active ingredients from in vitro plant cultures

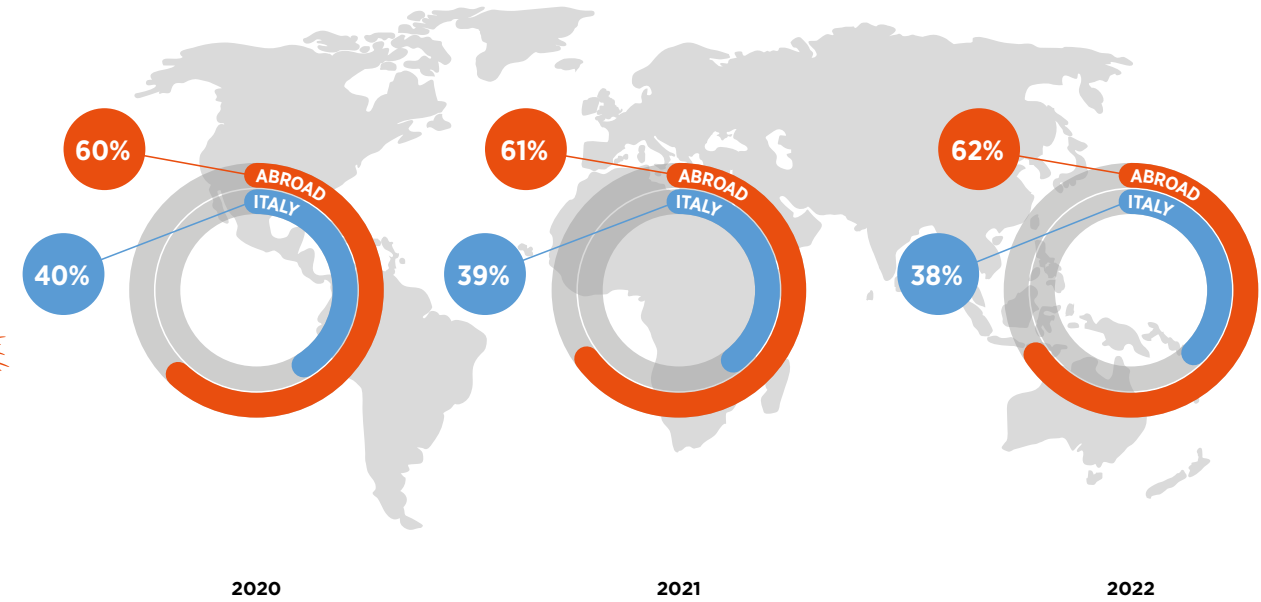
**IMPORT**

Italy, USA, Canada, Brazil, Argentina, Paraguay, India, Malaysia, Ukraine, Serbia, Bosnia and Herzegovina, Greece, Romania, Hungary, Slovenia, Croatia, France, Netherlands, Germany.

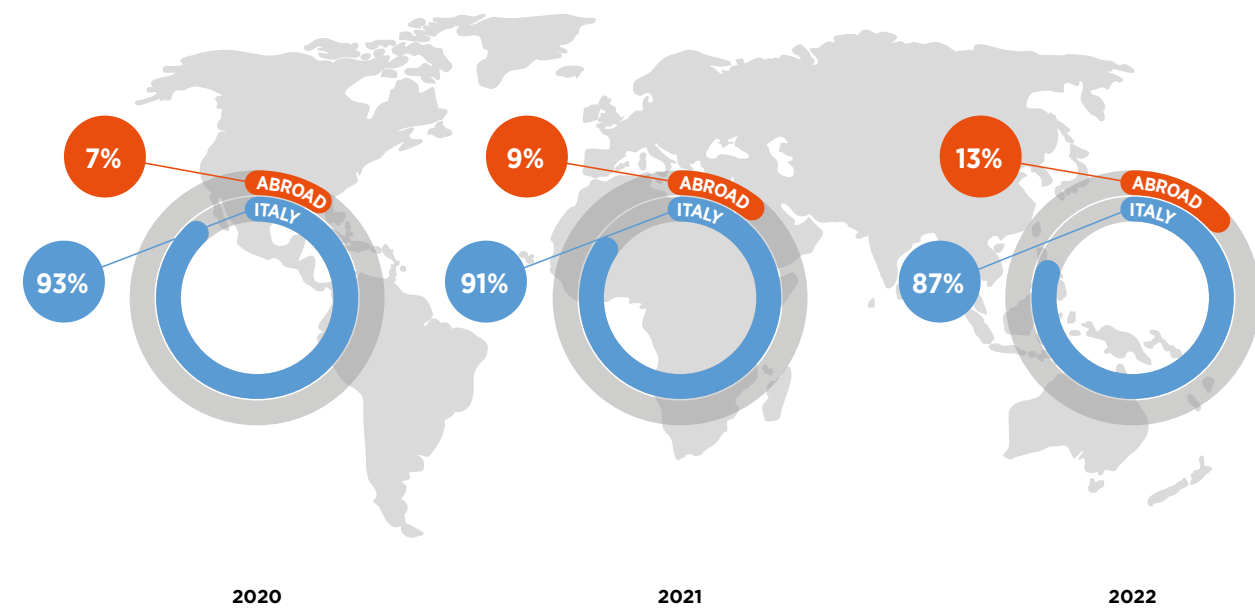
**EXPORT**

Italy, Australia, Morocco, Algeria, Singapore, Cyprus, UK, Switzerland, France, Spain, Germany, Austria, Belgium, Holland, Denmark, Poland, Hungary, Greece.

**GROUP SUPPLY MARKETS**



**GROUP SALES MARKETS**

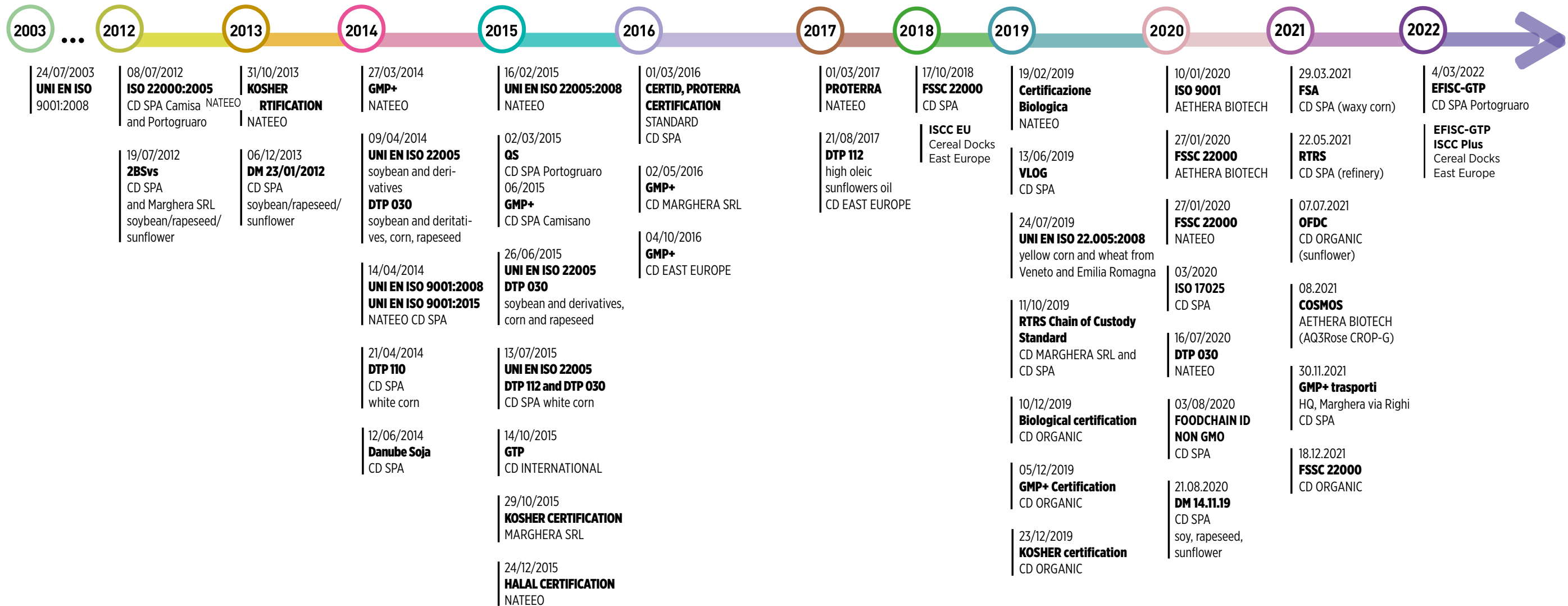


# 1.5 Our certifications

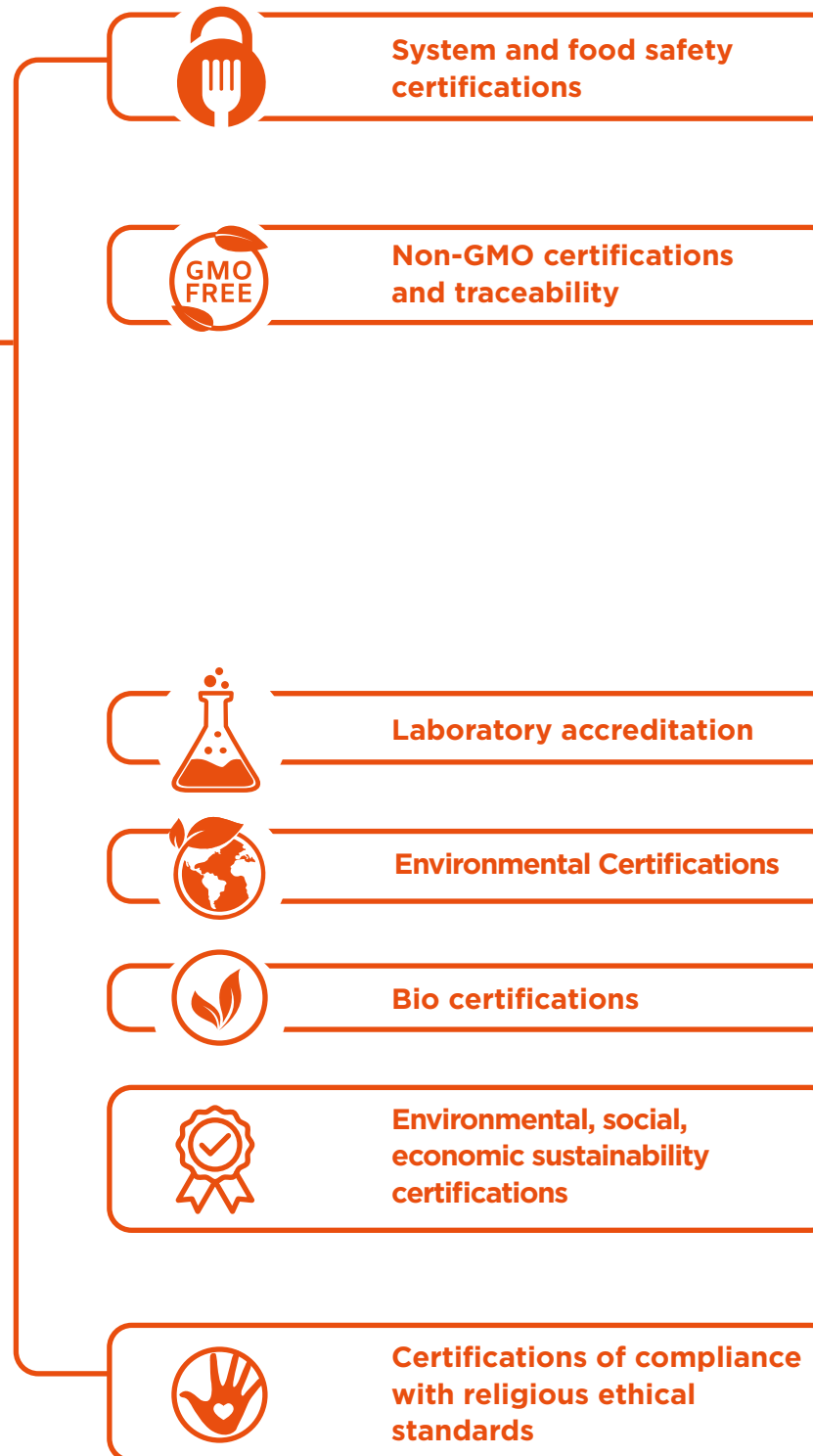
The certification programs Cereal Docks Group has adhered to over the years highlight its strong commitment to the on-

going pursuit of high quality standards and continuous product control throughout the production process.

The timeline showing the growth in the number of certifications from 2003 to the present is shown below.



These certifications, referring to national and international standards, can be included in seven main categories:



- ISO 9001: 2015 quality management system.
  - FSSC 22000: food safety management system
  - GMP+: system that ensures the quality and safety of the feed supply chain
  - EFICS GTP: certification-for the collection, transportation, storage, trade and industrial production of safe feed and food ingredients
- 
- DTP 030: Voluntary standard defining agri-foodstuffs not containing or not derived from genetically modified organisms updated according to the verification methods of the new technical regulation RT11. For Soybeans, White Corn and Canola.
  - ISO 22005: product certification on traceability in agri-food chains (Traceability in agri-food chains Wheat/Yellow Maize/Soybean and derivatives). For Soybean, White Corn and Sunflower.
  - DTP 112: Voluntary standard for sustainable cereals and protein crops. For Soybeans, White Corn and Sunflower.
  - DANAU SOJA: product certification that guarantees the production of non-GMO soybeans originated in the Danube region.
  - PROTERRA: product certification that guarantees the non-ogm of soybeans respecting environmental and social sustainability criteria.
  - EUROPE SOJA: product certification that guarantees the production of non-GMO production of soy originated in Europe
  - VLOG: non-GMO product certification
  - FOODCHAIN ID NON GMO STANDARD: standard that guarantees compliance with non-GMO and traceability requirements for feed and food production
- 
- ISO 17025 2018: certification for labs(Cereal Docks Group Lab)
- 
- DM 14.11.19: Ministerial Decree for Sustainability of Biofuels and Bioliquids. For Sunflower and Rapeseed.
  - 2BSvs: French voluntary scheme for the certification of sustainable biofuels and bioliquids.
- 
- BIO EU
  - OFDC: bio certification for selling in China
- 
- FSA: certification for field verification of good sustainable agriculture practices.
  - RTRS: Roundtable on Responsible Soybeans (RTRS).
  - DTP 112: Voluntary standard for sustainable grains and protein crops. For Soybeans, White Corn and Sunflower.
  - PROTERRA: product certification that guarantees non-GMO production of soybeans respecting environmental and social sustainability criteria.
- 
- KOSHER: system certification to produce food fit for consumption and complying with Jewish food standards.
  - HALAL: system certification to produce food fit for consumption and complying with Islamic food standards.



## Cereal Docks Group approach to sustainability

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## 2

## HIGHLIGHT

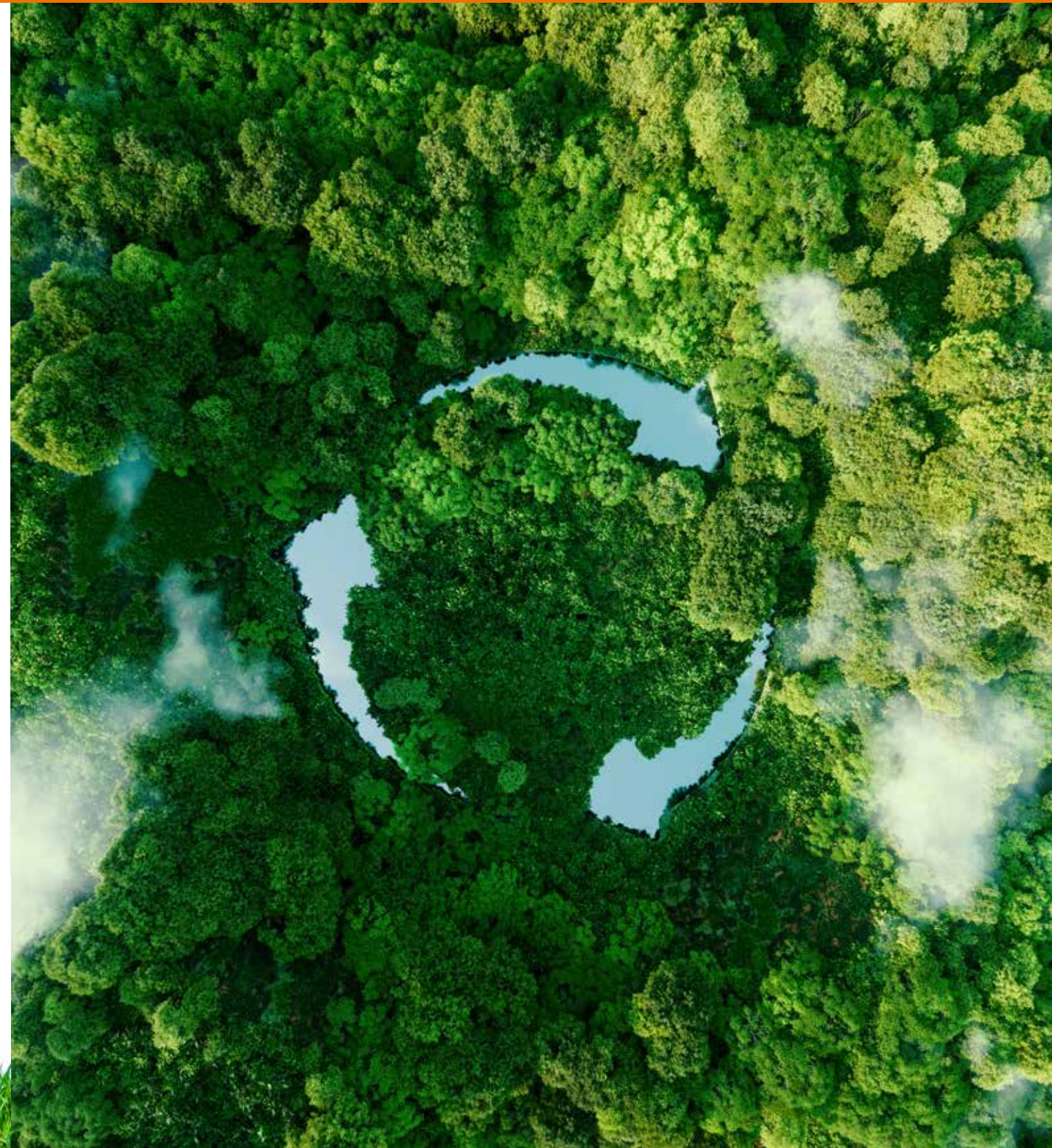
- ✓ As of 2021 Cereal Docks Spa is a **Benefit Company**
- ✓ All the companies of the Group, controlled by Cereal Docks Spa, embrace the **9 common benefit purposes** set out in the new corporate charter
- ✓ **5 strategic pillars** upon which the **2022-2025 Sustainability Plan is based** with **49 targets for improvement**
- ✓ **1.572.253.506** is the **economic value** generated in FY2022, of which **97% is being distributed and 3% is withheld**

The Cereal Docks group puts great commitment and attention towards sustainability issues being, the latter, an essential part of the business model with a view to the responsible development of its activities.

This commitment is reflected in the path that the Group has taken over the years, from the introduction of the traced and sustainable supply chains under the Sistema Green and Alimento Italia brands, through the preparation of the first Sustainability Reports, to the transformation into a Benefit Corporation and the definition of the Sustainability Plan

*As of October 2021, 100 names of outstanding Italian companies have entered the rankings for the **Sustainability Award for Sustainability businesses**, preparing to give rise to a new business community to stimulate discussion among companies and push for improvement in environmental, social and economic sustainability.*

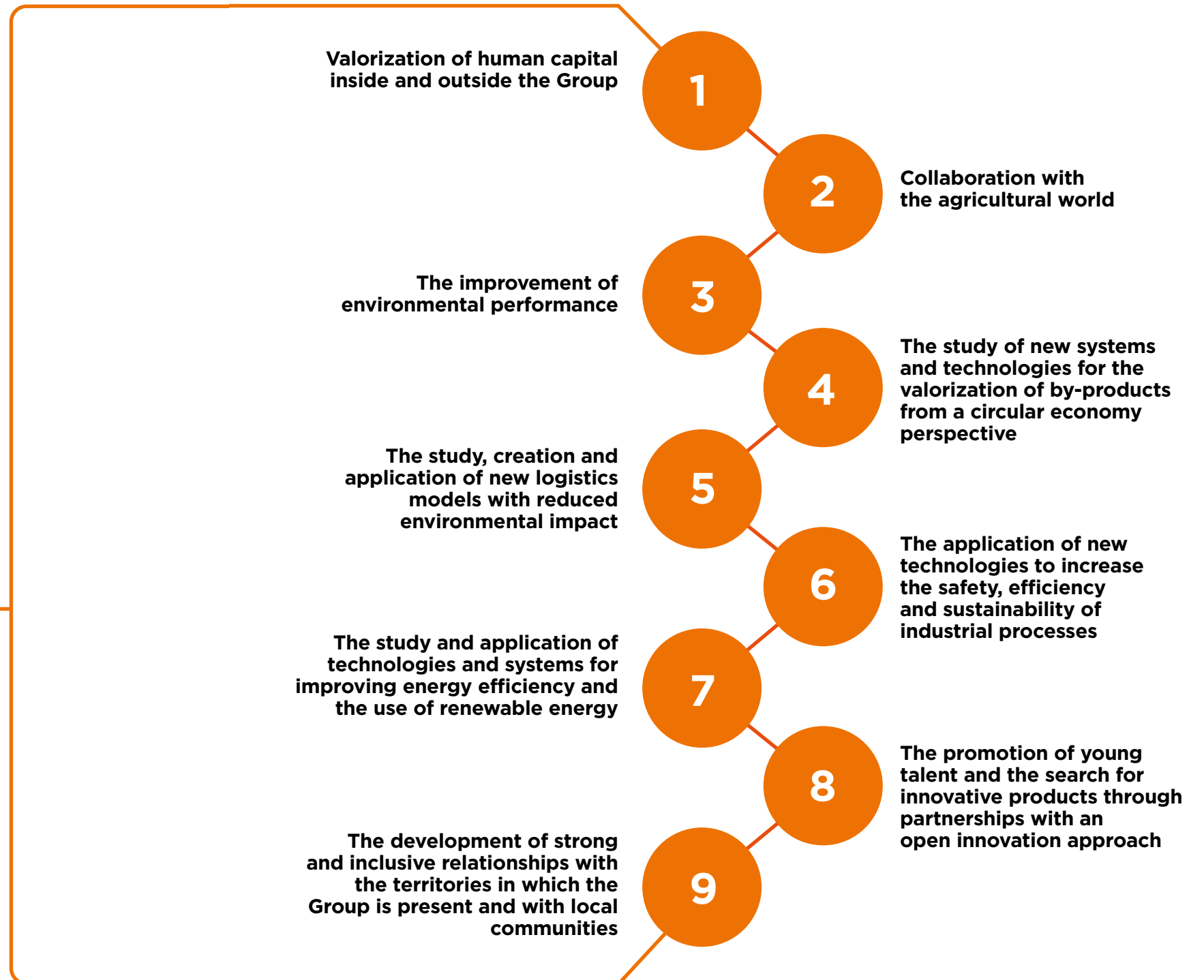
*Among the 100 Italian companies committed to improvement in various ESG areas is **Cereal Docks Group** distinguished for initiating and implementing sustainable development paths capable of generating value and positive **economic, social and environmental impacts**.*



## 2.1 Turning into a Benefit Corporation

In April 2021, the Group's strong commitment to sustainability was sanctioned by the ethical choice to turn Cereal Docks SpA into a Benefit Corporation, a decision that looks at the evolution of the Group's business model. Today, the most important challenge for humanity is to evolve from "extractive" to "regenerative" economic paradigms. The former extract more value than they generate by using it to the detriment of society and the Planet. The latter serve human beings and life on Earth, operating in a logic of value creation for society and stakeholders. Benefit Corporations, in fact, are companies with modified obligations that commit management and shareholders to higher standards of purpose, accountability and transparency. Therefore, the Articles of Incorporation were amended by introducing a twofold purpose: to generate profit and to pursue purposes of positive impact on society and the environment.

**In the context of the Cereal Docks Group, this commitment to common benefit is embodied in 9 points:**





It is specified that the transformation into a Benefit Corporation formally concerns the parent company Cereal Docks Spa. However, since this company controls all the others belonging to the Group, the values and principles expressed and the commitments made as a Benefit Corporation are extended to all other controlled companies. In fact, the common benefit purposes may be pursued by the company on its own or through subsidiaries or affiliates, even if they do not qualify or qualify as Benefit Corporation.

In addition with the change to a Benefit Corporation, a professional figure (Impact Manager) has been identified and entrusted with the task of ensuring that the company pursues the common benefit purposes stated in its articles of incorporation. In carrying out their role, this figure prepares an annual report evaluating the impact generated, to be attached to the company's financial statements.

**The purposes of common benefit are pursued through the production of the following positive effects:**



### 2.1.1 THE NEW REPOSITIONING OF THE GROUP'S COMMUNICATION

To tell the story of what lies behind the ingredient, spreading awareness, knowledge, and assurance regarding its quality, safety, and sustainability, Cereal Docks Group during the three-year period changed the focus of its communication: from Business to Business to Business to People. This change, which aligns with the transformation into a Benefit Corporation, is the result of a path tackled during 2020 and 2021, that led to a brand identity review, to rethink identity, statements and values. This has resulted in a new logo and payoff for the Group, which are intended to be a source of inspiration for the company and stakeholders, a way to tell the essence of the company.

As a whole, the new brand refers to the key words that distinguish the company's mission: simplicity, humbleness and transparency. The seed depicted is composed of many layers that ideally protect the core, but at the same time indicate the synergy work, inside and outside the company, to build an ambitious project, which sees respect for people and ecosystems as the core of the company spirit. The logo also symbolizes cohesion, thanks to the institutional colors, green and orange, fused together.



**Finally, the new payoff “Transform to sustain the future” expresses a clear ambition, namely to use the Group’s work, the transformation of agricultural raw materials into ingredients, to generate value, nourishment, and well-being for the environment, animals, and people, in a long-term vision.**



The brand identity evolution also affected, in September 2021, Aethera Biotech Srl (formerly DemBiotech) and, in February 2022, Nateeo Srl (formerly Cereal Docks Food). Both companies went through a rebranding operation rooted in the values of the Cereal Docks Group.

**Aethera Biotech** is an evocative name that expresses the energy of nature, ethereal, high, pure and luminous, through a word that for the in-house team represents its essence, sounding delicate and clean, like the power unleashed by plants. A new look, however, that leaves the company's ambition unchanged: to continue capturing the best of Nature and enhancing it through Science by creating products whose effectiveness is as evident as it is sustainable.

**Nateeo** is a combination of two names: nature and Eos, the Greek goddess of dawn. From nature everything begins, just as it happens with the ingredients that give life to so many products that reach the final consumer. With this new drive, and with an imprinting that comes from the genuineness of the ingredients and the generating force of nature, Nateeo Srl also aspires to affirm its values: people, customers, quality, passion and innovation.



## 2.2 The sustainability strategy

In 2021, to support the implementation of the sustainability strategy, the Group integrated the Corporate Sustainability Function that until then was made up of a 5-person team dedicated to developing a system of sustainable agricultural supply chains according to the three pillars of social, environmental and economic. By adding a Sustainability manager and a working group featuring a multidisciplinary professional background, the Cereal Docks Group made official its first Sustainability Plan 2022-2025, a further action highlighting its commitment to sustainable development and value creation process.

The Plan not only represents the formalization of the strategic approach to sustainability adopted by the Group, but also the planning and control management tool used by the company to publicly communicate its commitment for the future aimed at improving economic-social and environmental performance, in order to effectively respond to growing stakeholder expectations and requests for greater reporting of non-financial data and information.

The Group, with the adoption of this operational tool, makes explicit the path of the coming years in terms of goals and targets, planning specific initiatives according to clear planning and high commitment from Top Management and all Departments. For the process of setting goals and targets of the Sustainability Plan, the functions involved will be periodically involved in monitoring and measuring performance in relation to the goals defined within this Sustainability Plan.

For the development of the Plan, **5 strategic pillars** were defined, analyzed through specific working tables, which led to the definition of a range of 49 KPI (28 quantitative and 21 qualitative) which were appropriately linked the United Nations Sustainable Development Goals (SDGs).

### PEOPLE, COMMUNITY AND TERRITORY

We value our people, their skills and we care about their well-being, we believe in the importance of involvement and synergy. We conduct our activities with concern for the community and the local area, we are aware of the impact we have, and therefore we act responsibly by initiating initiatives with positive spin-offs.



### GOVERNANCE

We are aware of the importance of ensuring that governance is aligned and integrated with sustainability issues.



### CLIENT EXPERIENCE

We aim to continue to be a benchmark for our customers in terms of sustainable, tracked and quality products and continuity of supply.



### ENVIRONMENT

We care about the climate and the environment, and we constantly aim to reduce our energy consumption and CO2 derived emissions from our direct and indirect activities. We consider it of fundamental importance to ensure the dissemination of a culture of health and safety in the workplace.



### RESPONSIBLE SUPPLY CHAINS

Our goal is to continue to be a point of reference for our agricultural supply chains. We strive to implement the relationship of trust with our agricultural suppliers, promoting an approach in which all parties can benefit from value creation throughout the value chain.

2. THE CEREAL DOCKS GROUP APPROACH TO SUSTAINABILITY

The following table sums up the identified goals falling under the Group Sustainability Plan.

**Legenda:** On time Rescheduled Completed

GOAL	BASELINE	TARGET	T. YEAR	PROGRESS STATUS	SDGs
<i>Governance</i>					
Reach 100% of the corporate population trained on the contents of the Code of Ethics	-	100% coverage in the 2021-2022 biennium; followed by five-year recall	2022	 Rescheduled to 2023 Updated Group company codes of ethics with content dissemination to all employees via Employee Portal  Identified in 2023 training activities to be conducted in 2023 (at the time of budgeting being structured and scheduled)	
Achieve the minimum percentage of 30% reserved for each gender for appointments of independent directors (where appointed) to Boards of Directors	0% (2020)	> = 30%	2025		
Reach the minimum percentage of 30% reserved for each gender for the appointments of standing auditors and alternate auditors to Boards of Statutory Auditors	0% (2020)	> = 30%	2025		
Reach the minimum percentage of 30% reserved for each gender for the appointments of members of the Supervisory Board	33% (2020)	> = 30%	2025		

GOAL	BASELINE	TARGET	T. YEAR	PROGRESS STATUS	SDGs
Commit annually at the Management Committee level to monitor compliance with the rules of the Code of Ethics regarding gifts received	-	Continued compliance with the reporting mechanism in the Code of Ethics by each CDD member (for themselves and the area for which they are responsible)	2022	 Identified training activities targeting the Management Committee to be conducted in 2022 (at the time of budget preparation being structured and scheduled)	
Commit annually at the Management Committee level to document relationships with public authorities	-	Obligation on the part of each CDD member to maintain a list (for himself/herself and for the area for which he/she is responsible) of any meetings held with public officials (where, when, who, practice reference) on official business	2022	 Each member of the Steering Committee (for himself/herself and for the area for which he/she is responsible) prepares a list of any meetings with public officials (where, when, who, practice ref.) for office purposes	
Introduce ESG sustainability goals in performance bonuses	-	Introduction of a composite index in performance bonuses, linked to the achievement of three different ESG targets: environmental, social, and governance	2022	 Introduced an environmental target: maintaining CO2 emissions per ton processed below the average for the last three fiscal years	
<i>Ambiente</i>					
Increase self-generated electricity from photovoltaics by 50% compared to 2022 by 2024	6.784.350 kWh (2022)	+50% vs 2022	2024		 

## 2. THE CEREAL DOCKS GROUP APPROACH TO SUSTAINABILITY

GOAL	BASELINE	TARGET	T. YEAR	PROGRESS STATUS	SDGs
Increase the average payload factor (average metric tons per train) inbound by 15% compared to 2018	1,123 tm/treno (2018)	+15% vs. 2018	2025		
Increase the average payload factor (average metric tons per train) outbound by 30% compared to 2018	869tm/tr eno (2018)	+30% vs. 2018	2025		
Maintain the accident frequency index below 1.57 each year	1,57	< = 1,57	2025		
Maintain the accident severity index below 0.17 each year	0,17	< = 0,17	2025		
Reach at least 65% of Euro 6 vehicles out of the total number of vehicles serving the Group	50% (2021)	>65%	2025		
Double by 2025 the number of water discharge controls and analyses compared to legal requirements	16 (2020)	32	2025		
Structure by 2022 a paper use awareness and efficiency program with start-up by 2023	-	Program structuring and startup	2022/2023	 Conducted individual consumption mapping; defined listening, intervention, awareness program	 
Reduce office paper consumption by at least 20 percent compared to 2021 by 2023 through implemented digitization processes	626.461 (2021)	-20% vs. 2021	2023		

GOAL	BASELINE	TARGET	T. YEAR	PROGRESS STATUS	SDGs
<i>Client experience</i>					
Increase by 38%, compared to 2020, foreign purchases of sustainable soybeans with sourcing from non-deforested areas guaranteed by RTRS or SSAP or other certification	8 (2020)	+38% vs. 2020	2025		
Increase by 25 percent compared to 2021, the budget dedicated to Group R&D investment, by 2025	939mila € (2021)	+25% vs. 2021	2025		
Reach 6% of the ratio of staff dedicated to R&D (FTE) to total staff (FTE) by 2023	4,63% (2020)	> = 6%	2023		 
Implement for AetheraBiotech, by 2022, a tool for measuring the impacts (e.g., LCA, EPD) resulting from in vitro culture	-	Implementation tool	2022		Launched Life Cycle Assessment study and in November 2022 the tool for measuring impacts from in vitro culture will be implemented.
Define a Code of Conduct for suppliers for each company in the Group	-	Definition of Code of Conduct for suppliers	2022		Defined Supplier Codes of Conduct for all Group companies
Achieve by 2023, at least 80% of suppliers to have signed the new Code of Conduct	-	> = 80%	2023		
Maintain at least 90% of total volume purchased from loyal customers in the last 3 years	91% (2020)	> = 90%	2025		

## 2. THE CEREAL DOCKS GROUP APPROACH TO SUSTAINABILITY

GOAL	BASELINE	TARGET	T. YEAR	PROGRESS STATUS	SDGs
Open innovation: engage/continue to collaborate with at least 2 start-ups per year	4 (2020)	> = 2	2025		
Develop/maintain at least 3 initiatives per year to engage the scientific community and universities to research innovative ideas and solutions for the Group	2 (2020)	> = 3	2025		 
Extend customer satisfaction questionnaires to all Group companies (that have customer relationships)	-	Extension of the scope	2022	 Questionnaires and mailing methods defined, with mailing scheduled after the end of FY 2022 (September-October 2022)	
Extend the use of ECOVADIS / SEDEX questionnaires to assess supply chain sustainability	-	Extension of questionnaires to Cereal Docks Spa by 2021 (calendar year) and later to be evaluated at Group level	2022	 Postponed to FY2023	
Develop one initiative per year dedicated to the theme of quality culture and food safety protection	-	Definition and development of the initiative	2025	 First edition FOOD SAFETY DAY (June 2022)	
Develop an open innovation program once a year involving the active involvement of the corporate population	-	Definition and development of the initiative by 2022	2022	 Mantegna Accelerator	 

GOAL	BASELINE	TARGET	T. YEAR	PROGRESS STATUS	SDGs
<i>Responsible supply chains</i>					
Maintain collaboration with at least 70% of Italian raw material suppliers already in the supply chain with Cereal Docks	-	> = 70%	2025		
Identify a pilot company for each area of expertise	-	Identification of possible companies and initiation of collaborations	2023		 
Generate a tool/app for the development and delivery of digital services to farms by 2022 with deployment by 2023	-	App development and dissemination	2022/ 2023	 The app was developed and made available to farms that deliver directly to Cereal Docks	
Generate Guidelines / Standards to be used to originate a Low Carbon / Carbon Neutral supply chain(e.g., Regenerative Agriculture)	-	Definition of the Guidelines	2023		
Implement an annual review tagged Mantegna Academy for agriculture to train suppliers	-	Implementation of the annual review	2022	 Review 2022 "Toward regenerative agriculture: comparing techniques for experimenting with new agricultural models"	 
Reduce by the same day of sampling the timelines for analysis for GE, 3-MCPD on refined vegetable oils	-	0	2025		 
Reduce to 48 hours the timelines for HPLC analysis (ISO17025 Accredited) for Afla-Don-Zea-Ochre on Cereals	120 h (2020)	48 h	2025		

## 2. THE CEREAL DOCKS GROUP APPROACH TO SUSTAINABILITY

GOAL	BASELINE	TARGET	T. YEAR	PROGRESS STATUS	SDGs
Reduce to 24 hours the timelines for analysis by GMO (ISO17025 Accredited) on soybean seed and extract meal	96 h (2020)	24 h	2025		
Reduce to 36 hours the timelines for analysis for GMOs on soybean lecithin	-	36h	2025		
<b>People, community and territory</b>					
Develop a listening tool (survey) for employee satisfaction	-	Introduction of the first survey	2023		
Structure a system of health and safety culture awareness initiatives (e.g., safety-day, but also webinars, information pills, etc.)	-	Definition of an outreach project in which to involve the entire corporate population	2023	 SAFETY DAY TUTTO L'ANNO roundup of educational events introduced.	
Achieve at least 50% of the ratio of the number of reported near misses per year to the number of estimated near misses per year	20% (2020)	> = 50%	2025		
Invest at least 250,000 annually in employee welfare and benefits	233k € (2020)	> = 250k	2025	 FY 2022: > 350k €	
Reach at least 95% of total employees using the welfare and benefits tools provided	92% (2020)	> = 95%	2025	 FY 2021: 95% The welfare system follows the calendar year, so the figure is for the period 01/01/2021-31/12/2021, the latest figure available at the time of budgeting	

GOAL	BASELINE	TARGET	T. YEAR	PROGRESS STATUS	SDGs
Establish a process to improve the management of training activities (Introduction LMS)	-	LMS introduction	2022	 Postponed to FY 2023  The vendor evaluation required a previous process analysis that was more in-depth than expected, which led to the need to identify a vendor capable of providing a solution with a high degree of customization	
Invest at least 150,000 euros annually in community and local projects	876mila €	> = 150k €	2025		
Continue to provide for "Face to Face" meetings between Top Management/Presidency and employees	65 (2020)	Maintain constant dialogue between presidency and employees.	2025		
Establish an initiative to raise awareness and promote employee well-being in the company during working hours	-	Definition and development of the initiative in the company (e.g., during coffee breaks/lunch breaks)	2025		
Establish one day per year of corporate volunteering, personal and community wellness	-	Establishment of one day per year of corporate volunteering, people and community wellness	2025	 Defined kit composition with materials in progress at the close of FY 2022	
Produce an Onboarding Kit for all new employees	-	Implementation of an Onboarding Kit for all new employees.	2025	 Defined insurance issues and modalities; identified realities at which to carry out activities starting in FY 2023	



## 2.3 Cereal Docks Group's analysis of materiality

For the preparation of this Group Sustainability Report, the materiality analysis was updated, in line with the requirements of the GRI Standards Sustainability Reporting Guidelines, in order to reflect relevant aspects (material) for both the Group and its stakeholders. An issue, to be considered material, must have a significant impact on the Company's economic, social, and environmental performance, such that it can significantly influence stakeholder assessments and decisions.

Specifically, the development of the materiality model was done in three steps:

- 1. Update of relevant issues:** taking as a starting point the issues identified in 2021 and reported in the previous Sustainability Report, the previous material issues were analyzed, making updates on their descriptive outline;
- 2. Evaluation of relevant issues:** material issues were evaluated according to the perspectives of stakeholders and the Group. Regarding the first type of assessment, the stakeholder involvement activity was conducted engaging a significant amount of stakeholders from various categories, including customers, employees, suppliers, farms, banks, associations and institutions, through dedicated surveys. In addition, issues were discussed and evaluated by staff belonging to key business functions according to the priority level of the issues identified for the Group.
- 3. Prioritization of relevant issues:** thanks to the previous phase, it was possible to determine the issues with a higher level of priority for the purpose of reporting within the Sustainability Report.

Analysis and updating of material issues reported in the Group's previous BoS



Assessment of relevant sustainability issues from the perspective of Cereal Docks Group and its stakeholders

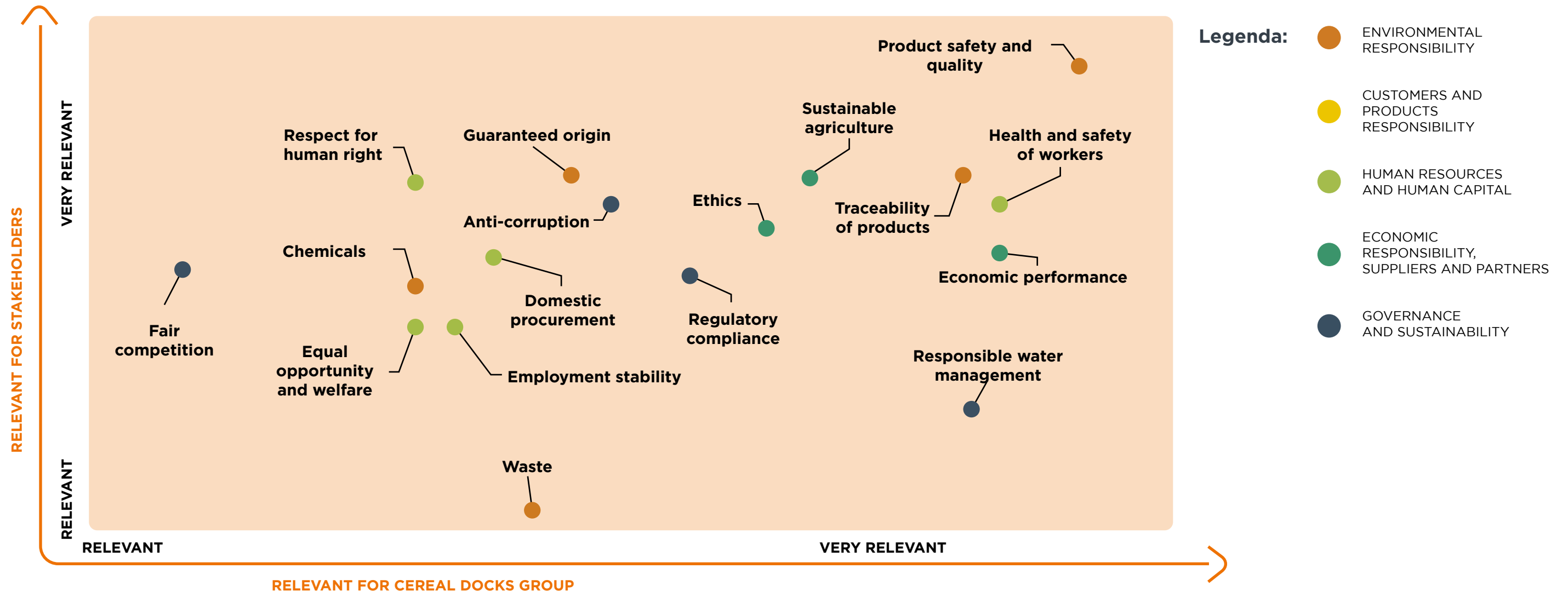


Development of the materiality matrix with relevant issues from a social, environmental and economic perspective



2. THE CEREAL DOCKS GROUP APPROACH TO SUSTAINABILITY

The Cereal Docks Group’s analysis of materiality is depicted in the following table, showing all issues that are material to the Group; the subjects that are most relevant to both the Group and its stakeholders are shown at the top right.



## 2. THE CEREAL DOCKS GROUP APPROACH TO SUSTAINABILITY

### WE ALSO REPORT THE LIST OF RELEVANT ISSUES RANKED IN ORDER OF PRIORITY

#	SUBJECT	DESCRIPTION
I	<b>Product safety and quality</b>	The constant monitoring of product quality and safety throughout the supply chain
II	<b>Worker health and safety</b>	The promotion and consolidation of good practices for the prevention and management of health and safety risks in all working environments
III	<b>Traceability of products</b>	The monitoring of information traceability throughout the supply chain, from the field to the production stages that take place within each plant
IV	<b>Economic performance</b>	A commitment to achieving economic and financial performance that ensures financial stability and profitability and so that the economic value generated contributes to social and environmental improvement
V	<b>Sustainable agriculture</b>	The promotion of agricultural practices that ensure both productivity and the protection of ecosystems and the improvement of soil, water and air quality, and that influence the ability to adapt to climate change
VI	<b>Responsible water management</b>	The promotion of agricultural practices that ensure both productivity and the protection of ecosystems and the improvement of soil, water and air quality, and that influence the ability to adapt to climate change
VII	<b>Ethics</b>	The management of business activities by drawing inspiration from the principles on ethics and integrity
VIII	<b>Regulatory compliance</b>	The management and monitoring of compliance with laws and regulations, and internal Group policies and procedures
IX	<b>Anti-corruption</b>	The fight against active and passive corruption through the application of policies and procedures for the prevention and reporting of potential irregularities
X	<b>Guaranteed origin</b>	The guarantee of products resulting from traced supply chains, with certain and guaranteed origin
XI	<b>Domestic sourcing</b>	The adoption of procurement practices and policies to promote the supply chain and employment in the area in which the Group operates, through the promotion of a system of Italian agrifood supply chains that are certified, traced and sustainable
XII	<b>Respect for human rights</b>	A commitment to conducting business with respect for the human rights of employees and along the supply chain
XIII	<b>Employment stability</b>	A commitment to creating and protecting stable employment for employees over time
XIV	<b>Chemicals</b>	The optimization of the use of additives and chemicals in production processes so as to reduce any impacts on the environment
XV	<b>Equal opportunities and welfare</b>	The adoption of programs and projects aimed at improving the well-being and quality of life of employees, ensuring equal opportunities and promoting diversity
XVI	<b>Waste</b>	The development of business activities following the principles of circular economy aimed at reducing, reusing and recycling waste
XVII	<b>Fair competition</b>	The conduct of business activities by adopting a behavior that respects the rules of protection of free competition towards competitors, customers and suppliers

It should also be noted that in defining material issues, appropriate risk management and sustainability governance are considered by the Group to be necessary preconditions for effective sustainable business management.

SUBJECT	GRI STANDARDS FEATURES	PAR.
Product safety and quality	<b>GRI 416:</b> Customer health and safety 2016	4.2
Worker Health and Safety	<b>GRI 403:</b> Health and safety 2018	4.3
Product traceability	<b>GRI 417:</b> Marketing and labelling 2016	4.1
Economic performance	<b>GRI 201:</b> Economic performance 2016	2.5
Sustainable Agriculture & Guaranteed Origin	<b>GRI 414:</b> Social evaluation of suppliers 2016; <b>GRI 308:</b> Environmental assessment of suppliers 2016	4.1
Responsible Water Management	<b>GRI 303:</b> Water and wastewater 2018	5.3
Ethics	<b>GRI 102:</b> General Disclosures 2016	1.3
Regulatory compliance	<b>GRI 207:</b> Tax 2019; <b>GRI 307:</b> Environmental Compliance 2016; <b>GRI 419:</b> Socioeconomic Compliance 2016	3.3
Anti-corruption	<b>GRI 205:</b> Anticorruption 2016	3.1
Domestic procurement	<b>GRI 204:</b> Supply Practices 2016	4.1
Respect for human rights	<b>GRI 412:</b> Human Rights Assessment 2016	4.3
Employment stability	<b>GRI 401:</b> Employment 2016	4.3
Chemicals	<b>GRI 301:</b> Materials 2016	5.2
Equal opportunities and welfare	<b>GRI 401:</b> Employment 2016; <b>GRI 405:</b> Diversity and Equal Opportunities 2016	4.3
Wastes	<b>GRI 306:</b> Wastes 2020	5.1
Fair competition	<b>GRI 206:</b> Anti-competitive behaviour 2016	3.1

## 2.4 Our stakeholders

The Cereal Docks Group is constantly striving to consider its impact on society and the environment in order to create long-term sustainable value for all stakeholders.

Stakeholders represent all those parties in whose interest business activities are carried out and that guide the Group on its path of constant improvement, both in economic and in social and environmental terms.

In light of the specific nature of the business in which the Group's companies operate, the main stakeholders the Cereal Docks Group constantly interfaces with in carrying out its business activities are summarized below.



**Everything starts from the earth: building a virtuous supply chain necessarily starts from the field.**

Among the main stakeholder categories we include agricultural suppliers, as the work that the Cereal Docks Group carries out on supply chains, especially the Italian ones, offers these suppliers a guarantee of income and product placement. Through a well-established and close relationship between the Group and agricultural suppliers, characterized by a synergy and trust relationship, the Group is able to meet customer demands in terms of product type, quality and food safety. In particular, implementing supply chain projects in Italy means enhancing the sector and making it grow, as well as being a land conservation issue.

In the perspective of highest customer satisfaction through the pursuit of ever higher quality of products and services offered, the role reserved by the Group for its employees and collaborators is crucial, as the driving force of the Group is definitely the growth and enhancement of People. Cereal Docks Group also places great interest in the impact that its operations generate on the territory, and for this reason, in addition to its employees, it pays great attention to the local communities where its plants are located.

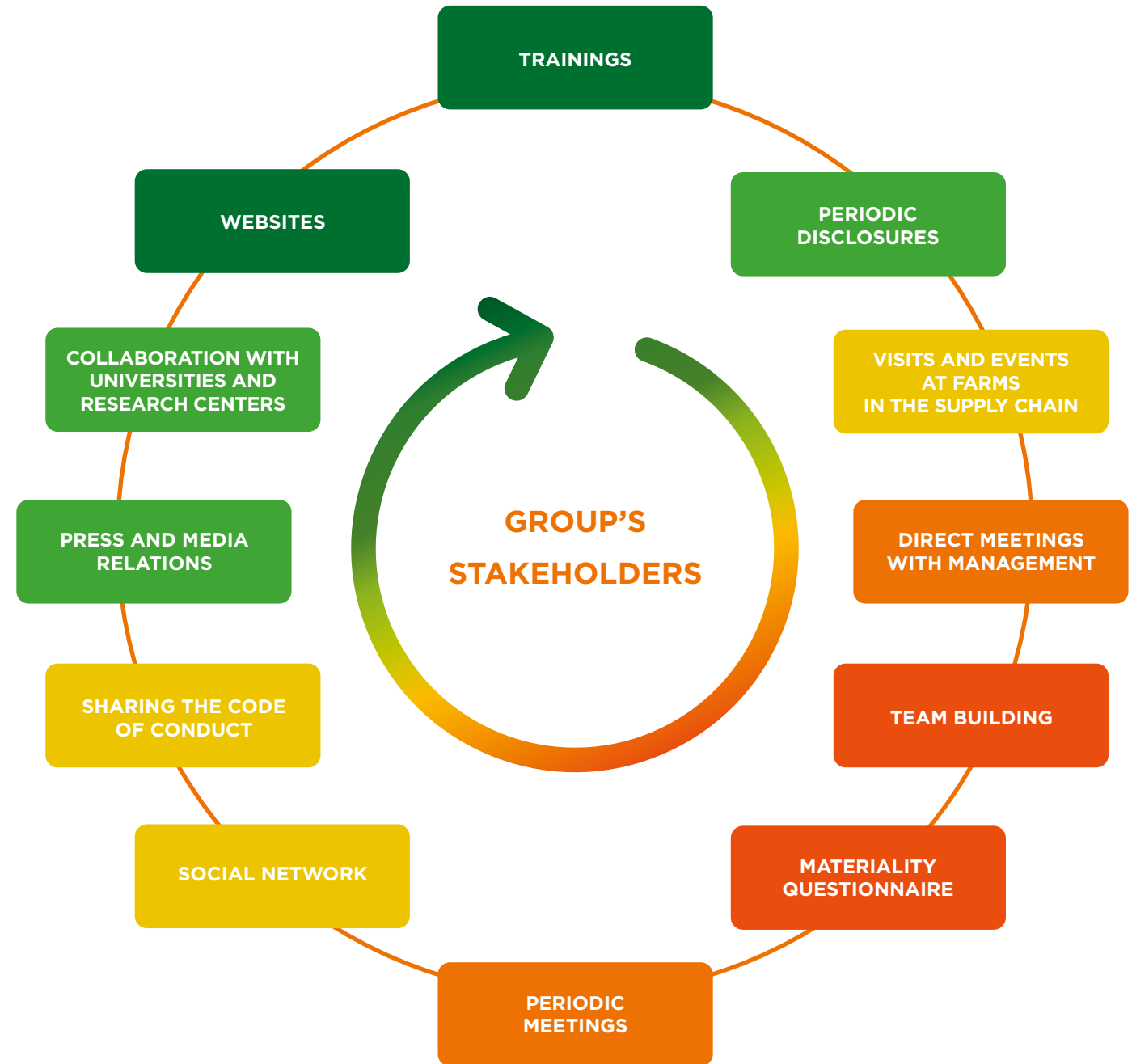
The company is aware of its central role and responsibilities towards its reference territory, committing itself to helping build a solid, participatory and inclusive community. Confirming the Group's strong ties to the community, another important category of stakeholders is represented by universities and innovation networks; in fact, the Cereal Docks Group promotes projects that encourage the exchange of knowledge in an open innovation logic, thanks to a network of collaborations and partnerships involving the world of universities, research institutions and the company.

Finally, it is important to mention among the main categories the Top Management and the shareholders, who play a connecting function between the territory, the employees and the market.

In order to share goals and decisions openly and constantly with its stakeholders and to understand their level of satisfaction with the Group's operations, the Group promotes dialogue with stakeholders on an ongoing basis, with the frequency of engagements varying from weekly to monthly depending on the type of stakeholder, committing to seek continuous opportunities for discussion and communication, outlined in the following page.

Key topics and critical issues emerge from stakeholder engagement activities. In particular, employees and collaborators express worker health and safety and employment stability as a point of interest. Therefore, the Group, through Mantegna Academy, its corporate school, offers ongoing training through both online and in-person courses. The company also promotes dialogue and active participation of workers about issues of interest, organizes company events and provides periodic information.

With regard to agricultural suppliers, there is an increasing focus regarding domestic sourcing and sustainable agriculture. In this regard, the Cereal Docks Group, in addition to promoting both online and in-person training activities, organizes events dedicated to the agricultural world regarding the issues of innovation and sustainability



## 2.5 Creating shared value

Besides ensuring an ongoing relationship with its stakeholders, Cereal Docks Group is committed to distributing part of the economic value generated to the territory, in an effort to contribute in a tangible way to the development of the communities and realities it works with. The statement on the generation and distribution of economic value, makes it possible to quantify the wealth created by the company in carrying out its activities, how it is determined and how it is allocated to stakeholders. Specifically, Distributed Economic Value is one of the elements to be taken into account in assessing the economic and social impact of the Company, as well as the wealth generated and distributed to certain categories of individuals who, through their different contributions, have contributed to its production and/or who are in any case among the Company's main stakeholders. The parent company Cereal Docks S.p.A., as a Benefit Corporation, has also specified in its bylaws a number of common benefit purposes whose pursuit implies a distribution of value. Retained Value, on the other hand, represents the portion of economic resources held within the Company for its sustenance and sustainability over time.

Also, during the reporting period, the Group received economic benefits from the Italian and Romanian governments, the total value of monetary assistance received from any public administration is shown as a result of the consistent application of generally accepted accounting principles. Finally, it should be noted that the Group made no political contributions during the reporting period.

It should be noted that there were no financial and in-kind political contributions made directly and indirectly by the organization during the reporting period.

### ECONOMIC VALUE GENERATED AND DISTRIBUTED BY THE GROUP (€)

	2020	2021	2022
<b>Economic value generated</b>	<b>901.919.030</b>	<b>1.203.184.806</b>	<b>1.572.253.506</b>
<b>Economic value allocated</b>	<b>864.963.775</b>	<b>1.152.460.921</b>	<b>1.527.234.377</b>
Operating costs	843.241.564	1.120.357.672	1.465.669.309
Value allocated to employees	13.627.751	14.414.963	16.585.723
Value allocated to capital providers	2.208.442	1.787.619	2.437.061
Value allocated to the P.A.	4.758.153	11.970.664	12.084.501
Value allocated to shareholders <sup>1</sup>	108.599	3.658.800	30.114.500
Value allocated to the community	1.019.266	271.203	343.283
<b>Economic value withheld</b>	<b>36.955.255</b>	<b>50.723.885</b>	<b>45.019.129</b>

### TOTAL MONEY VALUE OF ASSISTANCE RECEIVED (€)

	2020	2021	2022
<b>Italy</b>			
Tax cuts or tax credits	122.881	292.853	78.240
Investment, research and development and other grants	4.652.648	8.993.951	5.334.495
<b>Romania</b>			
Tax cuts or tax credits	0	0	0
Investment, research and development and other grants	708.290	321.340	46.953

## NUMBERS RELATED TO THE SIZE OF THE GROUP (€)

	2020	2021	2022
<b>Net revenue or income</b>	<b>817.937.185</b>	<b>1.000.054.247</b>	<b>1.359.651.872</b>
<b>Total capitalization</b>	<b>400.896.690</b>	<b>602.103.555</b>	<b>740.067.317</b>
<b>of which payables</b>	223.194.824	294.655.665	412.823.762
due to shareholders for loans	709.261	0	0
due to banks	115.268.181	145.479.564	202.869.105
due to other lenders	24.969.112	26.429.641	24.947.428
advances	1.744.716	775.337	521.189
payables to suppliers	74.827.267	100.055.762	156.420.244
payables to parent companies and their subsidiaries	0	43.716	14.919.923
tax debts	2.532.762	11.641.554	8.271.477
payables to social security institutions	765.943	898.301	1.156.084
other payables	2.377.582	9.331.790	3.718.312
<b>of which equity capital</b>	177.701.866	307.447.890	327.243.555





## The Group governance

<b>3.1</b>	<b>Organization, management and control model</b>	<b>83</b>
<b>3.2</b>	<b>Risks management</b>	<b>87</b>
<b>3.3</b>	<b>Compliance and taxation</b>	<b>91</b>

## 3

## HIGHLIGHT

- ✓ The parent company's board of directors includes **8 members**, **4 of them are 50 years or younger**
- ✓ During the reporting period, **the Group was not involved in any legal actions** regarding anticompetitive behavior and violations of antitrust regulations and concerning monopolistic practices
- ✓ During the reporting period, **the Group does not encounter any significant financial penalties** and non-monetary penalties for failure to comply with laws and/or regulations in social and economic matters
- ✓ The code of ethics allows **to promote a corporate culture** characterized by the values the company identifies with and the commitments of common benefit common set in the company's bylaws
- ✓ **Ad hoc policies** for 12 different areas in risk management safeguard the normal performance of business activities



The term Governance refers to the set of rules, procedures and tools that regulate the Group’s decision-making, control and monitoring processes, with the aim of ensuring the Group’s integrity and safeguarding its assets, preserving value for all stakeholders, ensuring information transparency, fairness, effectiveness and efficiency in the conduct of activities and processes, in line with the parent company’s nature as a Benefit Corporation.

The Board of Directors (BoD) is the central body in the Cereal Docks Group’s corporate governance system and holds the broadest powers for the ordinary and extraordinary administration of the Group. Given the importance the Group places on ESG issues, it plays a central role in overseeing the Group’s commitment to sustainable development throughout the entire value chain.

In addition to being a governing body, the BoD, primarily through the Managing Directors, exercises control over the effectiveness of risk management processes on economic, environmental, and social issues by validating the implementation of projects related to these issues and analyzing the main risk profiles related to them, especially those that may have significant economic implications. For those projects and risk profiles that are not implemented directly by the administrative body, a reporting system is implemented by the delegated business functions to enable the body to be regularly informed, intervening where necessary.

BOD STRUCTURE OF THE PARENT COMPANY CEREAL DOCKS SPA AS OF AUGUST 31, 2022\*

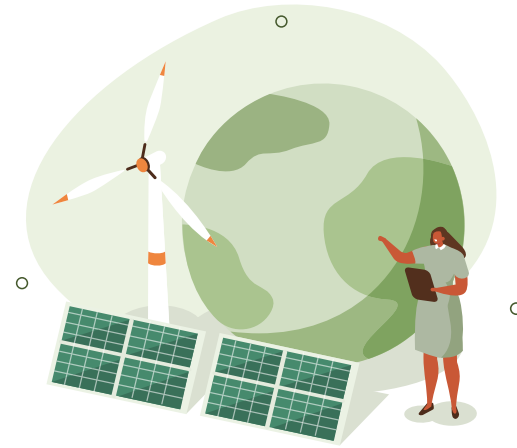
COMPONENTS	AGE	MANDATE	EXECUTIVE / NOT EXECUTIVE	INDIPENDENT / NOT INDIPENDENT
Mauro Fanin	> 50	3 years	Executive	Independent
Paolo Fanin	> 50	3 years	Executive	Non-independent
Franco Scanagatta	> 50	3 years	Non-executive	Independent
Pietro Cassani	> 50	3 years	Non-executive	Independent
Gianni Dal Pozzo	between 30 and 50	3 years	Non-executive	Independent
Giovanni Fanin	between 30 and 50	3 years	Non-executive	Non-independent
Giacomo Fanin	< 30	3 years	Non-executive	Non-independent
Massimo Piatto <sup>1</sup>	between 30 and 50	1,5 years	Executive	Non-independent

<sup>1</sup> In the BoD since July 2022. Therefore, it should be noted that the term of office is shorter than that of the other members of the BoD in order to align all mandate deadlines.

BOARD MEMBERS OF THE PARENT COMPANY CEREAL DOCKS SPA AS OF AUGUST 31ST 2022



\*It should be noted that no BoD members belong to underrepresented social groups.



In addition, it should be noted that there are no committees with decision-making powers, but the following committees have been established in the Group, which have an advisory and propositional role:

**Board Committee:** consisting of the members of the senior management of all Group companies. It meets periodically, about every two months, to discuss the decisions and projects to be taken by each Business Unit or area, going over the performance, results and adequate efficiency of business functions and identifying any corrective actions.

**Scientific and Innovation Board:** consisting of internal members related to both Quality and R&D, with cross-cutting advisory and propositional functions on innovation issues. The main purpose of the Committee is to systematize the wealth of knowledge, projects and activities in R&D for the benefit of the entire Group community, creating a favorable context for the dissemination of the culture of innovation at all levels.

**Operation Board: Operation Committee:** consisting of the top management and operational directors of each plant who meet periodically to discuss about issues related to process efficiency, reduction and reduction of environmental impacts, safety in plants and staff management.



## 3.1 Organization, Management and Control Model

The parent company Cereal Docks SpA and the companies Cereal Docks International SpA, Cereal Docks Marghera Srl and Nateeo Srl have all adopted their own Organization and Management Model pursuant to Legislative Decree 231/2001 (Model 231 or MOG 231), which includes a Code of Ethics; Aethera Biotech Srl, although it has not implemented a Model 231, has adopted its own Code of Ethics.

Through the adoption of Model 231 and the related Code of Ethics, each company aims to prevent unlawful behavior by its directors, employees and collaborators, fighting crimes through the dissemination of a business culture marked by legality, compliance with regulations and internal provisions.

In compliance with the provisions of Model 231, the administrative bodies of each company have appointed a body with supervisory and control functions (Supervisory Board or SB) regarding the operation, effectiveness, adequacy and compliance with the Organization and Management Model. The Supervisory Board consists of one internal member of the company, the Chief Compliance Officer, and two external members. The tasks entrusted to the Supervisory Board include supervising the effectiveness and adequacy of the Model and updating it if corrections and updates are needed. According to the provisions of the Decree and the instructions given in the accompanying report to the Decree, the requirements of the Supervisory Board must be: autonomy, independence, professionalism and continuity of action.

Model 231 is constantly updated in order to include the new types of offenses that are progressively introduced in the catalog of 231 predicate crimes. In this regard, each Company has, most recently, adjusted its Model 231 in consideration of the new tax and smuggling offenses, and the new prescriptions regarding crimes against industry and commerce, crimes of extortion and bribery, and crimes committed in relations with the Public Administration.

In particular, with regard to the crimes of bribery and extortion, there is a specific protocol about the prevention of these crimes in which the need to trace the meetings one has with public officials for reasons of office is made explicit, reporting to the Supervisory Board any anomalies or critical issues relevant to the offenses of Legislative Decree 231/01.

The Group strongly believes that its success cannot ignore ethics in conducting business and, consequently, the competitive environment it operates in must be inextricably accompanied by ethical sensitivity, social involvement and respect for the environment. The Code of Ethics aims to define the behavioral guidelines that enable it to promote a corporate culture characterized by the values with which the company identifies. Within that document are also the common benefit commitments that Cereal Docks S.p.A. aims to achieve as a Benefit Corporation.

The publication of the Code of Ethics on the employee portal and in the corporate web space allows the anti-corruption policies and procedures adopted by the organization to be disseminated to the totality of employees and business partners of Group companies.

In fact, the totality of employees of Group companies are aware of the adoption of the Code of Ethics, receive communications about any new developments that have occurred, and are informed of the anti-corruption policies and procedures adopted by the organization.

### MANAGEMENT OF THIRD-PARTY SERVICES

- Adopt criteria for selecting suppliers to be used
- Ensure that the relationship with suppliers is managed by senior management through regular service contracts
- Ensure that adequate evidence is available on services provided



### SPONSORSHIPS

- Define the criteria for selecting events to be sponsored and the beneficiaries
- Prefer a written contractual agreement



### FINANCIAL MANAGEMENT

- Adopt electronic payment procedures, with successive levels of authorization and explicit reasons for payment
- Manage tracking of the authorization and payment process for expense reimbursements and entertainment expenses

Special attention is paid to the adoption of a behavior that complies with the rules for the protection of free competition with respect to competitors, customers and suppliers, disallowing acts of competition with violence and threats, misappropriation of others' industrial property rights, and involvement in initiatives or contacts with competitors that may appear as a violation of competition and the market.

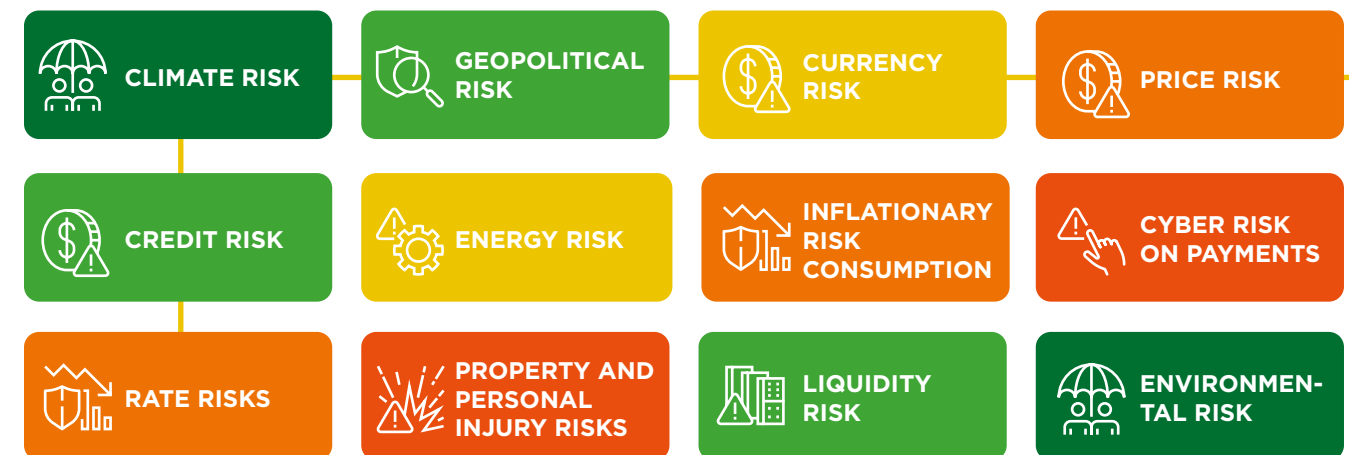
Recipients must comply at all times with the rules prescribed by the Code of Ethics in the performance of their activities for the Company, and failure to comply with one or more of the rules contained in this Code by the Company's internal Recipients may result in disciplinary proceedings with the possible application of the disciplinary sanctions indicated in the "General Part" document of the Organizational Model.

**During the reporting period, the Group was not found to be involved in any lawsuits relating to anticompetitive behavior and violations of antitrust regulations and relating to monopolistic practices.**



## 3.2 Risks management

The macroeconomic and geopolitical environment where the company operates exposes the Group to a range of risks arising from its activities, products, services or business relationships, including, where applicable, supply chains and subcontracting. For this reason, the company operates careful risk identification and mitigation operations through the drafting of ad hoc policies aimed at safeguarding the normal course of business activities.



**CLIMATE RISK:** the weather-climate crisis of the last few years and its ongoing exacerbation is changing the dynamics of the agricultural world with consequences, often more negative than positive, on the availability and quality of the raw materials that the Cereal Docks Group uses in its processes. To limit the negative impact of this risk, the Group is working on two fronts: diversifying supply areas on a global scale and educating the Italian agricultural world to develop innovative agronomic techniques that require fewer inputs but still guarantee yields and quality.

**GEOPOLITICAL RISK:** geopolitical tensions have never been a perceived risk for the Cereal Docks Group in light of the industry and areas in which it operates. In recent months, however, military escalations in the Black Sea and Taiwan Strait areas have also brought this risk back to the Group's attention as it directly impacts commodity price trends, availability and access to certain production areas, and energy input price trends. Overall, mitigation of this risk takes place by means of geographic diversification mainly of procurement areas. On the market side of products for sale, as this is concentrated between Italy and the EU, this risk is considered to be marginal.

**CURRENCY RISK:** the Group regularly operates in Euro but has exposures, mainly related to the purchasing world, in U.S. dollars. Currency or exchange rate risk between the two currencies is therefore the order of the day in daily business and for this reason punctually managed also through an ad hoc policy and, as a result, through precise hedging operations.

**PRICE RISK:** as an integral part of the Group's business and linked to the time gap that physiologically exists in the sector between the determination of the price and the actual delivery of the goods, this risk is also managed through a precise policy that on a daily basis involves a series of historically proven procedures and hedging operations.



**CREDIT RISK:** although covered through insurance until 2018, today the Group manages this risk through a very tight system of monitoring and evaluating the creditworthiness of its customers that allows precise and timely control by the credit department and the commercial department in order to minimize the risk of insolvency on the part of customers. In addition, part of the most at-risk exposures are assigned without recourse thus reducing, albeit partially, the total exposure.

**ENERGY RISK:** the Group is by nature an energy consumer from a gas supply point of view. For this reason, it is now standard practice to fix the price in advance with the supplier, a policy that in the last year has made it possible to totally sterilize recent gas price increases. In addition, part of the energy needs are covered through photovoltaic and biomass cogeneration plants: by doing so, the risk of lack of gas supply and/or the associated risk of price fluctuations is greatly reduced.

**INFLATIONARY RISK ON CONSUMPTION:** the rise in consumer product prices, or inflation, impacts the purchasing power of consumers. Although the Group is active in the Italian agrifood supply chain, it operates very much upstream, supplying processing industries further downstream with products that are intended for a variety of uses. This wide range of application makes the Cereal Docks Group somewhat averse to this risk.

**CYBER RISK ON PAYMENTS:** one of the current risks revolves around electronic payments and digital management of authorization flows. The Group, which has been subject to "Business Email Compromised" and "Man in the Middle" scams in the past, has implemented a set of very technologically sophisticated processes and programs to continuously monitor data flows from within and to the Group, along with a very stringent policy to allow customers to change IBAN.



**Photovoltaic and biomass cogeneration plants to cover energy needs**



**RATE RISK:** upward fluctuation in interest rates is a fact of life today and the risk of funding increasing its cost is now a reality. To reduce this risk, the Group has in place a series of fixed-rate MLT financing operations together with rate hedging that allow it to reduce the overall cost of debt.

**RISK OF DAMAGE TO PROPERTY AND PEOPLE:** the Group has worked first and foremost on the prevention front, implementing all solutions, both by legal obligation and on its own initiative, aimed at avoiding the conditions for the occurrence of accidents. However, the Group has taken precautions in the event of such occurrences by taking out an all-risks policy with a leading insurance company. It should be recalled that Cereal Docks SpA, Cereal Docks International SpA, Cereal Docks Marghera Srl and Cereal Docks Food Srl have adopted their own organizational models in accordance with Legislative Decree 231/2001, which are continuously monitored with regard to their updating and concrete implementation.

**LIQUIDITY RISK:** in light of the Group's asset size and financial capacity, together with the excellent relationship established with the banking world, marked by mutual cooperation and transparency, the Group does not foresee problems of any kind on this front.

**ENVIRONMENTAL RISK:** the Group, which by its purpose makes respect for the environment a pillar of its business model, has been working for more than a decade in close contact with Italian contributing farms to guarantee the control of emissions by means of a special third-party certification. Added to this is a very careful approach to production efficiency, which by its direct consequence has positive impacts on the environment as well. Alongside this approach, all the procedures required in the environmental sphere by legal obligations such as Emission Trading, Environmental Authorizations (AUA, AIA), Legislative Decree ex. 231.



## 3.3 Compliance and taxation

The Group Compliance function is in charge of coordinating and managing compliance aspects, and defining and implementing the most appropriate best practices by participating in spreading legality and fairness of behavior as well as compliance with the principles of business ethics.

The Cereal Docks Group constantly implements the principles of proper compliance in the regulatory area, ensuring that all Group companies comply with the tributary obligations of the jurisdictions in which they operate. Cereal Docks Spa has a Chief Compliance Officer, the main point of contact for aspects in regulatory compliance for the entire Group. In the narrower area of administrative compliance, compliance is also handled by the Accounting Manager and in the area of taxation and governance/corporate affairs by the CFO. Individual managers acknowledge regulatory news through the usual sources of information, such as conferences and training meetings organized by third parties, or through the help of external consultants.

In the context of compliance, it should be noted that during the reporting period the Group incurred three fines of insignificant amounts in relation to environmental laws and regulations. In addition, it is noted that there were no substantiated complaints regarding violations of customer privacy and loss of customer data during the three-year period 2020-2022.

On the subject of fiscal management, on the other hand, the CFO determines the tax burden based on current legislation. If there are significant changes in tax regulations, the CFO informs the governing body so that the governing body can take them into account when developing strategies (especially investment strategies).

However, the tax variable is not decisive in the strategic choices; one is limited, if necessary, to looking for the most tax-efficient solutions once the development strategy has been decided. For audited companies, IRES and IRAP tax returns are subject to audit and signature by the auditor.

**During the reporting period, there were no significant fines and non-monetary penalties for non-compliance with laws and/or regulations in social and economic matters.**

Operational management in the VAT area is shared among different entities, with separation of the executive and control parts, and the related periodic declarations and management of direct taxation (IRES and IRAP) are processed directly by the CFO. Relationships with customs authorities for imported products (soybeans, cereals, oil) or subject to excise duty (oil and self-produced electricity), concerning the plants in Camisano, Portogruaro, Porto Marghera Via Righi and Via Banchina Molini, are handled by personnel with expertise in the field. Tax incentives for investments in capital goods have become increasingly important in recent years: to reduce the risks of potential disputes by the Internal Revenue Service, we have turned to specialized consultants, even when not required by law.

The Group has also continued its involvement with customs authorities, which allows benefits to import/export activities. Along these lines, in addition to Cereal Docks Spa obtaining the AEO and Authorized Exporter qualifications, the plant in Via Ca' Marzare in Camisano obtained the status of "Approved Location" as well as the achievement of the status of "Authorized Consignor" for export to Switzerland.

The relevant tax jurisdictions for the Group are Italy, where activities such as oilseed processing for oil and flour production, wholesale trade in agricultural commodities, processing and trade in vegetable lecithins, and R&D in biotechnology, and Romania, the latter for the company Cereal Docks East Europe, where the main activity performed appears to be wholesale trade in agricultural commodities.

## TAX DATA OF THE TAX JURISDICTION OF ITALY (€)

	2020	2021	2022
<b>Cereal Docks S.p.A.</b>			
revenues from sales to third parties	775.848.805	1.087.060.751	1.389.251.715
revenue from intercompany transactions with other tax jurisdictions	103.650	165.575	43.756
pre-tax gains/losses	17.078.320	45.740.201	54.859.745
tangible assets other than cash and cash equivalents	90.493.018	144.062.928	143.530.149
income taxes defined on a cash basis	12.704.372	1.485.441	12.650.220
corporate income taxes accrued on profits/losses	5.155.436	11.459.433	14.559.021
<b>Cereal Docks International S.p.A.</b>			
revenues from sales to third parties	72.631.966	53.375.354	56.567.191
revenue from intercompany transactions with other tax jurisdictions	0	0	0
pre-tax gains/losses	1.967.330	805.038	265.408
tangible assets other than cash and cash equivalents	7.468.044	9.244.688	8.803.020
income taxes defined on a cash basis	7.757	60.735	6.734
corporate income taxes accrued on profits/losses	496.118	182.019	78.731
<b>Cereal Docks Marghera S.r.l.</b>			
revenues from sales to third parties	3.535.825	3.281.975	2.245.501
revenue from intercompany transactions with other tax jurisdictions	0	700	0
pre-tax gains/losses	619.054	1.292.174	1.595.099
tangible assets other than cash and cash equivalents	49.019.500	58.208.708	52.342.891
income taxes defined on a cash basis	1	18.531	112.950
corporate income taxes accrued on profits/losses	-204.304	-12.162	-101.968

	2020	2021	2022
<b>Nateeo S.r.l.</b>			
revenues from sales to third parties	21.652.057	22.673.700	32.403.895
revenue from intercompany transactions with other tax jurisdictions	0	0	0
pre-tax gains/losses	2.286.774	2.230.200	2.719.971
tangible assets other than cash and cash equivalents	832.757	1.411.800	1.496.612
income taxes defined on a cash basis	104.594	57.301	91.727
corporate income taxes accrued on profits/losses	579.873	572.521	718.968
<b>Aethera Biotech S.r.l.</b>			
revenues from sales to third parties	3.671.161	728.136	556.362
revenue from intercompany transactions with other tax jurisdictions	0	0	
pre-tax gains/losses	-5.202.448	-1.374.021	-3.208.197
tangible assets other than cash and cash equivalents	4.325.244	3.695.316	2.872.832
income taxes defined on a cash basis	0	0	0
corporate income taxes accrued on profits/losses	-1.104.325	-1.326.923	-1.410.541
<b>Cereal Docks Organic S.r.l.</b>			
revenues from sales to third parties	12.308.226	20.275.224	42.193.954
revenue from intercompany transactions with other tax jurisdictions	0	0	0
pre-tax gains/losses	-1.818.744	-1.374.021	1.193.111
tangible assets other than cash and cash equivalents	121.797	15.468.231	14.722.125
income taxes defined on a cash basis	7	0	0
corporate income taxes accrued on profits/losses	-436.029	-331.048	234.605
<b>Grey Silo Ventures S.r.l.</b>			

## TAX DATA OF THE TAX JURISDICTION OF ROMANIA (€)

	2020	2021	2022
<b>Cereal Docks East Europe S.A.</b>			
revenues from sales to third parties	10.555.923	13.723.373	24.060.238
revenue from intercompany transactions with other tax jurisdictions	6.855.923	3.302.962	25.911.568
pre-tax gains/losses	-1.619.183	618.674	1.556.617
tangible assets other than cash and cash equivalents	9.301.448	9.254.370	13.204.275
income taxes defined on a cash basis	0	0	0
corporate income taxes accrued on profits/losses	0	0	13.955
<b>Total employees Romania</b>	<b>13</b>	<b>13</b>	<b>16</b>

It is noted that the difference between the corporate income tax accrued on the profits/losses and the tax due is dictated by the tax provisions governing the calculation of IRES and IRAP: for both, the taxable base does not coincide with the pre-tax profit, having to apply numerous upward and/or downward variations.

In addition, in fiscal year 2021 the value of "Property, plant and equipment other than cash and cash equivalents" for Cereal Docks SpA, Cereal Docks International SpA, Cereal Docks Marghera Srl, Nateeo Srl and Cereal Docks Organic Srl also increased as a result of the revaluation of assets provided for by L.104/2020.







## Our social performances

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## HIGHLIGHT

- 

By 2022, **italian direct agricultural suppliers** adhering to **Sistema Green** are **87%** of all national direct agricultural suppliers
- 

The Group has reached a total of **272 employees** **93%** of them on **permanent contracts**
- 

During 2022, the Group provided **9.068 hours of training**
- 

In 2022, the value of the welfare budget made available to employees is **350.000 €** and the allocation of **performance bonus** is **500.000 €**
- 

With the newborn initiative **Cereal Docks Food Safety Day**, the Group is promoting the development of a **food safety culture** and the Safety Day All Year project on **health and wellness issues**
- 

**Mantegna Academy for agriculture**, a spin-off of the corporate school dedicated to the agricultural world, has kicked off

Cereal Docks Group aims to be a point of reference for supply chains and its customers, constantly striving to create and maintain a relationship of trust with each of them, promoting an approach in which all parties can benefit from the creation of value along the value chain.

The added value generated by the Group's activities also has an impact on employees, whose skills and well-being Cereal Docks Group aims to enhance, as well as on the community in which the company operates and towards which it acts responsibly, including through initiatives capable of generating positive spillover effects.



## 4.1 Agricultural supply chains

### 4.1.1 THE DOMESTIC SUPPLY CHAIN

The Cereal Docks Group puts great importance on cultivating an ongoing relationship of mutual trust with the players in its supply chain. Considering the Group's business, it is mainly made up of suppliers of raw materials and semi-finished products. Specifically, Italian agricultural supply chains represent one of the strengths of the Group's procurement policies, receiving significant volumes of raw materials from the domestic agricultural sector.

The relationship that the Group establishes with the supply chain takes the form of direct purchases/sales, in which contracts/purchase agreements are signed between the supplier farms and the staff of Cereal Docks' raw materials purchasing department, or intermediated, in which contracts are signed by other traders (such as private traders, cooperatives, consortia, producer organizations), including through brokers or traders, with the Group's staff.

NUMBER OF DIRECT DOMESTIC SUPPLIERS OF THE GROUP (N)

	2020	2021	2022
<b>N. Italian suppliers</b>	4.751	5.134	5.548
of which no. Italian suppliers raw materials and semi-finished products	3.904	4.221	4.614
Of which No. Italian suppliers sustainable raw materials (certified and within "GREEN SYSTEM")	3.436	3.650	4.034

It should be noted that Italian suppliers of “Green System” certified sustainable raw materials account for 86 percent of the total suppliers of raw materials and semi-finished products used by Cereal Docks Group.

**SISTEMA GREEN® is the Cereal Docks brand that has been chronicling a farming system that combines environmental, social and economic sustainability since 2012.**

**The Italian farms that enter the supply chain with Cereal Docks, gathered under the Sistema Green umbrella, adhere to precise production specifications, which guarantee the nationality of the product, the absence of GMOs and the control of greenhouse gas emissions. In addition, Sistema Green ensures certainty of placement and raises awareness of compliance with health and safety in the workplace.**



The data in the table above refer to direct suppliers in the Italian supply chain, whose highest concentration of supply spending is in the Veneto region, as shown in the page on the right.

Domestic sourcing is a practice implemented by the Group in order to enhance the Italian supply chain, thus local farmers, while increasing environmental stewardship by them, a mode par excellence that allows for the preservation of biodiversity and the landscape. Since 2012, Sistema Green has been the tool through which the Group wants to create value for Italian agricultural supply chains and the products originating from those supply chains. In fact, the Sistema Green brand recounts a virtuous and sustainable cultivation system by representing those farms that adhere to precise production specifications and whose certifications guarantee the Italian character of the product, the absence of GMOs, the control of greenhouse gas emissions and compliance with health and safety obligations in the workplace.

SUPPLY EXPENSE DISTRIBUTION IN ITALY (€; %)

	2020		2021		2022	
Abruzzo	1.090.314,25	0,34%	1.354.415,78	0,34%	1.227.018,20	0,25%
Basilicata	-	0,00%	4.236,92	0,00%	33.216,42	0,01%
Campania	1.976.725,00	0,62%	2.066.718,07	0,51%	1.282.135,66	0,26%
Emilia-Romagna	52.990.923,94	16,50%	95.590.583,87	23,72%	149.197.317,39	30,40%
Friuli-Venezia Giulia	36.217.597,20	11,28%	49.827.006,77	12,36%	73.551.894,04	14,99%
Lazio	103.586.489,37	32,26%	53.450.106,11	13,26%	13.052.778,21	2,66%
Liguria	209.284,19	0,07%	144.564,57	0,04%	152.244,61	0,03%
Lombardia	18.573.290,51	5,78%	32.259.137,67	8,00%	48.848.360,04	9,95%
Marche	14.965.312,87	4,66%	17.527.702,34	4,35%	21.240.246,32	4,33%
Molise	401.756,53	0,13%	236.591,51	0,06%	325.090,56	0,07%
Piemonte	5.605.423,79	1,75%	10.148.200,29	2,52%	18.082.519,84	3,68%
Puglia	761.969,66	0,24%	800.963,74	0,20%	465.825,21	0,09%
Sardegna	1.600,80	0,00%	46.118,72	0,01%	44.706,05	0,01%
Sicilia	33.153,00	0,01%	-	0,00%	-	0,00%
Toscana	6.594.269,78	2,05%	6.769.476,59	1,68%	7.080.209,12	1,44%
Trentino-Alto Adige	13.356,80	0,00%	44.782,67	0,01%	122.710,04	0,03%
Umbria	1.197.500,55	0,37%	4.028.905,49	1,00%	4.629.331,21	0,94%
Veneto	76.872.913,97	23,94%	128.721.705,27	31,94%	151.488.208,24	30,86%
<b>Italy total</b>	<b>321.091.882,21 €</b>	<b>100%</b>	<b>403.021.216,38 €</b>	<b>100%</b>	<b>490.823.811,15 €</b>	<b>100%</b>

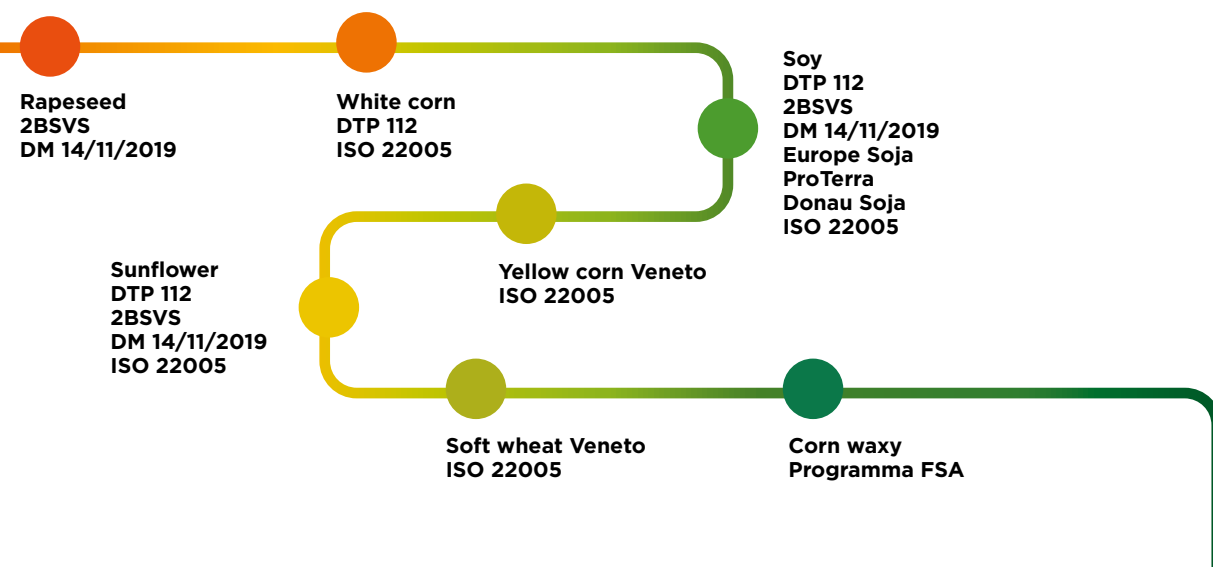
As the head of the supply chain, Cereal Docks ensures certainty of placement and advantageous business arrangements for farms; in addition, direct farms can receive year-round agronomic support through the efforts of the agronomic department staff. This makes it possible to work four-handedly on the continuous improvement of agronomic performance of farms, benefiting soil fertility, crop health, productivity and profitability.

Specifically defining how Sistema Green supply chains are managed, precise certification schemes intervene. The Group's sustainability department is responsible for verifying compliance by farms through internal and third-party audits.

This system enables Cereal Docks to offer customers certified products whose national origin and traceability are guaranteed from the field to the marketing of the finished product.

Adherence to the various traceability and sustainability certifications has also met the needs of customers, who have asked for increasing guarantees over the years.

CERTIFIED SUPPLY CHAIN



DOMESTIC SUPPLIERS OF RAW MATERIALS BY REGION

- SOY**  
Abruzzo, Campania, Emilia, Friuli, Lazio, Liguria, Lombardia, Marche, Piemonte, Puglia, Toscana, Trentino, Umbria, Veneto
- BARLEY**  
Emilia, Friuli, Lombardia, Piemonte, Veneto
- CORN**  
Campania, Emilia Romagna, Friuli, Lombardia, Trentino, Umbria, Veneto, Piemonte
- SOFT WHEAT**  
Emilia Romagna, Friuli, Lombardia, Puglia, Trentino, Umbria, Veneto, Piemonte
- HARD WHEAT**  
Veneto
- SORGHUM**  
Friuli, Lazio, Lombardia, Trentino, Veneto
- SUNFLOWER**  
Abruzzo, Basilicata, Campania, Emilia, Friuli, Lazio, Lombardia, Marche, Molise, Piemonte, Puglia, Sardegna, Toscana, Umbria, Veneto
- PEA**  
Veneto, Friuli
- CHICKPEA**  
Piemonte
- RAPSEED**  
Abruzzo, Basilicata, Campania, Emilia, Friuli, Lazio, Liguria, Lombardia, Marche, Molise, Piemonte, Puglia, Sardegna, Sicilia, Toscana, Umbria, Veneto
- CAMELINA**  
Emilia, Friuli, Marche
- LINSEED**  
Emilia, Marche, Molise, Puglia, Sicilia, Toscana, Veneto

Closely linked to the concept of national sourcing is therefore the issue of guaranteed origin, a guarantee that Cereal Docks can also offer through the Alimento Italia brand, proposed to the client industry.

**Alimento Italia® is a guarantee for consumers and a way to defend Italian agriculture by enhancing the work of farms. Through this brand Cereal Docks responds to consumer demand for 100% Italian products. The brand is proposed to the client industry and applied to those items whose traceability is guaranteed and transparent: by cross-checking the lot number with the verification code, or the QR code on the product label, it is possible to retrace the entire production chain directly from your smart-phone. A journey that starts from the supermarket shelves and goes all the way to the growing area thanks to a certified traceability system that goes all the way back to the Italian region where the seeds come from.**



**NATEEO SRL IS AN ECOVADIS 'PLATINUM' SUPPLIER**

**In 2021, Nateeo Srl received a platinum rating from Ecovadis, the platform that assesses the sustainability level of suppliers in global logistics chains.**

**Ecovadis, which was created to improve companies' environmental and social practices by using the influence of global logistics chains, is a collaborative platform that allows companies to monitor the sustainability performance of their suppliers, across 150 sectors and 110 countries.**

**The new platinum rating places Nateeo Srl in the top 1% of companies in the sector, among the excellences in the ingredients market, further improving on its previous ratings that placed it in the gold category.**



From planting to harvest, thanks to its agronomic team, the Cereal Docks Group stands by farmers, providing directly contributing farms with technical support all year round. In this way, the Group acts as a trait d'union between the agricultural and industrial phases, weaving a relationship of collaboration and trust with the agricultural world that has positive implications in terms of productivity as well as in terms of good land stewardship, defense of the environment, biodiversity and landscape.

The Group feels a deep responsibility to participate in the improvement of the environment in which farms operate, recognizing agriculture not only as the first link in its value chain, but also as the mode par excellence of guarding the land, defending the environment, biodiversity and the landscape. For this reason, through a series of activities, the Group is working to raise awareness of the agricultural supply chain by promoting management that prioritizes sustainability and innovation, in line with European system policies (Green Deal and Farm to Fork), while at the same time enabling farms to generate the right income with positive implications in terms of both productivity and quality.

**Everything originates from the land, which is the first link in the food chain. Agriculture is therefore the first guardian of the land and of Italian food excellence.**



**THE ACTIVITIES OF**

**Contractor Day 2022 and focus on canola**

Cereal Docks Group turns training and outreach into two fundamental tools for the growth of its business, and through its Mantegna Academy for Agriculture, a declination of the corporate school dedicated to the agricultural world, it takes this principle outside the company, organizing events aimed at its suppliers to strengthen their technical skills. In this specific case, technical meetings on rapeseed cultivation were organized with agricultural suppliers during 2022 to strengthen this crop.

In addition, the first technical-dissemination event dedicated to contractors was initiated, involving them to present all that is innovation in the arable supply chain starting from seed to nutrition, passing through agricultural machinery and technology applied to the sector. It was held in collaboration with the most important players in the agricultural supply chain.



**Toward regenerative agriculture: comparing techniques for experimenting with new agricultural models**

The Agronomic Department of the Cereal Docks Group through the Mantegna Academy for Agriculture initiated the course "Towards Regenerative Agriculture: Comparing Techniques for Experimenting with New Agricultural Models," which involved more than thirty farms in the Veneto region in the study and in-depth study of new agricultural models geared toward the conservation and regeneration of soil fertility.

The training project was financed by the European Social Fund through the Veneto Region and Cipat and was developed as a true laboratory approach to conservative and regenerative agricultural practices, under the banner of efficiency, sustainability and innovation. It also sought to create an opportunity to meet and share a common vision of the agriculture of the future that can pursue the goals of environmental, economic and social sustainability. In this regard, educational visits were made to realities that already apply these methodologies for a comparison in the field and to explore the possibilities and potential of this type of approach to agriculture.





**Experimental Activity with an Innovative Startup in Sustainable Agriculture**

In spring 2021, the Group undertook a project with an innovative startup in the field of sustainable agriculture aimed at the development of a high-precision sprayer that enables the spreading of herbicides, fungicides, insecticides and fertilizers in a georeferenced manner after photographic survey of the area to be treated. The first part of the project was devoted to the field image survey, through special equipment, for the development of the soybean weed identification algorithm. The second part of the work coincided with field trials and calibration of the instrument for validation of the technical pathway.



**Sistema Green turns into an app**

In 2022, ten years after the creation of the Sistema Green brand, the Group has made available to its agricultural suppliers a new tool for monitoring and managing their business, which can provide valuable information on the technical and economic management of the farm, offer DSS (Decision Support Systems) to optimize cultivation, optimize the use of resources and reduce the impact of production, and have the ability to generate a whole series of documents necessary for the administrative management of the farm. The tool is the Sistema Green® App, created by the Agronomy and R&I Departments in collaboration with a platform for digital agriculture. Sistema Green® can be downloaded free of charge by suppliers and interfaces with the portal that has always collected and managed the information needed to generate the sustainability of Cereal Docks products Docks.



**Cover crops and green manures to improve soil fertility**

Different experiments related to cover crops and green manure were introduced for the three-year period 2020-2023 with the intention of optimizing the most suitable agronomic technique for different crops/rotations and popularizing the culture of proper soil fertility management. This path involved some pilot farms that were identified according to their representativeness of the different areas and developed by sowing mixtures or single species designed to bring an improvement in soil fertility, acting on aspects related to chemical, physical and microbiological fertility. The experimental pathway also analyzed aspects related to the termination of the biomass produced, going for optimal solutions for the management of the rotation in which they are included. Direct seeding on cover crops was also evaluated, going on to identify the possible technical paths best suited to the various contexts considered.



**Cereal Docks took part in the start-up of Landscape Enterprise Networks (LENs) in Italy**

This project was born in England and exported to Italy in 2022, stimulating collaboration between companies so that they promote joint action aimed at the development of economic activities and environmental protection in a given area. Together with important players in the agri-food sector and a network of technical partners, sharing with them an interest in promoting a regenerative approach to agriculture, Cereal Docks has served as a link with the agricultural world by involving several companies in the Veneto and Friuli-Venezia Giulia regions. Specifically, Cereal Docks' agronomic team supported these farms in creating functional measures to increase soil fertility and biodiversity, and improve water management while promoting the introduction of DSS technologies for decision support to field interventions. In this way, Cereal Docks acted as a catalyst for a major investment: €350,000 that the LENs project was able to distribute among the farms involved to support the implementation of the improvement measures and innovative practices identified.



## 4. OUR SOCIAL PERFORMANCES



### Seed on sod and second crops

The Agronomic Department has supported, with the Group's suppliers, an awareness raising and approach to the issue of the second harvest of soybeans sown with the technique of direct sowing on sod. This has led to an increase in the areas sown with this technique and has stimulated, in the territories of competence, awareness of the issues of environmental and economic sustainability in that there is a good economic return due to lower management costs and the preservation of soil fertility in that, no-tillage, allows its protection by preventing its dissipation.



The significant number of initiatives aimed at the sustainable agriculture theme shows the preponderant role that this issue plays within the Cereal Docks Group. In addition, the Group, through its "Plus Package" value proposition, offers annually to agricultural enterprises entering the supply chain a shortlist of services and guarantees in terms of speed of payments, facilities on the terms of delivery and agronomic assistance.

To meet the requirements of sustainable agriculture, Italian farms in the supply chain are subject to random document and/or field audits by accredited and qualified third-party entities. It should be noted that the number of certified Italian farms shown in the following tables is the result of the sum of the certified suppliers for each product and that the entire national supply chain has been considered, thus including all Italian farms contributing directly and indirectly to the Cereal Docks Group.

### ITALIAN FARMS THAT HAVE BEEN SCREENED USING TRACEABILITY STANDARDS (N; %)<sup>1</sup>

	2020	2021	2022
N° Italian farms certified with traceability criteria	14.363	15.963	15.628
N° Italian farms screened using traceability criteria	693	1690	574
% of total Italian farms that have been screened using traceability criteria	4,82%	10,59% <sup>2</sup>	3,67%

### ITALIAN FARMS THAT HAVE BEEN SCREENED USING ENVIRONMENTAL CRITERIA (N; %)<sup>3</sup>

	2020	2021	2022
N° Italian farms certified with environmental criteria	12.304	13.666	13.113
N° Italian farms screened using environmental criteria	651	1647	512
% of total Italian farms that have been screened using environmental criteria	5,29%	12,05% <sup>4</sup>	3,90%

### ITALIAN FARMS THAT HAVE BEEN SCREENED USING SOCIAL CRITERIA (N; %)<sup>5</sup>

	2020	2021	2022
No. Italian farms certified with social criteria	11.407	12.985	12.203
No. of Italian farms screened using social criteria	127	130	120
% of total Italian farms that have been screened using social criteria	1,11%	1,00%	0,98%

<sup>1</sup> The following supply chains were identified in the quantification: white corn, waxy corn, soybean, sunflower, canola, yellow Veneto corn, and Veneto wheat

<sup>2</sup> Nel 2021 vi è stata una nuova normativa che imponeva di svolgere screening di tracciabilità a tutte le nuove aziende agricole in filiera

<sup>3</sup> The following supply chains were identified in the quantification: White Corn, Waxy Corn, Soybean, Sunflower, Canola

<sup>4</sup> Nel 2021 vi è stata una nuova normativa che imponeva di svolgere screening ambientali e di tracciabilità a tutte le nuove aziende agricole in filiera

<sup>5</sup> The following supply chains were identified in the quantification: White Corn, Waxy Corn, Soybean, Sunflower





**4.1.2 THE FOREIGN SUPPLY CHAIN**

Cereal Docks Group originates cereals and oilseeds not only from the Italian territory but also from the rest of the world. Cereals, soybeans, sunflower, and rapeseed originate from Eastern European regions, mainly Romania, Hungary, Serbia, Croatia, and Slovenia, and are imported to the Cereal Docks Spa (Portogruaro and Camisano Vicentino) and Cereal Docks International SpA (Fiorenzuola) plants via train, the most functional and efficient transportation, as well as the mode with the lowest environmental impact.

A large part of the foreign grain trade is handled by the company present in Romania, Cereal Docks East Europe SA; it is of strategic importance to the Group, since, in addition to ensuring its presence in the territory, it serves as the point of supply, harvesting, drying and storage of grains before their arrival at the plants in Italy.

**NUMBER OF FOREIGN DIRECT SUPPLIERS OF THE GROUP (N)**

	2020	2021	2022
N. foreign suppliers <sup>1</sup>	649	768	1176

<sup>1</sup> All foreign suppliers are suppliers of raw materials and semi-finished products

Products entirely deriving from a foreign supply chain include soybeans processed and pressed at Cereal Docks Marghera Srl, which are sourced primarily from three areas of the world that alternate depending on the time of year, the harvest and the intrinsic qualities of the product itself: North America, South America and occasionally Ukraine. The seeds are loaded at origin in panamax and handimax ships and these are unloaded directly at the dock of the Cereal Docks Marghera Srl plant. It should be noted that the Group in 2021 decided to invest in external warehouses at Porto Marghera for the storage of soybean seed; this strategic decision was dictated by the need to have a constant reserve of GMO soybean seed in order to ensure the production process and also guarantee the constant availability of finished product (soybean meal and soybean oil) to its customers.

Cereal Docks group is committed to ensuring the origin and traceability of all its products even when it comes to foreign supply chains. The group has always wanted to be a market leader in terms of the certifications it is able to offer; in fact, the group has always been ahead of its time by purchasing from certified supply chains even before the demand from the market arrived. Conventional flours and oils are offered to foreign buyers with a large variety of certifications (Donau Soya, Europe Soya, Proterra, Vlog, GMP+, Food Chain ID Non-GMO) that assure customers of sustainability and traceability according to different certification standards.

In 2019 and 2020 Cereal Docks has decided to invest in RTRS (Round Table for Responsible Soy) certification, which ensures the origin of soybeans from non-deforested areas of Brazil.

**L’RTRS is a voluntary program that ensures responsible production of soybeans and its derivatives by promoting methods of cultivation, processing and trade that hold the entire supply chain accountable for maintaining high conservation value geographic areas, implementing good agricultural practices and equitable working conditions. Thanks to the RTRS Chain of Custody certification, Cereal Docks can supply its customers with flours, oils and lecithins produced at the Marghera plant and originated from foreign soybean seed obtained by responsible practices, without actions of deforestation or wild depletion of natural resources or violation of human rights.**



The rest of the GMO soybeans that are imported by ship from abroad for the production of flours and oils for the Cereal Docks Marghera factory also come from areas with a low risk of deforestation. In the case of soybeans from the U.S., sustainability is guaranteed by SSAP (U.S. Soy Sustainability Assurance Protocol). In the case of Canada, on the other hand, there is no certification standard at the moment, but even in this country, cultivation criteria are met that guarantee the sustainability of this product. All the standards mentioned thus guarantee products from traced supply chains, with certain and guaranteed origin.

### 4.1.3 SUPPLIERS QUALIFICATION

Guarantees of quality and security of supply are fundamental for the Cereal Docks Group, which carries out punctual controls both at the time of acceptance of raw materials at the production sites and at the previous stage, of supplier selection and qualification.

For Italian supplies, the adherence of farms to certified supply chains linked to Sistema Green ensures responsible, tracked and safe production. Where domestic agricultural suppliers do not adhere to such supply chains, Cereal Docks equally proceeds to collect information in order to allow the Group to make the appropriate documentary checks about the certifications, food safety management and product analysis performed.

As for foreign supply chains, suppliers of goods that travel by train and ship are sent a questionnaire once a year-or more frequently if there are changes in the supply chain-that allows Cereal Docks Group to assess the opportunities and risks of each supply.

In addition, Nateeo Srl annually asks Italian and foreign suppliers to sign its 'Supplier Code of Conduct. In 2022, the other Cereal Docks Group companies also adopted the 'Supplier Code of Conduct,' to underscore the importance for the Group of observing those criteria of responsibility, quality, and safety that are often already guaranteed by suppliers' adherence to certain certification schemes.

Finally, for domestic and foreign organic supply chains, Cereal Docks Organic Srl qualifies suppliers by collecting, prior to each delivery, documents such as the Organic Certification and the Annual Plant Production Plan (AHP), which ascertain compliance with current organic requirements.

### THE IMPACT OF UKRAINE WAR

Always siding against all forms of conflict and with feelings of deep responsibility, the Cereal Docks Group has been closely following the evolution of the war and its repercussions. Although the Group does not have open supply lines with countries affected by the war events (Ukraine accounted for less than 1 percent of the Group's total imports at the beginning of the conflict), it shared the concerns expressed by the main industry associations-Coceral at the European level, Anacer and Assitol at the national level-in terms of supply chain security.

The closure of the Black Sea ports has in fact disrupted part of the supply chain of many Italian and European agribusiness companies, which have therefore focused more of their demand on the Cereal Docks Group.

In particular, the Group has demonstrated, during the current geopolitical situation, prompt responsiveness, thanks to:

- a policy of strong diversification of supply areas, which has always enabled Cereal Docks Group both to manage the supply chain dynamically according to demand and to limit the impact of any critical issues;
- a robust logistics system, linking all the Group's plants together and adopting a multimodal approach by integrating road, rail and water;
- a significant storage capacity - 700,000 tons total - so that the company has strategic stocks at its disposal.

What's more, these elements are the same ones that even in the most difficult times of the pandemic, enabled the Group to guarantee the supply chain to its customers by meeting criteria of efficiency, speed, quality and food safety.

The conflict and the naval blockade have also created a storage problem for Ukrainian products destined for export, with the silos present in the country already saturated and therefore unable to store the products of the new crops.

In this fragile context, marked moreover by the general and strong dependence of European countries with regard to wheat and sunflower oil originating in Russia and Ukraine, Cereal Docks Group leveraged its logistics infrastructure on Romanian soil. Specifically, the Ortisoara plant, about 300 km from the Ukrainian border, served as an ideal logistics hub for overland supply from the warring country during 2022. In addition to transportation by rail and road, transportation by ship has been added since August 2022, when authorization from the U.N. delegation made it possible to overcome the naval blockade, allowing cargoes to also leave the country by sea.

With regard to the energy market, The Group has not experienced any particular repercussions since considering that energy is one of the company's main cost items, by internal policy prices are set in advance and periodically.

### HELP FOR UKRAINE THROUGH CARITAS

In support of the Ukrainian people and the many refugees, Cereal Docks Group chose to make a 20,000 donation to Caritas of Vicenza, which is active in fundraising for the purchase and distribution of basic necessities for people in Ukraine and those displaced in other countries. The company also promoted a solidarity chain among the corporate population, inviting employees to make a donation to Caritas themselves, in a direct way.

## 4.2 Customers

The Group pays great attention to its customers, aiming to provide them with products that meet market demands and ensure high standards of quality and safety..

### 4.2.1 PRODUCT SAFETY AND TRACEABILITY

All companies within the Cereal Docks Group guarantee their commitment to compliance with all laws and regulations regarding the hygiene and safety of animal feed and food. The group aims to highlight to its customers its ability to provide products for the human and animal food sectors that conform to the hygiene and safety requirements specified in the contract/order or self-defined by the organization, in full compliance with applicable legislation. The Cereal Docks Group, in accordance with reference standards, is committed to implementing all measures for the prevention of food fraud and the protection of products from intentional acts of contamination or tampering (Food Defense). Furthermore, the Group is committed to strengthening and spreading a safety culture that promotes responsible behavior by all employees through specific training plans aimed at all levels.

With regard to food safety and hygiene, all products are evaluated as required by HACCP regulations and all certification schemes implemented by the company. Relevant hazards are identified, taking into account the origin of raw materials and any reported alerts. Risks are then evaluated, and control measures are defined, which may include: prerequisites (PRPs) already adopted within the management system, operational PRPs and/or Critical Control Points (CCPs) that may require specific analyses to be performed for each batch as provided for in the analytical plan. For products not intended for feed or food use, an evaluation of the product safety and its characteristics is carried out based on its intended use. Furthermore, all products are always accompanied by an updated safety data sheet.

**The whole group adopts an “Integrated Food Safety Management System,” based on HACCP principles, in accordance with FSSC 22000 standards, GMP+ FSA, GTP**

**No incidents of noncompliance with regulations or self-regulatory codes regarding health and safety impacts of products and services occurred during the three-year period 2020-2022.**



Every year, HACCP studies are re-evaluated by dedicated multidisciplinary teams that constantly refine and update risk assessments for each individual process/production plant. The implemented and validated control measures have prevented any hygiene and health non-conformities throughout the considered period. Products for which health and safety impacts are evaluated are those intended for the human and animal food sector, which constitute the majority of products managed by the group

**PRODUCTS THAT REQUIRE AN EVALUATION OF HEALTH AND SAFETY IMPACTS AND PERCENTAGE OF TOTAL PRODUCTS (N;%)**

	2020	2021	2022
<b>Number of products</b>	199	217	209
Number of products for which an assessment of health and safety impacts is performed	199	217	209
<b>% of products for which an assessment of health and safety impacts is performed</b>	100%	100%	100%





The World Health Organisation estimates that one in ten people per year are affected by a food-borne illness. This is why prevention plays a key role, through the correct education of all operators in the sector as well as end consumers.

Food safety is an issue that is well covered by Cereal Docks Group, which over the years has implemented its commitment by adhering to multiple certification schemes, investing in equipment, creating the Cereal Docks Group Lab and obtaining accreditation for a number of important analyses, aware that guaranteeing the continuity of supplies also involves preventing and controlling risks along the supply chain.

As indicated in the Sustainability Plan, the Group also considers it important to commit to the development of a shared food safety culture at every level, which goes beyond the boundaries of quality departments: because a consumer, if aware, will also be a more careful food chain operator in the workplace.

For this purpose, Cereal Docks Food Safety Day was initiated in 2022. On the World Food Safety Day, the global day dedicated to food safety, the Group organised a training activity for all employees. A university lecturer, an expert in comparative biomedicine and nutrition, created a webinar explaining how to read food labels correctly, a responsible act for everyone's wellbeing that allows to make healthier and safer purchasing and handling choices.



The group is committed to producing safe, traceable and certified products, made with selected and controlled raw materials. Over the years, the company has implemented certifications of completely traceable Italian and sustainable supply chains down to the field (UNI EN ISO 22005; DTP 112). It also has numerous NON GMO certifications, in particular the "Non GMO Global Standard for Traceability and Identity Preservation" / DTP 030 / VLOG.

With regard to UNI EN ISO 22005 certified supply chains, the objective is to guarantee the national origin of the product starting from the cultivated seed. Specific technical regulations have been drawn up at the management system level detailing the procedures that must be implemented to ensure product traceability. Periodically, traceability tests are carried out to verify the effectiveness of the system. Traceability is managed at the ERP SAP management system level. From the ERP SAP management system, it is possible to quickly retrieve data related to: quantities and batches of raw materials used and their suppliers; production dates and minimum durability period (TMC) of raw materials and finished products; customers to whom the product was sold, complete with information on outbound merchandise (DDT, date of shipment, quantity sold and destination).

**The types of information required by the company's procedures regarding product information and labeling are as follows:**

- Procurement of product components, information recorded in the company management system for each procured item (quantities and batches of raw materials used and their suppliers, production dates and minimum durability period of raw materials);
- Content with particular reference to the presence of substances that can generate an environmental or social impact, such as allergens, information required from suppliers and reported in TDS and packaging labels in accordance with EU Reg. 1169;
- Safe use of products or services, as indicated by the storage methods reported in TDS and packaging labels;
- Disposal of products and their environmental or social impacts, information reported in safety data sheets.

Regarding non-compliance with regulations or self-regulatory codes on information and labeling of products and services, one case was recorded in 2020 as a result of a customer complaint about delivery of product different from what was declared in DDT and label for product exchange. This resulted in the withdrawal of the product from the market. In contrast, no cases of non-compliance were recorded during 2021-2022.

**The above information is managed for 100% of the products in the entire reporting period.**

# 4.3 The human capital

People represent the most valuable capital of the Cereal Docks Group, which aims to enhance their soft and hard skills with the purpose of defining professional projects aimed at skills enhancement or relocation within the corporate organizational chart, dialogue with employees through tools for surveying their opinions, and the creation of a corporate welfare system aimed at increasing the well-being of workers and their families.

In addition, each Group company ensures that there is no discrimination or harassment, and there is full respect for individual personality. There have been no cases of discrimination during the reporting period, nor any cases of supplier activities where the right to freedom of association and collective bargaining may be endangered or violated. It is also recalled that no human rights impact assessments were required and no cases of verification regarding non-compliance with human rights were recorded.

In this regard, the Cereal Docks Group reaffirms its commitment to respect for human rights, understood as the individual rights of each individual, repudiating racism and xenophobia, supporting the health and safety of workers, and encouraging a work-life balance that enables employees to take care of themselves and their families.

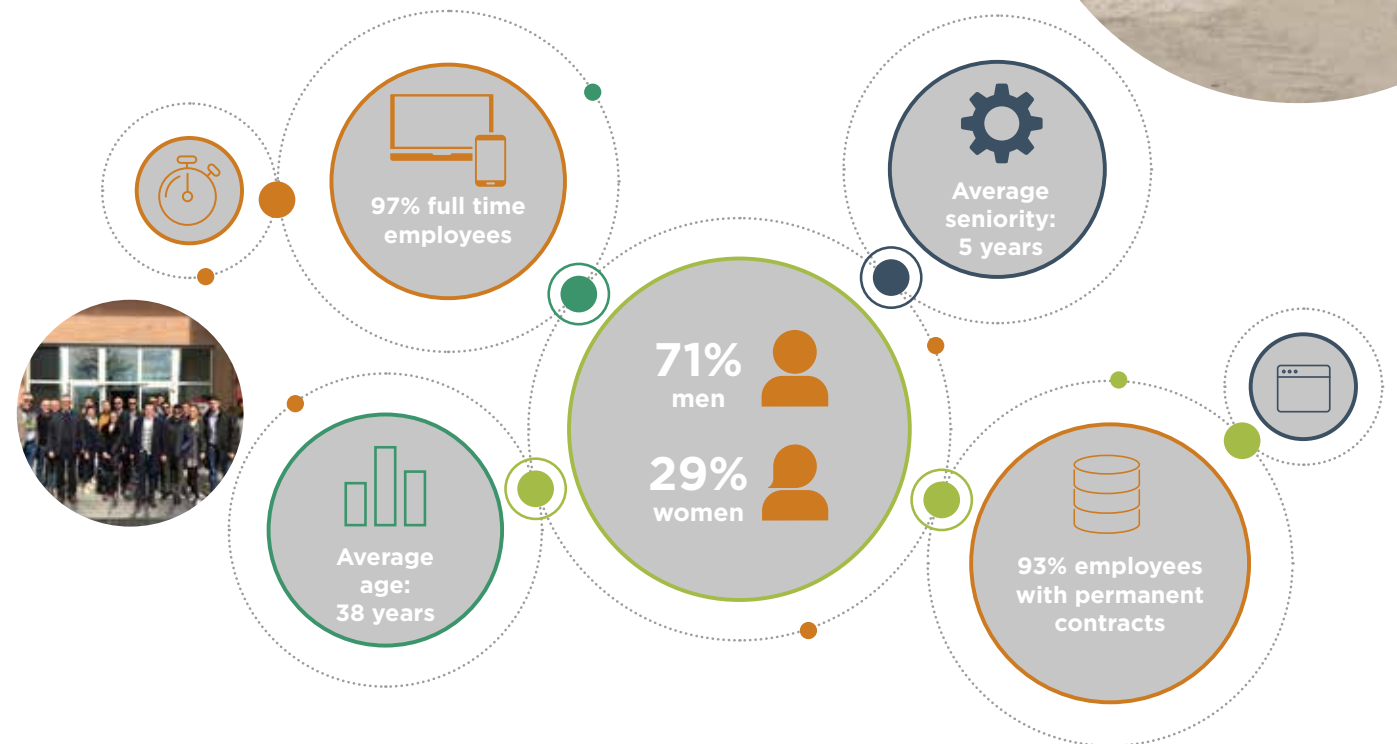
The HR operational manager is entrusted to a group consisting of a manager, who oversees all activities in the Group by following legal practices and relations with unions. The manager is supported by a human resources selection manager and an administrative manager. The personnel selection phase in the first instance and the subsequent management of people's careers is conducted in accordance with the principles of equal opportunity and without any discrimination, making an objective assessment of the candidate's personal and professional characteristics in relation to the job to be filled and thus excluding any favoritism, facilitation or recommendation.

**We value our people, their skills, and we care about their well-being; we believe in the importance of involvement and synergy.**



It should be noted that the management of the only company of the Group that is not present in the Italian territory, Cereal Docks East Europe SA, is delegated to the administrative manager of the company, who is in charge of administrative paperwork and search and selection, in line with the Romanian legal system.

In 2022, the Cereal Docks Group counts a total of 272 employees, registering a gradual increase over the reporting period, as in FY2021 this number amounted to 252 employees and 240 in FY2020. Most employees are, in the three-year period under analysis, represented by the clerical professional category, cubing about 55 percent in the three-year reporting period.



NUMBER OF EMPLOYEES BY CONTRACT TYPE AND GENDER (N)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	7	2	9	7	1	8	7	1	8
Middle managers	12	3	15	11	1	12	12	1	13
Clerks	56	52	108	55	53	108	60	59	119
Workers	87	0	87	98	0	98	101	0	101
<b>Total</b>	<b>162</b>	<b>57</b>	<b>219</b>	<b>171</b>	<b>55</b>	<b>226</b>	<b>180</b>	<b>161</b>	<b>241</b>

PERCENTAGE OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER (%)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	4%	3%	4%	4%	1%	3%	4%	1%	3%
Middle managers	7%	4%	6%	9%	1%	7%	8%	1%	6%
Clerks	38%	93%	55%	37%	97%	55%	36%	97%	54%
Workers	50%	0%	35%	50%	0%	35%	52%	0%	37%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

NUMERO DELLA FORZA LAVORO (PERSONALE DIPENDENTE E SOMMINISTRATI) PER GENERE(N)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees	165	65	240	176	76	252	193	79	272
Temporary employees	7	2	9	6	1	7	7	0	7
<b>Total</b>	<b>177</b>	<b>72</b>	<b>249</b>	<b>182</b>	<b>77</b>	<b>259</b>	<b>200</b>	<b>79</b>	<b>279</b>

NUMBER OF EMPLOYEES DIVIDED BY JOB CATEGORY AND AGE GROUP (N)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	7	2	9	7	1	8	8	1	9
Middle managers	12	3	15	16	1	17	15	1	16
Clerks	63	70	133	65	74	139	69	77	146
Workers	83	0	83	88	0	88	101	0	101
<b>Total</b>	<b>165</b>	<b>75</b>	<b>240</b>	<b>176</b>	<b>76</b>	<b>252</b>	<b>193</b>	<b>79</b>	<b>272</b>

PERCENTAGE OF EMPLOYEES DIVIDED BY JOB CATEGORY AND AGE GROUP (%)

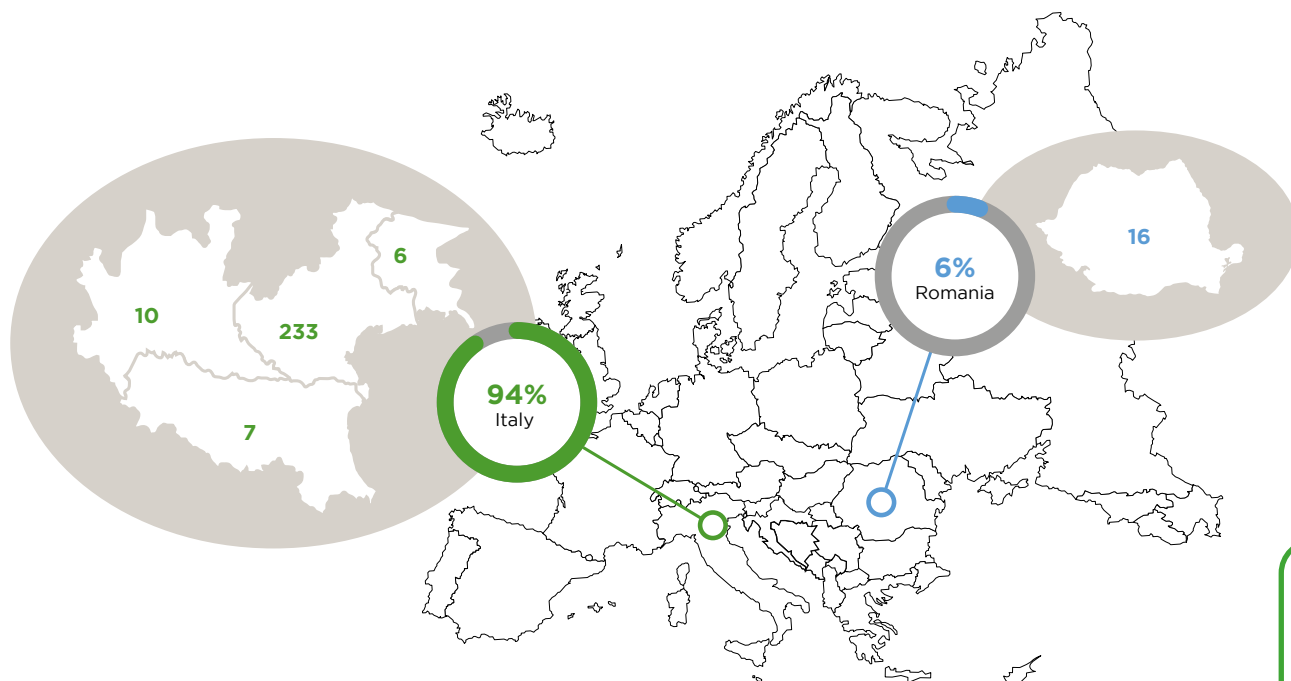
	2020			2021			2022		
	18-35	36-50	>50	18-35	36-50	>50	18-35	36-50	>50
Executives	0%	7%	3%	0%	5%	5%	0%	4%	11%
Middle managers	4%	9%	5%	4%	9%	11%	3%	9%	6%
Clerks	65%	43%	57%	67%	40%	53%	66%	44%	50%
Workers	31%	41%	35%	30%	45%	32%	31%	43%	33%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

AVERAGE AGE (N)

	2020	2021	2022
Average age	37	39	38

The Group also boasts a young workforce, the majority of it being in the 36-50 age group throughout the reporting period, a fact corroborated by the average age of employees.

EMPLOYEES DIVIDED BY GEOGRAPHIC AREA FY2022



Most of the employees reside in the Italian territory, excluding the employees of the company located in Romania. In detail, about 85 percent of the employees reside in the Veneto region; the remaining percentage resides in Lombardy, Friuli-Venezia Giulia, Emilia-Romagna, and Romania.

In addition, all Italian employees are covered by CCNLs, while Romanian legislation does not provide for CCNLs and the contract is merely an agreement between the parties. In FY2022, 94% of employees were covered by collective bargaining agreements, a stable value over the three years of reporting.

Commitment to the creation and protection of stable employment over time is embodied in the type of contract under which staff are hired; in FY2022, in fact, almost all employees (93 percent) are hired on permanent contracts.

The Group's female workforce in FY2022 is 29%, a roughly constant trend from previous fiscal years, while part-time work is used by 2.9% of the workforce, a total of 8 workers, including 7 women.

EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS (N)

	2020	2021	2022
Employees covered by collective bargaining agreements	227	239	256

NUMBER OF EMPLOYEES BY CONTRACT TYPE AND GENDER (N)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Perm contracts	137	50	187	168	74	242	178	76	254
Temp contracts	28	25	53	8	2	10	15	3	18
<b>Total</b>	<b>165</b>	<b>75</b>	<b>240</b>	<b>176</b>	<b>76</b>	<b>252</b>	<b>193</b>	<b>79</b>	<b>272</b>

TOTAL NUMBER OF PART-TIME AND FULL-TIME EMPLOYEES BY TYPE AND GENDER (N)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time	165	67	232	176	68	244	192	72	264
Part-time	0	8	8	1	7	8	1	7	8
<b>Total</b>	<b>165</b>	<b>75</b>	<b>240</b>	<b>177</b>	<b>75</b>	<b>252</b>	<b>193</b>	<b>79</b>	<b>272</b>

It should be noted that the Cereal Docks Group is experiencing significant growth at the workforce level; in fact, 182 people have been hired over the past three years, including 93 in 2022, 57 men and 36 women. Terminated employees, on the other hand, over the three years of reporting, total 95, including 35 in 2022. The turnover rate is almost stable over the three reporting years, showing a rate of 12.9 percent in the last fiscal year.

Ogni eventuale cambiamento operativo che potrebbe avere un effetto significativo sui collaboratori del Gruppo viene comunicato agli stessi o ai loro rappresentanti con una media di 2 o 3 settimane di preavviso.



TOTAL NUMBER OF EMPLOYEES HIRED IN THE YEAR BY AGE GROUP (N)

	2020			2021			2022		
	18-35	36-50	>50	18-35	36-50	>50	18-35	36-50	>50
Hired employees	22	11	4	30	15	7	35	53	5

TOTAL NUMBER OF EMPLOYEES HIRED IN THE YEAR BY GENDER (N)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Hired employees	25	12	37	35	17	52	57	36	93

TOTAL NUMBER OF EMPLOYEES HIRED IN THE YEAR BY GENDER AND REGION (N)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Veneto	19	6	25	30	14	44	50	32	82
Lombardia	0	0	0	1	1	2	0	0	0
Emilia-Romagna	2	0	2	1	1	2	1	0	1
Friuli-Venezia Giulia	3	6	9	1	0	1	4	3	7
Romania	0	0	0	2	1	3	2	1	3



## TOTAL NUMBER OF TERMINATED EMPLOYEES BY AGE GROUP (N)

	2020			2021			2022		
	18-35	36-50	>50	18-35	36-50	>50	18-35	36-50	>50
Terminated contracts	20	14	2	17	7	0	23	12	0

## TOTAL NUMBER OF TERMINATED EMPLOYEES BY GENDER (N)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Terminated contracts	23	13	36	21	3	24	31	4	35

## TOTAL NUMBER OF TERMINATED EMPLOYEES BY REGION (N)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Veneto	20	11	31	15	1	16	30	3	33
Lombardia	0	0	0	0	0	0	0	0	0
Emilia-Romagna	0	0	0	2	0	2	1	0	1
Friuli-Venezia Giulia	3	2	5	3	2	5	0	1	1
Lazio	0	0	0	1	0	1	0	0	0

## TURNOVER PERCENTAGE BY GENDER (%)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Turnover	13,9%	17,3%	15,0%	11,9%	3,9%	9,5%	16,0%	5,1%	12,9%

## PARENTAL LEAVE (N)

	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Employees who have been entitled to parental leave	-	-	5	1	6	7
Employees who took parental leave	-	-	5	1	5	7
Employees who returned to work during the reporting period after taking parental leave	-	-	5	1	5	7
Employees who returned to work after taking parental leave and who are still employees of the organization in the 12 months following their return	-	-	5	1	5	7
Employees who should have returned to work after taking parental leave	-	-	5	1	5	7
Employees who returned to work following parental leave in the previous reporting period(s)	-	-	5	1	5	7

Diversity is a key value, which aids the Group in maintaining its competitive advantage within the specific industrial sector in which it operates. In this regard, the presence of employees belonging to protected categories should be noted. Specifically, in FY2022 there were 3 male workers, while in FY2021 there were 4, belonging to the same category and same gender.

The Group makes sure to facilitate family care for its employees. In FY2021 and FY2022, there were employees who took parental leave and all of them subsequently returned to work, with a 100% return-to-work rate, and are still employed 12 months after returning to work, with a 100% retention rate.



**WELFARE AND BENEFITS PLAN**

The Cereal Docks Group is constantly striving to create a positive company climate, based on mutual trust and cooperation in a comfortable and safe environment. Therefore, for the Italian companies, the Group has defined a Welfare Plan that highlights the set of goods and services that the company makes available to employees and their families, as a supplement to their income with favourable tax and contribution treatment.

The employees of the Group are provided with a budget to be used for various expenses and services, and all of them, without distinction between full and part-time employees, and between temporary and permanent employees, are granted benefits such as life insurance, health care, disability and invalidity cover, parental leave and pension provisions.

In particular, the Group provides all employees with an online platform that allows them to manage their available budget by allocating it in goods and services, according to their needs. The percentage of total employees of the Group's Italian companies who used welfare and benefits tools in FY2021 was 95%.

In FY2022, the welfare budget was supplemented by the 'fuel bonus', a contribution put in place by the government for private sector workers. The total monetary value of the two initiatives is €350,000 distributed among the Group's employees, in addition to the €500,000 performance bonus.

**WELFARE PLAN, EMPLOYEE BENEFITS**



**MORTGAGE**

Possibility of applying for a refund of part of the interest expense on mortgages of the first and second home



**WELFARE**

Possibility of making additional contributions to the pension fund they are enrolled in, freely choosing the amount



**PURCHASE VOUCHERS**

Possibility to source vouchers that can be spent on groceries, shopping, fuel at a circuit of affiliated operators.

**WELFARE PLAN, BENEFITS FOR EMPLOYEES AND THEIR FAMILIES**



**HEALTH**

Chance to advance some health care expenses and then claim reimbursement, or make direct use of dedicated vouchers



**EDUCATION**

Chance to claim reimbursement of education expenses incurred for family members of employees



**FAMILY CARE**

Chance to apply for reimbursement of expenses incurred for the care of children or elderly or dependent family members



**TRANSPORTATION**

Chance to apply for reimbursement of expenses incurred for regional and interregional local public transport season tickets



**FREE TIME**

Chance to purchase through special vouchers services related to sports, culture, wellness, entertainment and travel

It should be noted that the Welfare Plan applies to employees of the Cereal Docks Group's Italian companies and ends on December 31 each year.

4.3.1 TRAININGS

In light of the attention paid to the enhancement of human capital, the Cereal Docks Group is constantly committed to the professional growth of its employees through the enjoyment of training activities aimed at fostering the continuous development of professional skills.

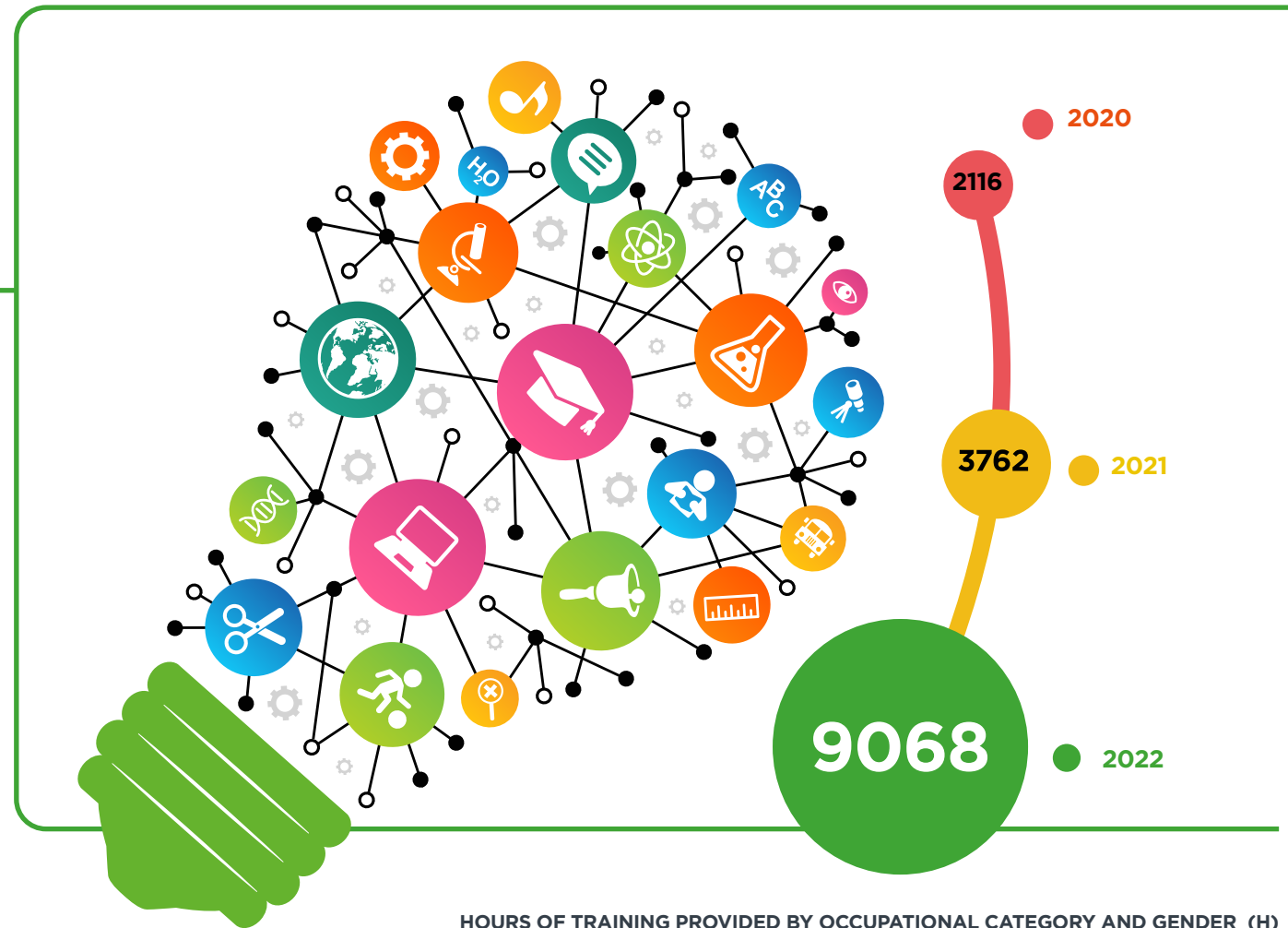
In 2022, more than € 136 thousand was in fact spent on professional training and refresher courses, an increase of about 24% compared to previous years; in fact, in 2021 and 2020 this investment amounted to about € 110 thousand.

In addition, 99% of the FY2022 training hours were delivered through classroom training, a value that, compared to FY2020, increased by more than 10% due to the easing of restrictions that were previously present due to the Covid-19 pandemic.

In FY2022, 88 percent of the Group's employees, participated in training sessions, with total training hours per capita delivered amounting to 37.6.



2020-2022 TREND OF TRAINING HOURS PROVIDED (H)



HOURS OF TRAINING PROVIDED BY OCCUPATIONAL CATEGORY AND GENDER (H)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	14	4	18	92	48	139	141	30	171
Middle managers	106	29	135	281	34	315	1.307	34	1.341
Clerks	619	577	1.196	603	1.192	1.795	2.704	1.538	4.242
Workers	767	0	767	1.513	0	1513	3.314	0	3.314
<b>Total</b>	<b>1.506</b>	<b>610</b>	<b>2.116</b>	<b>2.488</b>	<b>1.274</b>	<b>3.762</b>	<b>7.466</b>	<b>1.602</b>	<b>9.068</b>

NUMBER OF EMPLOYEES TRAINED BY OCCUPATIONAL CATEGORY AND GENDER (N)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	7	2	9	7	1	8	7	1	8
Middle managers	12	3	15	11	1	12	12	1	13
Clerks	56	52	108	55	53	108	60	59	119
Workers	87	0	87	98	0	98	101	0	101
<b>Total</b>	<b>162</b>	<b>57</b>	<b>219</b>	<b>171</b>	<b>55</b>	<b>226</b>	<b>180</b>	<b>161</b>	<b>241</b>

PER CAPITA TRAINING HOURS BY OCCUPATIONAL CATEGORY AND GENDER (H)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	2,0	2,0	2,0	13,1	47,5	17,4	20,1	30,0	21,4
Middle managers	8,8	9,7	9,0	25,5	34,0	26,3	108,9	34,0	103,2
Clerks	11,1	11,1	11,1	11,0	22,5	16,6	45,1	26,1	35,6
Workers	8,8	0	8,8	15,4	0	15,4	32,8	0	32,8
<b>Total</b>	<b>9,3</b>	<b>10,7</b>	<b>9,7</b>	<b>14,5</b>	<b>23,2</b>	<b>16,6</b>	<b>41,5</b>	<b>26,3</b>	<b>37,6</b>

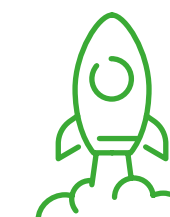
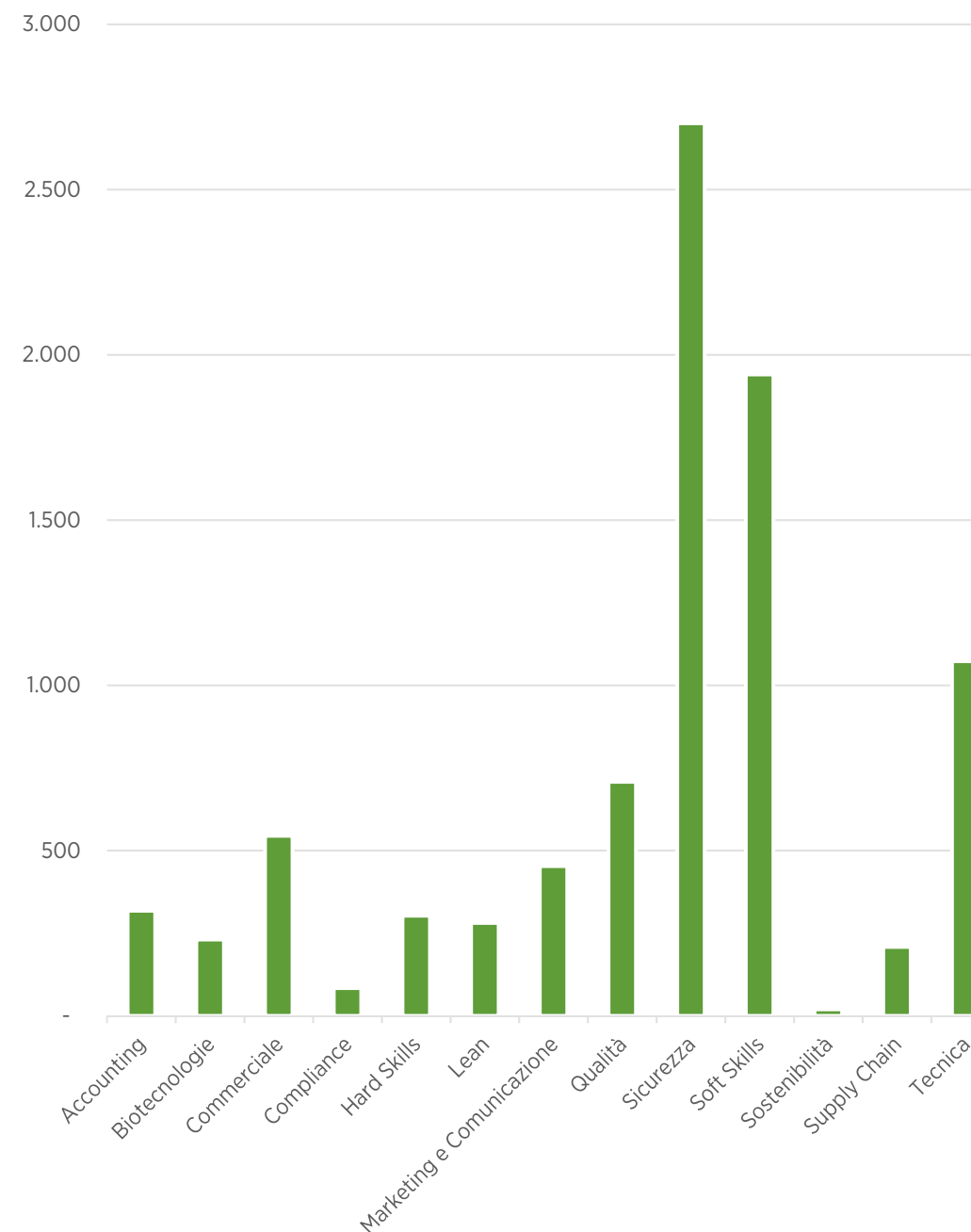
AVERAGE ANNUAL TRAINING HOURS BY OCCUPATIONAL CATEGORY AND GENDER (H)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	2,0	2,0	2,0	12,5	47,5	16,7	17,6	30,0	19,0
Middle managers	8,8	9,7	9,0	17,8	34,0	18,8	85,3	34,0	82,1
Clerks	9,8	8,2	9,0	9,3	16,1	12,9	39,2	20,0	29,1
Workers	9,2	0	9,2	17,2	0	17,2	32,8	0	32,8
<b>Total</b>	<b>9,1</b>	<b>8,1</b>	<b>8,8</b>	<b>14,1</b>	<b>16,8</b>	<b>14,9</b>	<b>38,6</b>	<b>20,3</b>	<b>33,3</b>

The Group's training activities are highly diversified, responding, not only to regulatory obligations, but also to employees' needs, expectations and prospects for growth.

HOURS OF TRAINING PROVIDED IN FY2022 BY SUBJECT AREA (H)\*

\* There is no evidence of employee training on human rights



In addition, in order to enhance employees' skills, face-to-face classes were provided to strengthen hard skills and team building activities to enhance soft skills, in specific areas such as finance & legal, marketing & communication, digital transformation, sales, operations and IT.

The management of the career path of Cereal Docks Group employees is entrusted to Mantegna Academy, the Group's corporate school to which all training and qualification activities have been headed since 2017.

Mantegna Academy was created to support the building of the Group's future through the growth of Human Capital inside and outside the company, in a medium to long term vision. It is conceived as a place for the enrichment of people inside and outside the company, in order to grasp external stimuli and open to the most varied contaminations, with art, culture, science, technology.



**It oversees the knowledge cycle,** from planning for professional needs, to selecting new talent and training them throughout their professional life.



**Develops the company standing as an employer,** to spread its identity, values, vision and attract the best resources in the market.



**Helps define and implement projects** for the dissemination of skills in areas related to the 3As: Agriculture, Food, Environment.



**4.3.2 Health and safety in the workplace**

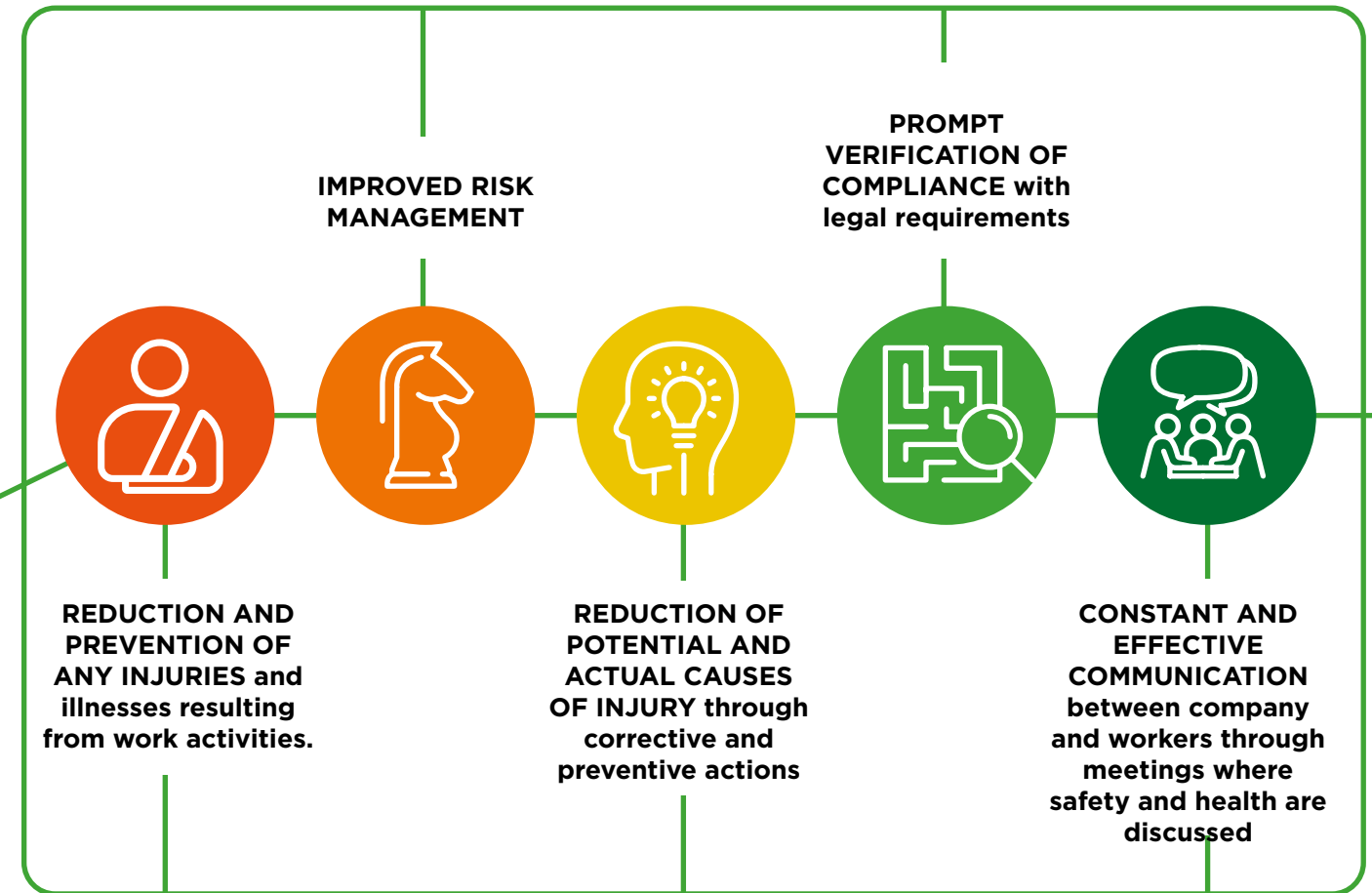
Promoting and consolidating good practices in the prevention and management of health and safety risks in all work environments is one of the pillars of the Cereal Docks Group, which constantly aims to ensure its employees' knowledge and awareness of these issues and a workplace with high safety standards.

**“The invitation we make to everyone is to always work in safe conditions, to protect your health and life and the health and lives of those who work alongside you.”**

This statement, which greets the Cereal Docks Group employee whenever he or she enters the company portal, indicates the path and message that the company wants to communicate to its employees. In sharing the above principle with all personnel, the Board of Directors and the entire organization is committed to the continuous improvement of occupational health and safety management, as evidenced by the implementation of the Organizational Model, in light of Legislative Decree No. 231 of 2001.

Since 2011, the year in which the Board of Directors resolved in favor of the adoption of the OMC 231, management has been committed to establishing an appropriate document system so as to ensure that each worker can become aware and conscious of the importance of compliance with safety procedures and the requirements of the safety management system, individual safety obligations and the consequences of their work activities on their own and other workers' safety, and the benefits due to improved individual performance.

GOALS OF THE GROUP



To this end, the general management is committed to compliance with the currently applicable Occupational Safety and Health legislation and its continuous updating, and to provide all necessary human, material, financial and instrumental resources.



RISK IDENTIFICATION PROCESS



Research and risk mitigation constitute the primary objectives. In addition to fulfilling its obligations under the Consolidated Occupational Health and Safety Act (Legislative Decree No. 81 of April 9, 2008), the risk identification process must be a tool for the continuous improvement of the health and safety conditions of workers working at the company. These objectives have been pursued through the path outlined above.

In addition, the OMC 231 includes a form for reporting anomalies and the analysis of near misses through the completion of a dedicated form in which the incident is described, the causes that led to the criticality are researched and solutions are proposed.

It should be noted that, as already highlighted in the paragraph “Organization, Management and Control Model,” the OMC 231 is active only in some companies of the Group, namely the parent company Cereal Docks S.p.A. and the companies Cereal Docks International S.p.A., Cereal Docks Marghera S.r.l. and Nateeo S.r.l.; therefore, the employees covered by the occupational health and safety management system are less than the total. In detail for FY2020, this amounted to 205, increasing to 210 for FY2021 to 230 in FY2022 as the Group grew.

Within the framework of occupational medicine services, the Competent Doctor collaborates with the Employer and the Head of the Prevention and Protection Service (RSPP), trained according to the requirements of the State-Region Agreement of July 7, 2016, for the purposes of planning and implementing measures for the protection of health, psycho-physical integrity of workers, training and information towards workers and the organization of the First Aid service. In addition, the Competent Doctor engages in the implementation and enhancement of voluntary health promotion programs in accordance with the principles of social responsibility and reports to safety managers and the employer the aggregate results of his assessments of risk situations in the workplace, as he is responsible for visiting workplaces at least once a year, assessing the absence of environmental risks and keeping, under his own responsibility, the health records of individual workers and related health documentation, with preservation of professional secrecy.

The Executive Board intends to increase the culture of Safety, through the constant reminder of the organization about the importance of compliance with the safety and health requirements set forth in the aforementioned developed safety management system, legal and regulatory requirements. The safety policy and the framework of objectives are communicated within the Cereal Docks Group to all employees mediated by documentary posting and/or meetings involving all staff, so that everyone is informed and the contents are understood and supported at all levels.

It should be noted that there are no formalized joint management-worker committees, as they are not deemed necessary by employees to facilitate their participation in the development, implementation and evaluation of the occupational health and safety management system. Communication between workers and management is not critical; in fact, should there be any requests, questions, and comments from employees, they would have no difficulty in requesting and obtaining a meeting with supervisors and managers. In order to keep the knowledge and awareness of OSH issues alive at all times, moreover, the Group considers it essential to carry out OSH initiatives and is committed to their proper conduct and expansion.

**Everyone, each with their own skills and abilities, is called to collaborate to make Safety an active, understandable and improvable process**

# Safety Day

Since 2018, each year the Group has dedicated February 7 to Safety Day, a day to reaffirm the importance of workplace safety, a time for reflection and sharing, symbolically celebrated on the day of a serious accident that occurred at the plant in Camisano in 2017.

**The key message of the day is “safety first.”**

During 2022, training, refresher and awareness-raising activities on occupational safety continued, thanks to the launch of the year-round Safety Day project, a new initiative aimed at all employees on health issues, promoted in collaboration with the RSPP and the Competent Doctor. The goal is **to contribute to the promotion of wellness through healthy lifestyles and prevention.** The first appointment will be dedicated to the prevention of musculoskeletal postural disorders, aimed at both those who work in standing and sitting positions.

... all year long!

It should be noted that the Group facilitates the access of employees and their family members to medical and health care services, having entered into an agreement with a medical laboratory that provides a discount for employees who wish to avail themselves of the health care services offered by the facility. In addition, the FASA feeders' health fund is provided to all employees and their family members. Finally, an awareness campaign on the danger generated by heat stroke is organized during the summer period each year.

In the area of occupational health and safety, training activities play a crucial role. The Group, aware of this, invests heavily in training on these aspects as well; in fact, in 2022, 78 percent of the Group's employees, carried out such training activities, for a total of 8.9 training hours per capita provided.

TRAINING HOURS ON SAFETY AND HEALTH PROVIDED BY PROFESSIONAL CATEGORY AND GENDER (H)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	0	0	0	0	0	0	25	0	25
Middle managers	80	4	84	233	19	252	71	0	71
Clerks	170	88	258	288	79	367	307	112	419
Workers	792	0	792	1.001	0	1.001	1.362	0	1.362
<b>Total</b>	<b>1.042</b>	<b>92</b>	<b>1.134</b>	<b>1.522</b>	<b>98</b>	<b>1.620</b>	<b>1.765</b>	<b>112</b>	<b>1.877</b>

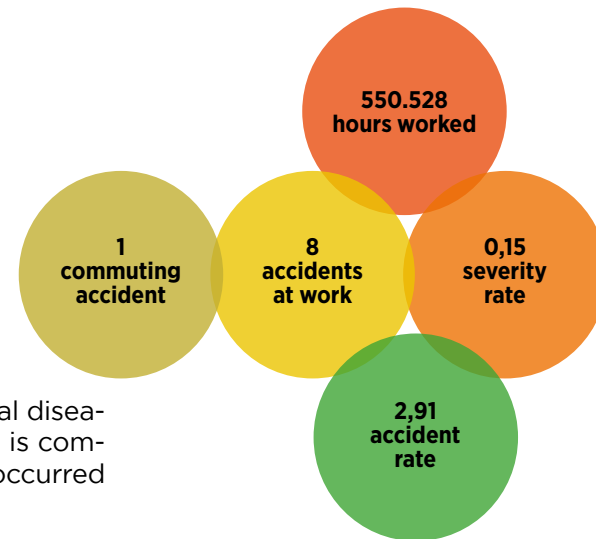
NUMBER OF EMPLOYEES BEING TRAINED ON SAFETY AND HEALTH BY PROFESSIONAL CATEGORY AND GENDER (N)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	0	0	0	0	0	0	2	0	2
Middle managers	6	1	7	6	2	8	5	0	5
Clerks	50	35	85	49	33	82	55	49	104
Workers	87	0	87	98	0	98	101	0	101
<b>Total</b>	<b>143</b>	<b>36</b>	<b>179</b>	<b>153</b>	<b>35</b>	<b>188</b>	<b>163</b>	<b>49</b>	<b>212</b>

AVERAGE ANNUAL TRAINING HOURS ON SAFETY AND HEALTH BY PROFESSIONAL CATEGORY AND GENDER (H)

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	-	-	-	-	-	-	3,1	-	2,8
Middle managers	6,7	1,3	5,6	14,8	19,0	15,0	4,6	-	4,3
Clerks	2,7	1,3	1,9	4,4	1,1	2,6	4,4	1,5	2,9
Workers	9,5	-	9,5	11,4	-	11,4	13,5	-	13,5
<b>Total</b>	<b>6,3</b>	<b>1,2</b>	<b>4,7</b>	<b>8,6</b>	<b>1,3</b>	<b>6,4</b>	<b>9,1</b>	<b>1,4</b>	<b>6,9</b>





It should be noted that there were no cases of occupational diseases during the three-year reporting period, and the Group is committed to monitoring and reporting data on injuries that occurred during that period.

It should be noted that the number of employees has increased over the years and with it the number of accidents. It should be noted that the severity rate decreased significantly in 2021 and increased again in 2022 mainly due to an accident at a plant of the company Cereal Docks Marghera Srl involving an oil mill operator who, by not correctly applying an operating procedure, suffered a fracture in the index finger of his hand.

Below are tables detailing the indicators on injuries.

INJURIES AT WORK (N; H)

	2020	2021	2022
Total hours worked by employees	485.760	510.048	550.528
The number of accidents at work	3	5	8
The number of work-related injuries with serious consequences	0	0	0
The number of days of absence due to injuries	235 <sup>1</sup>	32	83
The number of work-related injuries that resulted in death	0	0	0
Number of employees	240	252	272

<sup>1</sup> Including commuting accidents only when the transport was organised by the organisation

<sup>2</sup> Work-related accident that leads to an injury from which the worker cannot recover, does not recover or it is unrealistic to expect that he/she will recover fully and return to his/her pre-accident state of health within 6 months

<sup>3</sup> It should be noted that the 2020 Covid-19 pandemic situation resulted in the prolongation of injury management as the National Health System was mainly engaged in pandemic management

ACCIDENT RATE (%)

	2020	2021	2022
Incidence rate <sup>1</sup>	1,25	1,98	2,94
Severity rate <sup>2</sup>	0,48	0,06	0,15
Rate for recordable occupational injuries <sup>3</sup>	1,24	1,96	2,91
Rate for occupational accidents with serious consequences <sup>4</sup>	-	-	-
Rate of deaths resulting from occupational injuries <sup>5</sup>	-	-	-

<sup>1</sup> Incidence rate: (number of accidents/number of employees)\*100

<sup>2</sup> Seriousness rate: (number of absence days/number of hours worked)\*1,000

<sup>3</sup> Frequency rate for recordable occupational accidents: (number of recordable occupational accidents/total number of hours worked)\*200,000

<sup>4</sup> Frequency rate for occupational accidents with serious consequences: (number of occupational accidents with serious consequences/total number of hours worked)\*200,000

<sup>5</sup> Frequency rate for deaths resulting from accidents at work: (number of deaths/total number of hours worked)\*200,000

**“PESE 4.0” LOGISTICS SYSTEM: EFFICIENCY, SUSTAINABILITY, PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS**

The Group’s factories are equipped with a digitalised system of vehicle loading-unloading flows that provides hauliers with information on health and safety during the registration and booking phase of such activities, so that they can adopt correct practices in line with company regulations. In fact, Cereal Docks Group’s various plants are connected to a single digital platform that allows the registration, control and weighing of vehicles to be managed more quickly, flexibly and safely.

This is the so called “Pese 4.0” System, the introduction of which started in 2018 and has already shown significant advantages over the traditional procedure, both in terms of reduced lead times for suppliers and customers, and in terms of traceability of loading-unloading data.

All this to guarantee a service with high standards, more efficient and faster in responding to market demands.

Furthermore, the dematerialisation of the process brings the Group even closer to the goals of its Sustainability Plan linked to the reduction of paper consumption.



## 4.4 Research and innovation

Innovation has always been one of the most important drivers of Cereal Docks Group's growth strategies. This commitment concerns products and processes and is developed both internally, through the Research & Innovation Department, and in an open innovation logic, thanks to a network of collaborations and partnerships involving the university world, research institutions, the start-up ecosystem and innovative business networks.

At the end of 2022, the Research & Innovation team consists of eight resources with heterogeneous and complementary skills in food technology, chemistry and pharmaceutical technology, plant genetics, biotechnology, molecular biology, communication and marketing.

The department carried out several initiatives and projects during the reporting period, which are listed below:

**MANTEGNA CAMPUS:** initiative that allows a meeting between the university world and the company, allowing, twice a year, four students from master's degree programs in biotechnology, food biotechnology, chemistry, chemical and industrial engineering, to develop through thesis work, an in-depth scientific study with a high rate of innovation on a topic of interest to the company. The six-month project aims to bring the university world closer to the corporate world, offering young people a unique and valuable opportunity, giving them the chance to gain experience in the Research and Innovation department of a company active in the field of first agro-food processing. Over the course of the six-month project, candidates will be able to get involved in Cereal Docks Group Lab's activities, using its structure and instrumentation, as well as having the guidance of an experienced business mentor and training on food safety issues. The focus for the new edition is expected to be on topics related to new innovative protein oils and ingredients and their applications in the food sector.



**CONTAMINATION LAB:** to foster a growing interconnection with the academic world and to promote the role of young people in the area, a new feature of 2022, in perfect coherence with the open innovation formula, is the start of the collaboration between Cereal Docks' Research and Innovation Department and the Contamination Lab promoted by the University of Padua. Created to promote the culture of entrepreneurship and innovation, interdisciplinarity and the dissemination of new learning models, the Contamination Lab is based on the concept of contamination, not only between universities and companies, but also between students from different disciplines, exploiting the potential of a multidisciplinary team to develop innovation projects. The Contamination Lab involves female undergraduate students, recent graduates and those who are attending or have completed a PhD at the University of Padua. During the six-month project, the students, divided into multidisciplinary teams and in close collaboration with faculty and experts, develop a project work to respond to the business challenge entrusted to them. For the 2022 edition, the assigned C\_Labbers set out to imagine the possible evolutions of Protilla, the digital platform with which the company approaches the plant protein sector.



### 2020 CALL FOR RESEARCH AND DEVELOPMENT

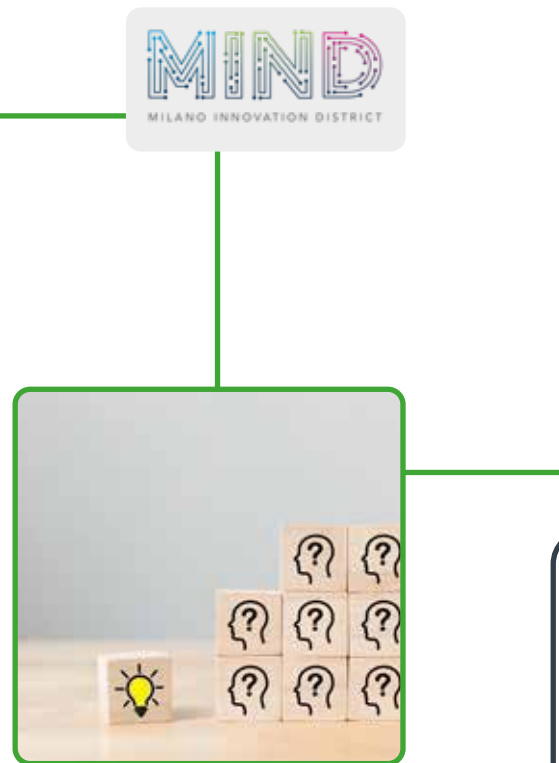
*Cereal Docks has benefited from a 100,000 grant sponsored by the Cariverona Foundation, which is enabling the Group to take advantage of the knowledge and expertise of two postdoctoral researchers, from March 2021 until February 2023. The two researchers, and professors at the Free University of Bozen/Bolzano, Faculty of Science and Technology, have been working for years in the area of the valorization of co-products or waste from food industries from a circular economy perspective. Together with the Research and Innovation team they are working on the project "Renewable protein from co-products of oilseed processing" dealing with the valorization of sunflower, rapeseed and soybean expeller to obtain high-quality protein isolates through green processes. The expeller is a by-product of oilseed extraction with high protein content. What the project aims to achieve is the adoption of new technologies to extract the protein fractions of the oilseed with minimal environmental impact, with a view to continuing to improve Cereal Docks processes and products.*

**MIND MILANO INNOVATION DISTRICT:** Cereal Docks since 2021 participates in Federated Innovation @MIND, a public-private collaborative model created within MIND, the new innovation district growing in the former EXPO area, promoted by Lendlease as the head of planning and private development of MIND, with the contribution of Cariplo Factory as facilitator of innovation processes. The network consists of a total of 35 leading companies in their respective sectors at the national and international level grouped into 11 different thematic areas. Cereal Docks is part of the Agrifood Tech & Wellness area, with the ambition to identify and develop research and innovation initiatives, foster technology transfer and the contamination of ideas in a platform open to broad collaboration: businesses, universities, start up, investors and talents.

The work of the R&I Department is a synergistic work involving many other functions. A culture of innovation is strongly promoted within Cereal Docks, in which each member of the Group is an integral part of change. In this spirit, since 2019 the **Scientific and Innovation Committee** has been active, a team composed of internal figures related to both Quality and R&D and Agronomy, with cross-cutting advisory and propositional functions on innovation issues. The purposes of the Committee are to create an environment conducive to spreading the culture of innovation at all levels by stimulating lateral thinking and systematizing activities, projects and knowledge.

**MANTEGNA ACCELERATOR:** a CO.S.I. initiative created with the aim of collaborating with innovative entities that can bring new solutions to existing critical issues in the company's processes. During 2022, CO.S.I. involved Group employees in a survey to bring out critical issues of technical and non-technical origin, suitable to be solved with new or innovative solutions. The submitted questionnaire, which was completely anonymous, consisted of three sections, covering respectively:

1. the collection of potential critical issues;
2. innovative ideas and solutions that could provide insights for improvement;
3. the use of "lateral thinking" to analyze from a different perspective the reference work context.



Among the themes that emerged, the CO.S.I. chose to focus on improving the dissemination of corporate culture and intra-company communication, having found it to be one of the priority issues for everyone's well-being and work facilitation.

The committee therefore sought a solution that could meet these requirements, identifying it in a company-tailored Intranet: this is a platform through which it will be possible to share, inform, communicate and personalize one's experience as a Cereal Docks Group employee. The preliminary version of the Intranet will be tested by an initial sample of employees in early FY 2023 to gather feedback and evaluate its effectiveness. Once tested, the platform will be implemented and rolled out to all employees.

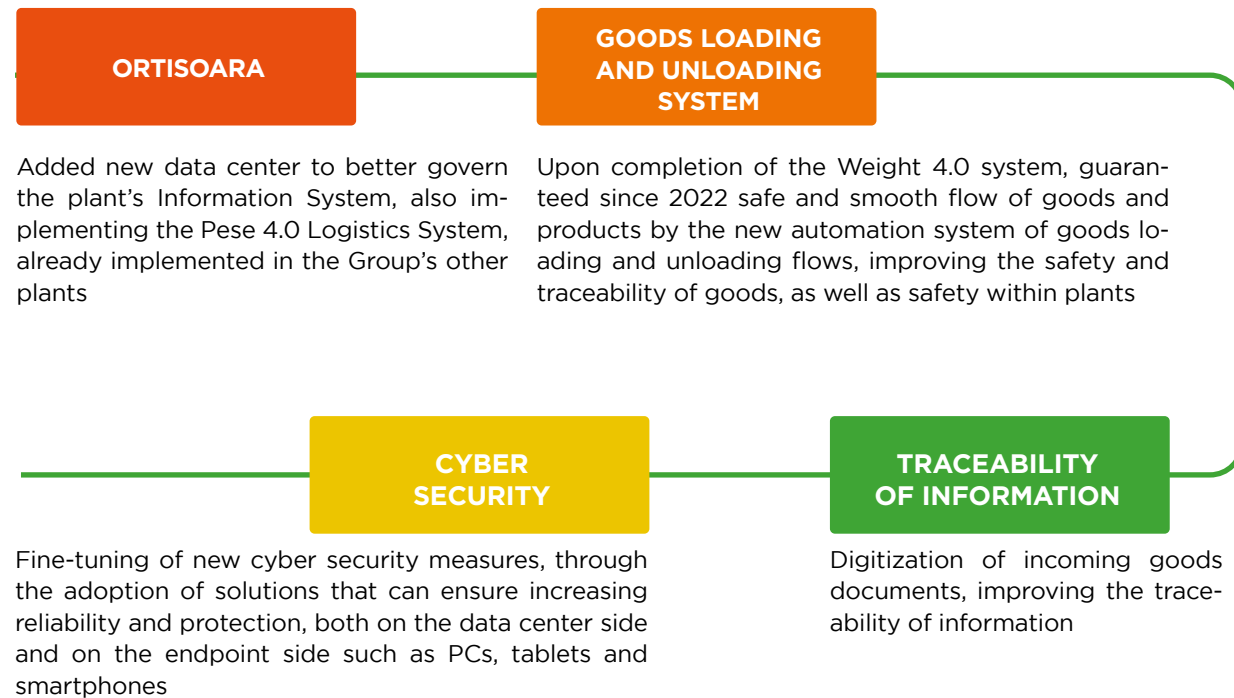
**RETE INNOVATIVA RIBES-NEST:** Cereal Docks supports and is part of the Veneto Region Innovative Network, established in 2016 to facilitate growth and development through the interaction between traditional and emerging sectors gravitating around the Ecosystem of Health and Smart Food. Those involved are mainly local businesses characterized by a common Vision: a focus on scientific research and innovation applied to products and processes. A methodological approach that finds fertile and receptive ground in the research institutions present in the Northeast, in addition to the numerous and qualified scientific expertise recognized internationally.



**CALL FOR RESEARCH F.A&A.F.**  
*Future agriculture and functional foods: a challenge for research and the revitalization of the Veneto region" is a project involving members of the innovative regional networks Innosap, Ribes-Nest - of which Cereal Docks is also a member - and the Chioggia Fish District. The objectives of the call are to identify and characterize new active ingredients in plant-derived raw materials to enhance primary productions, identifying functional molecules that can restore the balance of intestinal bacterial flora, which will affect the immune response. The call, which began in September 2020, will end in December 2022.*

4.4.1 IT

An important piece, which formally stands outside the Research & Innovation department, but which constantly brings improvements in terms of computerization within the Group, is the IT function. The department consists of five resources coordinated by an IT manager, and is responsible for maintaining the Cereal Docks Group's high levels of security and connectivity by planning and making effective implementation projects involving information systems, hardware, software and networks, cultivating synergies and generating impacts on all business functions. The Group's IT infrastructure, following the company's growth trend, continued to develop in 2022.



## 4.5 The community

The Cereal Docks Group has always cultivated an interest in its local area, aware of the importance and impact that the company has on the territorial fabric. Moved by a deep sense of responsibility towards the local communities of reference, the Group over the years has provided and continues to provide its contribution to promote and undertake various social initiatives, allocating ad hoc resources and promoting the development of the territory.

It should be noted that the contribution to communities in monetary terms during fiscal year 2020 was higher than in subsequent years due to the donations made by the Group during the Covid-19 pandemic period for regional health emergency management.

In particular, the initiatives Cereal Docks implements cover a wide range of different categories and areas, such as research and development, training, sports incentives, and support for culture.

VALUE SHARED IN THE COMMUNITIES (€)

	2020	2021	2022
Liberality	729.051	14.071	435.620
Sponsorships	129.296	79.733	117.000
Membership contributions	160.919	177.399	182.663

COMMUNITY INITIATIVES

**CARTA BIANCA:** the project that began in 2019, and was suspended in 2020 due to the pandemic, is a response to Cereal Docks' commitment as a Benefit Corporation aimed at creating an inclusive and participatory social context in which people and communities can find opportunities to meet, dialogue, and be enriched in terms of cultural, relational, recreational, and psycho-physical and social well-being.

Carta Bianca consists of a series of thematic events in which the company opens its doors to citizenship as well as to its employees. The project was conceived as a catalyst of cultural content related to Benefit Corporation commitments with a holistic vision that is more open to stimuli from the outside world, so as to promote contamination between different artistic forms, but consistent with the underlying concept. The program schedule for the three-year period 2022-2023-2024 proposes a different itinerary for each year, including history, science, art and culture, but maintaining the same starting point: "the places of living." The first itinerary developed for the year 2022 concerns nature and the human-nature relationship.

Carta Bianca thus aims to be one of the narrative tools of the Group's commitments by looking at the 'civic' dimension of doing business. But it is also one of the vehicles to contribute to the realization of the company's vision: 'Working with passion and humility for a common good, building a world where everyone can feed themselves and be well.'



**PARTNERSHIP WITH GREEN WEEK 2022:** The partnership with Green week 2022: On the occasion of Green Week 2022 and the event "The Factories of Sustainability," Cereal Docks hosted a group of students and researchers from the Green Week Academy, an initiative promoted and curated by Goodnet aimed at students from bachelor's, master's, and doctoral degree programs. The students had the opportunity to get to know the company from the inside, thanks to a program of guided tours, workshops and lectures.

Next, the first Carta Bianca meeting was held with Prof. Andrea Segrè dedicated to the theme of biodiversity, entitled: "From Culture to Culture: Biodiversity Will Save Us." During his talk, Professor Segrè spoke about the value of biodiversity, the decision to include its protection in the fundamental articles of the Italian Constitution, and how biological diversity can be a fundamental source of inspiration for thinking about new economic, social and entrepreneurial models that allow for a creative and more sustainable use of natural resources.



COMMUNITY INITIATIVES

**DADA PROJECT IN THE CAMISANO VICENTINO SCHOOL:** the collaboration between Cereal Docks and the school world also includes the contribution for the purchase of equipment and part of the furniture for the “DADA” project, promoted by Headmistress Stefania Bovis and her collaborators Mirka Faccin and Anna Maria Tollardo. This is the testing of an innovative model of teaching, the so-called “DADA” teaching by learning environments. The creation of active learning environments presupposes a different way of using educational spaces with the movement of students between “teaching islands.” This dynamic and fluid approach considers student movement a good opportunity for optimizing downtime in time changes and a stimulus for concentration, as evidenced by accredited neuroscientific studies.



**NATEEO SRL AND BANCO ALIMENTARE:** given the growing attention to social issues, for the past few years Nateeo has been carrying on a partnership with Banco Alimentare Onlus, which deals with the collection and recovery of surplus foodstuffs and their redistribution through more than 7,500 charitable facilities scattered throughout Italy. In 2022, Nateeo donated 100,000 meals to people in need in partnership with Banco Alimentare Onlus Foundation.

The recent change of the parent company into a Benefit Corporation has opened new horizons for projects and actions capable of generating common benefit. An evolution that stimulates all Group companies to continuous improvement, looking not only at economic results but also at common goals of positive impact indicated in the Benefit Corporation Statute, to which all business units are called upon to contribute.

Because of its vocation as a food company, Nateeo has embraced commitments related to combating food waste and sustainability.



**POP WITH BRAIN:** 800 million used corks are thrown in the trash every year in Italy. That’s a real lost asset when you consider that cork is 100 percent recyclable in many applications, from green building to furniture, clothing to mechanical and aerospace.

Since 2018 Cereal Docks Group is pursuing a circular economy initiative thanks to the collection of corks that each employee can bring to the company and put in special containers. This is a solidarity gesture as well as an ecological one: the corks collected are in fact given to Brain, an association in Vicenza that deals with the rehabilitation and social reintegration of people affected by cranial trauma.



COMMUNITY INITIATIVES

**IL GIARDINO DI ALICE:** Cereal Docks chose to support the 2022 edition of the children's and family theater festival "Il giardino di Alice" which was realized through six theater performances held on summer Sundays at the Salvi Garden in Vicenza, and enriched with four free afternoon events held in four different neighborhood playgrounds. The events held featured staged stories for fun, suitable for children ages five and up, as well as playful workshops to learn how foods can affect health and the environment and should therefore be consumed responsibly. The initiative, now in its fourth year, is organized by exvUoto teatro, with the support of the Municipality of Vicenza, and is part of a larger project of urban regeneration and redevelopment, underscoring Cereal Docks' connection to its local area. This support is also part of the commitments made as a Benefit Corporation, which stem from the desire to change the way we see the world and business, creating an economic model based on paradigms capable of creating value for all human beings and the planet.



**I BAMBINI DELLE FATE:** Since 2017, the Group has been supporting I Bambini delle fate, a social business dedicated to ensuring economic support for social inclusion projects and pathways run by local partners for the benefit of families with autism and other disabilities. With a view to corporate social responsibility, Cereal Docks Group donates an ongoing monthly contribution that becomes a means for Fairy Children to support projects with a long, organized and structured time horizon. The collective commitment of Cereal Docks together with the other participating companies makes it possible to set up for Fairy Children a planning and programming of services for the concrete benefit of families, giving the possibility to design and support medium to long term inclusion paths.



**VICENZA FOR CHILDREN ONLUS:** with the holiday season, Cereal Docks Group has chosen to support Vicenza for Children, a voluntary association that collaborates with the General Management of Ulss 8 Berica and supports children hospitalized in the Pediatrics and Pediatric Oncoematology wards of San Bortolo Hospital in Vicenza. Vicenza for Children provides emotional and emotional support, also supports families in need financially, and helps provide additional services to children by purchasing medicines, electro-medical equipment, etc. Since 2020, dedicated corners have been set up in the company, where employees and guests of the Group have the opportunity to buy panettone cakes from the non-profit organization. In 2021, the proceeds went to two among the association's active projects:

- the "Local hub for families," a day and night hospitality place that welcomes family units during the child's hospital or day hospital treatment time;
- "A casa con le favole" project, a home-based service to stimulate relational activity and support the psycho-emotional area in small and fragile patients who are forced to give up normal social life, such as going to school or participating in extracurricular activities.

**CEREAL DOCKS FOR THE RELAUNCH OF THE PALLADIAN BASILICA:** Cereal Docks Group's commitment to corporate social responsibility is strengthened with an art-related project. It is the Art Bonus campaign "Patrons of today for the Italy of tomorrow," with which the Group in 2020 supported the creation of permanent arrangements to host art exhibitions in the Basilica Palladiana, and specifically a three-year project promoted and organized by the City of Vicenza in collaboration with the Accademia Olimpica, the Palladio Museum and the Fondazione Teatro Comunale. Three exhibitions in 3 years, capable of combining scientific rigor with originality, three cultural moments that starting from Vicenza and its past tell universal stories.

During the last year of reporting (FY 2022), the second event in the cycle of international exhibitions for the revitalization of the Basilica Palladiana and the city of Vicenza, entitled: "The Renaissance Factory. Creative Processes, Market and Production in Vicenza." The appointment, scheduled from December 11, 2021 to April 18, 2022, brought masterpieces from the world's most famous museums such as the Louvre, the Vatican Museums or the Uffizi to Vicenza.



COMMUNITY INITIATIVES

CEREAL DOCKS GROUP IN SPORTS

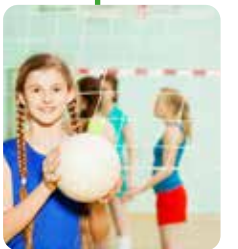
By becoming a Benefit Corporation, the Group intends to reaffirm and give new impetus to its commitment to fostering youth sports in the different areas where the company is present today. Providing support to the many deserving Sports Associations also means generating a positive impact on society, as these realities often witness important values that can enhance social relations and bring greater integration and inclusion. The practice of sports is in fact a fundamental formative experience for the psychological, physical and social development of human beings, and its educational value has repercussions on multiple dimensions: on the level of quality of life and well-being, but also on the educational and social level.



**CAMISANO CALCIO 1910:** Cereal Docks Group's bond with the community is also expressed through its involvement in social, cultural and sports activities in the area. In particular, the Group looks to the world of youth and sports as an educational and personal growth opportunity, as well as psychophysical well-being. For this reason, the Group is a supporter and official sponsor of various sports activities, with a special focus on Camisano Calcio 1910. In recent years the club has demonstrated its ability to be a team player by obtaining excellent results, both in the rankings and in the educational project that looks at the development of a sports culture capable of holding together technical skills, fun and values. This is a project that is a direct expression of the Camisano area and the passion and determination of its young people. The current project is to consolidate the path made by enhancing in particular the Youth Sector that boasts a constant increase of young people and that wants to be more and more the main "power source" of the First Team. To date there are 300 registered members.



**POLISPORTIVA AURORA:** through its support of Polisportiva Aurora in Camisano Vicentino, Cereal Docks' presence in sports ranges from Volleyball to Artistic and Rhythmic Gymnastics and Tennis, not forgetting running activities, Cycling and the martial arts of Qwan Ki Do and Viet Vo Dao. Sports activities for the very young called "Play Sports" and those for the Third Age, a new entry in recent years, complete the offerings. There are 600 card-carrying members.



**RUGBY SAN DONÀ:** in the direction to support the area Cereal Docks has renewed the partnership started in 2014 with the sports club Rugby San Donà S.S.D.R.L. aimed at supporting youth sports activities and the First Team. The new Cereal Docks brand, the result of the 2021 rebranding, appears today on the sports club's website and on the game jerseys of all categories, including the First Team (Serie B). Associazione Rugby San Donà, founded in 1959, is one of the most important, active and followed sports clubs in the area. The sponsorship is a sign of the proximity to the community by Cereal Docks, which in nearby Portogruaro has one of the Group's most important plants, a strategic logistics hub for cereals, a pillar of green logistics to meet the principles of sustainability and safety that have always guided the company's choices.



**COCOSUL ORTISOARA:** further evidence of the common commitment made by all the companies that are part of Cereal Docks Group to pursue concrete goals of positive social impact comes from the partnership signed between the amateur football club Cocosul Ortisoara and Cereal Docks East Europe, a company of the Group that deals with the supply of agricultural raw materials in the Eastern European area. This is the first sponsorship carried out by Cereal Docks East Europe in the field of sports, in the hope that the values of sports can provide a solid foundation on which to build positive relationships of knowledge, cooperation and team spirit.





COMMUNITY INITIATIVES

TOGETHER FOR THE COMMUNITY, BUSINESSES NETWORK FOR CAMISANO VICENTINO

In a virtuous relationship between businesses and the local area, Cereal Docks, together with a network of businesses in Camisano Vicentino supports projects aimed at supporting and developing the youngest children.

**ENGLISH COURSE:** starting from the school year 2021/2022, an English language course has been introduced for pupils of the 5th classes of the elementary school and pupils of the 1st grade secondary school of Camisano vicentino, where the Group’s headquarters is located: a native speaker teacher, within the students’ curricular schedule, carries out an hour in co-presence with the teacher of the discipline “English” to develop listening and speaking activities. Involvement: 6 classes consisting of an average of 20 students for a total of about 120 people.



**Project aimed at preadolescents, parents and teachers with the involvement of a pedagogue in the role of trainer**

**ETÀ DELLA CRISALIDE PROJECT:** Cereal Docks together with other companies in the Camisano Vicentino community is supporting the training course “The Age of the Chrysalis.” The training course consists of a series of conferences with pupils in the first, second and third grades of the secondary school in Camisano Vicentino, to stimulate them to discuss issues such as self-esteem, empathy, motivation and the ability to imagine and build their own future. The goal of the training is to stimulate in preadolescents the growth of self-awareness, as well as to bring out a new educational awareness in parents. The initiative kicked off in April 2022 through 4 preparatory meetings for the activities that will take place starting in the fall of 2022. The meetings were attended by more than 430 people including students, parents and teachers, confirming the great need of the new generation to rely on solid points of reference, family and school in the first place.

4.4.1 ASSOCIATIONS

The Group’s strong involvement with the local area and target communities is manifested and reflected in its lively participation and membership in the many associations below.

CEREAL DOCKS SPA

- Aidaf- Associazione Nazionale delle Azienda Famiglia
- Aires. - Associazione Italiana Raccoglitori Essiccatori Stoccatore di Cereali e Semi Oleosi
- Aice - Associazione Italiana Commercio Estero
- ANDAF - Associazione Nazionale Direttori Amministrativi e Finanziari
- Associazione Granaria e dell'alimentazione
- Assitol
- Associazione Granaria di Verona
- Associaione Compagnia delle Opere
- Assoebios
- Cassa di assistenza Sanint
- Cereal Docks International Spa
- Confindustria Vicenza
- Ente Zona Industriale Porto Marghera
- Federated Innovation Network
- Fondazione CUOA
- Food Trend Fondation
- Gafta - Grain and Fedd Train Association
- Innovhub - stazioni sperimentali per l'industria
- RTRS - Round Table on Responsible Soy Association
- Sister

AETHERA BIOTECH SRL

- Cluster Agrifood Nazionale
- Federchimica Confindustria
- Federsalus - Associazione Nazionale Produttori e distributori Prodotti Salutistici
- S.I.FIT. Società Italiana di FITOT
- Siste - Società Italiana di Scienze Applicate alle Piante Officinali e ai Prodotti per la Salute
- UNISMART - Fondazione Università degli Studi di Padova

CEREAL DOCKS ORGANIC

- Assobio

CEREAL DOCKS MARGHERA SRL

- CSEA - Cassa per i Servizi Energetici e Ambientali

CEREAL DOCKS INTERNATIONAL

- ANACER - Associazione Nazionale Cerealisti
- Camera Arbitrale del Commercio
- Fosfa International - federation of Oils Seeds & Fats Association
- Gafta - Grain and Fedd Train Association

NATEEO SRL

- Associazione Italiana Tecnologia Alimentare
- ILPS - International Lecithin and Phospholipids Society
- ELMA - European Lecithin Manufacturers

# Our environmental performances

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## 5

## HIGHLIGHT



In 2022 **office paper consumption** was **reduced by 16,9%** compared to 2021



89% of the waste generated in 2022 falls into the non-hazardous waste category, and **81% of the total is recovered**



**77% of the electricity self-produced by the Group** in 2022 comes from **renewable sources**



The annual electricity needs of the headquarter and plant of Aethera Biotech is **fully satisfied** thanks to the photovoltaic systems



**Pese 4.0, the weighting logistics system** was completed: in 2022 all facilities are integrated into a **single digital platform:** speed, safety, efficiency, sustainability

The Cereal Docks Group pays great attention to environmental protection issues, aware that climate change is one of the main factors that are negatively impacting the Planet. The Group's care for the environment is embodied in its commitment to the application of practices related to the circular economy, energy and water consumption efficiency



## 5.1 Waste

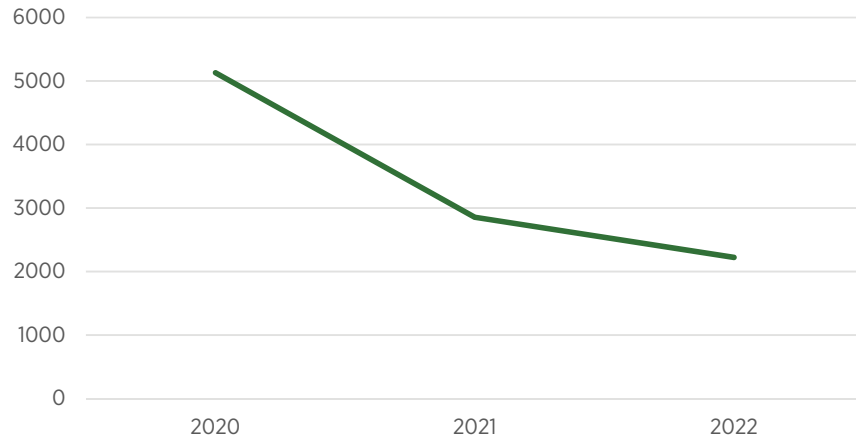
Cereal Docks Group, by preparing the 231 Organizational Model, has implemented a procedure that regulates the methods and responsibility in waste management. The purpose of this procedure is to define the ways in which waste produced at Cereal Docks S.p.A. sites, and therefore at the plants in Camisano Vicentino (VI), Portogruaro (VE) and Marghera - Via Righi (VE), is managed, complying with the requirements of the environmental permits issued to the plants, where present. Specifically, the procedure defines how to: classify, manage temporary storage, manage registration of waste produced and start recovery or disposal at authorized third-party facilities.

The Group is a producer of a certain amount of waste classified as hazardous and nonhazardous depending on the characteristics of the waste. A further useful division for the management of the topic concerns the destination of waste produced by the Group; such waste can be destined for recovery or disposal.

Details on the tons of waste produced by the Group are given below:

	WASTE PRODUCED (T)		
	2020	2021	2022
Non-hazardous waste	5.059	2.789	1.981
Hazardous waste	71	67	241
<b>Total</b>	<b>5.130</b>	<b>2.856</b>	<b>2.222</b>

TREND OF WASTE PRODUCED (T)



It should be noted that there was a net decrease in waste from 2020 to 2022 and that this decrease was due to the cessation of waste production related to excavation and rock at the production site in Romania.

WASTE FOR DISPOSAL (T)

Type of disposal	2020		2021		2022	
	P	NP	P	NP	P	NP
Other disposal operations	34	503	42	494	191	232

WASTE NOT INTENDED FOR DISPOSAL (T)

Type of restoration	2020		2021		2022	
	P	NP	P	NP	P	NP
Recycling	-	203	-	120	-	88
Preparation for reuse	-	3034	-	960	-	-
Other recovery operations	36	1.319	25	1.215	50	1.660
<b>Total restoration</b>	<b>36</b>	<b>4.556</b>	<b>25</b>	<b>2.295</b>	<b>50</b>	<b>1.749</b>

When each new waste is generated, the corresponding characterization sheet is filled out, indicating its hazardousness. Non-hazardous waste, on the other hand, can be classified with the help of accredited external laboratories, which perform sampling and subsequent chemical analysis. For waste recovery and disposal, the Cereal Docks Group uses the help of licensed third-party facilities after timely verification of possession of valid registrations and permits. As per internal procedure, for each specialized outside company that performs the disposals, the authorization is verified, and through the environmental managers' register, the transporters' authorizations are verified. These companies also undertake to send the four copies of the forms in original or by certified mail within the timeframe required by the regulations.

**RIDUZIONE DEL CONSUMO DI CARTA**

Tra gli obiettivi aziendali figura quello di ridurre di almeno il 20% il consumo di carta ad uso ufficio entro il 2023 grazie all'implementazione di precisi processi di digitalizzazione e di un'attività di sensibilizzazione interna.

Si evidenzia che nel 2021 gli alberi consumati erano stati 62,50 con un decremento di 11,43 per il 2022 in cui ne sono stati consumati 51,07.

Waste processing also involves the management of any impacts generated by the production of waste, which include the spillage of liquid waste or the flammability of certain wastes. However, the occurrence of such risks is prevented by the Group through dedicated prevention measures by equipping waste storage areas with suitable environmental safeguards, depending on the risks present, such as through the use of absorbent material for liquid waste or fire extinguishers for flammable waste.



#### DA SCARTO A RISORSA: IL RUOLO DELL'ECONOMIA CIRCOLARE IN AZIENDA

The Cereal Docks Group takes an environmentally sustainable approach and is active in finding useful solutions for the use of by-products.

**The most recent example of a circular economy project involves soap paste,** a waste product from vegetable oil refining, a mixture of oils, water and triglycerides that needs to be separated from the refined oil to remove impurities and acidity. That same waste, if processed with the proper equipment, can be transformed into a new resource: through the process of hydrolysis, the triglycerides are broken down. The result is oleins, acid oils, which after proper decantation to separate oil and water, can find new application as oils for industrial sectors.

**The new soap paste splitting plant is being installed at the time of writing.** Due to its commissioning, scheduled for January 2023, it is expected to recover about 4 percent of oil that would otherwise be lost.

Also at the refining plant, bleaching earths with activated carbon additives are used to reduce the levels of pigments in the oil such as carotenoids and chlorophyll, and help reduce soap residues, traces of protein and oxidation products. These soils, once exhausted, until 2022 were handed over to a company operating in the vegetable oils and fats sector to recover the oil present within the soils, which was then reused again by the oleochemical industry and for power generation.

Starting in the last year of reporting (2022), **spent bleaching lands instead go to feed agricultural biogas plants.**



## 5.2 Raw materials and materials

Among the Group's commitments, optimizing the use of additives and chemicals in production processes plays a significant role in order to reduce environmental impacts.

As part of this broader optimization activity, an initiative to improve the management of chemical products in the refining process at the Cereal Docks Spa plant in Camisano is noteworthy. As of July 2022, a project is underway to make the consumption of chemicals used over a 24-hour period more accurate and promptly. In detail, activities are underway to calibrate the instruments used to measure the aforementioned consumption, aimed at ensuring more accurate monitoring of the use of bleaching earth, caustic soda, phosphoric acid and citric acid according to the type of commodity processed (soybean, rapeseed, sunflower, high-oleic sunflower and organic commodity). The refinement of these surveys may also allow for an input of the above data within the company's management software. Investigations are also underway to see if it is possible to capture the different consumption of chemicals based on the type of commodity processed (soybean, sunflower, etc.).

It should be noted that the Group, being classified as an energy oil depot, is obliged to keep the hexane loading and unloading register.

Below are details of the raw materials, semi-finished products and materials used (the term "materials" is used below and includes all three categories previously stated) to produce and package the organization's primary products during the reporting period, divided into non-renewable and renewable materials.

The materials listed below are derived from both internal production and external sourcing. Specifically, with regard to the category raw materials of agricultural origin, all those products that undergo processing are shown.

## MATERIAL USED TO PRODUCE AND PACKAGE THE ORGANIZATION'S MAIN PRODUCTS\*

	u.m.	2020	2021	2022
<b>Renewable materials</b>				
<b>Raw materials of agricultural origin</b>				
Dried soybeans for roasting	TM	23.441	37.824	28.070
Crude vegetable oil for refining	TM	143.545	150.146	184.231
Crude and refined vegetable oil for cogeneration	TM	20.955	19.799	8.743
Crude lecithin for standardization	TM	12.174	13.918	12.122
Wet cereals and oilseeds for drying	TM	470.546	526.232	455.567
Dried oilseeds for extraction	TM	1.304.734	1.421.289	1.331.145
Raw materials for cryomacination	TM	13	3	4
Sucrose for Aet production	KG	2.212	2.220	2.757
<b>Non-renewable materials</b>				
<b>Chemicals</b>				
Phosphoric acid 75%	KG	134.903	137.310	170.940
Bleaching earths	KG	515.194	539.388	728.854
Caustic soda 50%	KG	660.580	739.640	904.460
Citric acid monohydrate	KG	233.375	212.500	308.250
Hexane	KG	932.741	1.109.008	886.461
Ammonia 25%	KG	1.728.450	1.757.760	755.340
<b>Materiali per imballaggio</b>				
Big bags, jerry cans and buckets	PZ	4.652	5.832	8.527
Cisterns, octabins, barrels	PZ	5.339	5.540	6.999
Chep bag	PZ	-	1.223	2.482

\* It should be noted that the company Cereal Docks International S.p.A. is not included in the scope of the data because it carries out pure commercial activities

## 5.3 Water

The Group constantly pursues the goal of a conscious use of water resources, optimizing production processes through the recovery and recycling of water and the implementation of a zero discharge plant with extraction in Camisano Vicentino and Marghera.

The efforts made by the Cereal Docks Group differ on the various plants, each of which complies with the regulations and laws that regulate withdrawals and discharges, possessing all the environmental permits necessary to carry out the dedicated activities. The specifics of each plant are summarized below.

- At the **Camisano Vicentino** plant, water is supplied through the use of three artesian wells that provide process water for the production plants. Inside the plant, wastewater is recovered and used for the extraction and refining department.
- At the **Marghera** plant, water extraction is through the industrial aqueduct, while discharge is permitted into the sewer system.
- At the **Portogruaro** plant and the Marghera Coastal Depot, water abstraction is through an artesian well and from the aqueduct for drinking water..
- For the **Aethera Biotech** plant, the only water withdrawal is from the drinking water aqueduct, while effluent from operations is discharged into the public sewer system.
- The **Cereal Docks International Spa** plant also has no need to draw on industrial water supplies, drawing from the drinking water aqueduct. In addition, Cereal Docks International Spa does not produce wastewater from operations and has not required sewer discharge connections except for civil wastewater.
- The production activity of the **Nateo Srl** plant has a very limited environmental impact as it does not involve the production of wastewater and does not require emission permits.
- Finally, with regard to the **Cereal Docks Organic Srl** plant in Roverchiara, the company is completing activities to restore equipment and production lines, consequently the AUA environmental permits will also be updated and/or turned over from the previous ownership.

Water quality standards at discharge are regulated by Legislative Decree 152/06, both for surface and sewage discharges. The Group is committed to discharging water with pollutant concentrations below these limits.

The Cereal Docks Group's water withdrawals in the last fiscal year were 402 mega liters, the source of which is groundwater (68% in 2022) and third-party water resources (32% in 2022). It should be noted that there are no water withdrawals from water-stressed areas for any reporting year considered.

WATER WITHDRAWAL (ML)

	2020	2021	2022
<b>Groundwater (wells)</b>	<b>283</b>	<b>240</b>	<b>275</b>
Fresh water (≤1,000 mg/L total dissolved solids)	283	240	275
<b>Third-party water resources</b>	<b>69</b>	<b>112</b>	<b>127</b>
Of which fresh water (≤1,000 mg/L total dissolved solids)	66	109	125
Of which other types of water (>1,000 mg/L total dissolved solids)	3	3	2
<b>Total water withdrawn</b>	<b>352</b>	<b>352</b>	<b>402</b>
Of which fresh water (≤1,000 mg/l total dissolved solids)	349	349	400
Of which other types of water (>1,000 mg/l total dissolved solids)	3	3	2

Regarding water discharge broken down by destination, for all the businesses considered, the water discharge detected falls into the freshwater category. Looking at FY2022 alone, the Cereal Docks Group records a discharge of third-party water resources of 175 mega liters. It should be noted that the water, before being discharged into the Consortium's pipeline, undergoes a purification process.

WATER DISCHARGE (ML)

	2020	2021	2022
<b>Third-party water resources</b>	<b>135</b>	<b>124</b>	<b>175</b>
Of which fresh water (≤1,000 mg/l total dissolved solids)	135	124	175

Regarding discharges, the number of cases of non-compliance with discharge limits, by type of substance analyzed, are reported below:

NON-COMPLIANCE WITH DISCHARGE LIMITS (MG/L)

	2020	2021	2022
Aluminum	8,09	-	33,6
Total phosphorus	-	-	10
Total suspended solids	-	-	604

The two out-of-limits occurred at the outlet of the Camisano sewage treatment plant; in 2020, this noncompliance involved an overdose of PAC due to some issues related to the chemical-physical system. Specifically, it was pointed out that PAC, like all aluminum salts, if subjected to too basic a pH can undergo re-solubilization phenomena with subsequent entrainment of the pollutant to the discharge. All other analyses, carried out in self-control and by Arpav, showed that all parameters were within limits and the out-of-limit was catalogued as "anomaly." The Group, regarding the anomaly, promptly installed a new compressed air flotation system to replace the existing one, having double the flow rate, and improved the control over the dosing of chemicals.

The second overrun that occurred in 2022 was due to an accidental leakage of caustic soda solution from a 2 cu m process tank at the refinery. The soda ash leak was attributable to the deterioration of a seal near the discharge valve. The soda ash flowed into the storm drain and arrived at the purifier, raising the pH and decreasing the purification efficiency of the system. To prevent new accidental spills, the corrective action taken by the Group was to close the direct discharge to the sewage treatment plant. This will allow refinery operators to check the quality of the effluent to be discharged and prevent new pollution.

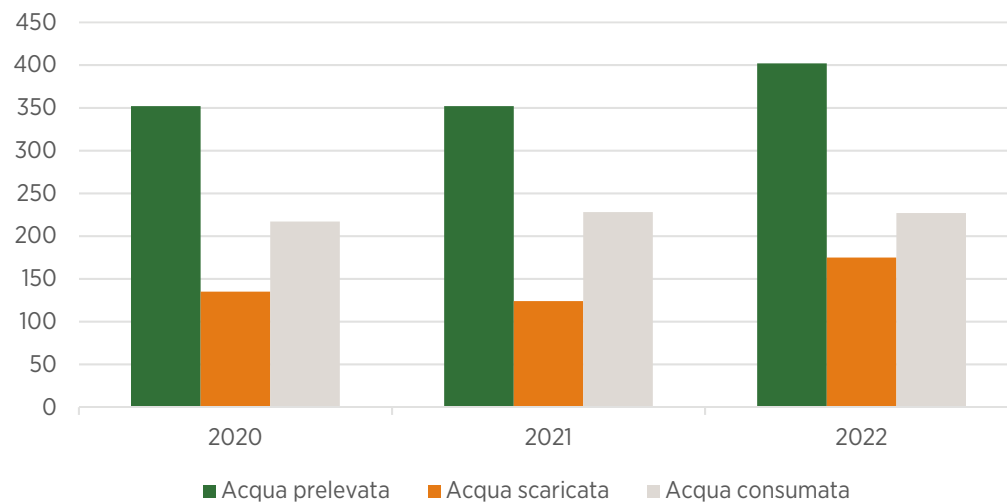


Finally, the water consumption, defined as the difference of withdrawals and discharges, for each fiscal year is summarized below.

WATER CONSUMPTION (ML)

	2020	2021	2022
<b>Total water consumed</b>	<b>217</b>	<b>228</b>	<b>227</b>
Fresh water (≤1,000 mg/L total dissolved solids)	214	225	225
Of which other types of water (>1,000 mg/L total dissolved solids)	3	3	2

TREND ON WATER CONSUMPTION (ML)



The increase in water consumption compared to FY2020 is basically due to the implementation of new technological facilities, which has thus caused an increase in water demand and consequently also in water discharges. Some examples related to the implementation of new facilities are given below:

- at the **Camisano** site, the biodiesel plant that for years operated for only a few weeks a year was demolished, and a new refinery was built in the same area; in addition, the cogeneration oil engines were decommissioned and replaced with a natural gas cogeneration plant, and boilers were added;
- the **Aethera Biotech Srl** plant has come on line and has started to draw and discharge water;
- a roasting plant has been introduced at the **Marghera** plant, which involves the use of water input.

## 5.4 Biodiversity



The sustainability certifications used by Cereal Docks Group involve the identification and traceability of farms' production land, identified through cadastral coordinates indicated annually in crop plans. Similarly, through consultation of European, national and regional databases and geoportals, any overlaps of cultivated land with Protected Areas and Natura 2000 Network Areas are checked. These are forests, grasslands, pastures or wetlands that are of critical importance for species or habitat types listed in the Habitats and Birds Directives and considered to be endangered, vulnerable, rare, endemic or notable examples of features typical of one or more of Europe's nine biogeographic regions. These areas are subject to legal restrictions concerning nature protection, conservation of ecosystems and rare species. Other restricted areas are those identified through the Nitrates Directive, which aims to reduce groundwater and surface water pollution caused directly or indirectly by nitrates from agricultural sources and to prevent any further such pollution by encouraging the use of good agricultural practices.

Sustainability certifications give assurance that the raw material produced does not come from the above areas. Alternatively, evidence must be provided that such production does not interfere with the protection of nature, ecosystems or rare species.

**The Cereal Docks Group conducts internal and third-party audits, in which compliance with Directives 2009/28/EC and EU 2018/2001, a basic requirement stipulated by certification standards, is verified.**

When it comes to the location of the Group's plants, the construction areas are not located in highly biodiverse lands. However, the Cereal Docks Marghera Srl plant, with its respective coastal depot, is located close to sites of national and community interest in the Venice Lagoon, SCI (Site of Community Interest) IT3250030 "Middle Lower Lagoon of Venice" (26385 ha) and SPA (Special Protection Area) IT3250046 "Venice Lagoon" (55209 ha), which require remediation of soil, subsoil and/or surface and groundwater to prevent environmental and health damage.

The **Venice Lagoon** has been designated by UNESCO (United Nations Educational, Scientific and Cultural Organization) as a World Heritage Site and registered on the World Heritage List in 1987.

Designated as an area to be subject to landscape protection and as a Regional Nature Park area by the Veneto Region through the Regional Territorial Coordination Plan (a regional instrument of territorial government) and the Area Plan of the Venetian Lagoon and Area, the area has been recognized as a Ramsar site, a wetland area considered to be of international importance especially as a habitat for birds, under the Ramsar Convention (February 2, 1971).

## 5.5 Energy consumption and emissions

The Cereal Docks Group is actively committed to preventing and minimizing the impacts of its processes and products towards the environment. A tangible example of this is the presence, in some of the Group's plants, of cogeneration plants powered by bioliquids and photovoltaic plants equipped with a series of technological solutions aimed at optimizing their energy efficiency to meet the company's energy needs, with any surplus fed and sold to the national distribution network.\*

### 5.5.1 ENERGY WITHIN THE ORGANIZATION

Energy consumption within the organization for the reporting period is shown below, divided between direct and indirect consumption of the Cereal Docks Group.

The Group's direct energy consumption includes consumption related to renewable and nonrenewable sources, with the latter being the most prevalent; among nonrenewable sources, the most widely used fuel is methane accounting for approximately 98% of total consumption from nonrenewable sources throughout the reporting period. It should be noted that for FY2022, 40% of methane and 44% of palm oil biomass were used for cogeneration. Also, in FY2022, the share of LPG is zero as it was used at the Roverchiara plant until December 2021, then converted to CH<sub>4</sub> by pipeline.

The Group's direct energy consumption figures refer not only to the operation of offices and production activities, but also to the corporate fleet; therefore, it should be noted that the Diesel calculation also included consumption related to the Group's corporate fleet, the movement of which required for FY2022 approximately 82% of the total Diesel consumed by the Group in the last fiscal year.

*\*It should be noted that for reporting purposes, DEFRA 2022 conversion factors were used to calculate energy (GJ) and emissions released to the atmosphere*

DIRECT ENERGY CONSUMPTION OF THE GROUP (GJ; %)

	2020		2021		2022	
<b>Consumption from non-renewable sources</b>	<b>1.424.379</b>	<b>62%</b>	<b>1.592.122</b>	<b>66%</b>	<b>1.735.672</b>	<b>82%</b>
Methane	1.393.306		1.552.703		1.719.774	
Diesel	24.141		34.064		15.898	
LPG	6.932		5.355		-	
<b>Consumption from renewable sources</b>	<b>858.263</b>	<b>38%</b>	<b>812.377</b>	<b>34%</b>	<b>371.417</b>	<b>18%</b>
Biomass Palm oil	838.220		791.610		346.993	
Self-generated electricity from photovoltaics	20.042		20.767		24.424	
<b>Total</b>	<b>2.282.642</b>	<b>100%</b>	<b>2.404.499</b>	<b>100%</b>	<b>2.107.089</b>	<b>100%</b>

In terms of indirect energy consumption, reference is made to the electricity purchased by the Group, the actual figures for which are given below for the three-year period under analysis::

INDIRECT ENERGY CONSUMPTION OF THE GROUP (GJ; %)

	2020	2021	2022
Electricity purchased from NON-renewable sources	53.607	46.579	44.568



From FY2020 to FY2022, energy supply decreased by 17%, thanks to the electricity that the Group is able to self-produce through specific technologies, details of which are given below:

ELECTRIC ENERGY SELF-PRODUCED (GJ; %)

	2020		2021		2022	
<b>Photovoltaic</b>	<b>20.042</b>	<b>4%</b>	<b>20.767</b>	<b>4%</b>	<b>24.424</b>	<b>6%</b>
of which consumed	7.140		6.785		7.581	
of which sold	12.902		13.982		16.844	
<b>Cogeneration</b>	<b>204.108</b>	<b>43%</b>	<b>240.369</b>	<b>48%</b>	<b>292.530</b>	<b>71%</b>
of which consumed	180.968		207.240		201.452	
of which sold	23.141		33.129		91.078	
<b>Gas/oil engine</b>	<b>250.333</b>	<b>53%</b>	<b>235.220</b>	<b>47%</b>	<b>92.185</b>	<b>23%</b>
of which consumed	-		-		-	
of which sold	250.333		235.220		92.185	
<b>Total Self-generated electricity</b>	<b>474.484</b>	<b>100%</b>	<b>496.356</b>	<b>100%</b>	<b>409.139</b>	<b>100%</b>

The total energy consumed within the organization for the three reporting fiscal years is shown below:

TOTAL ENERGY CONSUMED WITHIN THE ORGANIZATION (GJ)\*

	2020	2021	2022
Energy consumption within the organization	2.049.873	2.168.747	1.951.550

It should be noted that energy consumption related to purchased electricity is 3% of the Group's total energy consumption for FY2020, a figure that decreases to 2% in subsequent fiscal years.

\*Total energy consumed within the organization = Direct energy consumption + Indirect energy consumption - Self-produced and sold electricity

In addition, the Group has developed initiatives to reduce energy consumption with a view to continuously improving its impact on the territory and the Planet.

In detail, at the Camisano Vicentino site, the 3.3 MW engine used to generate electricity from methane is connected to a heat recovery boiler and to the plant hot water circuit that the engine itself feeds, and allows the recovery of 10.88kWt of steam and 1,706kWt of hot water that would otherwise be lost and would have to be offset by the plant boilers operating on methane. In addition, at the same plant, the following have been installed:

- **new refrigeration units** with a significant reduction in electricity consumption compared to a refrigeration unit of the same type but equipped with standard efficiency;
- **a 2MWp photovoltaic system** exploiting the roof of a warehouse for raw material storage.

Finally, it should be noted that in the refining process it is possible to use the hot oil stream to heat-when necessary for process purposes-water and oil without resorting to the use of methane.

Initiatives to reduce energy consumption are not limited to the Camisano Vicentino plant. In fact, there is also a 4.4 MW engine at the Marghera site that allows the recovery of steam and hot water.

Finally, at the Portogruaro plant, an activity aimed at replacing all lamps with LEDs and the introduction of automation systems to optimize lighting times has been completed.

The GJs that were saved in 2022 through the above initiatives are summarized in the opposite page.

ENERGY CONSUMPTION REDUCTION INITIATIVES (GJ)

	Fonte energetica ridotta	2022
Cogenerator	Gas	66.109 <sup>1</sup>
Cooling units	Electricity	770 <sup>2</sup>
RAF oil exchangers	Gas	2.512 <sup>3</sup>
Photovoltaic system	Electricity	3.726 <sup>4</sup>
Boiler air preheating	Gas	1,27 <sup>5</sup>
Feedwater preheating	Gas	1,93 <sup>6</sup>
Relamping	Electricity	40 <sup>7</sup>



<sup>1</sup> TEP/1,35/0,086\*1000\*0,0036  
<sup>2</sup> TEP/0,187\*1000\*0,0036  
<sup>3</sup> TEP/0,086\*1000\*4/12\*0,0036. Multiplying by the 4/12 factor is because of an annual estimate then applied to the actual months of savings in 2022.  
<sup>4</sup> kW/0,0036  
<sup>5</sup> kW/0,0036  
<sup>6</sup> kW/0,0036  
<sup>7</sup> kW\*4/12/0,0036. Multiplying by the 4/12 factor is because of an annual estimate then applied to the actual months of savings in 2022.



**5.5.2 EMISSIONS RELEASED INTO THE ATMOSPHERE**

The energy sources used by the Group define its carbon footprint on the Planet. For the calculation of Scope 1 and Scope 2 emissions, the Greenhouse Gas (GHG) Protocol, the global framework for measuring greenhouse gas (GHG) emissions for the public and private sectors, was taken as a reference.

In detail, direct GHG emissions (Scope 1) are those directly produced as a result of the Group’s operations; indirect GHG emissions (Scope 2) are those indirectly produced by the Group and resulting from the consumption of, for example, electricity purchased for the operation of the business.

The following is an overview of the total direct GHG (Scope 1) emissions produced by the Group, calculated in tons of CO2 equivalent through DEFRA conversion factors.

**DIRECT GHG EMISSIONS (SCOPE 1) OF THE GROUP (tCO2e)**

	2020	2021	2022
Methane	71.137	78.711	87.181
Diesel	1.654	2.356	1.070
LPG	413	319	-
Biomass Palm oil	4.035	3.850	1.688
<b>Direct GHG emissions (Scope 1)</b>	<b>77.239</b>	<b>85.237</b>	<b>89.939</b>

<sup>1</sup> In the Scope 1 conversion factors for biofuels, the value of CO2 emissions is set as a net "0" to keep account for the CO2 absorbed by fast-growing bioenergy sources during their growth. The DEFRA factor used contains 1 values of N2O and CH4 emissions (which are not absorbed during growth)

It should be pointed out that the increase in emissions in FY2022 of 16 percent over 2020 and 6 percent over 2021 was dictated by the increased use of methane, a choice mainly due to the departure of gas-fired cogenerators, as they are more cost-effective, and the decrease in electricity sold downstream of self-generation of the same.

It is also useful to point out that although the Scope 1 conversion factors for biomass contain a zero value for carbon dioxide emissions, since CO2, unlike methane (CH4) and Nitrous Oxide (N2O), is absorbed by bioenergy sources during their growth, it is important to take into account the potential impact of CO2 released from fuel combustion ("outside of scope" emissions). Based on this, the Cereal Docks Group employs its commitment to transparency with respect to all potential sources of CO2 from its activities by reporting on so-called "outside of scope" emissions, i.e., biogenic CO2 emissions, details of which are provided below. It should be noted that, as per the name, these emissions are not part of the Group’s total emissions.

**"OUTSIDE OF SCOPE" EMISSIONS (tCO2e)**

	2020	2021	2022
"Outside of scope" emissions	57.398	54.206	23.760

In addition, the share of indirect GHG emissions (Scope 2) due to electricity purchased and consumed by the Group is reported:

**INDIRECT GHG EMISSIONS (SCOPE 2) OF THE GROUP (tCO2)**

	2020	2021	2022
Indirect GHG emissions (Scope 2) - location based <sup>1</sup>	4.436	3.613	3.457
Indirect GHG emissions (Scope 2) - market based <sup>2</sup>	6.799	5.907	5.652

<sup>1</sup> For calculating the location-based emissions, ABI 2021 conversion values were used, net of FY 2020 for which the ABI 2020 conversion value was used for consistency with the Group’s Sustainability Plan.

<sup>2</sup> The European Residual Mixes 2021 conversion values were used to calculate market-based emissions.

The Group's commitment to the issue does not end there; in fact, the intensity of GHG emissions was analyzed in detail by comparing the total value of emissions (Scope 1 and Scope 2 ) with the value of tons processed for each benchmark FY.

INTENSITY OF GHG EMISSIONS (tCO2e/t)

	2020	2021	2022
Total GHG emissions (Scope 1 + Scope 2)	81.675	88.850	93.396
Tons processed	1.724.357	1.890.765	1.907.472
<b>GHG emission intensity</b>	<b>0,0474</b>	<b>0,0470</b>	<b>0,0490</b>

It should be noted that this parameter shows an increase from FY2020 to FY2022 of 3%, dictated by the increase in the Group's total emissions against an increase in production compared to FY2020. Finally, the Group's significant emissions for each of the following substances are reported:

OTHER SIGNIFICANT EMISSIONS (KG/YEAR)

	2020	2021
CO	40.270	50.509
NH3	328	328
VOC	57.511	68.282
Nox	184.255	197.549
SO2	68.260	68.411
Dust	82.330	72.318

It should be noted that the source of the emission factors used consists of the air emission analysis reports and that sampling and instrumentation were carried out in a manner that complies with current regulations.

It should also be noted that sampling and related analyses are performed over the calendar year, not the fiscal year. For this reason, the above figures do not include the year 2022, whose sampling and analysis are still in progress at the time of writing.

\*Per il calcolo è stato considerato il valore derivante dal modello Location based.

## 5.6 Multimodal logistics for competitive and environmentally friendly business

Logistics plays an important role for the Cereal Docks Group, as oil-seeds and grains are transported from domestic and foreign places of origin to the Group's storage and processing facilities, and from there, to customer industry plants.

Over the years, the Group has gradually redesigned its logistics along two guidelines::

- 1. move a large part of raw material supply to rail;**
- 2. manage finished and semi-finished products by taking full advantage of all the opportunities offered by multi-modality.**

The one adopted is a "hub and spoke" model: all cargo flows into the Group's hubs, which, in turn, are connected by a multimodal network of connections integrating water, land, and rail. For long distances and in the case of heavy loads, priority is given to rail and river-maritime transport, while for short-haul connections and proximity transfers, action is taken by road, opting whenever possible for the most sustainable solutions, also from the environmental point of view.





**THE STEPS FOR EFFICIENT AND SUSTAINABLE LOGISTICS**

Since 2018, the Group has chosen to prioritize partnerships with carriers committed to reducing the environmental impact of their vehicles. The result consists of LNG liquid methane trucks customized with the company's branding, given for use to those carriers committed to equipping themselves with the latest generation of vehicles.

In the same year, the Group also launched the Pese 4.0 project, aimed at digitizing the loading and unloading flows of vehicles entering and leaving the company's plants. This project was brought to completion in 2022, with the launch of the system at the Orti-soara site: today, all plants and logistics centers are integrated into a single digital platform that allows the registration, control and weighing of vehicles to be managed in a faster, more flexible and secure manner. The dematerialization of the process also goes in the direction of reducing paper consumption, one of the goals of the Group's Sustainability Plan.

The desire to operate according to criteria that hold efficiency and sustainability together has not excluded the Portogruaro plant, whose considerable development over the years has involved an equally important flow of trains. To improve the plant's efficiency, in 2022 the site was equipped with a second rail siding, allowing it to accommodate heavier trains, up to 31 cars compared to 25 pre-intervention. This intervention is in addition to the increase in loading and unloading capacity, which saw a +50 percent increase in 2020.



Furthermore, since 2021 Cereal Docks Spa has also officially taken over the role of "carrier of goods on behalf of third parties". Thanks to this license, the company has made its internal logistics network more functional: being able to rely on owned vehicles and specialized personnel, Cereal Docks has created a direct and constant link between the new logistics hub in Camisano Vicentino with a capacity of 100,000 tons and the production plant which is only 2 km away distance, as well as between the latter and the company plants present in Marghera. During FY2022, this activity made it possible to move 149,386 tons of soybeans from one point to another and 24,850 tons of vegetable oils.

## 6. Methodological note

With the publication of its Sustainability Report, the Cereal Docks Group intends to highlight its path, made up of sustainable behaviors, practices and products, which the company has been undertaking for several years now through the responsible management of the company, paying due attention to the expectations of all stakeholders who, directly or indirectly, attribute value and are influenced by the Group's decisions and activities.

Cereal Docks Group has been on a sustainability path towards transparent and structured communication with its key stakeholders for a few years now, reporting on its economic, financial and sustainability performance since 2014, with the publication of the first Sustainability Report 2014/2017, followed by the subsequent publication in 2020 of the Sustainability Report 2018/2020.

The reporting period of this document is fiscal year 2022, coinciding with the fiscal year from September 1, 2021 to August 31, 2022. In addition, quantitative information, with reference to the specific issues, is presented for the two years prior to 2022, in order to facilitate comparability of data and greater transparency, unless otherwise stated explicitly in each paragraph. It should be noted that some data for FY2020 are modified from those reported in the previous Group Sustainability Report as a result of further calculation reworkings carried out prior to the preparation of this document.

With this edition of the Sustainability Report, the Cereal Docks Group begins a journey to report its sustainability performance with publication on an annual basis, aligned with the cadence of the Group's Consolidated Annual Report.

This document has been prepared with the support of KPMG Advisory S.p.A., in accordance with the GRI Sustainability Reporting Standards of the Global Reporting Initiative (GRI), drafted according to the core option. Specifically, the referenced GRI Standards appear to be related to the 2016 edition with the exception of GRI Standards 403-Health and Safety at Work, GRI 303-Water and Water Discharges in 2018, GRI 306-Waste in 2020, and GRI 207-Taxes in 2019.

The GRI Standards are the main global benchmark standards for Sustainability Reporting that enable accurate reporting of a company's sustainability performance. This document has been prepared in accordance with the GRI Reporting Principles for defining the content and quality of the report, such as stakeholder inclusiveness, sustainability context, materiality, completeness, as well as accuracy, balance, clarity, comparability, reliability, and timeliness, considering the sustainability issues deemed significant to the Group and its stakeholders presented within the materiality matrix.

The reporting scope includes all Cereal Docks Group production companies illustrated in section "1.1 About us" net of Grey Silo Venture Srl. This company, incorporated on 03.02.2022, is not relevant for the purposes of the Sustainability Report due to the type of activity it carries out that is not characteristic of the core business, i.e., holding stakes in start-ups; moreover, it does not generate significant revenues and has zero employees as of 08.31.2022, at regime 1. Any further limitations with respect to this perimeter are appropriately indicated in the specific paragraphs. It should be noted that at the level of economic and financial data, it has been included in the data reporting as it is part of the Group's Consolidated Financial Statements, together with the other Group companies.

Such work will enable the Cereal Docks Group to keep track of its results, as well as to identify the Group's strengths and weaknesses with regard to issues related to the sphere of sustainability, so as to monitor the goals present in the Sustainability Plan and highlight its precise path of growth in the area of sustainable development.

Comments and opinions on the Sustainability Report 2022 can be sent to email: [valeriapilastro@ceraldocks.it](mailto:valeriapilastro@ceraldocks.it)



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	102-4	Location of operations	1.1 pp. 14-15	
	102-5	Ownership and legal form	1.1 pp. 16-17	
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<b>GRI 102: General Disclosures 2016 - Ethics and integrity</b>	102-16	Values, principles, standards, and norms of behavior	1.3 pp. 26-31	
<b>GRI 102: General Disclosures 2016 - Governance</b>	102-18	Governance structure	3 pp. 77-82	
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<b>GRI 102: General Disclosures 2016 - Reporting practice</b>	102-45	Entities included in the consolidated financial statements	6 pp. 190-191	
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<b>GRI 204: Procurement Practices 2016</b>	204-1	Proportion of spending on local suppliers	4.1 p. 101	
<b>GRI 205: Anti-corruption 2016</b>	205-2	Communication and training about anti-corruption policies and procedures	3.1 pp. 83-86	During the three-year period FY2020-FY2022 there was no training on anti-corruption policies and procedures
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	3.1 pp. 83-86	During the three-year period FY2020-FY2022 no lawsuits were reported for anti-competitive behavior, antitrust and monopolistic policies
<b>GRI 207: Tax 2019</b>	207-1	Approach to tax	3.3 pp. 91-95	
	207-2	Tax governance, control, and risk management	3.2 pp. 87-90	
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<b>GRI 301: Materials 2016</b>	301-1	Materials used by weight or volume	5.2 pp. 171-172	
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<b>GRI 303: Water and Effluents 2018</b>	303-1	Interactions with water as a shared resource	5.3 pp. 173-176	
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<b>GRI 304: Biodiversity 2016</b>	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	5.4 pp. 177-178	

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<b>GRI 306: Waste 2016</b>	306-1	Waste generation and significant waste-related impacts	5.1 pp. 167-170	
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<b>GRI 307: Environmental Compliance 2016</b>	307-1	Non-compliance with environmental laws and regulations	5.3 p. 175	
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1	New suppliers that were screened using environmental criteria	4.1 p. 111	
<b>GRI 401: Employment 2016</b>	401-1	New employee hires and employee turnover	4.3 pp. 126-127	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.3 p. 130	
	401-3	Parental leave	4.3 p. 129	
<b>GRI 402: Labor/Management Relations 2016</b>	402-1	Minimum notice periods regarding operational changes	4.3 p. 129	
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1	Occupational health and safety management system	4.3 pp. 138-145	
	403-2	Hazard identification, risk assessment, and incident investigation	4.3 pp. 138-145	
	403-3	Occupational health services	4.3 pp. 138-145	

GRI Standard	GRI number	GRI Description	Page	Notes	
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	403-5	Worker training on occupational health and safety	4.3 pp. 138-145		
	403-6	Promotion of worker health	4.3 pp. 138-145		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.3 pp. 138-145		
	403-8	Workers covered by an occupational health and safety management system	4.3 pp. 138-145		
	403-9	Work-related injuries	4.3 pp. 138-145		
	403-10	Work-related ill health	4.3 p. 144		
	<b>GRI 404: Training and Education 2016</b>	404-1	Average hours of training per year per employee	4.3 pp. 132-134	
		404-2	Programs for upgrading employee skills and transition assistance programs	4.3 pp. 136-137	
	<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1	Diversity of governance bodies and employees	4.3 pp. 120-130	
<b>GRI 406: Non-discrimination 2016</b>	406-1	Incidents of discrimination and corrective actions taken	4.3 p. 120	In the three-year period FY2020-FY2022, no episodes of discrimination were reported	
<b>GRI 407: Freedom of Association and Collective Bargaining</b>	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	4.3 p. 120	In the three-year period FY2020-FY2022, this type of problem has not been reported	
<b>GRI 412: Human Rights Assessment 2016</b>	412-1	Operations that have been subject to human rights reviews or impact assessments	4.3 p. 135	In the three-year period FY2020-FY2022, there are no activities that have been subject to verifications regarding respect for human rights or human rights impact assessments	
	412-2	Employee training on human rights policies or procedures	4.3 p. 135	In the three-year period FY2020-FY2022 there is no training of employees on human rights policies or procedures	

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<b>GRI 413: Local Communities 2016</b>	413-1	Operations with local community engagement, impact assessments, and development programs	4.5 pp. 151-160	
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1	New suppliers that were screened using social criteria	4.1 p. 111	
<b>GRI 415: Public Policy 2016</b>	415-1	Political contributions	2.5 pp. 72-74	No political contributions were disbursed in the three-year period FY2020-FY2022
<b>GRI 416: Customer Health and Safety 2016</b>	416-1	Assessment of the health and safety impacts of product and service categories	4.2 pp. 116-117	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	4.2 pp. 116-117	In the three-year period FY2020-FY2022, no episode of non-compliance with regulations or self-regulatory codes regarding the impacts on the health and safety of products and services occurred
<b>GRI 417: Marketing and Labeling 2016</b>	417-1	Requirements for product and service information and labeling	4.2 p. 119	
	417-2	Incidents of non-compliance concerning product and service information and labeling	4.2 p. 119	In the three-year period FY2020-FY2022, no cases of non-compliance regarding information and labeling of products and services were recorded
<b>GRI 418: Customer Privacy 2016</b>	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.3 p. 92	In the three-year period FY2020-FY2022, there were no substantiated complaints regarding customer privacy violations and loss of customer data
<b>GRI 419: Socioeconomic Compliance 2016</b>	419-1	Non-compliance with laws and regulations in the social and economic area	3.3 p. 92	In the three-year period FY2020-FY2022 there were no non-compliances with laws and regulations in social and economic matters.





**There is a clear link between  
the protection of nature  
and the building of a just  
and equitable social order.  
There can be no renewal  
of our relationship with nature  
without a renewal of humanity itself.**

*PAPA FRANCESCO*

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