

Vicenzi Group Sustainability Report

Third Edition

Year 2021



By







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Letter from the Vice President

Our family values are woven into products to export sustainability worldwide

Like a thread woven through a loom. From the story of the group witnessed by my father Giuseppe, to the future seen through my daughters and grandchildren's eyes. I feel personally involved in this Sustainability Report because in recent years Vicenzi has been associated, especially abroad, with a family and corporate commitment to people and the environment. The same values that have always been intertwined with our very DNA.

My sisters and I have been raised with these principles since we were kids. Recycling, reusing, being waste-conscious, ecology: these were not just abstract theories. They were a real, heartfelt commitment. No one was really using the word "sustainability" at that time, but our lives were lived under that very principle. I have always expressed this while growing up, even though many times it was like speaking a foreign language: no one was used to paying attention to those issues.

Today, the culture of sustainability is spreading: many are committing to ecological transition and low impact. We at Vicenzi, who have always nurtured this culture, feel the need to export our vision outside the company walls.

Last year the young people in our family provided valid support to raise the bar. Today, together with my father's love for the territory, sports and the community, their example invites us to take a closer look to all those companies that are approaching overseas markets. Just like we did in the past.

The excellence and the Italian essence of our products, the true passion for our work, walk alongside environmental sustainability, people's wellbeing, respect for animals and resources, and a circular economy. We envision Made in Italy as a force in bringing into the world products permeated by values. We aim to become leaders of a new model, a protocol about Italian identity, experience, but also innovation, environment and food culture. We owe it to the Italian production chain, to our ecosystem, to the future generations.

We are ready to undertake this new "sustainable" challenge.

Giuliana Vicenzi



1. Vicenzi Group



*"Ever since I was child, I always wanted to start a **biscuit company**... pastries, not handmade... but factory made. That's how my biscuits began, then I went on to make pastries thanks to the inspiration of my grandmother Matilde and the support of my father Angelo'.*

Giuseppe Vicenzi, President



The story of Vicenzi Group is, above all, the story of a family. It began in 1905 when Matilde Vicenzi set up a small bread and pastries shop in San Giovanni Lupatoto, near Verona, soon becoming a pioneer and an icon of feminine entrepreneurship.

Industrialisation came to Italy in the mid-1900s. In those years Giuseppe Vicenzi, following the teachings of his grandmother Matilde and his father Angelo, reshaped the family business into 'The biscuit company that became the factory-made pastry company'.

A resourceful and curious man, Giuseppe started travelling on the hunt of new ideas and gathered a wide expertise in the pastries business. Between the 1960s and 1970s, he acquired a new plant in San Giovanni Lupatoto, shifting from artisanal baking operation to small-scale industry.

The brand consolidated on the international market thanks to two unrivalled products: amaretti and, later, ladyfingers. Vicenzi Group – as we know it today – was established in 2005 when Giuseppe Vicenzi took an important step in acquiring the entire Parmalat bakery branch, including two well-known brands: Grisbì, with its famous filled short pastry, and the Mr. Day range of delicious snacks.

Recently, Vicenzi Group has increased efforts and visions towards sustainability. This Sustainability Report, on its third edition, is intended as a showcase for our Stakeholders.

HISTORY OF VICENZI GROUP



Figure 1 - Relevant stages in the history of Vicenzi Group

Giuseppe Vicenzi Cavaliere del Lavoro

On 26th October 2021, Giuseppe Vicenzi was awarded the prestigious Order of Cavaliere del Lavoro directly by the Italian President Sergio Mattarella. A high honour for a man who not only distinguished himself as entrepreneur, but also made a major contribution to the progress of Italian society with spirit of commitment and solidarity.



Figure 2 - Giuseppe Vicenzi, Cavaliere del lavoro (Knight of Labour)

Vicenzi Group in figures

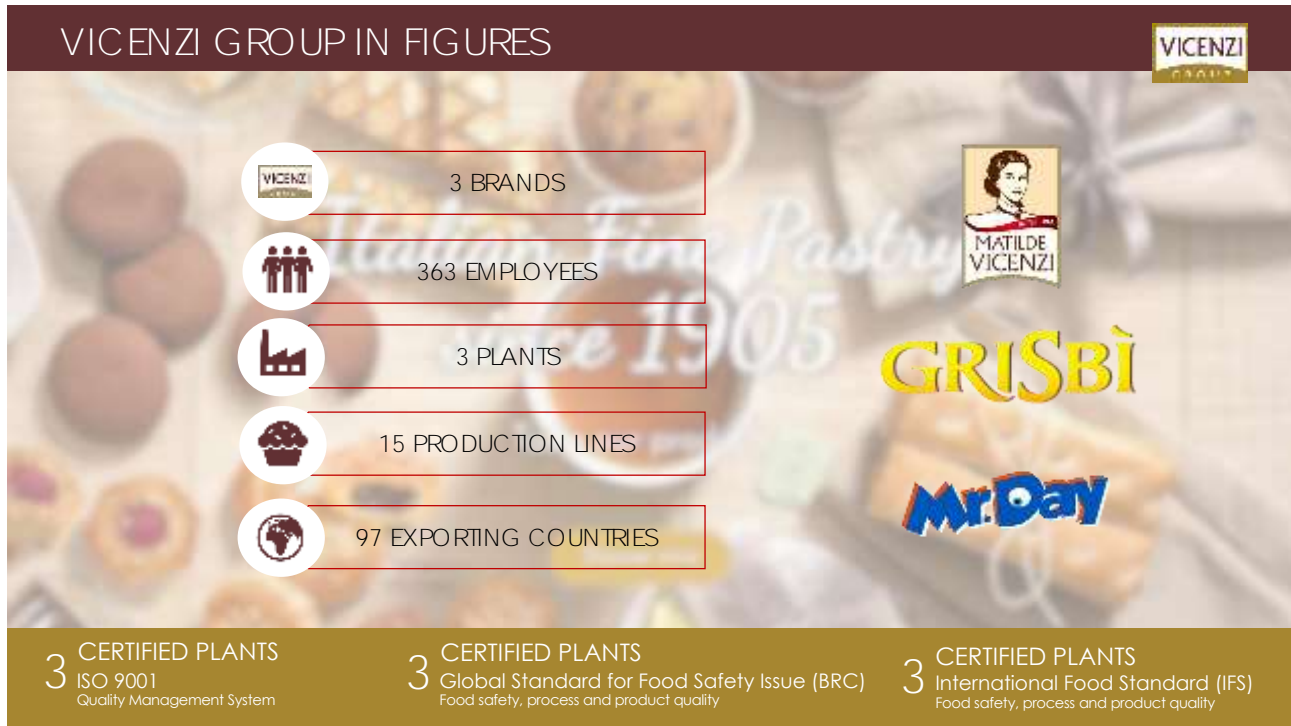


Figure 3 - Vicenzi Group in figures

Vicenzi Group Brands

Vicenzi Group includes three brands of excellence: Matilde Vicenzi, based on Italian identity and tradition, Grisbì, the indulgence and pleasure of shortbread filled with velvety cream, and Mr. Day, which, thanks to the simplicity of its delicious sponge cake, stands out in the great competitive arena of the snack market.

In 2021, Vicenzi Group has invested in the expansion of the Grisbì brand product portfolio introducing Grisbì Breakfast. This new product maintains the iconic characteristics of the Original Chocolate Grisbì, presenting it in a slightly smaller size inside a freshness-saving and re-sealable doypack.

Pastry specialities for direct tasting or preparation of cake recipes	Cream-filled pastry (chocolate, hazelnut, lemon, coconut, pistachio, vanilla, coffee) and wafers	Range of both sweet and savoury products, including various types of muffins, doughnuts and plum-cakes
<p>Vicenzovo ladyfingers Amaretti di Matilde Millefoglie di Matilde Boccoccini Minivoglie Cake mixes</p>		

Figure 4 - Vicenzi Group's brands

1.1. Sustainability Values

Sustainability also means to apply business and tax ethics to support the territory. Specifically, it means authentic care for the community: hence, to suppliers, employees and the hundreds of families linked to our business; but also care for the growth of our country.

Today many people talk about “tax morality”, a value that has always been a pillar for Vicenzi Group, a cornerstone of our history and development.

The entire production process is carried out in Italy – we don’t believe in the outsourcing of our resources or low-cost delocalized labour.

That’s the reason why our staff comes from the same territories in which our plants are located. We implement transparent and clear fiscal strategies, in line with the wider environmental, social and governance agenda of the Group.

All this to contribute to the development of the communities and territories in which the company is rooted: San Giovanni Lupatoto, Bovolone and Nusco.


Filippo Ceffoli
General Manager Vicenzi Group

The combination of entrepreneurial principles and the **typical values of a family-run business**, handed down from generation to generation, is what singles out Vicenzi Group and what has helped

its growth. The Group also gives the greatest importance to **people** and to the **territory**, bringing value to those who contribute every day into making the Vicenzi Group a unique reality in its industry.

Vicenzi Group has signed its own Organisational Model formally adopting the Code of Ethics¹: it clearly sets the recognized values, accepted and shared by the Company in order to ensure the good functioning, reliability and reputation of the Group.

CODE OF ETHICS



GENERAL ETHICAL PRINCIPLES

- ⚖️
Value of the person
👤
- 🏛️
Legality
🌱
- ⚖️
Fairness
📄
- ❤️
Health and safety protection
👥

Human rights

Sustainable development

Fairness and transparency

PRINCIPLES OF CONDUCT

- 🏛️
Relations with institutions, associations, local communities
- 👥
Relations with customers
- 🔄
Relations with suppliers and external collaborators
- 👥
Relations with human resources
- ❤️
Protection of health and safety in the workplace
- 🔒
Protection of privacy
- 🏛️
Relations with the Public Administration
- 🎁
Gifts, gratuities and other benefits

Figure 5 – Values and Principles of Vicenzi Group Code of Ethics

¹ https://bucket-vicenzi.4flow.cloud/OBJECTS/Sito%20web%202015/Codice_etico_Vicenzi_SpA_DEF.pdf

1.2. Vicenzi and the foreign markets

Today, consumers are increasingly aware of the importance of sustainability and expectations of food producers are rising. As environmental protection is a top priority, it is essential that companies do their part to reduce their carbon footprint, and Vicenzi Group is strongly committed to implementing 'sustainability' practices. This aspect involves everything we do, from the logistics services to our daily operations.

Christian Saldi, General Manager Vicenzi USA INC.



Vicenzi products have conquered more than 8 million Italian households. The Group has delivered the Italian fine pastry tradition all over the world establishing commercial outposts in Europe, Latin America, the United States, the Middle East and southern Asia.

The ancient recipes of Vicenzi are increasingly popular in the international market, thanks to the Group's commitment to innovation and the research of typical products for specific market segments, a trend confirmed by the export numbers as shown below.

REFERENCE MARKETS



ITALY

- San Giovanni Lupatoto (VR)
- Bovolone (VR)
- Nusco (AV)

3 PLANTS IN ITALY

363 EMPLOYEES

97 EXPORTING COUNTRIES

Main foreign markets

- United States
- Middle East
- Germany
- Canada



Figure 6 - Vicenzi Group's international markets

EXPORTS



35 MILLION
Millefoglie d'Italia



consumed annually in
SAUDI ARABIA and ARAB
EMIRATES

50 MILLION
Ladyfingers



consumed annually in the
UNITED STATES OF AMERICA

10 MILLION
Minisnack



consumed annually in
the ASIAN PACIFIC
REGION

160 MILLION
Millefoglie d'Italia



consumed annually in
SAUDI ARABIA and the
ARAB EMIRATES

Figure 7 - International exports of Vicenzi Group products

International Events.

Despite the pandemic, Vicenzi Group has joined several international events during 2021:



Tiramisù World Cup – Matilde Vicenzi brand has been its main partner for five years with its VicenzOVO Ladyfingers.



World Week of Italian Cuisine in Los Angeles – A Ministry of Foreign Affairs and International Cooperation joint initiative aimed at promoting Italian cuisine in the world. Vicenzi was involved in the webinar "Italian Fine Pastry Tradition" and in a demonstration on the preparation of tiramisù by chef Ale Gambini

The international angle: Vicenzi USA INC.

Vicenzi Group gives the greatest importance to foreign markets. The **Vicenzi USA INC. branch located in Miami** is an example of our global growth, as this market is the most relevant for the Group's exports.

Today, especially in the United States, consumers are extremely aware about sustainability and their expectations regarding food producers' efforts and actions in this regard are very high. Globally, sustainability is considered an important purchasing criterion for 60% of consumers. In the US, this number is right above the global average at 61%.

According to a recently developed McKinsey & Co US survey, 66% of participants and 75% of millennials say they consider environmental sustainability to be a relevant factor when buying a product, and considering environmental issues is a priority. COVID'19 has led to an increase in online shopping in the US also by simplifying and increasing opportunities to compare products and find out if sourcing and manufacturing processes are in line with their values.

As a global company, Vicenzi Group, in addition to sharing the tradition of Italian fine pastry around the world, is fully committed to safeguarding the Planet by implementing sustainability processes involving all stakeholders, both internal and external, and focusing on the most relevant activities for a more effective management of the resources. This has played a key role in the selection of the warehouse in the United States according to the logic of environment and community integration.

US Customers show to be concerned about the selection of raw materials, nutritional values, product quality, innovation in production processes and their impact on the environment, as well as the protection of worker's safety and community's spirit.

Product quality

The tradition and authenticity of Vicenzi's Italian products is based not only on the **selection of quality raw materials**, but also on the research and development of special products aligned with the most critical demands in the American society related to healthy choices, special dietary needs, allergies and ethnic and religious options.



Natural and non-GMO ingredients
Absence of preservatives, artificial colours and flavours
Use of Certified Palm Oil
Free-range eggs



Kosher certification by the Orthodox Union



Made in Italy since 1905

Innovation

In terms of product innovation, Vicenzi Group has always promoted **the values of health awareness and inclusiveness**. The gluten-free and lactose-free products in special packaging dedicated to the US market are particularly relevant.

HEALTH AND INCLUSIVENESS



Gluten-free



Lactose-free

Figure 8 - Gluten-free and lactose-free products of Vicenzi Group on the US market

From an inclusion and **cultural recognition angle**, Vicenzi Group has also committed to the creation of products that celebrate the multicultural nature of the US territory.

C E L E B R A T I O N & F E S T I V I T Y T I N S



Figure 9 - Vicenzi products on the American market dedicated to festivities

The innate inclination of Vicenzi USA INC. towards sustainability has finally been realised in the research for **new packaging solutions**, with the aim of promoting the use of recycled and recyclable materials (mainly cardboard and plastic) and the reduction of packaging weight.

Sustainability in the supply chain

Since 2019, Vicenzi USA INC. has been a member of The Sustainability Consortium (TSC), a global non-profit organisation that supports companies on the path towards sustainable products.



Members of the TSC include manufacturers, retailers, suppliers, NGOs, government agencies and academic centres. One of the objectives of the consortium is to create a collaborative network between the various stakeholders that make up the supply chain in order to define science-based solutions and operational tools that respect the principles of sustainability throughout the entire product life cycle.

An example of sustainability along the supply chain of Vicenzi USA INC. products is realised in the **collaborative networks with some of the major retailers** such as Walmart or Ahold-Delhaize with whom Vicenzi USA INC. is committed to supplying products that meet selective sustainability requirements for the creation of business partnerships.

Commitment to community and staff

Vicenzi USA INC.'s social initiatives have enhanced the company's reputation and relationship of trust with local communities at its headquarters in Miami, Florida, New Jersey and Pennsylvania, through **donations to local facilities** such as food banks, hospitals (mainly during the COVID'19 crisis), churches

and charity events, and through collaboration with universities and **educational events** to convey the Group's vision and experience regarding sustainability processes. The sustainable approach is also realised in the **management of Human Resources** through an integrated staff selection project, keeping in mind the heterogeneity of US population.

Vicenzi Group has also ensured that sales staff can work remotely or through online platforms to facilitate the management of operations as well as reduce the environmental impacts of commuting.

1.3. Vicenzi Sustainability Report

The Group recognises Sustainability as one of the Company's core principles, underpinning both its strategic decisions and employee involvement. The Group has decided to value its commitment to Sustainability by updating its Sustainability Report in 2021. The Report (on its third edition) not only gives an account of the Organisation's performance, but also represents a useful communication tool demonstrating the Group's ongoing commitment to transparency.

The contents of the document have been defined by applying the **principle of materiality**, which consists in focusing on the aspects of greatest relevance both for Vicenzi Group and for the Stakeholders (internal and external stakeholders). The Report is inspired by the International Standards of the Global Reporting Initiative (GRI), internationally recognised for non-financial reporting.

The analysis of the results of the Materiality Analysis (updated every three years on the basis of Stakeholder indications) made it possible to identify 12 relevant sustainability issues, pertaining to both the social and environmental spheres, as reported in the specific **materiality matrix** in Figure 10

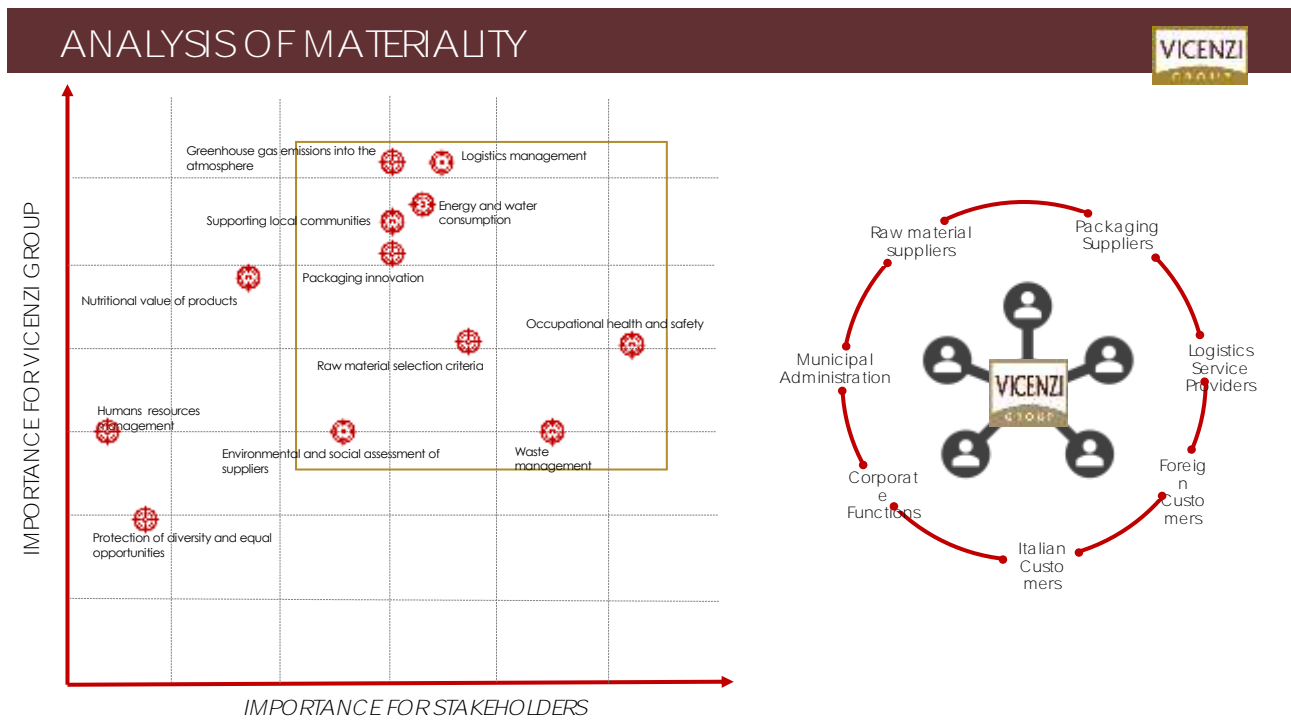


Figure 10 - The Group's materiality matrix

The Group considered the 2019 Report materiality matrix to be valid and still in line with the corporate reality. For the purposes of defining the contents of the document, the corporate functions were

involved in order to frame the activities carried out in the two-year period 2021-2022 associated with materiality.

1.4. Communication in 2021

"A fast, high-performance connection for a non-stop transfer of ideas and values. This is the lever that has driven the collaboration between Vicenzi and Taglianigruppoadv agency for years, in line with the mutual corporate spirit. We are both working to make the best use of company skills and dynamics, not only to commercialize a product and an entrepreneurial vision, but also to grasp the dynamism and changes in society, translating them into a commitment to the territory.

The Sustainability Diary was implemented thanks to this efficient synergy. It is idea developed in the private sector that was able to enter and enthuse schools and the Municipality of San Giovanni Lupatoto. We took this challenge together with Vicenzi, confident that the pioneering ecological vision of the Group could trigger virtuous practices also outside the company walls.

A concern for people and the environment that lead us to seek original and effective answers that give concrete form to environmental transition and ecological commitment. The era of slogans is over, the world needs professionals and entrepreneurs capable of translating thoughts and concepts into change and innovation'.



Elisa Tagliani, sole director Taglianigruppoadv

Vicenzi Group's communication approach has always been based on innovation and creativity. Every year content plans are adapted according to the main social platforms, such as LinkedIn, Facebook, and Instagram.

SOCIAL PLATFORM



<https://www.vicenzi.it/>



<https://www.instagram.com/mr.dayofficial/>



<https://www.linkedin.com/company/vicenzi-biscotti-s.p.a./>



<https://www.facebook.com/GrisbiIT/>

Figure 11 – Vicenzi Group social communication tools

In 2021 particular relevance was assumed by some social media projects aimed at intercepting new purchase targets.

Brand Ambassador: Emanuele Ferrari

Emanuele Ferrari (known on social platforms as 'Emilife') was involved as Brand Ambassador of the Matilde Vicenzi brand for the second time. In the campaign 'a weekend at Matilde's house', a very energetic and lively Emanuele Ferrari, together with his partner Andrea, talked about the company and the plant where Bocconcini and other Matilde Vicenzi products are created. The visit was registered and shared by the influencer with his fan base on the Instagram channel and the whole campaign generated excellent results in terms of appreciation and interaction, allowing the legendary fine pastry brand to reach a younger target.

BRAND AMBASSADOR



Figure 12 – Bocconcini Vicenzi brand ambassador

Mr. Day and Generation Z

Following the rebranding activity, in 2021 communication focused on the brand's target consumer: Gen Z (born between 1997 and 2010). Thanks to a valid approach and suitable tone of voice, Vicenzi Group enhanced packaging engaging an augmented reality project.

The consumer can use his phone to scan a QRcode printed on the pack and enjoy some animated muffins; he can also participate in the experience using filters and audio messages typical of generation Z and of gaming world lovers. The campaign can be shared on social platforms.

MR.DAY and GEN Z



Figure 13 – Communication project on Mr. Day brand.

The world of gamers was also at the heart of a 2021 communication campaign for Mr. Day products with the inauguration of the first Mr. Day Cup, a tournament for young video game players that took place that same year in December. The event was broadcasted live on Twitch, Generation Z's favourite social channel, with the participation of the most prominent gamers.

2. Vicenzi Products

Vicenzi products combine **tradition** together with **quality** and attention to **detail**. Over time, the Group has been committed to improving the efficiency and safety of industrial processes without ever losing sight of the Italian fine pastry tradition, using excellent raw materials, selected through long-standing partnerships with historic suppliers.

Tradition is the pillar of the **Group's historic products such as ladyfingers, amaretti and puff pastries, which are still made today following the inspiration provided by Matilde Vicenzi's** original recipe collection – a book that not only detains a sentimental value, but also the merit of describing some lost in time food preparations.

MATILDE VICENZI'S RECIPES



To be called as such, ladyfingers must contain flour, sugar and 26% fresh eggs. They have a very special elongated shape and a structure characterized by small, regular air bubbles, with sugar covering the upper surface and a typical vanilla and lemon flavour.



Amaretto cookies are made with sugar, egg whites and a special ingredient: apricot kernels, which provide the unique bitter-sweet taste, capable of seducing even the most refined palates.

The bocconcini are crispy puff pastries with four different fillings: milk-white chocolate cream, chocolate, raspberry jam and apricot-vanilla bourbon.



Figure 14 – Vicenzi traditional products

The unique bitter-sweet taste of Amaretto

Amaretto Vicenzi, the Group's historic product brought to us by Matilde Vicenzi for over 110 years, has been at the heart of a project aimed at exploring its versatility by putting together modernity and tradition. At the end of 2021 a collaboration was launched between Vicenzi Group and the Al.ta Cucina community, one of the main publishers in Italy in the culinary field founded by Alessandro Tartaglia and Simone Mascagni.

The project started a journey to further explore young people's taste for amaretti and their application in home recipes. In particular, through some surveys carried out on various social media, it emerged that 55% of Al.ta Cucina users love amaretti. Among these, 46% prefer to eat them as simple pastries and 89% of respondents habitually use them in recipes, mainly for desserts.

Again, as part of Alta Cucina, on the basis of the results of the surveys and the suggested combinations, ten young Food Creators were involved in proposing bitter-sweet recipes using Vicenzi amaretti. The initiative made it possible to highlight the characteristics of a traditional product that is also versatile enough to be used into new recipes, bringing young people closer to the brand and confirming Vicenzi Amaretti's uniqueness for different generations.

2.1. Choice of Raw Materials

The main raw materials used for Vicenzi Group products are flour, sugar, eggs, vegetable oils, butter, cocoa, and hazelnuts. They can be divided into products with **supporting function**, i.e., helping the dough to rise correctly, and products used to **improve looks and taste**.



Figure 15- Main raw materials of Vicenzi Group

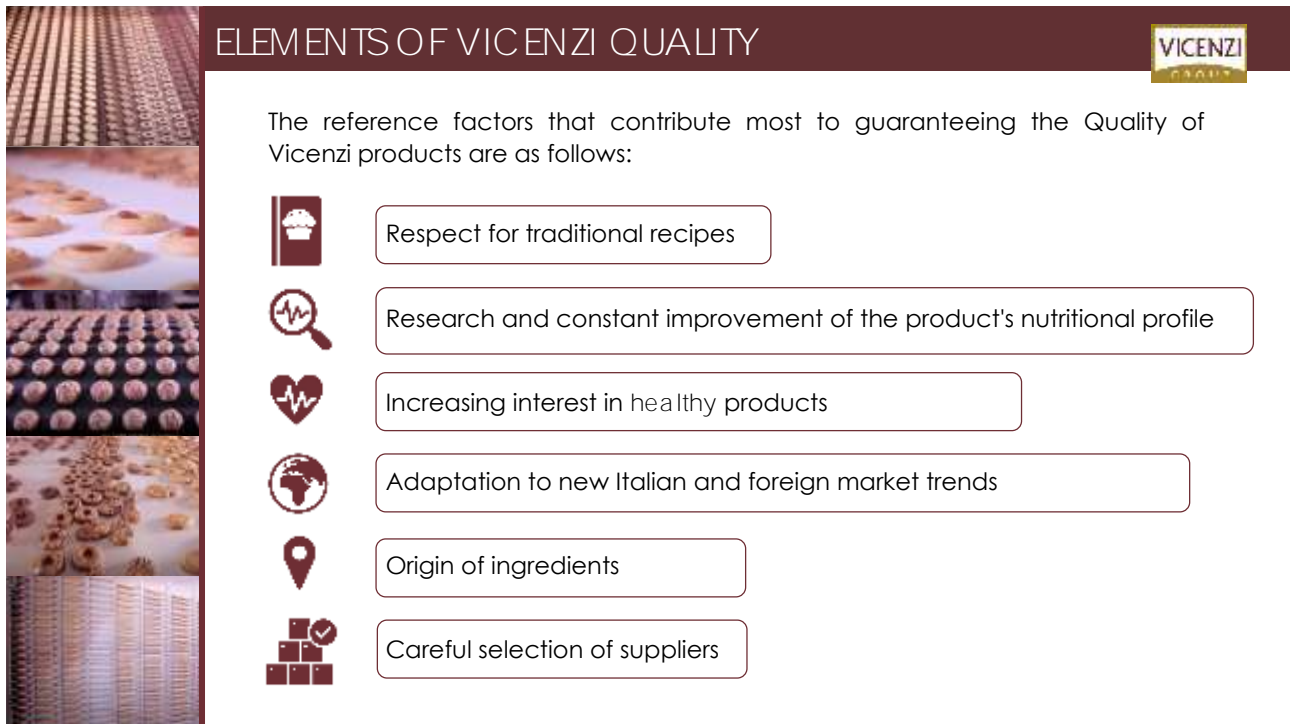


Figure 16 - Quality elements for Vicenzi

Selection Criteria

In recent years, Vicenzi Group has embarked on a path aimed at giving distinctive characteristics to Vicenzi products, also in the use of raw materials whose sustainable origin can be certified (e.g., **Italian origin, sustainability certifications**, etc.); the main selection criteria for the most relevant raw materials are shown below.

Eggs - Free-range

A large part of the eggs used in Vicenzi products are of **Italian origin**. Starting in 2012, Vicenzi Group embarked on a gradual conversion towards the use of **free-range eggs**. This change initially involved VicenzOVO Ladyfingers, Amaretto di Matilde and some Grisbì brand products; today the plant set in Bovolone exclusively uses free-range eggs, while those in San Giovanni Lupatoto and Nusco used about 40% free-range eggs in 2021.

The Group's aim is to use only free-range eggs for the production of its own branded products by 2023 (for third party production this decision depends, in part, on commercial agreements).

Wheat flour selection

Wheat flour is the ingredient most widely used by Vicenzi Group. The type of flour and its degree of refining is based on the type of product. In particular, for some important references, **stone-ground Italian flour** is used to give suitable consistencies (e.g. VicenzOVO for the making of spoon desserts). Over time, the Group has also paid increasing attention to the fibre content through the use of **wholemeal flour**, for example in Matilde Vicenzi's Fruttizie and in Mr. Day muffins.

Cocoa - Fairtrade/UTZ certification

In addition to being an ingredient itself, the raw material **cocoa** can be found in various semi-finished products such as cocoa butter, chocolate, chocolate nuggets, which form the basis of the Group's preparations with particular reference to shortcrust pastries and creams.

Most of the cocoa used by Vicenzi Group is **UTZ Rain Forest Alliance** certified, which guarantees the origin and application of sustainable farming programmes. In particular, this is a standard used worldwide to demonstrate the identification and traceability of cocoa along the entire supply chain and also ensures that production is implemented without affecting workers and local populations. In the specific case of some private labels, cocoa is **Fairtrade Certified**, the international fair trade certification mark.

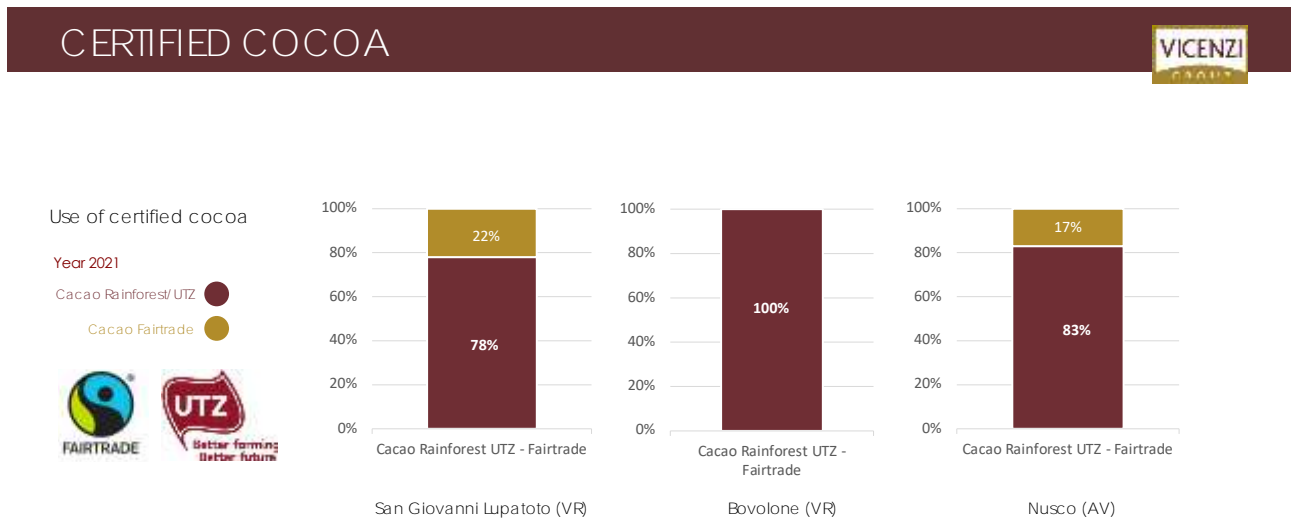


Figure 17 – Selection and certification of cocoa raw material

Palm Oil - RSPO

Palm Oil, used in margarines and creams, provides products with fragrance, structure, and taste. Since 2016, the Group has decided to adopt an approach oriented towards environmental sustainability through ICEA certification, which guarantees the controlled management of the palm oil supply chain according to the **Roundtable on Sustainable Palm Oil** (RSPO) standards.



The certification, initially of the **RSPO Mass Balance** type, was upgraded to **RSPO Segregated** in September 2020 for the plant set in Bovolone and in December 2021 for San Giovanni Lupatoto to have a 100% guarantee of product origin from a sustainable supply chain. 'Segregated' palm oil means that the product, throughout the production chain, is never mixed with normal palm oil and is extremely controlled.

The Group is also committed to the gradual replacement of palm oil, with particular reference to the Bovolone plant where in 2021 there will be a switch to sunflower oil for the Cantuccino line and to coconut oil and cocoa butter for the Wafer line (estimated reduction in palm oil consumption of 10,000 kg). The gradual replacement of palm oil is also implemented in the San Giovanni Lupatoto plant for Private Label products.

Sugar

With regard to the supply of sugar, the Group has decided to move more and more towards the use of raw materials from certified Italian supply chains. The growing interest in this direction has led to the target of covering total requirements of around 30% in 2021.

NO GMO products

Vicenzi has made a commitment to use only non-genetically modified raw materials. Whenever not possible to guarantee supply from non-GMO sources, the Group's sustainability policy requires that the ingredient must be immediately replaced. This principle underlies some important choices, such as the one that led to the substitution of soya lecithin with sunflower lecithin.

Quality Control

In 2021, the Group's three plants have obtained again the ISO 9001 Quality Management System certification and the Global Standard for Food Safety Issue (BRC) and International Food Standard (IFS) certifications relating to product food safety issues.

Every ingredient used by the Group is also subjected to a strict selection and control process to ensure the absence of any type of contaminant. In particular, in 2021, **more than 2,000 analyses were carried out on raw materials** to verify the absence of pesticides, mycotoxins and heavy metals in the three plants of San Giovanni Lupatoto, Bovolone and Nusco.

QUALITY CONTROL

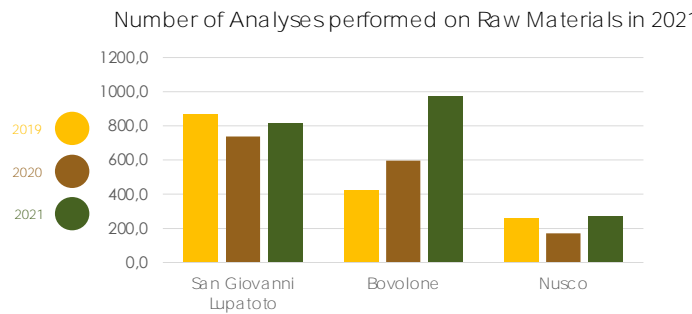


Figure 18 – Quality control and analyses performed in 2021

2.2. Products made inclusive

Starting in 2017, Vicenzi Group began to dedicate itself to the production of various **Lactose-Free and Gluten-Free products** in compliance with the standards prescribed by the European Union and guaranteed by the certification issued by the Italian Celiac Association (AIC). Thus, consumers with special dietary needs can get to know and consume various products associated with the Group's Brands as shown in the Figure.

The company, after **VicenzOVO** Ladyfingers and **Amaretto** morbido (both gluten- and lactose-free), has focused its attention on lactose-free **Millefoglie** d'Italia, gluten-free **Grisbi**, and gluten- and lactose-free **Mr. Day** Muffin.

In order to ensure an inclusive approach to satisfy its customers, the Group has also placed attention on certain nutritional aspects, creating references characterised by the use of wholemeal flour and the reduced content of added sugars, such as for the Fruttizie, the Muffin and the Plumcake.

Amaretto di Matilde



Gluten-free

Lactose-free



CASE STUDY



VicenzOVO Ladyfingers

Gluten-free

Lactose-free





CASE STUDY



Wholemeal muffins

What makes them special

Wholemeal flour

Lactose-free




Figure 19- Examples of gluten and lactose-free Vicenzi Group products

2.3. Environmental Sustainability of Packaging

In 2021 Vicenzi Group confirmed a strong orientation towards innovation in the field of packaging design and material selection, so as to reduce environmental impact according to time-tested guiding principles represented by

- ⇒ Use, where possible, of **recycled materials**;
- ⇒ Adoption of **mono-materials** with greater recyclability (e.g., reduction of poly-bundles);
- ⇒ **Reduction of over-packaging** and consequent reduction of raw material consumption.

Selection of Packaging Materials

The packaging used by the Company in 2021 mainly consists of paper and cardboard boxes (68%), plastic films and plastic trays (25%) and tin packs (7%).

In 2020, Vicenzi Group continued on the path of converting plastic trays to 99% PET (in 2021 the volume of PET stood at 80% and the remaining 20% was polystyrene). The PET used includes a portion of recycled material equal to 90% for transparent formats and 70% for dark formats. Furthermore, again with regard to plastic packaging, the Group has moved towards the use of **mono-materials**, reaching and maintaining the target of **100%** in 2021.

2021 Packaging Impact Reduction Projects

The main projects developed by the Company during 2021 and aimed at reducing the environmental impacts of primary Packaging are geared towards designing solutions that involve the use of recyclable mono-materials, the reduction of plastic used or the use of recycled materials. The following were of particular relevance during the reporting year:

- ⇒ Packaging change of the **Mr. Day packs**, in which the laminated materials were replaced with recyclable mono-components with a further reduction of about 20% of plastic;
- ⇒ For the **Grisbì brand**, use of packaging made of 100% recycled paper and with mono-material trays (from 2020);
- ⇒ For the new **Grisbì Colazione**, were developed new types of packaging consisting of a single re-sealable Doypack, with the double objective of reducing the use of plastic and facilitating product preservation.



Shifting the focus to **secondary packaging**, the actions developed by the Group concentrated on reducing the use of cardboard and reducing the thickness of stretch film with consequent lower consumption of raw materials.

⇒ In 2021, a film containing about 11% less plastic was used at the Bovolone plant.



⇒ For exported products, palletisation solutions were developed by placing the products in tins or boxes, replacing cardboard boxes with alternative reusable protective structures (e.g., trays and corners).



The company's focus on reducing the use of packaging materials also involved the **implementation of new machinery** in 2021, as in the case of the Ladyfingers packaging prototype at the San Giovanni Lupatoto plant to achieve a reduction in the consumption of plastic and cardboard materials (unification of different box formats) as well as a consequent improvement in logistics at the plant.

For 2022, Vicenzi Group intends to evaluate the possibility of expanding the range of products with cardboard trays and film to replace plastic, implementing a new packaging for biscuits (of a single preformed sheet of recycled paper) as well as implementing projects aimed at replacing the traditional flow pack with a single paper box also for other products.

Packaging Labelling - Separate Collection

In 2021, Vicenzi Group revised and adapted the system of explanatory pictograms that are attached to packaging, in application of the **new regulations on the labelling of packaging**, to facilitate the consumer in dispose and separate waste collection.

The new labels indicate the nature of the material used and information for the correct handling of packaging at the end-of-life stage. Figure 20 shows two examples of labels for Millefoglie di Matilde and VicenzOVO products respectively.



Figure 20 – Millefoglie di Matilde and VicenzOVO product packaging labels

3. Responsible Environmental Management

One of the cornerstones of Vicenzi Group's sustainability commitment is the respect for the environment and its responsible management, achieved through the implementation of processes and organisational solutions aimed at increasing production efficiency and reducing environmental impacts and waste.

The Group's commitment is realised through the measurement and assessment of energy in terms of electricity and natural gas consumption. We promote the analysis of water resources, wastewater and waste production in order to reduce global warming impact.

3.1. Energy consumption

Energy management is a key aspect, as it is relevant both from the point of view of environmental impacts and for corporate economic strategies.

CT Pack is proud of its partnership with Vicenzi Sp.A., for whom it realised in 2017 an Automatic Tray System for Bocconcini di Pasta Sfoglia, one of the brand's flagship products.

The robotic system converted all processes to be operated by automatic equipment, guaranteeing a hygienic and qualitative standard with very high performance also from an energy point of view.

The continuous research for excellence and innovation shared with Vicenzi has made it possible to realise an ambitious and cutting-edge project.



CT Pack s.r.l.

In particular, in 2021, at the two plants of San Giovanni Lupatoto and Bovolone, specific **projects were developed to improve energy performance**. Among the most relevant:

- Installation of a new high-efficiency boiler and a new CIP for washing with hot water consumption control (San Giovanni Lupatoto);
- Renovation of plants with indirect reduction of consumption (e.g., installation of new palletisers at San Giovanni Lupatoto, replacement of flowpacker and cartoning machine Grisbi line at Bovolone);
- Mapping compressed air leaks at San Giovanni Lupatoto, in order to plan corrective reduction and efficiency measures for 2022.

At the Nusco plant, the construction of a new hot cell and functional breakdown of the cold room is planned for 2022.

The improvement in electricity management is confirmed by maintaining the reduction trend over the last three years (**1%** reduction in 2021 compared to 2020). On the other hand, the analysis of the trend of methane gas consumption shows a reduction of **4%** in 2021 compared to 2020, a value that is in line with the average of the three-year period and is susceptible to punctual variations during the year, in consideration of the specific types and volumes of production (Figure 21).

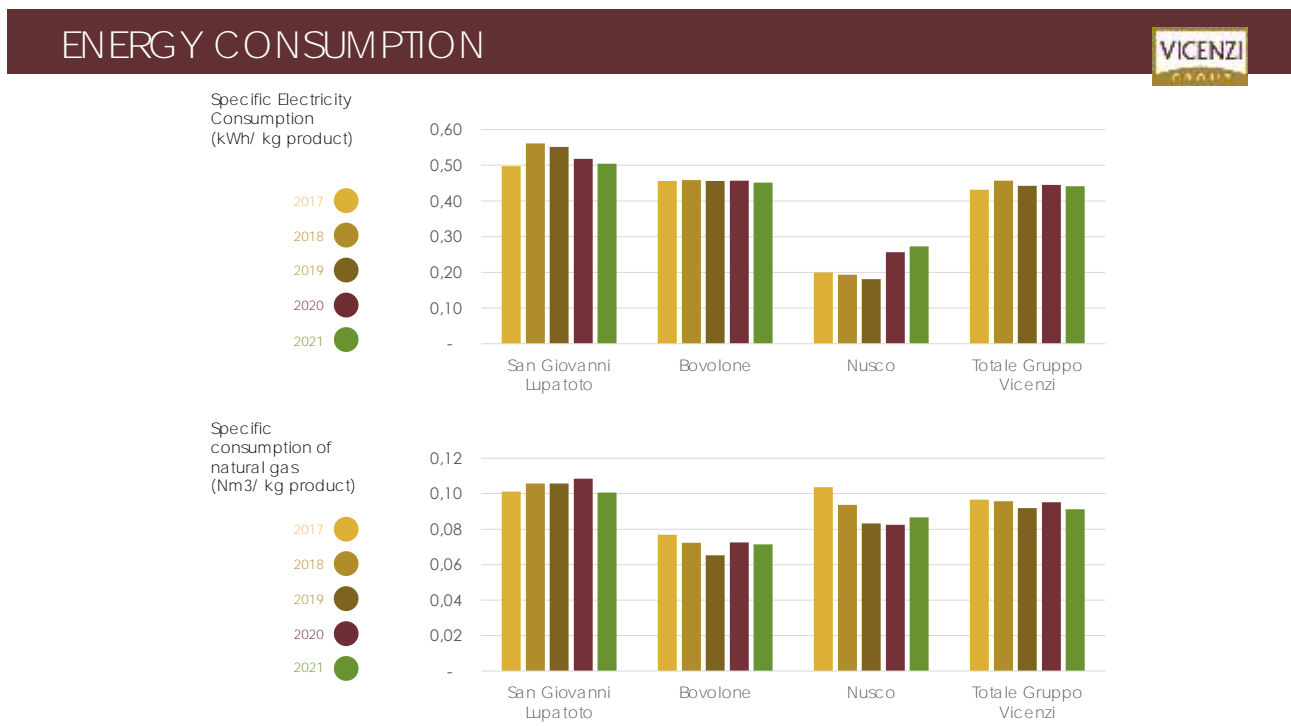


Figure 21 - Specific energy consumption 2017-2021

The San Giovanni Lupatoto plant hosts a photovoltaic system that in 2021 produced more than **125 MWh** of electrical energy from renewable sources, used directly at the site, with an increase over the previous year due to the periodic cleaning of the panels in order to maintain efficiency (Figure 22).

The production of solar energy from photovoltaic plants is strongly conditioned by the weather discontinuities that can occur during the year and by the state of cleanliness of the panels, which can be partially covered by impurities deriving from atmospheric precipitations: for this reason, Vicenzi Group monitors the energy production performance and plans timely maintenance interventions in order to restore efficiency whenever necessary.

RENEWABLE ENERGY PRODUCTION



Electricity production from photovoltaics (MWh/ year)

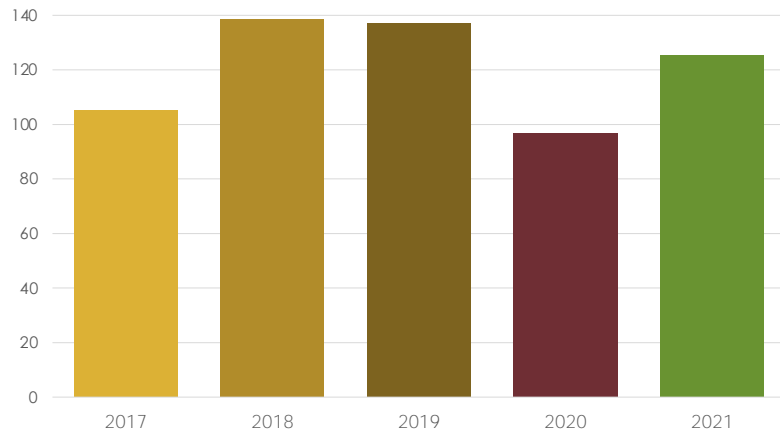


Figure 22 - Energy production from renewable sources, San Giovanni Lupatoto

3.2. Water resource management

The responsible use of water resources is one of the most important environmental aspects for Vicenzi.

The assessment of the Group's water consumption shows a growing trend, especially in the last two years (Figure 23), with a significant increase mainly due to withdrawals from wells at the San Giovanni Lupatoto and Bovolone sites. Periodic monitoring of water consumption has made it possible to identify critical points and outline improvement measures.

In particular, for the San Giovanni Lupatoto site, water consumption in 2021 was influenced by losses due to the breakage of some piping in the network, as well as by plant modifications to the washing cycle, with a consequent increase in water use.

On the other hand, as regards to the Bovolone site, the increase in the use of water resources is linked to extraordinary work on the water system and to the increased use of cooling systems on the production lines.

As a result, Vicenzi Group has carried out improvement works aimed at reducing losses and specifically

- ⇒ San Giovanni Lupatoto: replacement of a piping line and installation of a new CIP to regulate washing in some production lines.
- ⇒ Bovolone: authorisation and construction of a new geo-localized well in order to optimise the withdrawal of underground water also through the insertion of inverter pumps.

WATER CONSUMPTION AND DISCHARGE

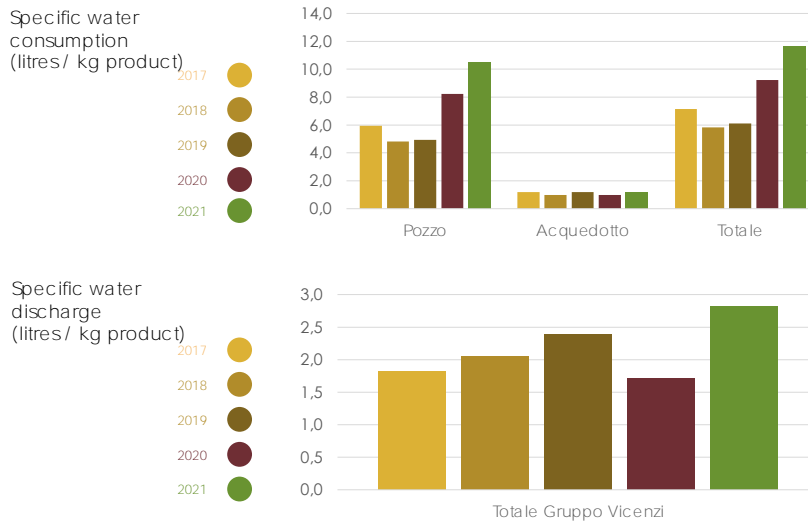


Figure 23 - Water consumption and specific discharges, total value Vicenzi Group

The qualitative characteristics of the water discharge, periodically monitored by means of self-checks, show a slight increase in the year 2021 compared to 2020, although in line with previous years. The trends of the values according to the COD (Chemical Oxygen Demand) parameter, a useful indicator for assessing the organic substance and suspended solids present in the water, are shown in Figure 24.

WATER DISCHARGE CHARACTERISTICS

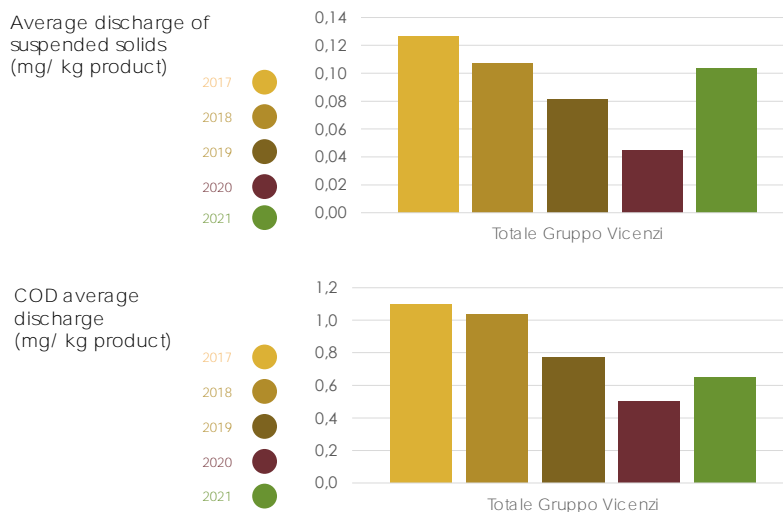


Figure 24 - Specific discharges of COD and Total Suspended Solids, average value Vicenzi Group

The environmental performance connected with the management of water discharges was kept under control in 2021 by means of upgrading and extraordinary maintenance of the purification plants at the San Giovanni Lupatoto and Bovolone sites (activities carried out following the upgrading of the plant at San Giovanni Lupatoto in 2020 and the construction of the new purifier at the Bovolone site in 2019).

3.3. Special Waste Management

Vicenzi Group is committed to reducing the production of waste, which mainly consists of packaging used in production activities and sludge from the treatment of water discharges in the purification plant.

The objective of preferring waste management for recovery over disposal is maintained in 2021 with **99%** of waste sent to authorised plants for recovery (Figure 25). For the San Giovanni Lupatoto site, there is a clear reduction in specific waste production (in line with previous years) as in 2020 there was a decommissioning and renewal of equipment/plants and extraordinary maintenance activities.

For the Bovolone plant, waste slightly increased because of specific product lines, which generated an increase in packaging waste and sewage sludge.

The waste treatment started in 2020, with the objective of increasing the percentage of sorted waste destined for recovery, as well as reducing the amount of packaging. It was further developed in 2021 and is nearing completion.

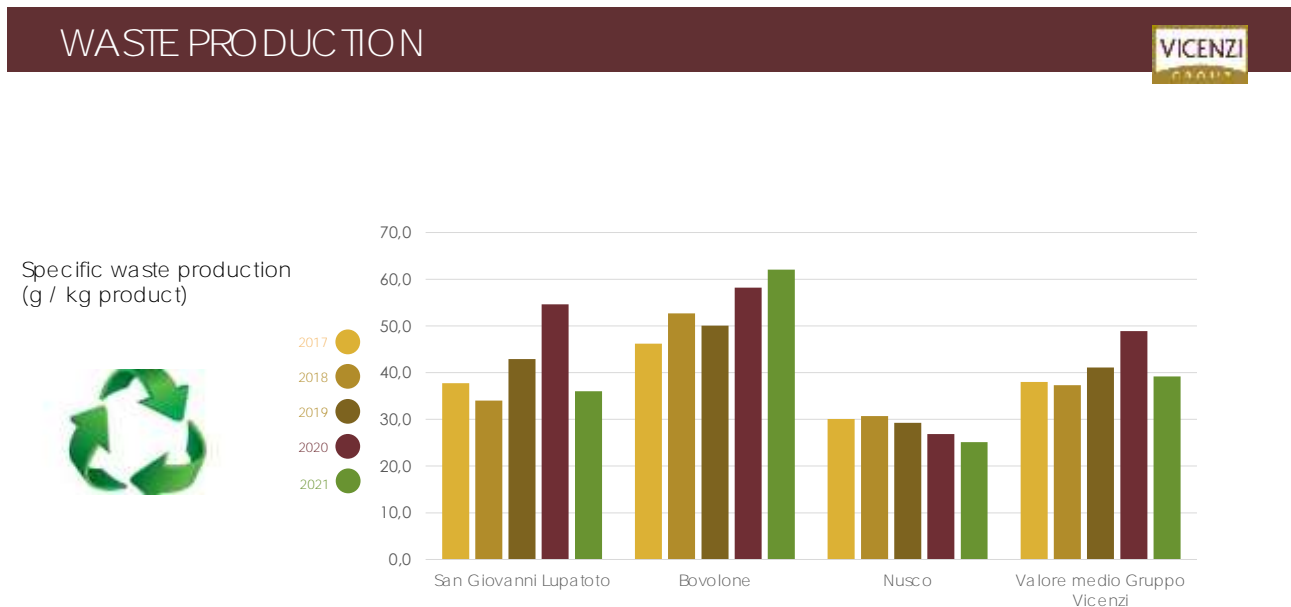


Figure25 - Waste generation per unit of product

As a food company, waste from production processes is managed by Vicenzi Group mainly by allocating by-products to animal feed (Figure26). In order to reduce waste volumes by 2022, the Group intends to implement a specific efficiency and plant renewal programme aimed at reducing waste.

BY-PRODUCTS

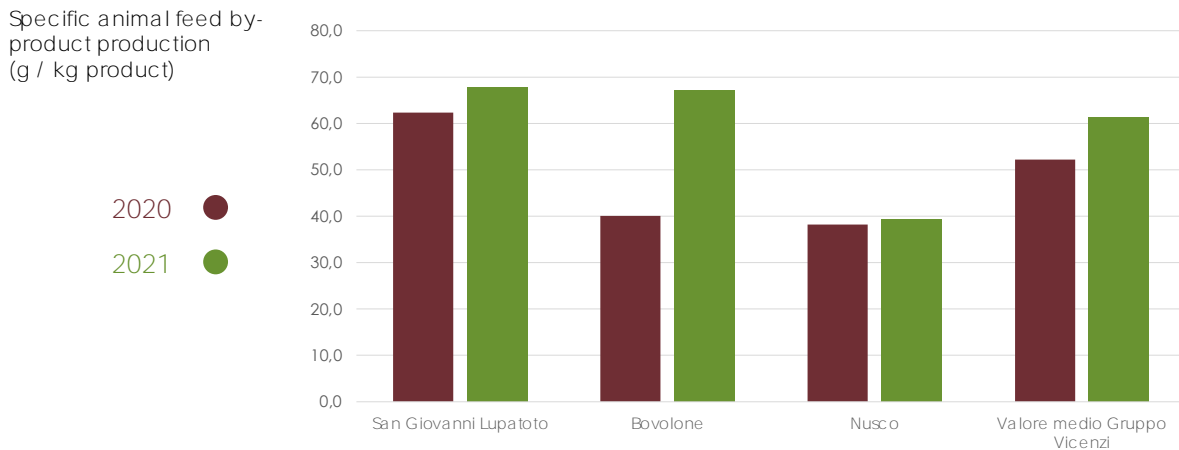


Figure26 - Quantity of waste valorised as by-product

3.4. Emissions related to global warming

As in previous years, the quantification of greenhouse gas emissions, which are responsible for global warming, is estimated every year by Vicenzi Group in terms of **carbon dioxide equivalent CO₂eq** (Figure 27), as suggested by the GRI Standard and the GHG Protocol. Emissions are broken down by Scope 1 and Scope 2 as described below.

- **Scope 1 - Direct emissions:** produced directly by Vicenzi Group and mainly due to the use of fuels but also, to a lesser extent, to fugitive emissions deriving from refrigeration systems and the use of company means of transport;
- **Scope 2 - Indirect emissions:** generated using electrical and thermal energy from external suppliers.

The analysis of the emissions data shows a constant trend over the years as it is mainly linked to the use of electrical and thermal energy to power the cooking ovens and prepare Vicenzi products.

Figure - Contributions to greenhouse gas emissions in Scope 1, year 2021

TOTAL GREENHOUSE GAS EMISSIONS

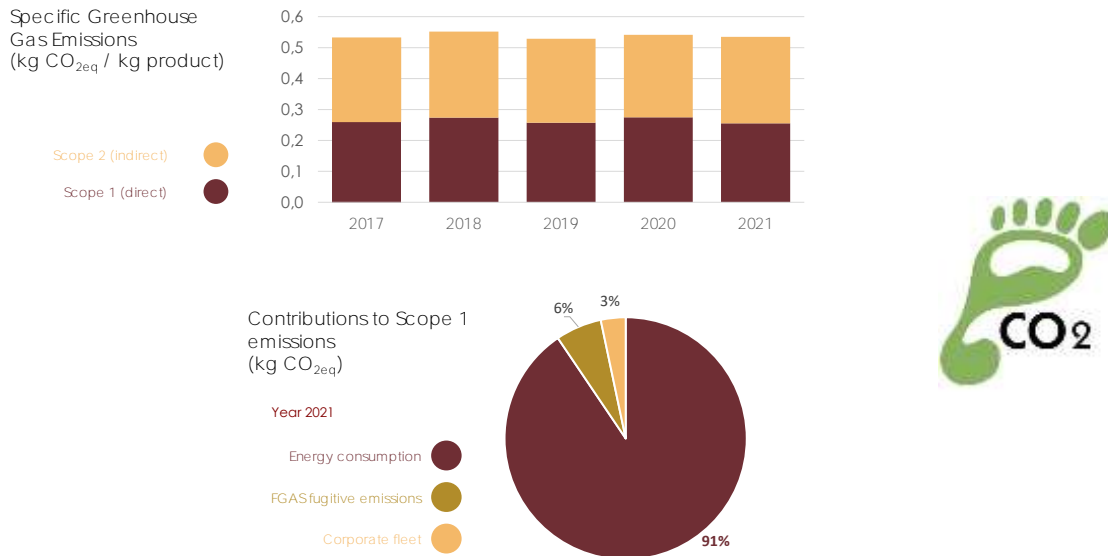


Figure 27 - Contributions to Scope 1 greenhouse gas emissions, year 2021

3.5. Transport and Logistics

Vicenzi Group implemented several processes over time to reduce the impacts linked to logistics, mainly about the distribution of finished products in Italy and abroad. The Group's commitment is achieved first and foremost through the choice of suppliers, applying sustainability criteria identified in the Transporters' Rating Project with the T.C.R. Observatory, and through the monitoring of CO₂ emissions linked to transport activities.

As far as Italy is concerned, deliveries of finished products are managed either directly at the customer's premises or through the use of logistics platforms (Transit Points) where products are sorted and stored for later distribution. In 2021 an increase in direct deliveries of 1% over the previous year was recorded.

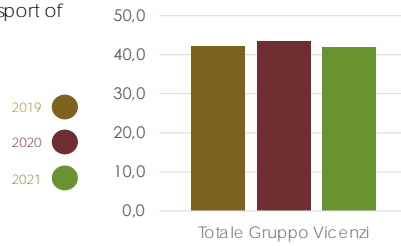
Vicenzi Group controls and monitors transport in Italy annually, collecting data on the type of vehicles used (Euro 4-5-6) and the distances covered in order to estimate average CO₂ emissions.

As shown in Figure 28, in 2021 there will be a non-negligible change in the fleet of vehicles used for transport, with an increase in the number of Euro 6 type-approved vehicles in the order of 5-6%. At the same time there will also be a reduction in average CO₂ emissions per kilogram of product transported.

TRANSPORTS



Specific Emissions Direct Transport of Products (gCO₂/kg product)



Direct Transport of Finished Products (% km driven with Euro 4-5-6 vehicles)

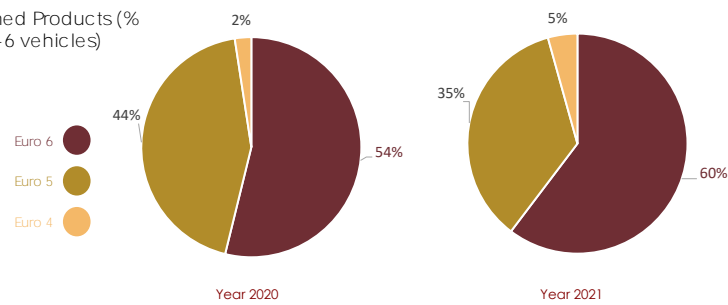


Figure 28 - Estimated CO₂ emissions from the transport of finished products in Italy - Direct Sales

As far as the transport of products to foreign countries is concerned, Vicenzi Group handles shipments by sea from the main Italian ports and by land mainly by truck. Also in this case, the associated greenhouse gas emissions are estimated to be **162 g CO₂/kg product** in 2021 compared to 166 g CO₂/kg product in 2020.

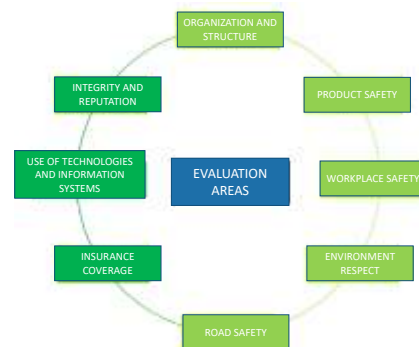
For 2022, the Group has set itself the goal of developing further synergies with the parties involved in transport activities (customers, logistics suppliers) to further streamline transport activities also through intermodal solutions.

O.T.C.R. PLATFORM Observatory Transport Compliance Rating



The O.T.C.R. Project, an acronym for Observatory Transport Compliance Rating, is an international rating protocol, specific for transport and logistics to which Vicenzi Group has adhered over the last three years. The objective of the Transport Compliance Rating - TCR is to assign a numerical value (rating) to organisations in the Transport and Logistics sector that comply with specific performance requirements, in relation to logistics activities that include loading, transportation, unloading, storage, sorting and distribution.

The TCR allows the organisation to demonstrate control of risk factors, to increase the safety of customers and stakeholders, to contribute to the adoption of models that enable business continuity and to enable sustainable management of the organisation also from an ethical and environmental point of view.



In 2021, among the main activities developed by TCR, it is worth highlighting:

- Reviewing and updating the indicators on which the rating analysis is carried out;
- Computerisation of processes, such as the system for self-assessment of suppliers upon their entry and subsequent certification of the rating achieved;
- Development of communication and partnership activities, with relevant industrial players joining the TCR and establishment of cooperation with Assologistica;
- Collaboration with Assiteca (insurance broker) aimed at including TCR certification within the risk assessment tools for companies in the sector;
- Start-up of a benefit service company whose main purpose is the certification of transport and logistics companies aimed at improving the quality and safety of the service provided.

New Logistics Hub Project

An important issue of interest for Vicenzi Group is the commitment for a **more resilient and sustainable management of logistics and the supply chain**, realised as partner of the Innovative Venetian Network for Logistics (R.I.R. RIVELLO), a consortium committed to the implementation of innovative 4.0 and eco-sustainability projects.



Since 2020, Vicenzi Group, together with other manufacturing companies, logistics and transport operators and research centres, has been participating in the Project "RESilient LOGistics And supply chain Design (ReLOAD): Designing a resilient supply chain and logistics" in the context of the POR FESR call for proposals concerning the "Support to collaborative R&D activities for the development of new sustainable technologies, products and services".


The interventions developed by Vicenzi Group inside the POR-FESR Project concern the analysis and study of **new solutions for the management of logistic flows** involving the San Giovanni Lupatoto plant. Specifically, a feasibility analysis was carried out in consideration of costs and benefits, mainly concerning the implementation of new automated services in the company, including:

- the construction of a new warehouse near the production site;
- the implementation of electric shuttles to replace road transport;
- increasing the digitalisation of the logistics process.



Figure 29- Hypothesis for the construction of a new logistics hub at the San Giovanni Lupatoto plant

The project has a positive influence on aspects of environmental sustainability, with the **mitigation of impacts on the ecosystem** in terms of the reduction of greenhouse gas emissions and substances that contribute to other environmental impacts such as energy consumption, acidification and eutrophication compared to the previous situation.



As part of the Project, an environmental study was conducted in 2021 to assess the reduction of CO2 impacts associated with the use of electric shuttles connecting the production plant to the warehouse.

The study compared the impacts associated with the management and energy supply of the shuttles (battery charging) with respect to the current solution of connecting with diesel vehicles between the plant and the logistics hub.

A further aspect to be considered is the **increased digitisation of the process**, associated with the collection of data processed in real time and machine learning. In particular, the contributions are improved for logistics flow management, with increased flexibility in relation to seasonality and the maintenance of the system's resilience characteristics.

Automation also has a positive contribution on the social aspect as it allows the improvement of the level of specialisation of personnel and the related health and safety conditions.

4. Our people

4.1. Management and appraisal of human resources

People are Vicenzi Group's main asset: over 350 individuals committed to ensure the production and distribution of Vicenzi products in Italy and abroad. The principles of social sustainability are implemented with the aim of guaranteeing work wellbeing, decision-making involvement, participation, professional growth and the enhancement of skills, aspirations and professionalism with the general purpose of reducing inequalities.

Focusing on 2021, the total number of employees stands at 360, of which 123 women and 237 men located mainly in San Giovanni Lupatoto, which is also the Group's headquarters (Figure 30).

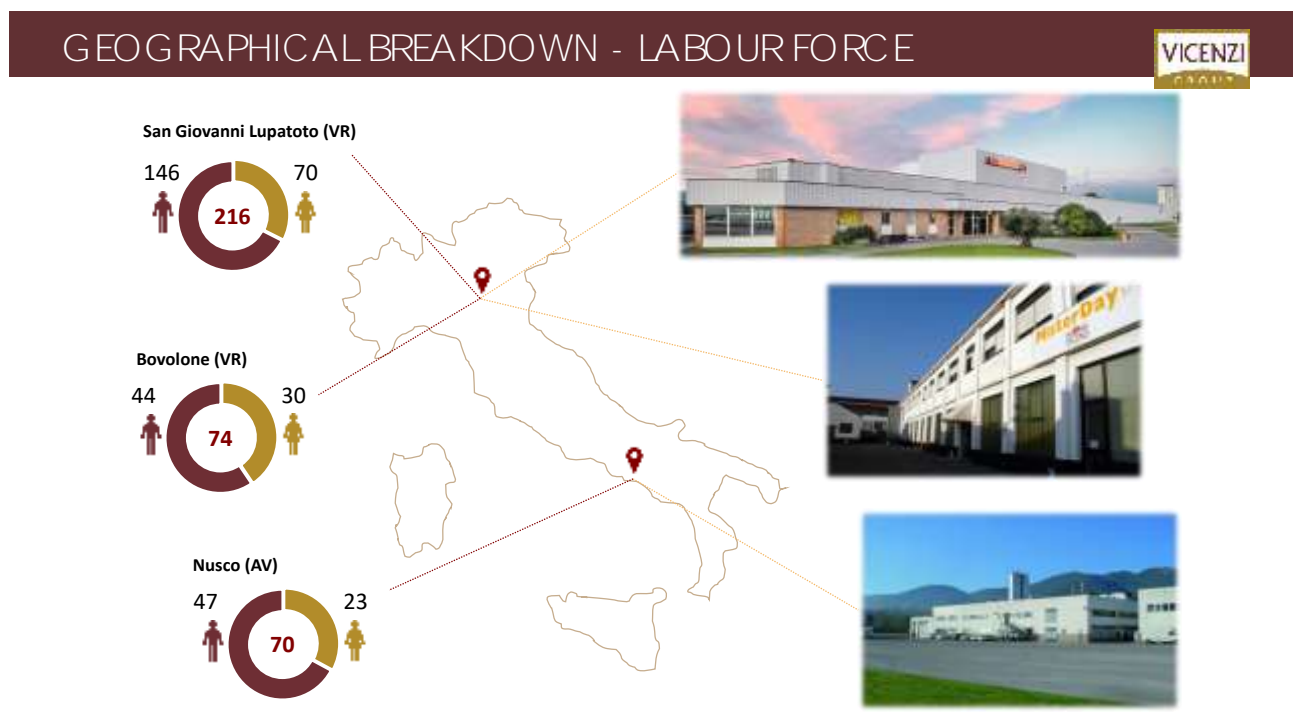


Figure 30 Breakdown of Vicenzi workforce in 2021

Also, for 2021 the percentage of men and women has remained more or less constant and in line with the last 5 years, and is expected to arrive around 34% female presence globally, with a prevalence for white-collar employment where it reaches 50%

GENDER BREAKDOWN - LABOUR FORCE

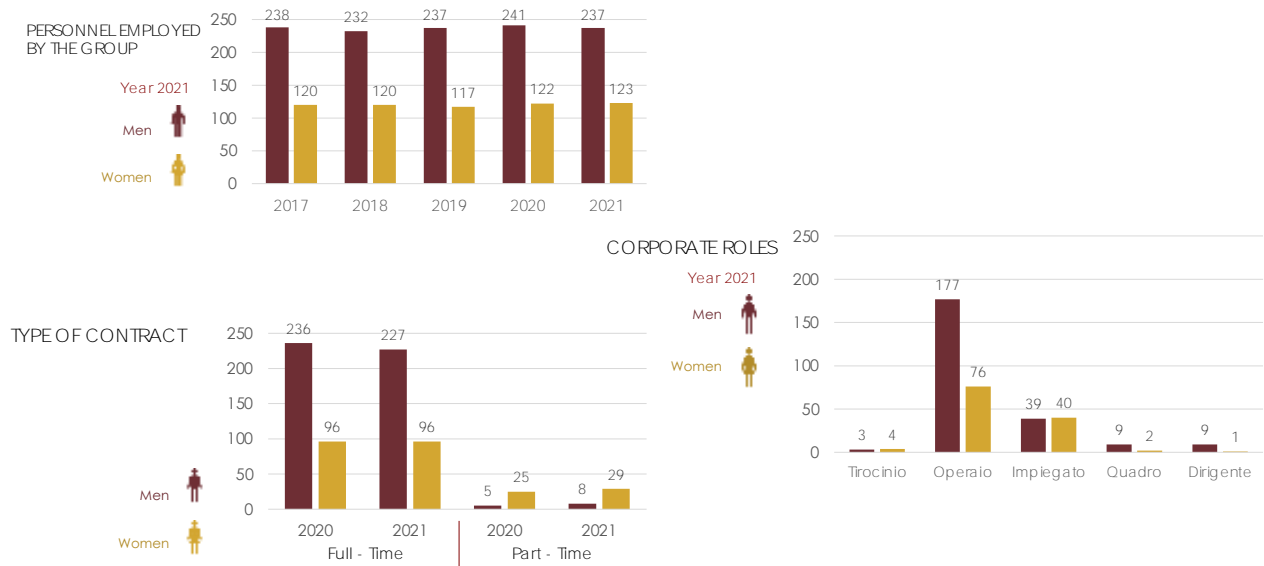


Figure 31 - Distribution of Men and Women among Vicenzi staff

The experience of the COVID'19 pandemic has significantly increased the use of **agile-working**, which had already been guaranteed by Vicenzi Group to female workers. In 2020-2021, it was decided to implement this working mode for all administrative employees for two days a week.

This working mode made it possible to reduce the presence of staff in the offices and to comply with Italian health rules, as well as to ensure work efficiency and operability through the provision of the necessary IT equipment to the staff.

The Group is committed to spread a sense of belonging inside the company. We realised this commitment first and foremost from a contractual point of view, as well as through the various activities of staff training.

Looking at the data shown in Figure 32 it is clear that the open-ended contract is the preferred form of collaboration, that the average length of service is more than 10 years and that about 35% of the employees have been working with Vicenzi Group for more than 20 years (taking into account the workers who have joined without interruption from their previous company of employment).

CONTRACTS AND SENIORITY

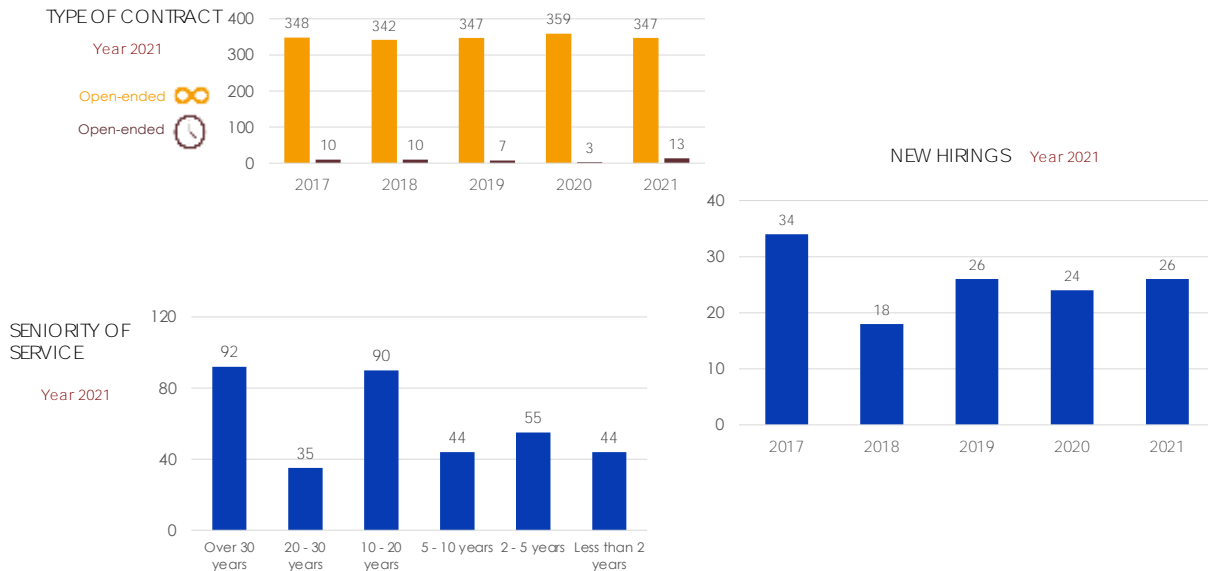


Figure 32 - Breakdown of Contracts and Length of Service of Vicenzi Group Employees

4.2. Staff training and employee participation

Staff training

In view of the COVID'19 Pandemic Emergency, mainly mandatory training activities were developed during 2021 and focused on the following topics:

- General and non-general Safety;
- First Aid and Use of Defibrillator;
- PES/PAV for Electrical Workers;
- HACCP Food Safety.

In order to ensure continuous communication and training, the implementation is planned for 2022 of the Skillato e-learning platform, a system for organising training projects, based on the simplicity of content creation and its tracked and mobile use.

With the aim of also continuing the professional development of employees to enhance their skills, aspirations and professionalism, the following voluntary training activities are planned for 2022

- Digital tools regarding Zucchetti HR and Skillato platforms;
- GDPR regulations for Privacy management for office staff;
- 231 Organisational Model for senior management and office staff;
- Quality Certification adopted by the Group for all personnel;
- English language training;
- Plant Personnel Management for shift and line managers;
- Skills development and welfare for Human Resources area.

Employee participation

In accordance with the provisions of the 231 Organisational Model, the Group has adopted a system to allow all employees to anonymously report any unlawful or inappropriate conduct that may affect workers' health and safety.

During 2021, there were no reports from workers via the computer stations located in the production departments. In addition, to improve staff accessibility and participation; the implementation of Whistle Blowing training updates is planned for 2022.

Also planned for 2022 is the implementation of the Zucchetti HR and Skillato platforms aimed at increasing employee involvement, by setting up an IT environment for the communication and publication of company documents, with the aim of increasing participation and improving performance.

4.3. Worker's safety

Following our Code of Ethics, the physical and psycho-social integrity of the workers are primary values for Vicenzi Group. They are implemented in compliance with the principles of Health and Safety, in the working practices and in guaranteeing safe and healthy working environments.

The activities developed by Vicenzi Group in this area are based on the identification and assessment of risks and on the definition of technical, organisational and managerial measures for risk management, with a focus on collective and individual prevention and protection. In particular, in 2021, many interventions were carried out in relation to health and safety in the Company focused on:

- Mechanical and electrical safety programme through the replacement and adaptation of machinery and equipment, plant implementations and the purchase of new automated machinery;
- Programme to improve the company's microclimate through the purchase of coolers, replacement of air-conditioning systems and purchase of a new vacuum cleaner;
- Revision and construction in 2022 of new footpaths for the Nusco site;
- Removal of asbestos-cement roofing at the San Giovanni Lupatoto site in 2020 and risk assessment with the performance of a two-yearly encapsulation treatment for the Bovolone site in 2021.

HEALTH AND SAFETY ACTIONS 2021



San Giovanni Lupatoto



- Installation of new palletisers
- Overhaul of 'Dalmine' automatic warehouse
- Installation of new workshop/maintenance equipment
- Overhaul of electrical panels
- Installation of new office coolers

Work environment adaptation

Work on lines and machinery



Bovolone (VR)



- Installation of roof and false ceiling in wafer department
- Installation of grounding system for sugar tanks
- Installation of new UPS - emergency power unit
- Installation of new air conditioners in offices
- New wafer and carton capping machine
- Replacement of cartoning and packaging machine in Grisbi line

Nusco (AV)



- New recovery system to avoid dispersion of alcohol and sugar
- Installation of connection between oil containment tanks and drains to purifier
- Installation of wall scanner connected to access bar opening
- Installation of double ramp staircase

Microclimate



- Provision of equipment for the sanitisation and ozonation of work environments;
- Swab screening in order to manage any suspected cases of infection;
- Installation of cross-checking systems between badges and Green Passes.

Figure 33 - Activities developed by Vicenzi Group in the field of health and safety

COVID'19 emergency management

The year 2021 was characterised by the continuation of the COVID'19 emergency. Consequently, initiatives aimed at limiting the risks of spreading the virus were maintained through the application of specific Safety Protocols within the production sites with particular reference to:

- Restricting staff access to the site;
- Adoption of Agile Working for administration employees;
- Implementation of distancing and physical separation measures for employees;
- Equipping staff with personal protective equipment (PPE);
- Periodic disinfection (sanitisation and ozonation) of production areas and offices;

In addition, the following COVID'19 risk management measures were implemented in 2021:

- Provision of equipment for the sanitisation and ozonation of work environments;
- Swab screening in order to manage any suspected cases of infection;
- Installation of cross-checking systems between badges and Green Passes.

Workers' Health and Safety Indicators

The achievement of risk reduction objectives and the effectiveness of the prevention and protection measures adopted for Workers' Safety is monitored by means of the accident indicators shown below (Figure 34)). The data recorded in 2021 shows that the number of accidents was reduced to 8/year, with a consequent decrease in the frequency index and severity index correlated to the number of days lost as a result of the accidents that occurred.

TOTAL ACCIDENTS AND WORKING DAYS LOST FROM 2017 TO 2021

Year	Hours worked	Accidents	Days lost	IF	IG	IR
2021	535,638	8	159	14.94	0.30	4.43
2020	543,887	9	409	16.55	0.75	12.44
2019	576,257	9	279	15.62	0.48	7.56
2018	561,579	9	279	16.03	0.50	7.96
2017	575,345	9	251	15.64	0.44	6.82

Figure 34 - Accidents and risk indices of the Group's three plants

4.4. Corporate welfare and bonuses

The supplementary contract of Vicenzi Group, valid until the end of 2022, provides for a variable bonus for employees, the amount of which is determined in part by the trend of turnover, and in part by the achievement of a series of objectives set by the production site, calculated on the basis of hours worked, quality indexes and the level of absenteeism.

In 2021, an agreement was reached with the trade unions that envisages a change in the criteria for calculating the bonus, with a reduction in the share linked to Group performance (25%) and, at the same time, an increase in the share linked to site objectives (75%).

As an alternative to the bonus, individual employees can choose, on a voluntary basis, to receive the sum due to them in the form of **gift vouchers with a maximum limit of 250.00 euros**.

Among its initiatives in favour of employees, Vicenzi Group has also maintained the **Solidarity Hours Bank**, thanks to which employees can voluntarily donate a certain number of hours of leave to colleagues in greater need. In 2021 for the Nusco site, the hours donated to employees in need amounted to 600 hours, in view of a total residual accumulation of 503 hours from 2020, as shown in Figure 35.

SOLIDARITY HOUR BANK

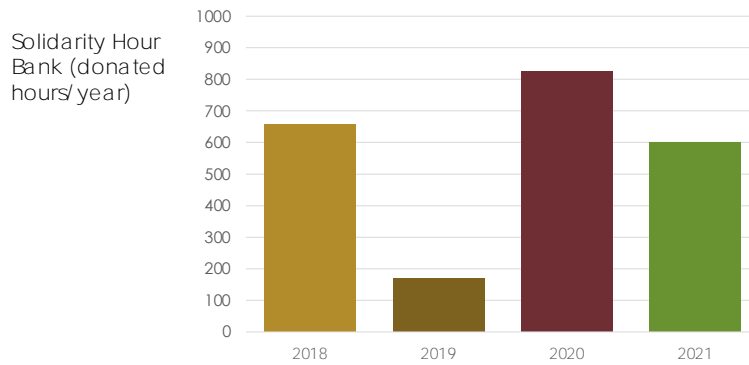


Figure 35 - Hours donated in the context of the Solidarity Hour Bank

5. Supporting the territory

Following the values of President Giuseppe Vicenzi, the Group has always believed in the role of the Company within the territory, with the intention of giving back what it has received, creating wealth, wellbeing and economic turnover.

In particular, Vicenzi Group has long contributed to the development of the communities in which it operates by financing projects and initiatives, locally organising sporting events, educational activities for the younger generations, and cultural events. This commitment was maintained also in 2021, despite the difficulties linked to the health emergency.

5.1. Spreading awareness of sustainable living

During 2021, Vicenzi Group dedicated itself to promoting environmental sustainability, people's wellbeing, respect for environmental resources and biodiversity through a number of new initiatives.



Sustainability Diary

Through a public-private partnership that involved Vicenzi Group with the municipality of San Giovanni Lupatoto and the Marconi, De Gasperi and Leonardo Da Vinci middle schools of the local *Istituti Comprensivi* and in collaboration with the green influencer Tessa Gelisio, the *Diario della Sostenibilità* (Sustainability Diary) was produced and delivered in December 2021 to 270 students.

The young agents who participated in the 'Sustainability Mission' were commissioned to monitor and note down the habits and lifestyles of their families in the paper diary. Virtuous actions were identified on the basis of the main sustainability objectives of Vicenzi Group:

- **sustainable packaging** – an opportunity for the students to reflect on the processes involved in making clothes, the environmental impact and the possibility of reusing textiles.
- **certified raw materials** – to focus on the quality of food consumption at home and the management of leftovers;
- the topic of **energy and water consumption and waste production** – with the aim of adopting the necessary measures to reduce resources waste at home, such as water and electricity;
- **transport and logistics** – managing daily travel and choosing the 'most sustainable' means of transport.

The presentation of the results of the 'Sustainable Mission' monitoring carried out by the students was narrated by Tessa Gelisio during an event held in March 2022. In the presence of the students participating in the monitoring activity, the green influencer provided advice and food for thought on how to bring sustainability goals into their families and make conscious choices.



Figure 36- Tessa Gelisio presents the "Sustainability Diary" project to the students

The Sustainability Diary pursues the corporate and municipal objective of combining the values of environmental protection with the involvement of the school world, transforming pupils into sustainability ambassadors to their families to spread awareness and good practices. While reserving digital content, the Sustainability Diary was made entirely with paper from recycled raw materials by the Fedrigoni company, another important company in the area.

SUSTAINABILITY DIARY







- 
SUSTAINABLE PACKAGING
 – a consideration on clothing for children
- 
CERTIFIED RAW MATERIAL
 – focus on nutrition
- 
ENERGY, WATER AND WASTE
 – especially domestic waste
- 
TRANSPORT AND LOGISTICS
 – focus on daily life

Figure 37 - Sustainability Diary monitoring areas

3Bee Beehive

On the occasion of the Christmas holidays 2021, Vicenzi Group chose to participate in the “Pollinate the Planet” project by adopting a beehive and starting a collaboration with **3Bee**, a start-up company that develops intelligent monitoring and diagnostic systems for bee health. This project has contributed to the protection of 300 thousand bees and the pollination of 300 million flowers thanks to the technology developed by the partner. The company's Apiary, which is maintained at the Apicoltura dell'Orso in Cerna di Sant'Anna d'Alfaedo in the province of Verona, can be visited by Vicenzi Group employees, who can receive the honey produced at a subsidised price. The objective of Vicenzi Group is to involve the staff in the project, bringing to their attention the factors that contribute to the risk of bee extinction and raising awareness inside and outside the company of the importance of maintaining biodiversity and safeguarding the environment.



Figure 38 - Presentation of the 'Pollinate the Planet' project associated with the adoption of the company apiary

5.2. Cultural support

Vicenzi Group for Arena foundation

Sponsorship and support for the Opera Festival at the Arena di Verona will continue in 2021. When, for the first time, the historic Aida was staged at the Arena of Verona way back on the 10th of August 1913, the audience, in order to read the libretto, spontaneously lit thousands of candles: the resulting atmosphere was sensational. The thirty-year collaboration between the Arena foundation and the group Vicenzi is renewed every year by thousands of candles given to the audience.



Vicenzi Group's candle lights became particularly meaningful in the year 2021 on the occasion of the 150th anniversary of Aida and the opening concert of the opera season. Their light was a symbol of rebirth and restart of the territory, culture and entertainment, after the previous year marked by the pandemic emergency.



The Christmas Star

Since 2014, Vicenzi Group has been supporting the Fondazione Arena di Verona by taking care of the setting up, dismantling and safekeeping of Verona's Christmas symbol in Piazza Bra; a tradition that the company lives with honour and pride. The Christmas Star designed in 1984 represents the tallest arch-structure in the world and is set up every year in Piazza Bra. Its 82-metre tail reaches as far as the Arena, helping to create a magic atmosphere during the Christmas festivities in the centre of the city of Verona.



5.3. Community Support

Donations to the Territory

The Fondazione Pia Opera Ciccarelli Onlus is an institution in Verona that provides assistance services for the elderly and disabled. Over the years, the collaboration between the Foundation and Vicenzi Group has been further strengthened thanks to the ever-increasing material and economic support the company is committed to providing.

In 2020, the Polo Scientifico Neurologico in San Giovanni Lupatoto, supported by the Foundation and financed by Giuseppe Vicenzi, was inaugurated. In 2021, on the occasion of the Christmas festivities, the Group donated tin boxes with the best Matilde Vicenzi haute patisserie products to all the 720 social-health professionals who collaborate with the Foundation, as a sign of gratitude for their work and also for the difficult role they played during the pandemic emergency.



Figure 39 – Donation to Fondazione Pia Opera Ciccarelli Onlus

Touch Rugby Sponsorship

Touch Rugby is a sport that originated in Australia and, unlike the classic rugby from which it derives, is based on agility and collective game vision and less on physical strength. There are no physical clashes as an opponent's touch can stop the game, contributing to the spread of values such as respect, loyalty, and honesty, as well as healthy competitiveness.

This sport, which is known and practised throughout the world but still has few followers in Italy, led Filippo Gamberoni, coach of the 'Touch Rugby Club Dolcè', a team from the Province of Verona, to write a letter to President Giuseppe Vicenzi in 2021 to ask for support for his dream of setting up the first Touch Rugby team in Italy for children and youngsters aged six to fourteen. President Vicenzi believed in the dreams and passion of these youngsters, and so today the little sportsmen proudly wear the team uniforms with the Mr. Day logo.

TOUCH RUGBY



Figure 40 – Touch Rugby team sponsorship activity

Scaligera Basket Scholarships

Scaligera Basket is the main basketball team in the city of Verona and represents an important part of Vicenzi Group's history, thanks to the commitment of Mario Vicenzi, the president's younger brother, as co-owner and team vice-president. Giuseppe Vicenzi is currently honorary president of the team.

Since 2019, Vicenzi Group has established, in collaboration with the Scaligera Basket Academy - the team's youth section that nurtures young talent - a scholarship named after Mario Vicenzi for youngsters who stand out in sports and school performance. The collaboration continued in 2021 with the provision of eight **scholarships** for young basketball players, with the aim of enhancing the community's talents and contributing to their growth



Roma Cammina and the relay race embracing Italy



Among the activities promoted in the sporting sphere by Vicenzi Group, it is important to highlight that for several years the Mr. Day has been supporting the 'RomaCammina' association, a sports association that combines Nordic Walking with the discovery of Rome and its territory. In March 2022, participation is also planned in the 'Cammino l'Italia' initiative, a relay race with the collaboration of 18 associations, to cross the 20 Italian regions in a year, focusing on passion for sport, culture and being together.

Master and Degree Course Collaborations

Vicenzi Group recognises the importance for young students to combine their commitment to theoretical study with practical applications in the world of work.

For this reason, Vicenzi Marketing Management has been collaborating for years with some Masters and degree courses in the field of marketing and communication (such as the Master in Marketing and Business Communication at Professional Datagest and the degree course in Advertising and Marketing at IUSVE) to build case studies with the teachers to be proposed to the students, who thus have the opportunity to test themselves with the real requests and needs of a company.

6. Methodological Note

This document represents the third edition of Vicenzi S.p.A. Group Sustainability Report. (hereinafter, The Group). The document, similarly to previous years, is inspired by the Sustainability Reporting Standards published by the Global Reporting Initiative, the international benchmark for non-financial reporting (<https://www.globalreporting.org/>)

In accordance with GRI, this edition of the Report bases the definition of the most relevant reporting topics for the Company and its stakeholders on the materiality analysis developed in 2019 and periodically updated by the Group.

The information and indicators are reported annually and refer to the calendar year 2021. Where possible, these have been compared with those of previous years to provide the trend over the last three years.

The reporting boundary includes the production sites of San Giovanni Lupatoto, Bovolone and Nusco, which are part of the Vicenzi spa company name. The Fiorenzuola D'Arda site, which is outside this company name, is excluded from the report.

With reference to the calculation of the environmental impact of logistics activities, average CO2 emissions have been estimated for the transport of Vicenzi products with direct delivery to customers in Italy and abroad. Transport at distribution platforms and pick-ups made directly by customers at the Group's production sites and warehouses were excluded, as they are outside the scope of reporting.

For further information on the contents of the Report, please write an e-mail to csr@vicenzi.it.

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Mr. Day

