



Responsible *by tradition*

*Benefit
corporation*

*responsible
by tradition*

Report **2024**
**Annual sustainability report
and impact statement**



2024
**Annual sustainability report
and impact statement**

Levoni S.p.A. Benefit Corporation
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Manifesto

Our Manifesto

Manifesto

Manifesto

For us,
who have passed down the Italian art of
charcuterie for four generations,
tradition is more than just a word.

It's a responsibility.

It means taking care
of who we are
and what we leave behind.

Honoring our past,
but also shaping the future,
by combining gastronomic excellence
with the common good.

We owe it to the land that hosts us,
and gives us its resources and raw materials.

We owe it to people:
to those who choose us
and to the communities around us.

For us at Levoni,
tradition means being ready
to make responsible choices.
Every day.

Choices made
with courage, dedication, and integrity.

Because, as a Benefit Corporation,
we are committed to operating
in a more responsible,
regenerative, and transparent way.

So that we can continue
to pass on
the tradition of Italian charcuterie.

Levoni. Responsible by tradition.



Watch the manifesto video

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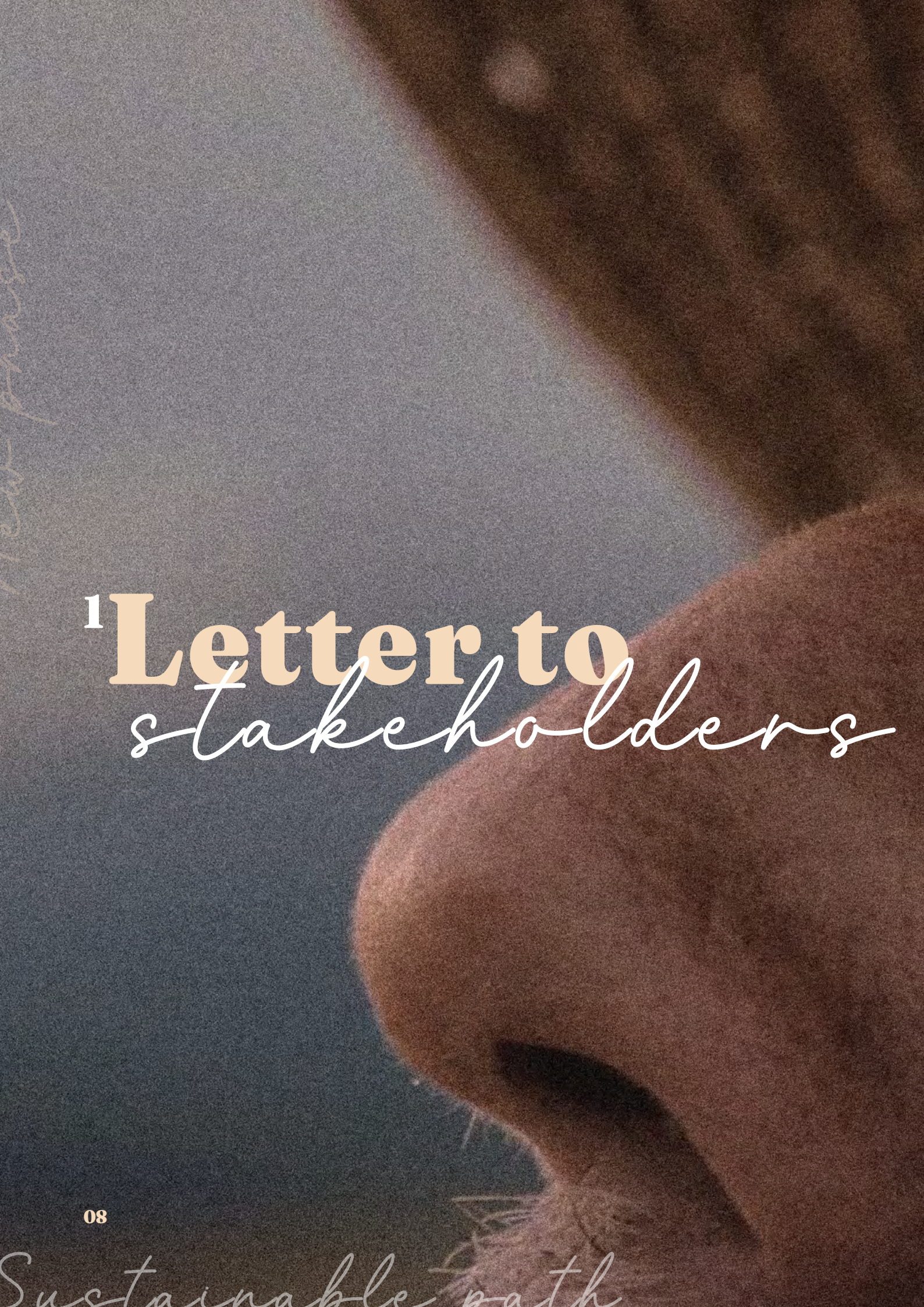
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A close-up, artistic photograph of a person's nose and mouth, rendered in a soft, painterly style. The colors are muted, with shades of brown, beige, and light blue. The person's nose is prominent in the foreground, and their mouth is slightly open below it. The background is a soft, out-of-focus blue.

¹Letter to stakeholders



New phase Respons

¹Letter to
stakeholders

Responsible by Tradition

A New Chapter in Our Sustainability Journey

Dear Readers,

We are proud to present our first Impact Report. This milestone represents not only a destination, but the beginning of a new chapter – one marked by greater awareness, transparency, and responsibility. 2025 is a turning point for Levoni. After more than a century of dedication to Italian deli meats, becoming a Benefit Corporation was a natural step – one that further clarifies the principles that have always guided us: gastronomic excellence, responsibility, and a commitment to the common good.

Our family history has taught us that doing business is not just about delivering quality. It's about caring for people, the land, and the communities around us.

Responsible by tradition means acting with consistency, every single day. It means making choices with integrity, vision, and respect. It's a way of being that is deeply rooted in our past while looking to the future with confidence.

In this Report, you'll find the actions we've taken across three key areas: environmental, social, and governance.



We've strengthened our focus on the supply chain, engaging suppliers and farmers in a shared journey toward even higher standards.

We've invested in the well-being of our people, introducing practical tools to support work-life balance, psychological well-being, and professional development. We've also worked on improving energy efficiency, reducing plastic use, and finding new value in by-products.

These results are not isolated initiatives. They are part of a broader vision that aims to embed sustainability values into the very way we do business. It's a journey that continues every day, driven by

the people who work with us, our partners, and all the stakeholders who walk this path alongside us.

We look ahead with determination, knowing that every choice matters – and that the strength of a company lies in its ability to evolve without losing sight of its roots.

Thank you for being part of our journey.

The Board of Directors
Levoni S.p.A.



² Highlights ESG 2024



Key results

Environment

38.000

plastic
bottles saved

Thanks to water dispensers installed at our facilities, the company has significantly reduced single-use plastic consumption.

50%

water savings

A structural 50% reduction in water withdrawn compared to 2014, achieved through a well-established water reduction plan.

Emissions under control

Continuous monitoring of Scope 1 and Scope 2 emissions.

Packaging focus

Traceability and control of paper, cardboard, and plastic materials used.



Social

100%

of workforce mapped

Launched a skills assessment system with tailored development paths for operational staff and management.

Over 70%

of employees live within 30 km

Strong local roots that foster stability and a sense of community.

1

new psychological support app

Implemented the Sygmond service for employees and their families, offering confidential, self-managed access.

+10

new partnerships activated

Expanded our welfare program with additional local services for health, leisure, and family support.

15.558 kg

Products donated to nonprofits and charitable associations.

Less salt, fewer preservatives

Ongoing study to reduce salt and preservatives across all our deli meat product lines.



Governance

MOG Adoption

Organization, Management, and Control Model in accordance with Legislative Decree 231/01.

Supply chain audits

ESG audits initiated with strategic suppliers.

Ongoing ESG

audits on strategic suppliers

Active ESG monitoring throughout the supply chain and dissemination of the Supplier Code of Conduct.

Certifications and standards

Obtained the following group-wide certifications: ISO 125:2022, UNI/PdR 125, animal welfare, and responsible use of pharmaceuticals.



Governance

Mec Carni

Enhancing the supply chain

Certified commitment

ISO 14001:2015 certification for environmental management.

128.478kg
of by-products

By-products leveraged to extract life-saving pharmaceutical compounds.

Clean energy

Solar power covers 5.5% of our energy needs.





³ Our Origins



³ **Our** *Origins*

Levoni: Let's Start from the Beginning

A Story of Quality & Family



Our origins are not a distant starting point but a living value that continues to shape every decision and every product.

Our story began in 1911 in Castellucchio, in the heart of the Mantua province. It was here that a vision both simple and ambitious took shape: to offer exceptional deli meats crafted with rigor, respect for raw materials, and loyalty to tradition.

This vision gave rise to Levoni's first facility – the birthplace of a unique production style grounded in quality, passion, and responsibility.

**From the very beginning,
the intention was clear:
never settle.**

We always strive for the best, never separating technique from ethics, efficiency from integrity, and the product from its relationship with people and the land. This approach has allowed Levoni to grow while remaining true to itself, even as the world around it has changed profoundly.

Over the decades, the company has evolved to become a benchmark in the Italian and international deli meat landscape.

Despite its evolution, it has never wavered from what sets it apart: a strong family identity, authentic bonds with communities, and a dedication that puts quality at the heart of everything – products, work, and relationships alike.

To this day, the company remains under the leadership of the fourth generation of the family, confirming a vision that is firmly anchored in tradition while driving consistent and responsible growth.

Our origins are not merely cherished memories but an active force: a compass that guides every stage of our evolution.

Our Roots & Future

The Identity Behind Everything We Do.

At Levoni, every decision is driven by a deep purpose: to blend the value of tradition with the ability to evolve, day by day, towards a future that is more conscious, responsible, and shared.

Our mission is rooted in the commitment to produce exceptional deli meats through a business model that places quality, people, the land, and sustainability at its core.

For us, producing deli meats has never been just a trade. It is a way of preserving a unique craft, fueled by passion, discipline, and respect. It embodies our daily commitment to uphold high standards, protect the supply chain, and nurture expertise. It signifies a responsibility to create authentic value, promoting the well-being of those who work with us, those who choose us, and the communities that host us.

At a time when the food industry faces new and complex challenges, – from the ecological transition and inclusivity, to food safety and traceability – our vision looks forward with determination. We aim to remain a benchmark of Made in Italy excellence, evolving into a business model that combines competitiveness, positive impact, and generational continuity.

A model built on transparent choices, active listening, and trust. Being a Benefit Corporation means making this vision a reality.

We have made our commitment to the common good a formal part of the company's bylaws, transforming into measurable actions the very principle that has always guided us: **the determination to leave a positive, enduring, and mindful legacy.**

Originals



Sustainability Journey

A Clear Strategy. Concrete Action. Measurable Impact. For us, sustainability is not just a requirement – it is a responsibility.

It stems from a deep vision of the company as an active and conscious participant within its economic, social, and environmental context. It is a way of understanding growth that brings together production excellence, respect for people, trust, transparency, and care for the land.

In recent years, this commitment has taken on a more structured form, leading the company to adopt models, tools, and actions increasingly aligned with international ESG standards.

2024 marked a pivotal milestone on this journey, with Levoni officially becoming a Benefit Corporation. This choice is not a finish line, but the beginning of a new phase where **positive impact becomes an integral and measurable part of our business model.**



Our approach is based on three main pillars:

1 **Environment**

We have embarked on a path to reduce environmental impacts across the entire production chain, focusing on energy efficiency, water management, responsible resource use, and the valorization of by-products. Our actions cover both production facilities and logistics processes, with clear and progressive improvement targets.

2 **People, communities, & territories**

The well-being of individuals is a core value for us, as is our active support for communities and local areas. We have developed our welfare model into a structured, inclusive, and accessible system that promotes work-life balance, holistic health, education, active listening, and participation. Our presence in local territories is also expressed through initiatives that address the concrete needs of communities, in collaboration with public bodies, associations, and institutions. We invest in training as a key driver of both individual and collective growth, valuing teamwork and building lasting connections between people, communities, and territories.

3 **Governance**

We operate transparently, with responsible and participatory management. We have strengthened control mechanisms, introduced reporting tools, and adopted shared ethics and conduct codes throughout the entire supply chain. Our governance is focused on the long term, valuing family continuity as a guarantee of vision, discipline, and consistency.



⁵ Our Origins

The certifications we have obtained for environmental management, gender equality, and product certifications related to the Animal Welfare supply chain are concrete evidence of our commitment. We do not see them as badges to display, but as tools to continuously raise the bar on quality, ethics, and transparency.

Looking ahead, we intend to pursue this path with determination, expanding our scope of action and engaging an increasing number of stakeholders in our project with responsibility and a spirit of service.

Key Milestones of the ESG Journey

2018

Informal launch of initial internal welfare practices.

2020

Integration of the first ESG indicators within the HR area.

Journey

2023

Start of assessments for double materiality analysis conducted with internal and external stakeholders.

2024

- Drafting of the Suppliers' Code of Conduct
- Implementation of the supplier evaluation system based on ESG criteria
- Transition of the company to a Benefit Corporation.

Certificazioni ottenute



UNI EN ISO 14001:2015

Environmental Management System



UNI/PdR 125:2022

Gender Equality – Certified Management System



Filiera AW

DT 035 – Pigs Raised Without Antibiotics in the Last 120 Days of Life

DT 040 – Requirements for Animal Welfare Management and Responsible Use of Antibiotics in Pig Farming



⁴ Governance Model



Governance

Same time and place

We operate with transparency,

ensuring responsible & inclusive management.



For clarity, the Sociogram is provided – a graphic representation of the corporate structure, indicating shareholders and subsidiaries.





The management and operational activities of LEVONI S.P.A. are organized within the following corporate and decision-making structure:

Board of Directors (BoD)

The Board holds full authority over ordinary and extraordinary management of the Company and may undertake all actions necessary to fulfill the company's purpose. It serves as the highest executive governing body and is appointed by the shareholders. The Chairman also serves as CEO. Shareholders periodically evaluate the Board's performance and decide on improvements as needed. The BoD conducts monthly reviews of investment risks, strategic decisions, and production efficiency, while working to prevent conflicts of interest. Responsible for decision-making and oversight of economic, environmental, and social matters.

Innovation, Strategic Quality, and Sustainability Committee

This internal advisory committee supports the Board in defining and monitoring strategies related to product/process innovation, quality, strategic development, and sustainability. It ensures alignment of policies with Board goals, facilitates oversight of social, environmental, and economic impacts, and promotes integration of innovative, responsible, and sustainable practices in daily operations and long-term planning.

Head of Department for the Benefit Corporation

The Head of Department is responsible for assisting the Board of Directors in pursuing sustainable success by supporting evaluations and decisions related to ESG (Environmental, Social, and Governance) factors and promoting the continuous integration of national and international sustainability best practices into corporate strategy. They review, assess, and propose strategies in the areas of environmental, social, and governance issues—including climate change strategies—as well as set annual objectives and targets, taking into account potential projects in these areas and monitoring their implementation over time. In carrying out these duties, the Head of Department has access to all necessary company information and functions and may engage external consultants, as authorized by the Board. Responsibilities include analysis, reporting, and evaluation of medium- and long-term ESG projects. They oversee, review, and approve the Annual Sustainability Report. The working group reports to the Board twice a year, typically during company management performance reviews. Any reports or concerns received through dedicated channels are communicated to the Board. In 2024, no reports or issues were identified or communicated.

Performance and Financial Results

Levoni S.p.A. recorded steady and progressive growth over the 2022–2024 period, as reflected in the consistent improvement of key economic and financial indicators. Notably, sales revenue rose significantly, increasing from €136,470,590 in 2022 to €147,230,621 in 2023 (+7.9%), and reaching €157,822,617 in 2024 (+7.2%). This growth is the result of a targeted commercial strategy and effective financial management capable of navigating the complexities of the global market.

Operating margin, as measured by EBITDA, showed a non-linear trend: it declined from €6,838,000 in 2022 to €6,088,000 in 2023, before rebounding sharply to €8,304,000 in 2024. This trend reflects the challenges faced in 2023, primarily due to rising operating costs, which were quickly mitigated in 2024 through more efficient resource management and stronger commercial performance.

Levoni also placed significant emphasis on its human capital, recognizing it as a strategic pillar of sustainable growth. Employee wages and benefits increased steadily, **with a +3% rise in 2023 compared to 2022, and a further increase of +3.9% in 2024.** These figures underscore the company's ongoing commitment to investing in its workforce and enhancing employee value – critical factors for maintaining competitiveness and production quality.

Overall, Levoni S.p.A. reaffirms its position as a key player in the premium cured meats sector, successfully combining economic growth with social and environmental responsibility, and strengthening its distinctive presence in both domestic and international markets.

	Revenue	EBITDA
2022	136.470.590,00	6.838.000,00
2023	147.230.621,00	6.088.000,00
2024	157.822.617,00	8.304.000,00

Analysis

⁵Double *Materiality Analysis*



From the

Levoni's commitment

To develop a plan for managing common benefit, an in-depth analysis was carried out to identify the issues most relevant to the company. Since Benefit Corporations are required to prepare an annual report on their common benefit objectives and measure their impact, the topic of metrics and impact assessment becomes central.

This approach aims to evaluate the tangible effects of the company's actions in both social and environmental areas. As a result, it introduces new perspectives on business management practices – perspectives that necessarily differ from traditional approaches and require a shift from past norms. In this context, the company conducted a double materiality analysis, in line with the guidelines

set out in the new European Sustainability Reporting Standards (ESRS), specifically ESRS 1 and 2. These standards introduce a new analytical framework that enables companies to assess impacts not only from an external perspective, but also internally, through the lens of financial materiality, expressed in terms of risks and opportunities.

This methodology aligns with the GRI 3: Material Topics approach, which is based on the requirements set by the Global Reporting Initiative (GRI) standards for sustainability reporting. The Global Reporting Initiative is an international organization established to define standards for reporting on organizational sustainability performance.



The GRI Standards form the applicable framework and are structured into three series: Universal Standards, Sector Standards, and Topic-Specific Standards. Following the procedures for identifying material topics as outlined in GRI 3, the company was able to define a range of positive and negative impacts it has – or could have – on the economy, the environment, and people, including their human rights.

These impacts help determine the company's contribution to sustainable development, whether beneficial or adverse. The significance of these impacts enabled the identification of a set of material topics to which they are directly connected.

These topics emerged as particularly relevant and therefore require reporting not only on sustainability aspects but also on their financial implications.

Stakeholder Involvement

In carrying out its activities, every company interacts with the organizational, economic, environmental, and social context in which it operates. Engagement with stakeholders, both internal and external, is therefore ongoing and continuous.

The purpose of the analysis is to examine the actual and potential positive and negative impacts the company has on environmental, social, and governance dimensions, while also fostering engagement with stakeholders. The stakeholder engagement process involved both internal and external stakeholders who are relevant to the company's operations and sustainability topics. Key stakeholders included: banks, institutions, industry associations, analytical laboratories, consultants, employees, internal management, suppliers across all sectors, and customers. The stakeholder engagement process involved both internal and external stakeholders who are relevant to the company's operations and sustainability topics.

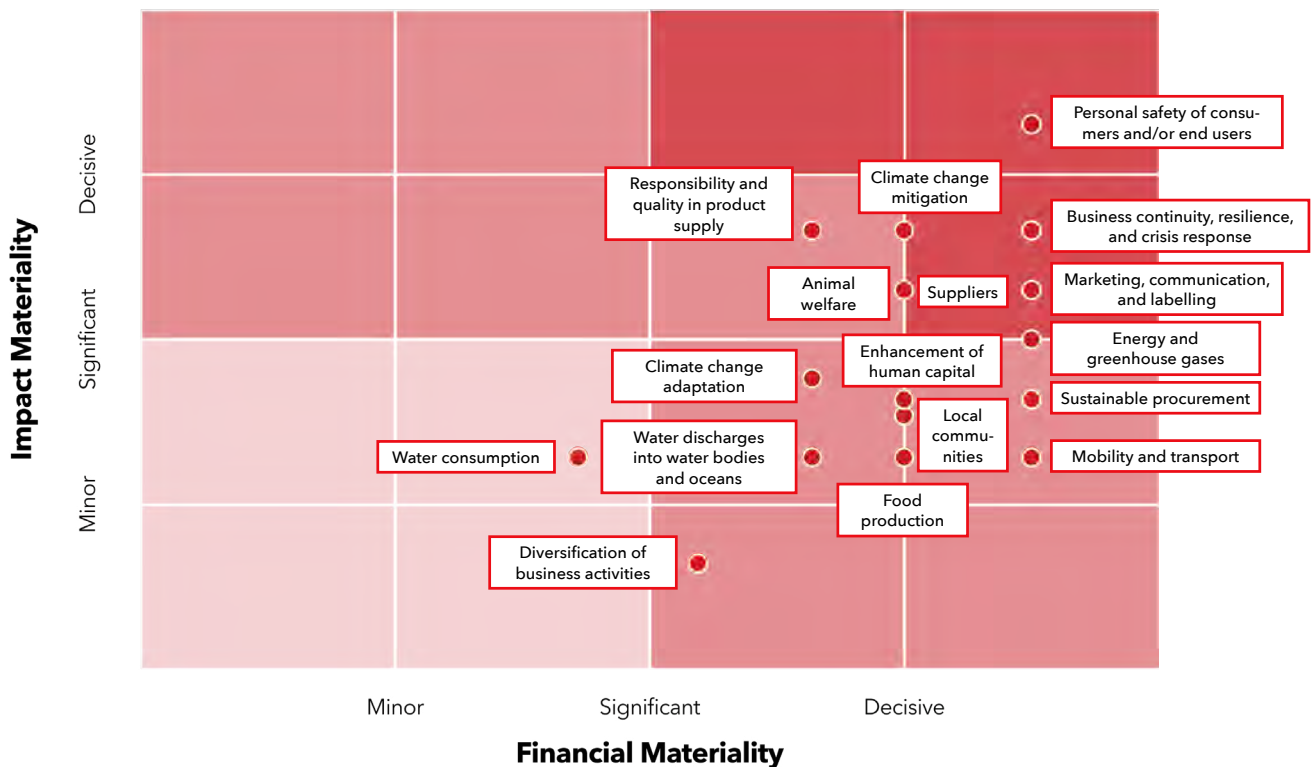
Key stakeholders included: banks, institutions, industry associations, analytical laboratories, consultants, employees, internal management, suppliers across all sectors, and customers. **The engagement process was carried out through interviews, anonymous questionnaires, surveys, and technical meetings.** Interviews with company management were conducted to explore the key aspects of business operations, which made it possible to identify the impacts across various categories of sustainability topics and to define relevant projects and initiatives for impact management and specific reporting. In addition, anonymous questionnaires were distributed to both internal and external stakeholders to assess their perception of the company's activities and to understand their interest in sustainability-related topics.

The Double Materiality Matrix

The double materiality matrix represents the key topics identified by Levoni S.p.A. and its stakeholders, following a comprehensive analysis of both positive and negative impacts relevant to the company's industry. In this context, double materiality refers to the significance of sustainability impacts as well as financially material risks and opportunities. The evaluation and consultation of ESG topics were based on a list of issues relevant to the company's activities, ensuring coverage of all areas of sustainability. The graphic representation that

follows is the result of a materiality assessment process that identified the most significant topics for both the company and its stakeholders – those most appropriate for reporting.

The table below outlines the relationship between impacts and relevant topics:



Below is the list of topics identified as material based on stakeholder questionnaires and discussions with Company Management, in relation to the common benefit purposes discussed later in Part I, as well as the specific objectives and projects of Levoni S.p.A.

	Significance	ESG Impacts (positive/negative)
Adaptation to climate change	...	+ Protection of the environment and people from extreme climate events
	..	- Service disruption and/or increased operating costs due to extreme weather events
Climate change mitigation	...	+ Reduction of the company's own climate change impact
	..	- Company's contribution to climate change
Energy and greenhouse gases	...	+ Acceleration of the transition to renewable energy and greater energy independence
	...	+ Generation of greenhouse gas emissions
Mobility and transport	...	+ Use of new-generation low-emission vehicles aimed at reducing environmental impact
	...	- Emissions from the transport of goods and products without proper logistical management
Food production	...	+ Supplying food resources for the population with a focus on product quality
	..	- Pollution and land degradation due to high-impact environmental practices
Water consumption	...	+ Improved water resource management
	•	- Poor management and water waste causing negative impacts on water resources
Water discharges into water bodies and oceans	...	+ Ongoing monitoring and risk assessment of potential spills
	..	- Pollution and degradation of aquatic habitats

	Significance	ESG Impacts (positive/negative)
Adaptation to climate change	••• +	Integration of the Strategic Plan with a Sustainability Plan
	••• -	Intensification of extreme natural events
Climate change mitigation	••• +	Investments aimed at improving performance and corporate reputation
	••• -	Higher costs to face emergencies and reduced availability of resources
Energy and greenhouse gases	•• +	Energy transition plan
	•• -	Reduced competitiveness due to the choice not to invest in green energy
Mobility and transport	•• +	Long-term operating cost reduction thanks to efficient low-impact vehicles
	•• -	Increased operating costs due to the implementation of sustainable mobility infrastructure
Food production	•• +	Economic return due to the quality of the products
	• -	Increased production costs
Water consumption	•• +	Value creation from investments in water saving and optimization of water resource use
	•• -	Possible interruptions of integrated water services and plant operations
Water discharges into water bodies and oceans	•• +	Collaborations with Universities, Associations, NGOs
	•• -	Possible and accidental failure to meet water quality standards

5 Double Materiality Analysis

	Significance	ESG Impacts (positive/negative)
Suppliers	••• +	Contribution to creating a sustainable value chain and increasing its value
	•• -	Adjusting to sustainability standards required by the company can incur additional costs
Sustainable procurement	••• +	Commercial guarantees for supply and compliance with sustainability criteria
	•• -	Choosing suppliers based solely on price
Local communities	••• +	Support for local development and the well-being of communities
	•• +	Business activities perceived as harmful or invasive by local communities
Personal safety of consumers and/or end users	•• +	Quality of services and products offered
	••• -	Health risks associated with the characteristics of products and services
Marketing, communication, and labelling	••• +	Veracity and quality of information
	•• -	Misleading claims and greenwashing
Animal welfare	••• +	Construction and management of proper structures for animal welfare
	•• -	Abuse or inadequate living conditions
Responsibility and quality in product supply	••• +	Quality and responsibility in supply linked to trust, security, and satisfaction
	•• -	Adoption of improper commercial practices
Diversification of business activities	••• +	Activities associated with greater resilience, innovation, and sustainable impact
	• -	Substitution of key professionals
Business continuity, resilience, and crisis response	••• +	Continued supply of services to business and customers during crises
	•• -	Job rotation, redundancy, and workforce adjustment
Human capital enhancement	••• +	Training and development of staff and management
	•• -	Lack of strategic systems and resource management

	Significance	ESG Impacts (positive/negative)
Suppliers	•• +	Strengthening fair and ethical collaboration with institutions, partners, and suppliers
	•• -	Deterioration of relationships with certain suppliers
Sustainable procurement	•• +	Collection of ESG information from the supply chain
	••• -	Indirect impact of the supply chain (i.e., Scope 3)
Local communities	•• +	Improvement in commercial relationships and stronger support from local communities
	••• -	Interruptions, delays, and higher costs due to opposition from local communities
Personal safety of consumers and/or end users	•• +	Improvement of the company's reputation with consequent increase in customer loyalty
	••• -	Provision and sanctions for products not compliant with safety regulations
Marketing, communication, and labelling	••• +	Customer loyalty and new sales opportunities
	••• -	Loss of customers and monetary penalties due to false communication procedures
Animal welfare	•• +	Improvement of the company's reputation and ability to attract responsible consumers
	•• -	Sanctions and penalties for non-compliance with standards
Responsibility and quality in product supply	••• +	Quality and reliability tied to efficiency, lower costs, fewer complaints, and higher competitiveness
	••• -	Higher costs for claims, product returns, and customer dissatisfaction
Diversification of business activities	• +	Increase in employee compensation and competitiveness
	• -	Indirect impact on senior management remuneration
Business continuity, resilience, and crisis response	••• +	Correct management of the business continuity plan
	••• -	Recovery from critical events with high levels of investment in workforce redundancy
Human capital enhancement	•• +	Mapping of roles and profiles
	•• -	Potential increase in resignations of key figures and reduction in internal engagement

⁶**Sustainable Development** *Goals & Applicability*



Sustainable

Sustainable

Sustainable Development Goals

Awareness and sensitivity toward environmental issues, particularly the consequences of climate change, have driven companies around the world to face increasingly complex challenges.

Levoni S.p.A. is actively committed to advancing these goals, focusing primarily on 8 specific SDGs through targeted actions such as:

In 2015, the United Nations adopted the Global Agenda for Sustainable Development, outlining 17 Sustainable Development Goals (SDGs) and 169 related targets to be achieved by 2030.



Ensuring a healthy and safe working environment while valuing human capital and supporting the ongoing professional development of employees. This commitment is reflected in the company's significant investments in wages and benefits, which have steadily increased in recent years. These actions directly contribute to **SDG 3 (Good Health and Well-being)** and **SDG 4 (Quality Education)**.



Implementing concrete projects to improve environmental sustainability, such as initiatives to reduce energy consumption, use renewable energy sources, and optimize the management of natural resources, particularly water and energy. These efforts enable Levoni to contribute directly to **SDG 7 (Affordable and Clean Energy)**.



Promoting principles of equality and equal opportunity in the workplace by ensuring pay transparency and fair career development paths for all employees. This approach enables the company to make a concrete contribution to **SDG 5 (Gender Equality)** and **SDG 10 (Reduced Inequalities)**.



Continuously supporting economic growth and employment through targeted commercial strategies and productive investments, which have led to consistent revenue growth and the ability to offer high-quality products that ensure reliability and consumer safety. In this way, Levoni contributes directly to **SDG 8 (Decent Work and Economic Growth)**.

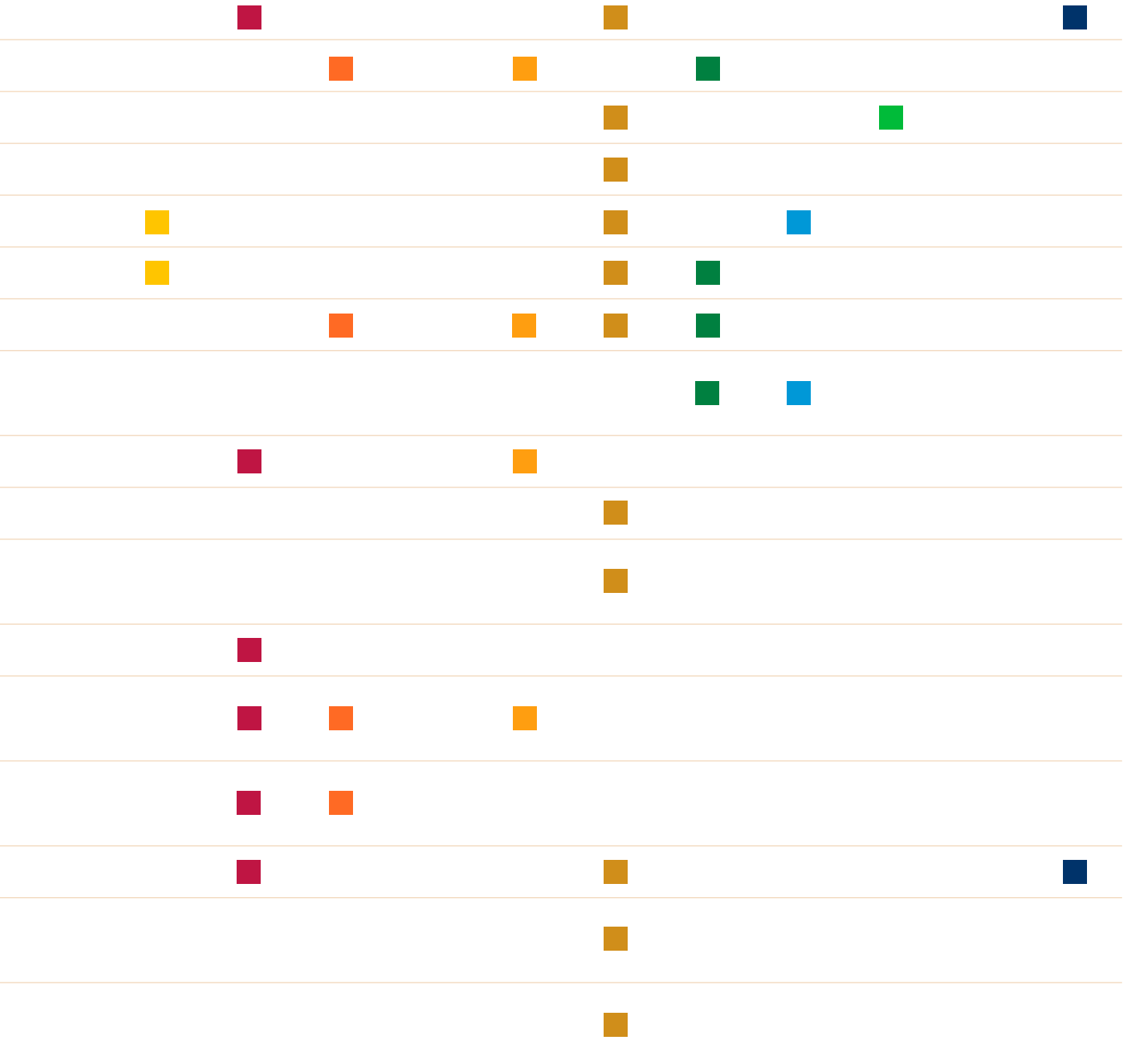


Aligning its operational model with social and environmental responsibility by minimizing negative impacts and adopting sustainable production practices, with strong stakeholder engagement. In doing so, Levoni contributes to the achievement of **SDG 11 (Sustainable Cities and Communities)** and **SDG 12 (Responsible Consumption and Production)**.

Sustainable Development Goals & Applicability



Sustainable procurement					
Adaptation to climate change					
Animal welfare					
Water consumption					
Energy and greenhouse gases					
Climate change mitigation					
Mobility and transport					
Scarichi idrici nei corpi idrici e negli oceani					
Local communities					
Food production					
Personal safety of consumers and/or end users					
Human capital development					
Business continuity, resilience and crisis response					
Business activity diversification					
Suppliers					
Marketing, communication and labelling					
Responsibility and quality in product supply					



A rustic food scene featuring bread, salami, and herbs. In the foreground, a loaf of bread is sliced open, revealing a soft interior. To the right, a wooden cutting board holds several slices of salami. In the background, a bunch of fresh green herbs is visible, along with a glass of orange juice. The overall atmosphere is warm and inviting, with a focus on natural, high-quality ingredients.

⁷Levoni *products*



products

⁷Levoni
products

Levoni products



Excellence in every choice

At Levoni, every product begins with a clear commitment: to deliver **premium deli meats crafted from 100% Italian pork**, embodying a gastronomic heritage that has been carefully preserved with passion and precision across more than four generations.

This expertise is founded on skilled craftsmanship, carefully chosen ingredients, and a deep respect for time, creating genuine expressions of quality every day.

With more than 300 specialties, Levoni pork deli meats are made exclusively from pigs born, raised, and processed in Italy, and are certified as 100% Italian.

Alongside the high quality of the raw materials, every ingredient is carefully selected: only natural spices, herbs, and flavorings are used, freshly ground to preserve their aroma and organoleptic qualities. Bronte PDO green pistachios, Trapani PGI sea salt, Marsala Superiore PDO, whole peppercorns, fresh garlic, and cinnamon are **all chosen to create a unique sensory profile**.



Levoni

Levoni salamis are crafted with deep expertise, expressed in over forty original recipes that celebrate Italy's regional traditions.

Each product is cured slowly and naturally, using methods that have been refined over time. The smoking is done with selected wood blends, which impart a distinctive aromatic note to the product.

All Levoni deli meats are gluten and lactose free.

Levoni mortadellas are the result of meticulous processing, featuring a balanced blend of spices that enhances both flavor and digestibility.

The aroma is distinctive, while the taste is rich and harmonious.

At the ham factories in Lesignano de' Bagni and San Daniele del Friuli, **Prosciutto di Parma PDO** and **San Daniele PDO** are produced in strict compliance with their respective production regulations.

Outstanding raw materials and careful, patient curing ensure products with a distinctive sensory profile, **recognized both nationally and internationally.**



Levoni products

Levoni **cooked hams** are made from selected legs, seasoned according to exclusive recipes and slowly steamed to enhance their sweetness and balance.

The L'Artemano line is the pinnacle of Levoni production: a limited product selection crafted with artisanal care and constant attention to distinctive quality.

Alongside its traditional products, Levoni offers a wide range of specialties – including **coppa, pancetta, filettuccio, lombetto, cotechino, würstel, ciccioli, and bresaola** – enriching the range with authentic Italian flavors and traditional methods.



Hand-Tied Hungarian Salami

An icon of our history.

Hungarian Salami is Levoni's oldest and most emblematic product, dating back to the company's foundation in 1911.

It is made from 100% Italian pork, hand-tied, flavored with selected spices, and smoked with the same wood essences chosen by founder Ezechiello Levoni.

Sold in over 30 countries, it accounts for around 15% of Levoni's export turnover.



L'Artemano High-Quality Smoked Cooked Ham

Excellence without compromise.



Made from selected Italian pork legs, hand-salted and slowly steam-cooked.

Smoking is carried out using selected blends, and each product is classified as High Quality according to Italian regulations.

It contributes 12% of the Premium Line's turnover.

L'Artemano Cured Ham

Exceptional raw materials and expert curing.

Produced exclusively from certified Italian pork, seasoned with Trapani PGI salt, and cured for over 16 months. Limited production ensures exclusive quality.

It is one of the most requested products in the food service range.



Ora Mortadella

Quality that sets the standard.



Made from selected prime cuts, gluten and lactose free, with natural casing. Steam-cooked for over 24 hours. Winner of deli meat competitions and recognized by industry publications as the best traditional artisanal mortadella.



Instile Levoni Range

Innovation, Italian supply chain, sustainability.

A line of hand-placed sliced meats designed for new consumption styles and enhanced by exclusive Levoni recipes:

High-Quality Corona Cooked Ham with Italian honey, Culatta, Salame Vecchia Osteria, Il Fumè, Premium Oro Mortadella with Bronte PDO pistachios, and Salami with Amarone della Valpolicella DOCG.

The range is completed with packaging made from 30% recycled PET, a certified 100% Italian supply chain, and Animal Welfare certification.



Responsible Supply Chain

Levoni S.p.A. considers its supply chain a key element of its sustainability strategy, with a strong commitment to responsible practices and high-quality standards throughout the production process. The company has made significant investments in supply chain management, strengthening relationships with suppliers and farmers through practical tools such as performance assessments, continuous training, and the sharing of sustainable practices.

In 2024, Levoni introduced an ESG Code of Conduct that actively involves strategic partners, fostering a shared culture of social, environmental, and governance responsibility. To ensure compliance with these principles, **Levoni initiated targeted ESG audits with its key strategic suppliers**, formally monitoring their performance in terms of regulatory compliance, ethical governance, and environmental impact.

Specifically, the monitored criteria include:

Compliance with local laws and regulations, including those related to environmental and social performance;

The adoption of positive practices that go beyond minimum legal requirements;

The presence of good governance practices, including anti-corruption policies;

The presence of recognized certifications related to environmental and social performance.

Levoni is also committed to the valorization of by-products, aiming to reduce waste and environmental impact throughout the production chain. In 2024, for example, the company valorized approximately 128,478 kg of by-products destined for the extraction of life-saving pharmaceutical active ingredients.

These results reflect an integrated vision of sustainability within Levoni's value chain, based on a model of ongoing collaboration with its partners aimed at the continuous improvement of environmental and social performance.



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Responsibili

Levoni S.p.A. places people at the heart of its corporate strategy, viewing them as a fundamental asset to ensure quality, tradition, and continuity.

As of 2024, the company employs **428 individuals**, with a significant male majority: 319 men compared to 109 women. In recent years, the total number of employees has remained relatively stable, from 420 in 2022, rising to 454 in 2023, and stabilizing again at 428 in 2024.

The company prioritizes long-term and stable employment relationships: the vast majority of employees(93%) hold permanent contracts (399 employees), reaffirming the company's commitment to continuity and workplace well-being. Specifically, 101 out of 109 female employees and 298 out of 319 male employees have permanent contracts.

Levoni clearly and concretely demonstrates a commitment to responsible human resource management, aimed at building a stable and cohesive work environment. This focus is reflected not only in the types of contracts offered but also in the daily dedication to valuing human capital, ensuring working conditions that promote long-term personal and professional growth.

No. of Employees	Male	Female
2024	319	109
2023	342	112
2022	318	102

No. of Females	Fixed-Term	Permanent
2024	8	101
2023	6	106
2022	3	99

N° Maschi	Fixed-Term	Permanent
2024	21	298
2023	19	323
2022	20	298

No. of Employees	Fixed-Term	Permanent
2024	428	399
2023	454	429
2022	420	397

Protection of Workers' Health and Safety

The safety and health of employees represent a top priority and an essential responsibility for Levoni S.p.A.

The safety and health of employees represent a top priority and an essential responsibility for Levoni S.p.A. The company is committed daily not only to preventing workplace accidents and occupational diseases but also to continuously monitoring the work environment, minimizing any unsafe conditions and potential risks.

Over the 2022-2024 period, Levoni recorded no serious workplace injuries or fatalities, confirming its strong commitment to employee prevention and protection. Specifically, the number of recorded injuries showed a gradual decline, decreasing from 20 cases in 2022 to 19 in 2023, and 18 cases in 2024.

Protection



These results demonstrate the effectiveness of the company's prevention policies, which are the outcome of diligent implementation of internal procedures, continuously updated Risk Assessment Documents (DVR), ongoing employee training, and the rigorous work carried out by the Health and Safety Managers (RSPP).

This systematic attention to health and safety at work reflects Levoni S.p.A.'s concrete commitment to ensuring a safe, sustainable work environment focused on protecting the well-being of its employees.



Safety

Incentive Systems & Corporate Welfare

Levoni S.p.A. places great emphasis on the well-being of its people, integrating concrete tools into its corporate strategy aimed at work-life balance and the continuous improvement of employees' quality of life. In 2024, the company significantly expanded its corporate welfare system with accessible and inclusive initiatives designed to meet the real needs of employees and their families.

Among the new initiatives is the activation of psychological support services through the Sygmund platform, which employees and their families can access independently and with complete confidentiality. Another step forward was made through an agreement with the local nursery, a concrete initiative to support the balance between family responsibilities and professional duties.



Additionally, Levoni has implemented a reward system based on the evaluation of skills and achieved objectives, recognizing the individual and collective contribution of each employee. Continuous training, structured in differentiated paths for operational and managerial staff, represents a further incentive tool aimed at consistently fostering professional growth and company loyalty.

The company has also expanded its welfare package by establishing more than 10 new agreements with local services dedicated to health, leisure, and family, thereby confirming a concrete and measurable approach to caring for its people. In this way, **Levoni demonstrates its commitment to creating a healthy and stimulating work environment where employee well-being is an integral and central part of its sustainable and responsible vision.**

Personnel Training and Development

Levoni S.p.A. consistently invests in the training of its people, considering it an essential lever for both individual and company growth. In 2024, a structured competency evaluation system was launched, featuring tailored training paths for operational staff and management.

This approach fully enhances individual skills, promotes the development of internal professional expertise, and strengthens the sense of belonging to the company.



Training is a strategic priority for Levoni, aimed not only at increasing technical and managerial skills but also at supporting a corporate culture rooted in sustainability, responsibility, and uncompromising quality.

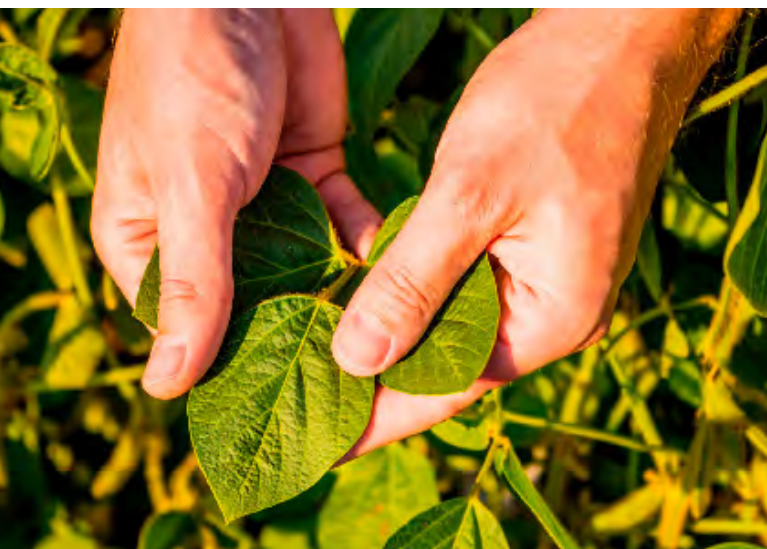
Community Support and Environmental Protection

Levoni S.p.A. is actively committed to supporting local communities and safeguarding the environment.

For years, the company has regularly responded to donation requests from non-profits and local associations through charitable contributions and product donations, making a tangible impact on the well-being of the communities where it operates.

On the environmental front, in 2024 Levoni carried out significant energy and water efficiency projects, including the installation of water dispensers in its facilities, which led to a substantial reduction in single-use plastic consumption, saving approximately 38,000 bottles.

Additionally, the company obtained **ISO 14001:2015 certification** for its environmental management system, further confirming its commitment to responsible and sustainable growth.



Responsibility

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Environmental Responsibility

Environmental Responsibility

Emissions

Levoni S.p.A. considers environmental responsibility an integral part of its identity and corporate strategy. Its commitment to environmental sustainability is reflected in reducing impacts throughout the entire production chain, from the careful selection of raw materials to the responsible management of energy consumption and emissions.

Over the three-year period from 2022 to 2024, Levoni continuously monitored its greenhouse gas emissions, recording direct emissions (Scope 1) of 6,330 tons of CO₂ in 2022, which decreased to 5,637 tons in 2023 and stabilized at 5,881 tons in 2024. During the same period, indirect emissions (Scope 2) for 2024 amounted to 6,990 tons of CO₂.

Scope 1	Final Statement
2024	5.881,00
2023	5.637,00
2022	6.330,00

Scope 2

Final Statement

2024

6.990,00

The company is actively committed to reducing these impacts, having undertaken specific energy efficiency projects, including the installation of photovoltaic systems that, as of 2024, cover 5.5% of the company's energy needs. Levoni has also obtained ISO 14001:2015 certification for all sites within the group, thereby consolidating its environmental management system and further confirming its rigorous and concrete commitment to environmental protection and sustainable development.

Levoni's commitment to pursuing a transparent and effective environmental strategy is a tangible sign of the ethical responsibility it has formally embraced through its transformation into a Benefit Corporation, a step that further highlights its deep and responsible connection with the local community and surrounding environment.

Water

Over the three-year period from 2022 to 2024, Levoni S.p.A. recorded a significant reduction in total water withdrawal, reaffirming its commitment to responsible water resource management. Specifically, water consumption from the municipal supply decreased from 8,914 m³ in 2022 to 2,405 m³ in 2024. Withdrawal from wells also showed a reduction, falling from 273,264 m³ in 2022 to 238,410 m³ in 2024.

These figures highlight the company's concrete focus on water efficiency and the environmental sustainability of its production activities.

Indicator: 303-3 Total Water Withdrawale in m ³	Municipal Supply	Well
2024	2405	238410
2023	5595	246091
2022	8914	273264



Energy

In recent years, Levoni S.p.A. has implemented energy policies focused on sustainability and efficiency, prioritizing the increase of self-produced energy from renewable sources.

In the three-year period 2022–2024, there has been a significant growth in energy generated from photovoltaic systems, rising from 58,300 kWh in 2022 to 573,342 kWh in 2024. At the same time, energy production from the cogeneration plant has remained essentially stable, showing slight fluctuations: from 8,125,012 kWh in 2022 it decreased to 7,174,567 kWh in 2023, then increased again to 8,271,627 kWh in 2024.

The consumption of energy from non-renewable sources shows a slight downward trend, decreasing from 15,187,155 kWh in 2022 to 15,059,599 kWh in 2023, before stabilizing around 15,275,624 kWh in 2024.

This overall trend reflects the company's concrete commitment to progressively reduce the use of fossil fuel energy by investing in more sustainable and environmentally responsible solutions.



Indicator: 302-1
Electricity Consumption

	Type	Energy (kWh)
2024	Non-renewable energy	15275624,00
	COGENERATOR	8271627,00
	Photovoltaic	573342,00
2023	Non-renewable energy	15509599,00
	COGENERATOR	7174567,00
	Photovoltaic	193694,00
2022	Non-renewable energy	15187155,00
	COGENERATOR	8125012,00
	Photovoltaic	58300,00

'Part *One*

Specific purposes of common benefit

To identify its current position and continually improve, a company must understand the social, economic, and environmental impact caused by the exercise of its activities. This awareness, together with the systemic conception of business that Levoni S.p.A. has embraced from the outset, converges in the company's objective to qualify as a Benefit Corporation.

Specifically, by Extraordinary Shareholders' Meeting Minutes of Levoni S.p.A., drawn up by Notary Paola Cavandoli on December 9, 2024, Rep. No. 2818 – Rec. No. 1962, registered in Mantua on 10/12/2024 under No. 16388 series 1T – entered in the Companies Register of Cremona-Mantua-Pavia on 12/12/2024 Prot. No. 187259, Levoni S.p.A. formally adopts the legal status of a Benefit Corporation pursuant to Law No. 208/2015, paragraphs 376-384, with the purpose of pursuing, alongside profit sharing, goals of common benefit in the exercise of its economic activities, aiming to foster the harmonious growth of its long-term wellbeing as well as that of the context in which it operates.

In the 2024 fiscal year, the company's mission, as established by the Statute, becomes common benefit. Levoni S.p.A. aims to achieve positive impacts and mitigate negative effects on collaborators at all levels and types, as well as on the environments in which it operates.

The Statute, attached as "Annex C" to the Extraordinary Shareholders' Meeting minutes drafted by Notary Paola Cavandoli on 9 December 2024, No. rep. 1818 – Racc. 1962, states in Article 4 "SUBJECT":

To progressively evolve our business and operational model toward a circular economy aligned with European and national sustainability objectives related to governance, environment, and social aspects, supported by innovation as a driver of change

To promote collaboration within the ecosystem in which we operate, creating a synergistic network of relationships and engaging all key stakeholders in spreading a shared culture to stimulate evolution and improve the sustainability performance of the entire supply chain, while fostering the widespread adoption of a concrete vision of animal welfare.

To strengthen our reliability toward consumers through transparent communication aimed at raising awareness regarding product ownership, quality, production methods, and traceability, while educating consumers on the importance of nutrition and sustainability topics.

To contribute to the growth, well-being, and support of the community we belong to, promoting internal cohesion and a shared culture passed down through generations, committed to transmitting our values externally as well as internally.

Analysis of Specific Purposes of Common Benefit and Related Projects

Levoni's transformation into a Benefit Corporation has, in summary, impacted its core activities, the environment, and the Italian and international economic and productive fabric as follows.

For each of the aforementioned areas, the summary table refers to the years prior to the statutory amendment. It therefore includes qualitative and quantitative target indicators that may still be in the process of being quantified during the 2025 fiscal year.

Purposes of common benefit	Specific and distinctive objective	Project	Description	2025 Status	KPI as of 2024	Target
Contribute to the creation of a synergistic network among all ecosystem actors	Supply chain mapping - Impact mapping and integration of customers/suppliers - Code of Conduct	IMPROVEMENT OF THE SUPPLY CHAIN ON ESG TOPICS	Collection, monitoring, and enhancement of data related to environmental and social impacts of suppliers, using specific tools and training information users. Creation and dissemination of a Code of Conduct addressing ESG topics.	In progress	% of suppliers audited vs. suppliers evaluated as strategic	Tbd
					Dissemination of Supplier Code of Conduct	Tbd
	Supply chain integration through Mec-Carni	Mec-Carni Integration	Mec-Carni 100% controlled; 95% raw material supplier	Completed	ISO 14001:2015 per tutti i siti	Maintain
			Mec-Carni 100% controlled; 95% raw material supplier	In progress	valorizzazione sottoprodotti macellazione	Maintain and innovate
			Project 22IN001	In progress	Integration of ESG criteria into supplier qualification tools	Use, reprocessing, and integration of data for qualification
	Stakeholder group identification and mapping for engagement activities	SUPPLY CHAIN COHESION	Sharing of existing practical guidelines for animal welfare and farming to be adopted by farmers. Project 22IN001	In progress	Continuous growth in the number of farms adhering to the supply chain: "Animal welfare management and responsible use of antibiotics" and "Pigs raised without antibiotics in last 120 days of life," meeting market demand	Target defined according to market needs (sales)

Purposes of common benefit	Specific and distinctive objective	Project	Description	2025 Status	KPI as of 2024	Target
Support the local community and promote people's involvement and well-being	Benefits for workers for work-life balance	WORKER BENEFITS	Worker benefits through agreements, family-work balance activities, and participation in Regione Lombardia's WHP program	Activated	No. of agreements: 10 No. part time workers 36 No. remote workers 13 Continuous investment and participation in the WHP program Training hours delivered: 8627 ESG training hours: 662 ESG project activity hours: 2060	Maintain trend
	Events and initiatives for community and consumer involvement	COMMUNITY EVENTS	Events related to fairs, specific activities, and active community and consumer engagement	Activated	Assaggerza events: 10 Levon brand events: 4 Training sessions: 40 Fairs: 21 ESG-related Events: 5	Tbd
Strengthen reliability, transparency, and contribute to consumer education	Sponsorship and participation in sustainability-themed events	CHARTER OF VALUES	Creation and publication of the Charter of Values to formalize commitment to ESG topics	In progress	Dissemination of the Charter of Values	By 31/12/25
		DONATIONS AND SPONSORSHIPS	Product donations to non-profits: goods donated to non-profits for charitable purposes; sponsored donations: products provided for events that offer advertising exposure for the company; charitable contributions and sponsorships: cash donations without any return benefit.	Activated	Product donations to non-profits: €205,574 Sponsored product donations: €8,577 Cash donations: €79,380 Sponsorship money: €66,116	Tbd
Strengthen reliability, transparency, and contribute to consumer education	Finalization and KPIs related to preservative reduction	RESEARCH AND DEVELOPMENT	R&D activities on various product families aimed at minimizing preservative quantities while maintaining product safety and high quality	In progress	Parma Ham - salt reduction: -4.6% (measured by analytical instrument on cured product) Salami - salt: 2700 kg; preservatives: 866 kg Mortadella - salt: 8355 kg; preservatives: 1326 kg	Complete product range and maintain trend
	Certifications and Carbon Footprint calculation	CERTIFICATIONS	Environmental Management System ISO 14001 and Gender Equality System UNI/PdR 125:2022 certification	Completed	ISO 14001:2015 certification UNI/PdR 125:2022 certification	Maintain
			Carbon footprint calculation as per GHG Protocol	To be scheduled	Scope 1, 2, and 3 data collection	To be scheduled
Commit to ecological transition and animal welfare promotion	Environmental protection and resource reduction	ENVIRONMENTAL PROTECTION AND CLIMATE CHANGE MITIGATION	Environmental protection projects: reduction in electricity demand through photovoltaic systems, reduction in plastic usage, and responsible use of mono-material plastics.	In progress	Raccolta dati kg materiali rispetto al prodotto venduto: CATEGORY 1 PAPER 1: 196,126kg CATEGORY C PAPER: 60791kg CATEGORY B2.3 PAPER: 7,304kg CATEGORY B2.1 PLASTIC: 4,881kg CATEGORY B2.2: 1,277 kg CATEGORY A2 PLASTIC: 33kg SECONDARY PACKAGING CARDBOARD: 250,280kg	Tbd
				In progress	% of cooked ham packaging transitioned to mono-material polypropylene (PP) pouches.	tbd
				Completed	Reduction in stretch film weight: -3,667 kg of LDPE plastic	Achieved
				Completed	Reduction in tray weight: -8,298 kg of PET plastic.	Achieved
				Completed	Optimization of secondary packaging carton structure: -353 pallets (no. of pallets no longer required for transport)	Achieved

"Part *Two*

Impact assessment

Levoni S.p.A. Benefit Corporation has adopted the international B Impact Assessment (BIA) standard for its impact reporting. Developed in 2016 by the non-profit organization B Lab, BIA is a globally recognized, robust, and credible benchmark for measuring sustainability.

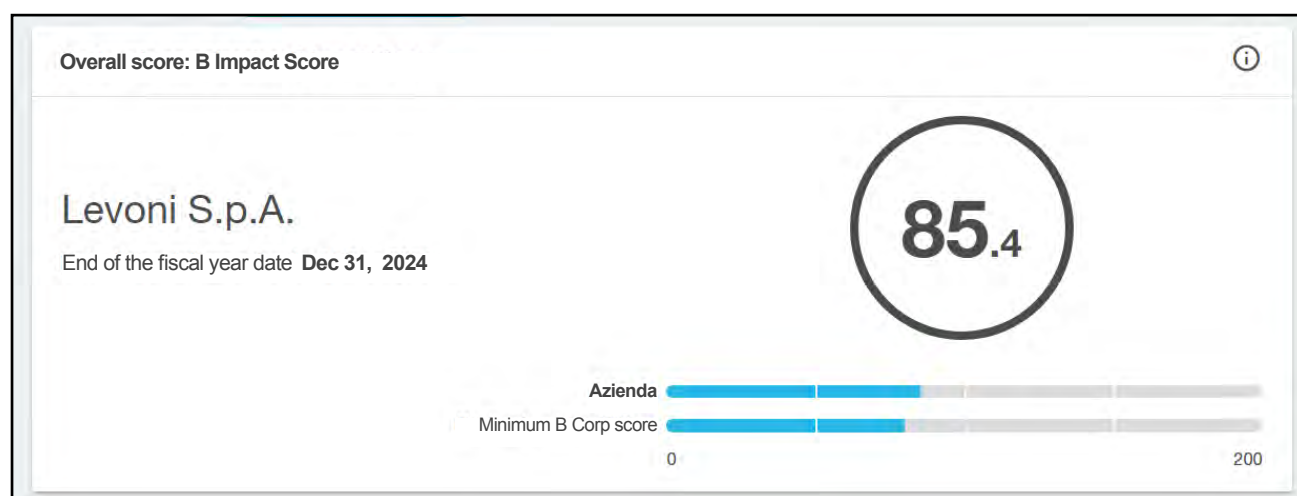
The BIA enables both qualitative and quantitative evaluation of the social and environmental impact generated by the company through a dedicated questionnaire on an online platform. The company has access to this platform to assess its performance and share information. The BIA assessment covers five main impact areas: Governance, Workers, Community, Environment, and Customers.

The tool adapts to the company throughout the assessment process by using a questionnaire composed of several hundred questions (scored from 0 to 200), which are accessed based on the responses given. Due to this adaptability, each of the five BIA areas has a different maximum possible score, which also varies according to the company's industry sector.

BIA Assessment

For the purposes of this 2024 Impact Report of Levoni S.p.A. Benefit Corporation, the information provided relates to the reporting period from January 1, 2024, to December 31, 2024.

By achieving a score of 80 or higher in the Impact Assessment, a company can begin the journey towards B Corp certification.



"Part Two

Below is the detailed report of the performance achieved in each impact area:

In the **Governance area**, which assesses the company's overall mission, ethics, responsibility, and transparency, a total score of 16.5 points was awarded. The active involvement of senior management in creating Common Benefit was positively noted, especially as the company became a Benefit Corporation in 2024.



The **Workers impact area** evaluates the company's contribution to the financial, physical, professional, and social well-being of its employees, covering aspects such as employee benefits, health and safety, and opportunities for professional development. In this area, Levoni S.p.A. scored 27.6 points, reflecting the company's strong commitment to fostering a positive and inclusive work environment for its staff.



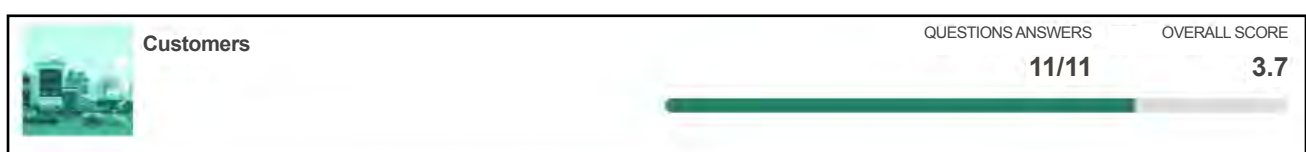
The **Community impact area** evaluates the company's commitment to the community and the impact it generates on it. This includes topics related to job creation, relationships with suppliers, and engagement with the local environment. Thanks to its strong social and territorial ties, as well as the quality of its supply chain deeply rooted at the local level, Levoni S.p.A. achieved an overall score of 28.6 points in this area.



The **Environment impact area** evaluates the company's overall environmental management, including its facilities, resource usage, emissions, and the types of transportation used in its distribution channels and supply chain. In this area, the company scored 8.8 points.



The **Customers impact area** focuses on the impact of the product or service and the benefits for the communities served. Levoni S.p.A. achieved a score of 3.7 in this area, reflecting the company's ongoing commitment to consumers through its exclusive, artisanal, and top-quality products.



Conclusion and new objectives

With the adoption of Benefit Corporation status, Levoni S.p.A. strengthens its commitment to being not only an excellent production company but also an active participant in creating shared value.

The purposes of common benefit outlined here are not mere statements of intent; they represent concrete and measurable directions that guide the company's strategic decisions and shape its sustainable growth path. This transformation goes beyond a mere legal change or a formal document: it is a cultural process that involves people, communities, and territories, requiring listening, consistency, transparency, and determination. It is a journey built day by day, made up of real projects, measurable results, and increasingly ambitious future goals.

The activities undertaken by Levoni S.p.A. outline a business approach that combines its production tradition with an increasing focus on social and environmental well-being. These initiatives are not one-off actions but rather the expression of a broader and structured strategy, consistent with the Benefit Company status adopted in 2024.

The formal adoption of common benefit purposes marks a turning point: the company chooses to measure its success not only by economic results but also by the quality of its relationships with the territory, support for local communities, empowerment of employees, and care for the environment. From this perspective, donation and sponsorship projects become concrete tools to build networks, promote inclusion, and generate positive impact.

Looking ahead, Levoni is committed to consolidating this journey responsibly and transparently by adopting objective impact measurement indicators, such as the B Impact Assessment, and strengthening dialogue with all stakeholders. The goal is to continue innovating without losing the authenticity of tradition, maintain high product quality, and at the same time contribute to the sustainable development of the ecosystem in which it operates.

Levoni's vision is that of a company integrated into the social fabric, capable of generating shared and lasting value. It is an organization that not only produces culinary excellence but also promotes cohesion, culture, and solidarity, becoming a concrete example of how business and responsibility can grow together.

Levoni S.p.A. looks to the future with the awareness that authentic value arises only from a harmonious balance between what it produces, how it produces it, and for whom it produces it. It is within this vision that the company today finds, more than ever, its identity and strength.



Methodological note

The first edition of the Impact Report of Levoni S.p.A. Benefit Corporation contains information related to economic, environmental, and social topics deemed useful to ensure an understanding of the Company's activities, its performance, results, and the impact generated by these. From this document onward, the reporting scope refers to the performance of Levoni S.p.A. Benefit Corporation, headquartered at Via Matteotti, 23 - 46014 Castellucchio (MN), with locations in Lesignano de' Bagni (PR) and San Daniele del Friuli (UD), presenting the results achieved during the 2024 fiscal year (from January 1 to December 31).

To comply with transparency requirements under the law, the 2024 Impact Report of Levoni S.p.A. Benefit Corporation has been prepared in accordance with the Benefit Corporation legislation, Law No. 208 of 28 December 2015, paragraphs 376-384. In particular, to ensure accurate documentation, the report includes:

- A description of the specific objectives, methods, and actions undertaken by the directors to pursue the purposes of common benefit, as well as any circumstances that prevented or delayed their achievement, is provided in PART I of this document;
- An assessment of the impact generated, conducted using the external evaluation standard described in Annex 4 of the law, which includes the evaluation areas identified in Annex 5 (corporate governance, workers, other stakeholders, environment), is provided in PART II of the document. This section lists the results of the sustainability assessment obtained by the company through the B Impact Assessment (BIA) by B Lab;
- A description of the new objectives the Company intends to pursue in the following fiscal year can be found in the concluding chapter, CONCLUSIONS AND NEW OBJECTIVES.

The Company has adopted the B Impact Assessment (BIA) framework as the reference for this document. Developed since 2006 by B Lab specifically for Benefit Corporations, the BIA measures impacts in compliance with the law. From its inception, the BIA has been based on principles of materiality and fully meets the requirements of accuracy, transparency, and completeness. The overall score achieved by the Company was 85.4. It should be noted that this score results from a self-assessment without third-party verification.

The accurate drafting and publication of the Impact Report is a fundamental tool for Benefit Corporations to fulfil their transparency obligations regarding the creation of both general and specific public benefit. In particular, the preparation of this document was coordinated by Progesa S.p.A., involving dedicated internal teams within the company, and overseen by the Impact Manager: Daria Levoni, Chief Executive Officer.

Bibliography:

<https://www.societabenefit.net/cosa-sono-le-societa-benefit/>
<https://www.bcorporation.net/en-us/programs-and-tools/b-impact-assessment/BIA>
<https://www.mase.gov.it/pagina/whats-carbon-footprint>

In collaboration with



External certification statement

The first edition of Levoni S.p.A.'s 2024 Annual Sustainability Report and Impact Report has not been subject to third-party verification. However, strongly supported by company management, the company's next objective is to achieve certification of the document's contents.

This document was presented to the Board of Directors of Levoni S.p.A. Società Benefit and has not undergone external assurance. It is formally approved and signed by the company's management and shareholders through the initial stakeholder communication letter signed by the CEO.

With a view to continuous improvement and upcoming editions, the Company is committed to providing increasingly precise data regarding the chosen reporting period.



Levoni S.p.A. Benefit Corporation

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