



2025

SUSTAINABILITY
REPORT



Cheone, Silos

Murals by the artist Cheone, part of the urban redevelopment project promoted by Fabbri

2025 SUSTAINABILITY REPORT

Contents

Letter to the stakeholders	3
1 About us: Italian tradition since 1905	4
2 Our history	10
3 Sustainability at Fabbri	16
4 Fabbri's Governance	22
4.1 Effectiveness of the governance and communication model	23
4.2 Ethics and responsible business	25
5 The value chain	28
5.1 Sustainable supply management	29
5.2 Constant innovation	32
5.3 Consumer health and safety	33
6 People and the local community	36
6.1 Employee protection and well-being	37
6.2 Development of human capital and skills	40
6.3 Diversity, inclusion and human rights	43
6.4 Community impact	46
7 Circular economy	50
7.1 Direct environmental impacts of production and operations	50
7.2 Circular economy	53
8 Methodological note	56
9 GRI Content Index	58



Letter to the stakeholders



Our new sustainability report describes a particularly vibrant year for us, marked by energy, transformation and new opportunities.

In a dynamic, challenging context, we evolved our approach, increasingly establishing ourselves as a partner and solution provider able to support our stakeholders with innovative, flexible and growth-oriented solutions.

For us, this change is not only a strategic positioning, but a natural extension of our history and our way of doing business.

Innovation, which has always been an integral part of our DNA, continues to guide our choices: we invest in research and processes and above all we believe in the value of human capital and in the passion of the people who work with us every day to build a sustainable future.

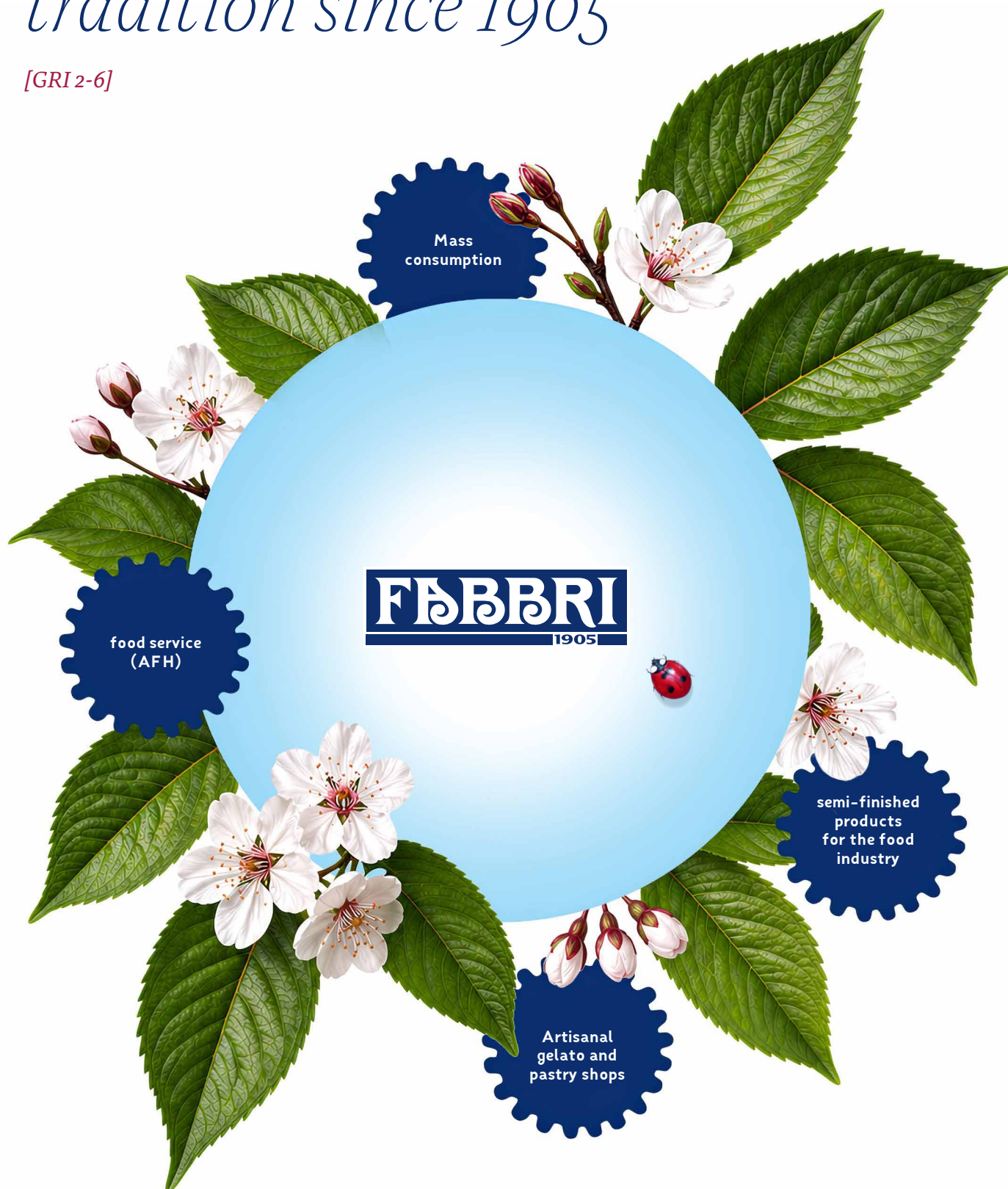
We therefore look to the future with the energy that sets us apart, turning the vibrant nature of our business into a lever to continue innovating, growing and creating shared value for all our stakeholders.

Michele Magli
Chief Executive Officer

1

About us: Italian tradition since 1905

[GRI 2-6]



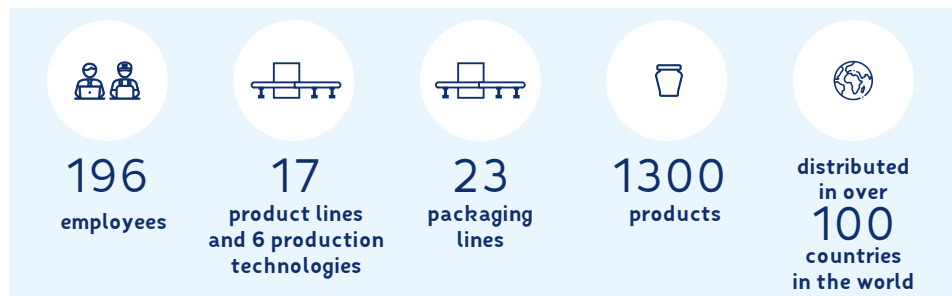
An entrepreneurial history spanning more than a century makes Fabbri 1905 one of the most recognised companies in the Italian food tradition. The company develops premium products and ingredients for both consumers and food & beverage professionals, offering solutions that combine gastronomic creativity, high-quality raw materials and innovation. This journey forms part of a vision for growth focused on sustainability and long-term value creation.

Fabbri has always promoted a culture of taste that combines tradition and innovation, stimulating creativity in the preparation of gastronomic specialities both at home and in the professional world. The focus on quality, continuous research and care in production processes have made the company one of the leading examples of excellence Made in Italy, recognised in Italy and internationally.

MARKETS AND INTERNATIONAL PRESENCE

Fabbri 1905 is a leading Italian food production company operating in four main markets: **mass consumption, food service (AFH), artisanal gelato and pastry products and semi-finished products for the food industry.**

With over 196 employees, 17 lines, 6 production technologies and 23 packaging lines, the company produces around 1,300 items distributed in over 100 countries. By distributing its products, Fabbri helps promote Italian gastronomic culture worldwide through a production model focused on quality, efficiency and continuous process improvement.



RETAIL CHANNEL AND ICONIC PRODUCTS

In the retail channel, Fabbri 1905 operates in mass distribution and the main digital channels, through its proprietary e-shop and leading national and international marketplaces. Since 2024 the brand experience has been enriched with the opening of the first single-brand Fabbri Shop in Bologna, in the heart of the city.

The iconic products for consumers include Amarena Fabbri, the Original, together with other specialities in syrup such as Strawberry and Ginger, as well as toppings, syrups, fruit in liqueur and spreads. These products reflect the company's commitment to selecting high-quality ingredients and constantly improving recipes and production processes.

In recent years Fabbri has also expanded its portfolio by entering the leavened products and praline market with the launch of the Cuor di Amarena Fabbri and Cuor di Pistacchio Fabbri confectionery specialities. These categories recorded significant growth, helping to broaden the consumer base and strengthen the brand's presence in new market segments.



OFFERING FOR THE OUT-OF-HOME MARKET

For the out-of-home market, Fabbri offers Ho.Re.Ca. professionals a wide range of syrups, fruit pulps and ingredients designed for contemporary mixology, coffee service and the preparation of artisanal beverages and granitas.

In 2025 the company further expanded the Mixybar Plus line, featuring ultra-clean technology, which preserves the nutritional and sensory characteristics of ingredients as effectively as possible, getting the most out of fruit harvested at the ideal point of ripeness.

Alongside the development of mixology, Fabbri also strengthened its commitment to the flavoured coffee segment, expanding the range of syrups for coffee creations. These solutions allow professionals to enrich espresso, cappuccinos and other coffee-based beverages with new taste combinations.

The company also continues to leverage its tradition in the beverage segment with the Premiata Distilleria G. Fabbri line, which includes Gin Fabbri, Marendry Bitter and Ratafià Fabbri, an Amarena liqueur that evokes the company's historic liqueur-making tradition.

PROFESSIONAL GELATO AND PASTRY PRODUCTS

In the artisanal gelato sector, Fabbri offers a complete range of ingredients for making high-quality gelato: complete products, powdered bases, flavouring pastes, variegates, fillings, coatings and toppings. The company pioneered the development of semi-finished products for artisanal gelato as early as the late 1940s and the 1950s, helping to spread gelato shops in Italy and worldwide.

In the artisanal pastry sector too, each year Fabbri offers new specialities that enrich the range of solutions dedicated to professionals for making cakes, semifreddos, single portions and baked or frozen desserts, supporting the creativity and quality of contemporary pastry-making.

FABBRI AS A SOLUTION PROVIDER FOR THE MARKET OUT-OF-HOME

In the Ho.Re.Ca. market, Fabbri 1905 presents itself not only as a product supplier, but as a partner able to offer complete solutions for developing new business opportunities in shops and bars. The company provides integrated systems that combine ingredients, equipment, training and operational recipes. This approach allows professionals to easily introduce new consumption offerings linked to artisanal gelato and flavoured coffee through to mixology. In this way, Fabbri provides practical support for the growth of its customers' businesses, helping to create value throughout the out-of-home supply chain.





Professional gelato and pastry products



Retail channel and iconic products



Fabbri as a solution provider for the out-of-home market



Offering for the out-of-home market



Training and skills development

Collaborations with professionals



Partnerships and international projects





TRAINING AND SKILLS DEVELOPMENT

Fabbri 1905 invests in skills development and professional training. The **Fabbri Master Class**, founded in 1998, is now a benchmark for sector operators and young talent. The **training programmes cover contemporary mixology, coffee service, gelato and pastry production** and can be held both at company facilities and directly on customers' premises, helping to spread technical skills and support the growth of the Ho.Re.Ca. supply chain.

COLLABORATIONS WITH PROFESSIONALS

To anticipate market developments and develop new product applications, Fabbri collaborates with leading masters and consultants in the pastry, coffee and mixology sectors.

In 2025 the company continued its collaboration with Davide Malizia, Master Pastry Chef and World Pastry Champion; Francesco Elmi, Master Pastry Chef, AMPI Pastry Academician and founding member of APEI - Ambassadors of Italian Pastry Excellence; Gianni Cocco, coffee expert and international consultant in the coffee sector; and bartenders Cinzia Ferro and Federica Geirola, authoritative professionals in contemporary mixology.

Through these collaborations and many other strategic partnerships, Fabbri develops products, recipes and applications that meet the new needs of professionals and consumers.

PARTNERSHIPS AND INTERNATIONAL PROJECTS

Fabbri promotes collaborations with international companies and partners to develop new products that capitalise on its signature ingredient: Amarena Fabbri. These include the partnership with **Sammontana**, which several years ago led to the creation of Barattolino Sammontana with Amarena Fabbri, a strategic product for the well-known gelato company, Coppa Oro and the equally important Cinqestelle cone, all branded with Amarena Fabbri.

At the international level, the company also continues to develop innovative projects in new markets. One example among others is the **Easy Ice project in Brazil**, which offers Amarena Fabbri in a frozen version covered with chocolate.

This strategy also includes a co-marketing operation with McDonald's Argentina, which in this case did not involve the signature ingredient Amarena Fabbri, but featured another important asset in the company's portfolio, Pistacchio Fabbri. The initiative led to the creation of a McFlurry variant inspired by Dubai chocolate, demonstrating the brand's ability to extend its recognition through other excellence products in the range as well and to adapt to the trends and tastes of local markets.

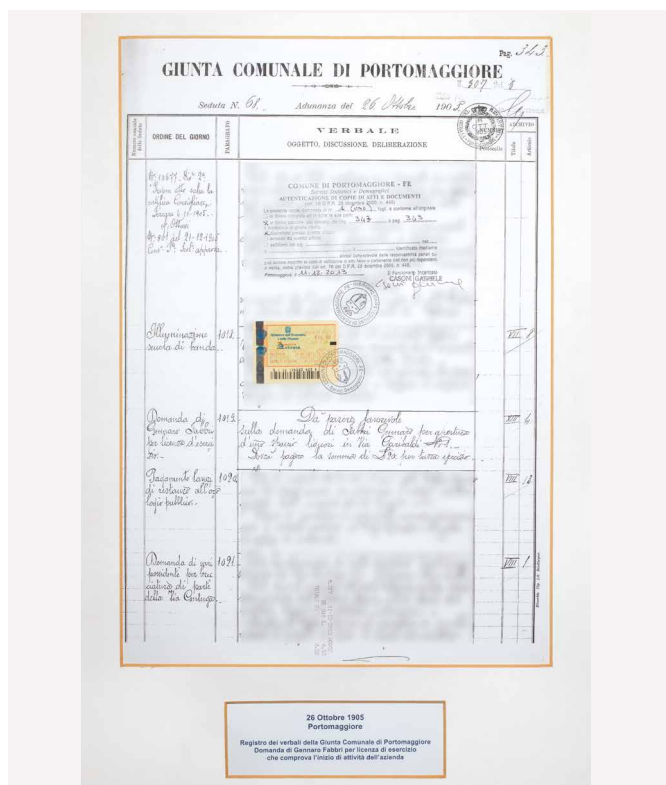
Thanks to innovation, quality and collaboration with partners and sector professionals, Fabbri 1905 continues to strengthen its presence in the international food landscape, pursuing development focused on the creation of sustainable value over time.

2

Our history



1905 – The origins



The young Gennaro Fabbri, then 45 years old, opened a grocery shop with a small distillery in Portomaggiore, Ferrara, transforming it into the **"Premiata Distilleria G. Fabbri"**.

The first liqueurs were an immediate success, and starting in 1914 the distillery was relocated to the larger site in Borgo Panigale, Bologna, which remains the company's headquarters to this day.

1915 – Amarena Fabbri is born

Rachele Fabbri, wife of Gennaro, created the legendary **"Amarena Fabbri"** starting from a traditional farmhouse recipe for *marena con frutto*. Initially sold in demijohns, its success is also owed to the **famous white and blue decorated jar of sour cherries, a brilliant invention of the founder who commissioned it from Faenza ceramist Gatti**. A few years later it made its debut and soon spread across bar counters throughout the peninsula. With its unmistakable ceramic jar, today Amarena Fabbri is a symbol of Italian taste around the world.





1920s – Growth and innovation

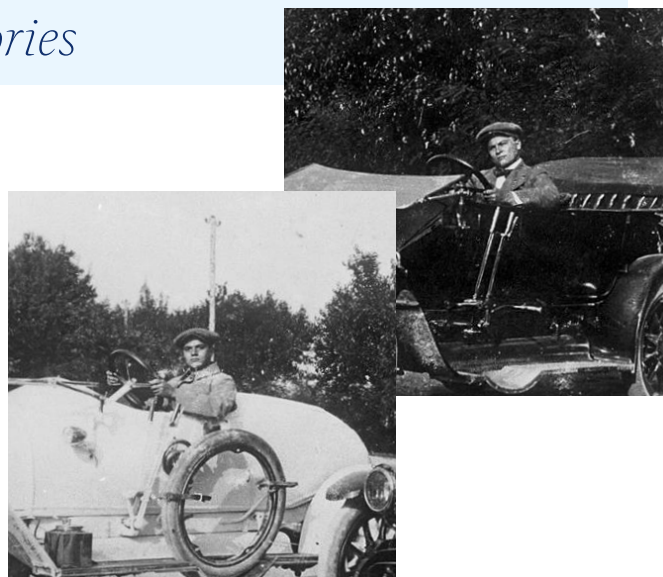
Alongside liqueurs, production begins of the syrups that join the Amarena, whose success continues to grow. Gennaro's sons, Romeo and Aldo, played an active role in the company's development, working alongside their father to design a **marketing strategy** that was revolutionary for its time. Gennaro, for example, named his first liqueurs "Primo Maggio" (May First) and "Amaro Carducci" (Carducci Bitter). The first paid homage to socialist sympathisers and activists, while the second celebrated the poet of national unification and 1906 Nobel laureate. To expand distribution, Gennaro sent his sons Aldo and Romeo around Italy to promote the Fabbri brand aboard two iconic cars – the Isotta Fraschini, favoured by divas, and the Itala, the vehicle from the legendary 1907 Paris-Beijing rally – quickly gaining fame and admiration.

1930s – New products, new territories

Production continued to expand, with **cherries in liqueur** – another product quickly embraced by the public – along with jams and preserved fruit.

1933 – Ditta G. Fabbri di Aldo e Romeo Fabbri

The business passed entirely into the hands of Gennaro's sons, Aldo and Romeo, and that year the name was changed to "**Ditta G. Fabbri di Aldo e Romeo Fabbri**". The second generation brought new innovative drive, expanding the range of syrups that would later become famous as "**Inventabibite**".



1935 – Bar Centrale in Bologna

Gennaro purchased **Bologna's Bar Centrale**, which – in a unique move for the time – remained open 24 hours a day. Bar Centrale was the city's high-society salon, located in the heart of the city centre opposite the Sala Borsa, Bologna's business and trading hub. His sons transformed it into an elegant venue where patrons could enjoy, among other specialities, artisanal gelato made by a renowned gelato professional of the time using the first specialised ingredients developed by Fabbri in its factory.



1947 – Industrial transformation

From post-war recovery to growth: Fabbri becomes a major player. During the post-war years and the economic recovery, the company was transformed into the joint-stock company "**G. Fabbri SpA**". It was 1947, and the initiative of the founder's grandsons, Fabio and Giorgio, reinvigorated the production of liqueurs and traditional products like Amarena Fabbri and fruit syrups.



1952 – Entry into the gelato sector

Created from the insight gained in the 1930s for Bar Centrale, **Cremolati** – complete cream- or fruit-based pastes that, with the simple addition of water or milk and freezing, turn into gelato – soon became much more than an innovative idea.

The brand took off, establishing itself as the product set to conquer the international market. Aimed at artisans who were just beginning to use the first electric gelato machines, these semi-finished products were a sensational success, in effect creating a new market – that of artisanal gelato Made in Italy – and enabling gelato shops to spread across the globe.

1954 – Training for gelato makers

Vans fitted out as **training laboratories** travelled around Italy to train gelato artisans not only in the use of Fabbri products to make high-quality gelato, but also in every aspect of the trade: from production techniques to business management. This was another innovative idea through which the brand increased its visibility while helping the artisanal gelato-making profession to grow.





1957 – Carosello

With the advent of television and the **Carosello** advertising programme, the Fabbri brand entered the homes of millions of Italians. The beloved TV character “Salomone, il pirata pacioccone” (Solomon, the Jolly Pirate) became a landmark of advertising history.

Not to mention the series “Un pittore alla settimana” (A Painter a Week) featuring then-unknown artists like Cuttuso, Capogrossi, Gentilini, Cagli and Salvatore, or ads with Buscaglione, Pisu, Adolfo Celi and Tino Buazzelli.

1960s and 1970s – The new plant

In **1961**, Romeo was awarded the Order of Merit for Labour with the title *Cavaliere del Lavoro*.

The company leadership gradually passed to the third generation of the Fabbri family: brothers Giorgio and Fabio and their cousin Stefano. Production was moved to the **new plant in Anzola Emilia**, where it continues to this day.

The original Borgo Panigale plant was gradually converted into offices. The Fabbri brand began to spread across Europe.



1980s – The fourth generation

The fourth generation, represented by the founder’s great-grandchildren – Andrea, Nicola, Paolo and Umberto – was now active in the company and engaged in consolidating and establishing the brand on international markets.

1990 – The three business units are created

The company began to structure itself by business area – mass consumption, beverage, gelato and pastry products – to respond more and more effectively to the various target markets. In the bar channel, the range of products continued to expand: Mixybar and Mixyfruit were created for mixed drinks, together with solutions for flavouring coffee, chocolate, cappuccinos and tea.



1997 - Spiga

Spiga was founded, the training school now known as Fabbri Masterclass, a high-level training centre for the professional growth of gelato artisans, pastry chefs, baristas and bartenders.

1999 – Fabbri 1905 S.p.A.

The company became “Fabbri 1905 S.p.A.”, and, following a further corporate reorganisation in 2002, “Fabbri G. Holding Industriale S.p.A.” was established, holding 100% of “Fabbri 1905 S.p.A.”.

2005 – Centenary

This was the year of the company's **centennial**: a celebratory “limited edition” jar, the monograph *Cento Anni Fabbri*, participation in the Venice Film Festival, the Fabbri Art Prize, events and more marked a birthday fondly shared by Italians, who see the brand as a symbol of sweets Made in Italy around the world.



2010 – The fifth generation



Several members of the **fifth generation** were already active in the company.

2015 – 100 years of Amarena Fabbri

The icon of Fabbri, the Amarena cherry, turned 100, and to honour its creator Rachele Fabbri the Fabbri Art Prize turned pink for an all-female edition, while the digital Amarena Stories project collected people's memories linked to the Amarena cherry.



2021 – Historic Brands

In the Special Register of **Historic Italian Trademarks** (established by a decree on 10 January 2020 by the Ministry of Economic Development), six "Historic Trademarks of National Interest" have been awarded to Fabbri 1905, an exceptional case and a testament to its deep ties with the country's history, culture, society and manufacturing industry. Historic trademarks include the corporate brand "Fabbri", the product brand "Amarena Fabbri", the Faenza-style decoration with blue arabesques on a white background – the brand's signature design – and the distinctive packaging of Fabbri Syrup bottles, the "Inventabibite", Grappuva and Nevepenn



2024 – The first Fabbri Shop

In spring 2024, Fabbri 1905 opened its first mono-brand shop, which builds on the tradition begun by the founder in 1935 with the then-famous Bar Centrale. The store celebrates the history of the brand by offering an immersive experience that combines products, art and training: visitors can explore an exclusive selection, admire the works of the Fabbri Art Prize and take part in meetings on home pastry-making and mixology, with tastings guided by brand ambassadors. The opening marked the start of a new phase of international expansion, designed to introduce the brand in a direct, engaging way.



Today

Founded as a small distillery, Fabbri 1905 has now established itself as a family-owned holding company active in the gelato, pastry, mass market, beverage and coffee sectors. Today it is a multinational company dedicated to promoting sweets Made in Italy in all forms, bringing the excellence of the Fabbri brand to the world. At the helm is the fourth generation of the family – Nicola, Paolo and Umberto – supported by the fifth generation: Carlotta, Stefania, Federico, Pietro, Michele Magli, Giovanni Quattrocchi and Fabio Macrì. 120 years have passed, but Fabbri 1905's core values remain unchanged, as does the value of the brand, a symbol of quality, tradition and Italian innovation. This recognition was celebrated on 10 September 2025 with the issue of a dedicated stamp, included in the "Excellence of the Production System and Made in Italy" series, an initiative promoted by Poste Italiane and approved by the Ministry for Business and Made in Italy.



3

Sustainability at Fabbri

[GRI 3-1]

[GRI 3-2]

*For a company that has always sought to enhance the value of the earth's precious products, the **relationship with the environment** is a natural thing.*



At Fabbri, the development of plans, processes and methods is based on the latest advances in scientific research and best practices in environmental management. The goal is to protect territorial balance, prevent pollution and safeguard the environment and landscape.

However, the real strength of a company is not measured solely by the quality of its products and processes, it is above all expressed through the value of the **people** who contribute to its success every day. Fabbri 1905 aims to embody this excellence through the extraordinary passion of its employees, who are constantly engaged in the innovation of products and technologies.

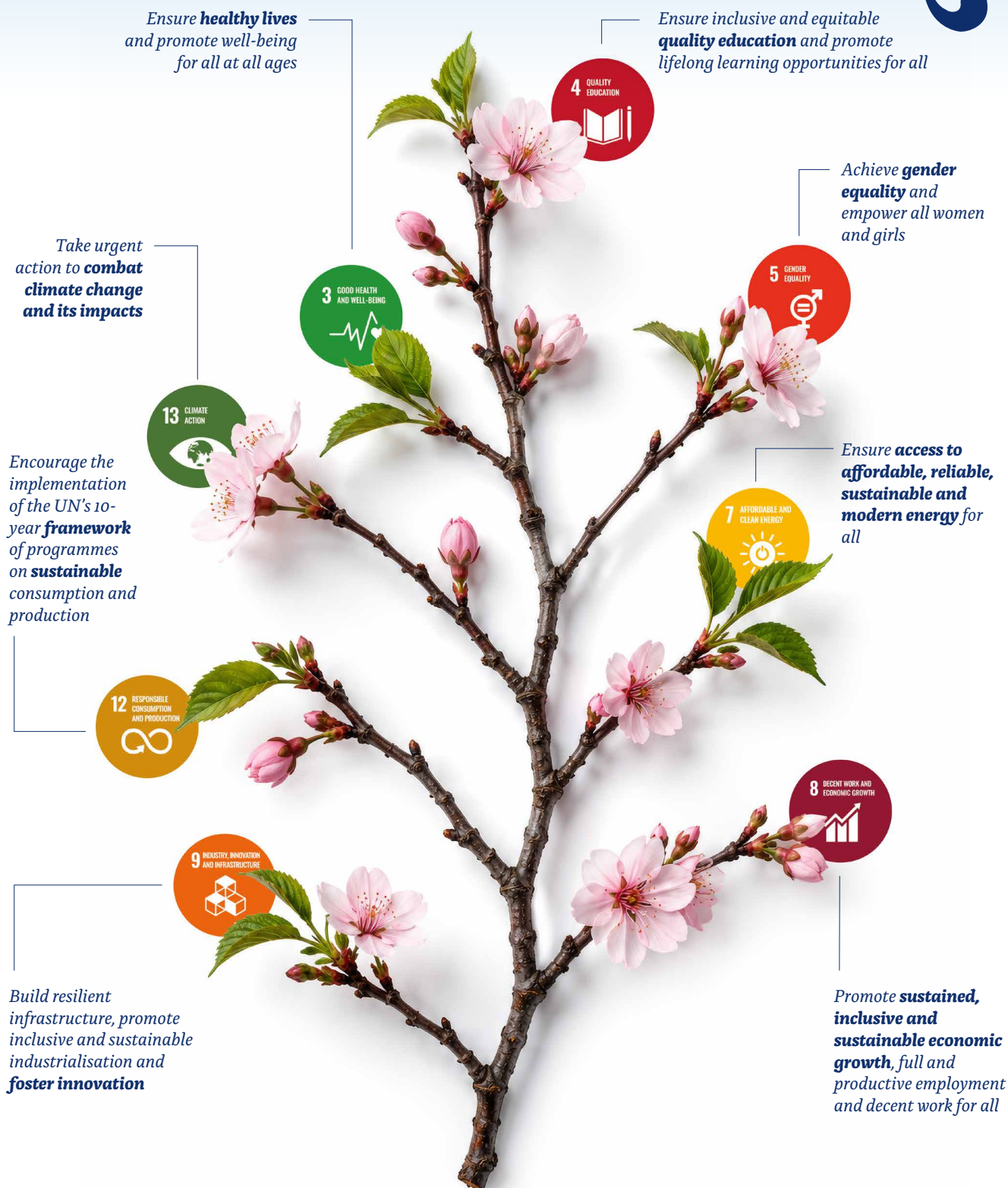
In 2022 Fabbri chose to undertake a **structured path to integrate sustainability into its operations, publishing its first Sustainability Report** in accordance with leading European standards, the Global Reporting Initiative Standards (GRI Standards).

In response to increasingly complex global challenges, in 2023 Fabbri 1905 – as part of a process to better integrate strategy and sustainability – also defined a multi-year Sustainability Plan that the company is continuing to pursue, while simultaneously launching numerous internal initiatives in both environmental and social areas.

In this context, the United Nations **2030 Agenda** serves as a key reference for companies aiming to make a meaningful contribution to sustainable development. Through its **17 Sustainable Development Goals (SDGs)**, the Agenda provides a global action plan addressing environmental, economic and social areas, offering a **framework** to build a systematic approach to sustainability.

In line with these principles, Fabbri 1905 has identified **eight Sustainable Development Goals it intends to focus on**.





Fabbri's sustainability strategy also considers **SDGs 9 "Industry, Innovation and Infrastructure"** and **13 "Climate Action"** as **enabling and cross-cutting goals** for all future operations.



MATERIALITY ASSESSMENT

The materiality assessment is the process through which the most relevant sustainability issues – the so-called “**material topics**” – are identified for the company. This analysis focuses on relevance, aiming to set priorities both from an internal perspective, i.e., the company’s, and from an external perspective, i.e., that of stakeholders. The outcome of this process is the definition of the “Materiality Matrix”, a useful tool to guide the company’s medium-term sustainability strategy. When preparing the 2025 Sustainability Report, Fabbri 1905 reconfirmed the materiality assessment already carried out, from which the following key topics were identified to build its sustainability strategy:

Effectiveness of the institutional governance and communication model

Manage company operations responsibly, integrating environmental and social sustainability principles into the decisions of governance bodies. Ensure transparent communications, structure governance capable of embedding sustainability into the business model and define a clear corporate identity supported by accurate and truthful communication with all stakeholders.



Ethics and responsible business

Conduct business and commercial relations based on responsibility, transparency and consistency, adopting organisational models that ensure compliance with anti-corruption, anti-money laundering and antitrust regulations.



Constant innovation

Foster product and business innovation through research and development with the aim of adopting best production practices and reducing environmental impact while also maintaining high quality standards.



Sustainable supply management

Apply social and environmental criteria in selecting and managing the supply chain, monitoring social and environmental impacts and promoting policies that safeguard human rights, health and workers safety. Safeguard the supply chain by assessing climate change mitigation actions involving core suppliers.



Employee protection and well-being

Ensure the health and safety of employees and contractors by promoting proper workplace conduct and supporting overall staff well-being.



Development of human capital and skills

Plan professional and personal growth paths for employees, leveraging skills and fostering the continuous development of internal resources.



Diversity, inclusion and human rights

Create an inclusive work environment that respects equal opportunities, valuing workforce diversity, including through programmes and initiatives promoted by the company itself. Where possible, extend best practices in diversity and inclusion throughout the entire value chain.



Community impact

Assess and manage the impact of company activities on local communities, working to maximise positive effects and mitigate negative ones.



Consumer health and safety

Ensure product quality and promote initiatives aimed at protecting consumer health and safety.



Direct environmental impacts of production and company activities

Monitor and reduce environmental impacts arising from both production and office activities, adopting responsible management practices to limit waste and inefficiencies.



Circular economy

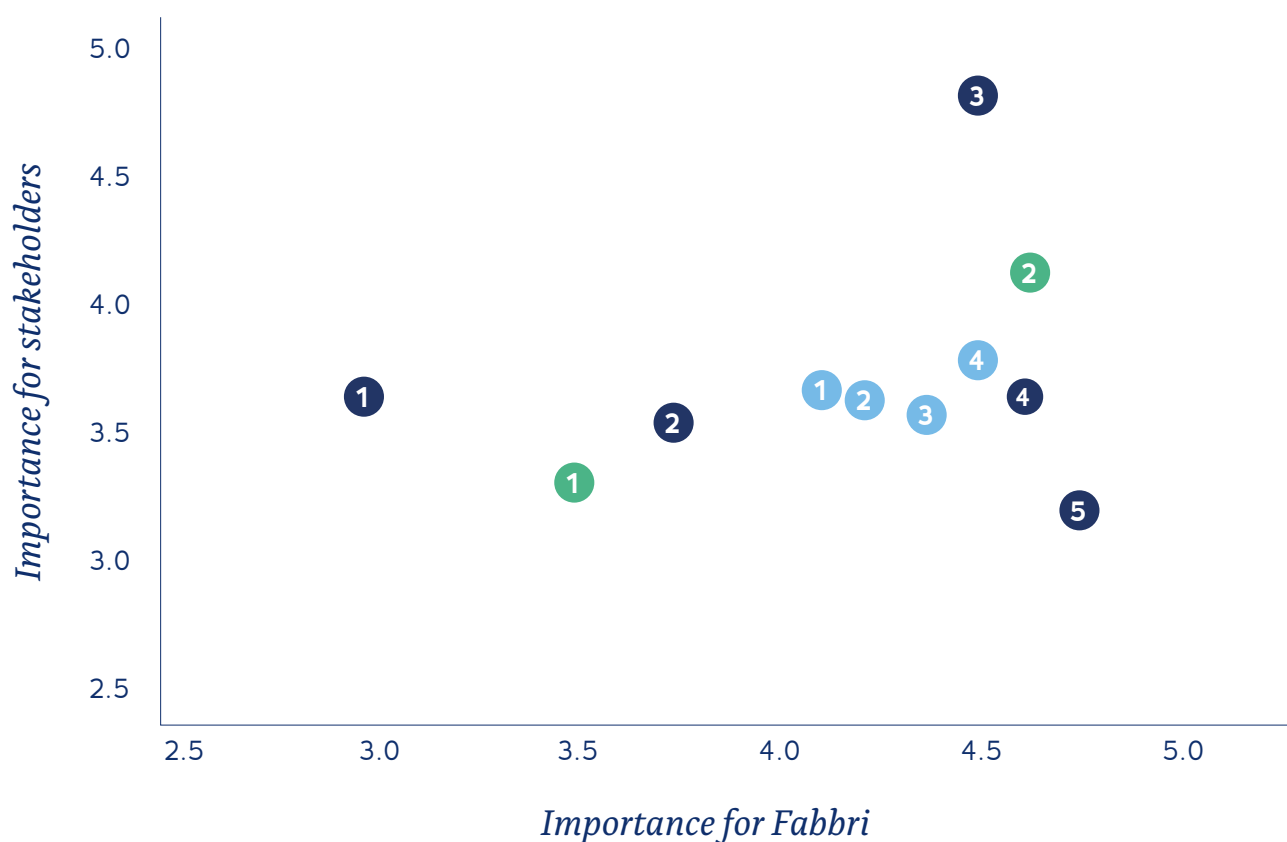
Promote the recovery and re-use of production waste and other company waste, also exploring innovative solutions for circular packaging management.





The materiality matrix was **developed solely by company managers** who, through dedicated workshops, adopted the perspectives of the main stakeholder categories identified: customers, consumers, employees, suppliers, sales networks, associations, institutions, media and the community.

MATERIALITY MATRIX



Environmental topics

- 1 Circular economy
- 2 Direct environmental impacts of production and company activities

Social topics

- 1 Community impact
- 2 Diversity, inclusion and human rights
- 3 Consumer health and safety
- 4 Employee protection and well-being
- 5 Development of human capital and skills

Governance topics

- 1 Sustainable supply management
- 2 Effectiveness of the institutional governance and communication model
- 3 Constant innovation
- 4 Ethics and responsible business



4

Fabbri's Governance

20% of the members of the
Board of Directors are female

NO non-compliance
relating to product safety or
health impacts detected

ZERO

incidents of corruption recorded



4.1/ Effectiveness of the governance and communication model



Fabbri 1905 recognises that a solid, well-structured governance is a key strategic lever to build lasting success and achieve long-term sustainability goals. For this reason the company is committed to maintaining a **responsible and transparent governance framework** capable of addressing economic, environmental and social challenges in a consistent manner.

The company's governing body is the **Board of Directors**, composed of **five members – four men and one woman** – all from the Fabbri family. The Chairman no longer holds a management role in the company, but works under a coordinated and continuous collaboration arrangement. Shared management is a strength: each member has equal decision-making power and actively participates in strategic decisions, directly contributing to assessing and managing the company's impacts on people, the environment and the economy. **Oversight of sustainability topics** – including the review of material topics – is entrusted to the BoD, which holds informal meetings for preliminary discussions before proceeding, if needed, with the formalisation of decisions during **official board or shareholder meetings**.

To strengthen sustainability expertise, in 2023 BoD members and top management completed a dedicated 24-hour training programme. This programme contributed not only to raising awareness of ESG issues, but also to defining the **materiality matrix** and **identifying the main KPIs** used in this report.

[GRI 3-3]
[GRI 2-9]
[GRI 2-11]
[GRI 2-14]
[GRI 2-17]
[GRI 2-27]
[GRI 205-2]
[GRI 405-1]
[GRI 417-1]
[GRI 417-2]
[GRI 417-3]

GRI 2-9: Composition of the highest governance body		2023	2024	2025
Total members of the highest governance body	no.	5	5	5
Of whom executive members	no.	5	5	5
Of whom Men	no.	4	4	4
	%	80%	80%	80%
Of whom Women	no.	1	1	1
	%	20%	20%	20%

GRI 405-1: Diversity of governance bodies		2023	2024	2025
Total members of the governing body	no.	5	5	5
Of whom Under 30	no.	0	0	0
	%	0	0	0
30-50	no.	2	2	2
	%	40%	40%	40%
Over 50	no.	3	3	3
	%	60%	60%	60%



In line with an ethical and transparent approach, all Board members receive regular **updates on internal policies and procedures related to anti-corruption**. As in the previous year, no violations or non-compliance with applicable laws and regulations were found in 2025.

COMMUNICATION AT FABBRI

For Fabbri 1905, protecting the health and safety of its consumers is an absolute priority. The company's commitment goes well beyond compliance with current regulations on **labelling** and **commercial communication**: through a rigorous certification policy, Fabbri ensures that its products are accessible even to those with specific dietary or religious requirements. The current product catalogue includes **over 500 Kosher-certified items and more than 300 Halal-certified products**, reflecting an inclusive, responsible approach.

As in the previous year, there were no cases of non-compliance with respect to marketing communications in 2025.

The pursuit of quality is also evident in the careful selection of raw materials and an extremely strict internal control system. To support this commitment, Fabbri has obtained the most authoritative **international certifications**, confirming the adoption of production processes in line with defined and verifiable quality standards. The main certifications held by the company include:

- UNI EN ISO 14001
- UNI EN ISO 9001
- BRC FOOD
- IFS FOOD

Fabbri also **fully complies with current regulations on product labelling and consumer information**. As in 2024, in 2025 there were no cases of non-compliance concerning the safety or health impacts of its products. The company ensures transparency and accuracy at every stage, from sourcing raw materials to product composition and disposal methods. The irregularities detected in this area involved self-imposed internal codes without any legal or regulatory implications.

GRI 417-2: Incidents of non-compliance concerning product and service information and labelling		2023	2024	2025
Total cases of non-compliance recorded	no.	21	11	2
Of which non-compliance with regulations entailing a fine or penalty	no.	0	0	0
Of which non-compliance with regulations resulting in a warning	no.	0	0	0
Of which non-compliance with self-imposed codes	no.	21	11	2



All cases of non-compliance recorded were handled and resolved through a specific internal procedure for managing company traceability.

4.2/ Ethics and responsible business

In 2025 Fabbri 1905 reaffirmed its commitment to transparent and responsible business conduct, basing its actions on established ethical principles. To this end, the company continues to adopt the **Organisation and Management Model pursuant to Italian Legislative Decree 231/2001, introduced in 2012, along with its Code of Ethics**, which serves as a guide for all those who work within or in collaboration with the organisation in any capacity. **All employees** have been trained on applying the Model, which is also included in **third-party** contracts as a binding condition for collaboration.

[GRI 3-3]
[GRI 205-2]
[GRI 205-3]
[GRI 207-1]
[GRI 207-2]
[GRI 207-3]

The 231 Model clearly prohibits any conduct that could be directly or indirectly linked to **corrupt practices** between private parties, as set out in Articles 2635 and 2635-bis of the Italian Civil Code and referred to in Article 25-ter of the Decree.

Specifically, when managing relationships with private entities, it is strictly prohibited to:

Offer or promise undue advantages of any kind.

Give gifts that exceed customary standards or modest value.

Incur representation expenses that are unjustified or inconsistent with the company's purposes.

Make job offers or hire individuals recommended by external parties having a conflict of interest.

These restrictions also apply to third parties acting on behalf of the company, such as agents and distributors.



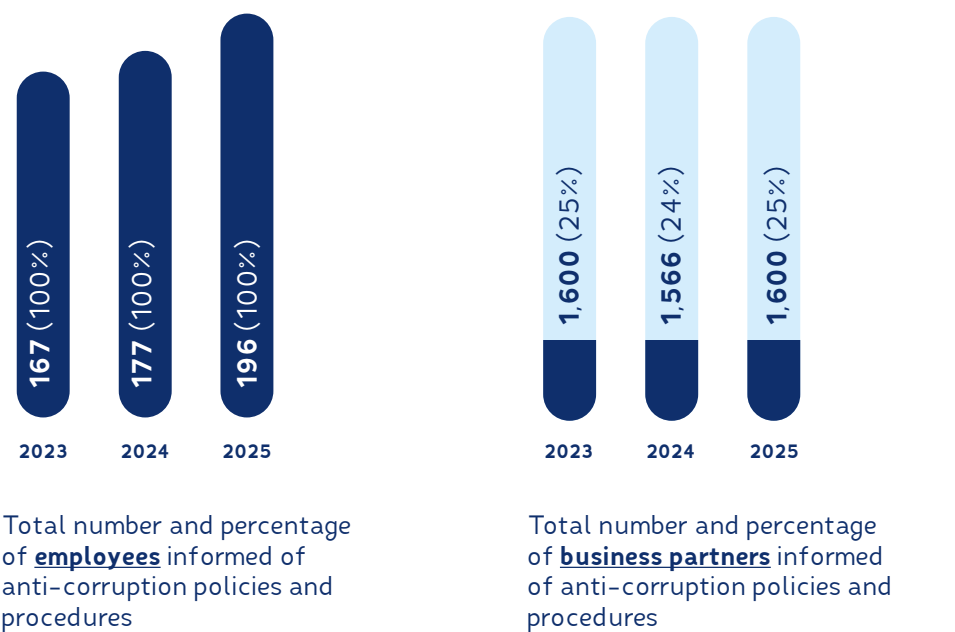


On the **financial** front, Fabbri ensures the full traceability and legitimacy of all financial flows, including regular transactions (collections and payments) and those related to financial requirements (liquidity, short-, medium- and long-term financing, risk coverage, etc.). Each transaction must be justified, documented, compliant with legal standards and respond to actual company needs.

The Model promotes **proper, transparent and cooperative behaviour** in compliance with laws and internal rules in every area of operation, excluding any practices that could undermine fair competition.

In the event of any uncertainty with respect to the application of ethical or behavioural principles in operational activities, the person involved must consult their Manager (if an employee) or internal contact (if a third party) and submit a formal request for guidance to the Supervisory Body.

GRI 205-2: Communication and training about anti-corruption policies and procedures



In 2025 the percentage of business partners (i.e. suppliers) informed of anti-corruption policies realigned with 2023, reflecting an increase in the total number of active suppliers due to commercial reasons. In the coming years, the company intends to strengthen its awareness-raising activities on these issues, extending them to strategic customers as well following the guidelines studied in 2025.

No cases of corruption were reported in 2025.

Tax governance is managed internally: tax returns are prepared and reviewed by the Group CFO, the Board of Statutory Auditors, the Independent Auditors and finally the BoD. The **management of tax risk** – including criteria for identification and monitoring – is governed by the management document pursuant to Italian Legislative Decree 231/01.

In compliance with Italian Legislative Decree 24/2023, Fabbri has also put in place a whistleblowing system accessible via its website, managed through an external platform. In parallel, an internal reporting procedure is active under the 231 Model, allowing anonymous reports to the SB via a dedicated email address. Every six months the Supervisory Body conducts checks on compliance with the Model. In the event of tax disputes, the **defence** is entrusted to specialised external consultants coordinated by the CFO.



5

The value chain

ZERO incidents of corruption or negative environmental impacts recorded along the supply chain

80% of spending on local suppliers



Over
1.5 MILLION
euros invested in R&D

100%
of the five main product
categories subject to consumer
health and safety impact
assessments

5.1/ Sustainable supply management

[GRI 3-3]
[GRI 204-1]
[GRI 308-2]

RESPONSIBLE SUPPLY CHAIN MANAGEMENT AND SUSTAINABLE SOURCING

The procurement policy for goods and services required for Group operations is increasingly becoming a key part of Fabbri 1905's sustainability strategy. Procurement can generate impacts on the environment, the economy and people, which the company monitors continuously in order to reduce any negative effects and develop positive ones. Aware of its role and its ability to influence the entire supply chain, Fabbri 1905 has adopted a structured supplier selection and monitoring system based on ESG (Environmental, Social and Governance) criteria.

Indeed, the procurement strategy is based on an organised process that ensures:

A selection of responsible suppliers, based on strict quality, safety and sustainability criteria.

Reduction of procurement risks, thanks to the diversification of sources and constant market monitoring

Development of long-term relationships, focused on collaboration and continuous improvement

In this context, Fabbri 1905 confirms its commitment to promoting a responsible approach throughout the supply chain, carefully selecting high-quality ingredients and materials, which are essential to ensure food safety, product excellence and stakeholder satisfaction. Supply chain management is based on building **established relationships with reliable suppliers**, supported by constant communication, checks and controls on production. This system ensures compliance with ethical standards, quality standards and food safety requirements, which are central elements of the company's premium positioning.

Contracts with direct producers and carefully selected importers, together with the definition of alternative procurement plans, make it possible to contain the risks associated with geopolitical and climate factors that may affect the supply chain, causing transport delays or difficulties in the availability of certain raw materials.

The Group's purchasing strategies are highly flexible, allowing it to adapt quickly to price changes and product availability in an international context marked by constant changes and tensions in raw material markets.



To strengthen the integration of ESG criteria in procurement processes, the company introduced a structured assessment system for a selected panel of suppliers, which includes:

Self-assessment questionnaire, structured into five main areas:

- *Business score*
- *Environmental score* (management of water, energy and waste and environmental certifications)
- *Social score* (management of personnel, stakeholders and impacts on the surrounding region)
- *Governance score* (governance structure, transparency and certifications)
- *Sector-specific score*

Supplier audits and/or scoring systems, aimed at verifying the consistency of the information gathered and identifying possible areas for improvement.

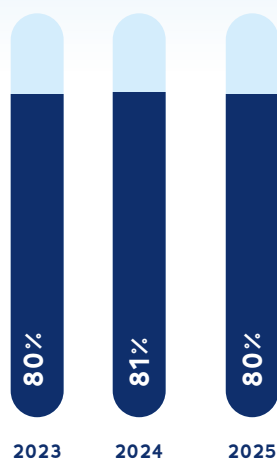
In 2025 the most economically significant supplier category was direct material suppliers, including raw materials, packaging materials, semi-finished products and finished products, with a total of over 250 active suppliers. Suppliers of indirect materials and services such as logistics, transport, utilities, laboratories and marketing number around 450.

Most of the group's direct suppliers are based in Italy and Europe, with well-established relationships built on shared company ethics and compliance with international standards.

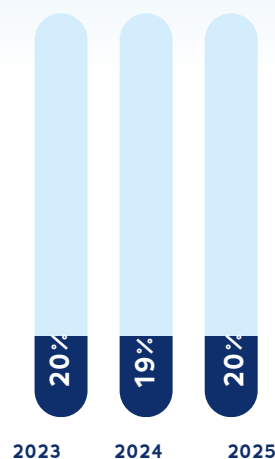
Fabbri 1905 ensures compliance with **strict quality and safety requirements** through a detailed supplier approval and certification system based on international standards such as **IFS, BRC and ISO**. During 2025 the company also intensified the involvement of its supply chain in sustainability issues by administering self-assessment questionnaires aimed at increasing transparency and improving environmental performance.

The company also continues to invest in the search for competitive suppliers through constant **market monitoring** and **targeted scouting**, with the aim of ensuring supply continuity, reducing supply chain risks and progressively increasing the **share of local suppliers**.





Procurement budget used for **local suppliers**



Percent of purchases spent on **non-local suppliers**

Source: Turnover of direct material suppliers 2025 (Purchase Analysis).

The procurement processes for raw materials and packaging materials are based on a continuous analysis of market evolution, supported by collaboration with specialised agro-intelligence institutes. This approach allows the company to plan orders according to production needs and adopt purchasing strategies consistent with sector trends.

Particular care is given to managing raw materials compliant with **Kosher and Halal** standards, ensuring alignment with the needs of an increasingly international and diversified market. Strategic ingredients such as **amarena cherries, hazelnuts and pistachios** are selected on the basis of particularly strict quality specifications, with requirements that often exceed market standards, in order to guarantee product quality and authenticity.

The company's commitment to using **more sustainable packaging solutions** also continues, prioritising materials that are:

- RECYCLABLE, SUCH AS THE BOTTLES USED FOR SYRUPS.
- RECYCLED, SUCH AS CARTONS AND SECONDARY PACKAGING, AS WELL AS NEW PREFORMS FOR R-PET BOTTLES THAT WERE RECENTLY VALIDATED.
- REUSABLE, SUCH AS OPAL GLASS JARS.

These solutions are adopted while ensuring proper product preservation. The entire procurement process is supported by rigorous **traceability, quality and food safety** systems, ensured through numerous controls carried out throughout all stages of the supply chain. During 2025 no incidents of corruption or actual or potential negative environmental impacts were recorded along the Group's supply chain, confirming Fabbri 1905's commitment to promoting a transparent, ethical and sustainable supply chain. Sustainable procurement therefore represents a strategic lever for combining competitiveness and responsibility throughout the value chain.



5.2/ Constant innovation

Innovation plays a key part in the business of Fabbri 1905, a company that has been catering to the increasingly sophisticated needs of consumers and the trade for more than 100 years by providing exceptional products, with the aim of fusing tradition, innovation and quality.

In 2025 several R&D projects were carried out across both product and process areas, driven by changing market conditions. Fabbri launched new offerings in all three of its core business units:

In **Retail**, the new products introduced in 2025 included the Cuor di Amarena Fabbri pandoro and pistachio-flavoured Bombons.



In the **professional** segment, like last year, the new developments introduced in 2025 included the continued expansion of the “plus” syrup range.



The result of careful and continuous research, Fabbri also introduced new developments in the world of **gelato** and **pastry products**, with a significant expansion of the Snackolosi and Completi Sorbè and Simple ranges.



Always at the forefront of innovation in the Ho.Re.Ca. sector, Fabbri 1905 transforms its offering through a vision that goes far beyond the role of ingredient supplier. Today the Company is a **strategic partner for gelato professionals, pastry chefs, chefs and restaurant operators**, able to transform global trends into high-value solutions and business opportunities.

FABBRI
Gelato
System

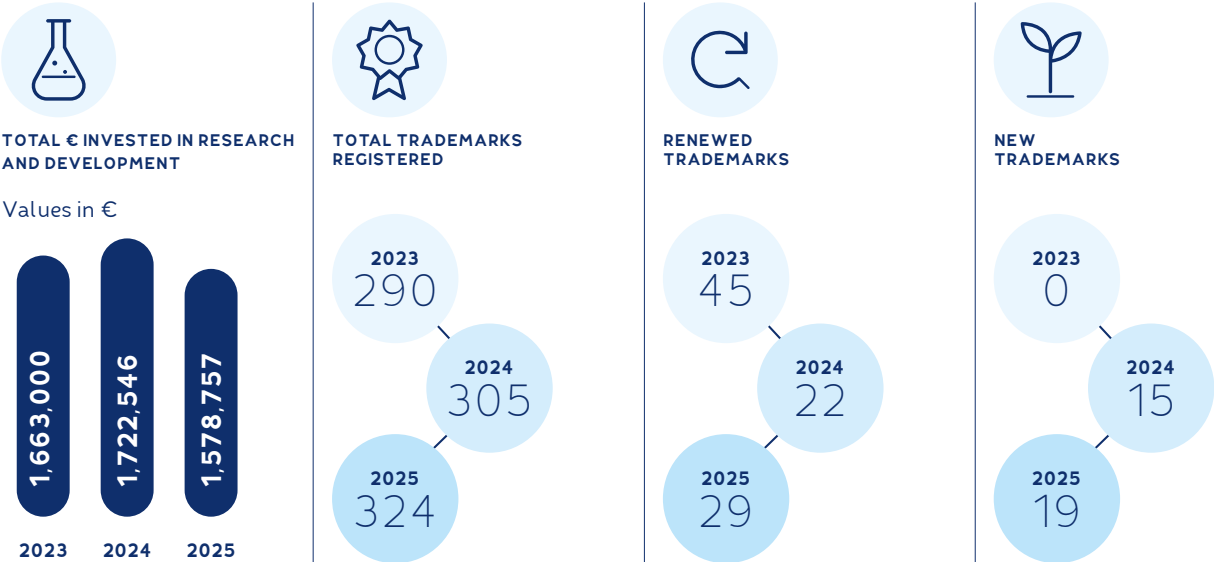
FABBRI
Cocktail
System

ACBÍ
Bowl
& FABBRI

CORNER
Shop
FABBRI

FABBRI
Trailer

Constant innovation



5.3/ Consumer health and safety

[GRI 3-3]
[GRI 416-1]
[GRI 416-2]
[GRI 418-1]

In the food sector, protecting consumer health is a non-negotiable imperative. Fabbri 1905 addresses this responsibility with systematic rigour, ensuring that every stage of the production chain is subject to stringent controls aimed at maintaining **excellent food safety standards**.

All company activities comply with HACCP requirements and national and international health regulations. Each production batch is subject to **periodic testing to verify both product quality and the safety of the equipment** used and **storage methods**. Currently Fabbri evaluates 100% of the five main product categories for consumer health and safety impact, without having identified any instances of regulatory or voluntary non-compliance.

As highlighted in the Materiality Matrix, consumer protection is a core value for Fabbri, pursued through a range of activities, from **close monitoring of legal compliance** to **maintaining certified food safety standards** such as BRC (Brand Reputation through Compliance) and IFS (International Featured Standards). Both standards establish stringent requirements on food safety, quality, compliance and legality throughout the supply chain, through controls on production processes, HACCP, traceability, supplier management and continuous improvement.

The company also offers a broad product portfolio to meet diverse dietary needs, including over 600 “**Gluten Free**” products, more than 400 “**Lactose Free**” options and around 40 certified “**Vegan OK**” items.



Food safety management actively involves the entire supply chain. The selection of suppliers is based on quality and certified traceability – as in the case of PGI Piedmont Hazelnuts – and includes direct audits and document checks. At intake, **raw materials** undergo evaluations of flavour and aroma and chemical-microbiological tests, while technical specifications ensure compliance with quality and legal requirements.

During **production**, risk is mitigated through advanced systems such as X-rays, metal detectors, infrared sorters and in-process chemical analysis, enabling constant monitoring of production parameters.

While in 2024 a highly effective tool was introduced to check for the presence of stones inside Amarena cherries, 2025 was the year in which the company focused on further implementing X-ray controls, investing more than €300,000. In Q2 and Q4 of 2025 two brand-new X-ray control machines were introduced, which make it possible to push the level of contaminant detection well below the threshold values suggested by BRC and IFS standards.

Specifically, the two machines concern:



The “**industrial line**” of the amarena department, where it replaced the use of the metal detector with the aim of reducing the risk of foreign bodies in products for industry and

The “**jar line**” of the amarena department, in order to reduce the risk of foreign bodies in retail products.

The company places these actions under the goal of eliminating justified complaints regarding the presence of foreign bodies in the Amarena jar line, for which the target relates to production from January 2026, and complaints regarding the presence of stones inside amarena cherries, for which there is a target of zero complaints for production from January 2030.

Moreover, the “clean label” project – aimed at reducing artificial ingredients such as colourings and flavourings – has gained strategic importance in **product design**. The **development process**, restructured according to a “Phase & Gate” model, provided the R&D team with an effective methodological framework for creating new products aligned with modern consumer preferences.

Consumer protection also extends to the digital sphere: in 2025 (as in 2024) **there were no data breaches, leaks or losses of personal data**. Fabbri continues to closely monitor cybersecurity to protect the confidentiality of clients and users.

SUPPLY CHAIN AUDIT

1

Suppliers

Document checks and audits in their factories

3

Production process

Use of X-rays, metal detectors, infrared sorters and in-process chemical analysis

5

Phase & gate

Develop new products that meet consumer demands

6

Personal data

Customer and consumer protection

2

Raw materials

Chemical and microbiological analysis and sensory inspections

4

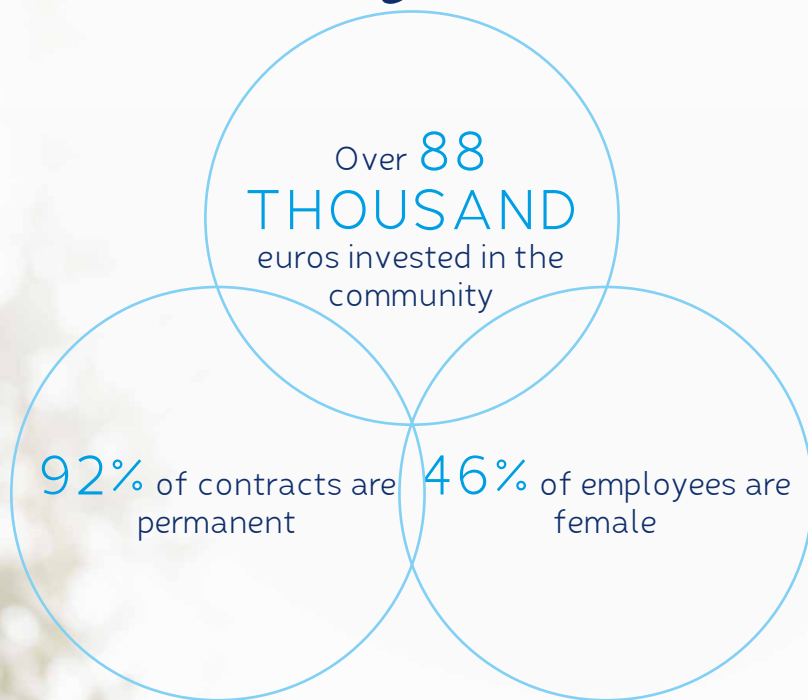
Design phase

Decreased use of artificial ingredients



6

People and the local community



6.1/ Employee protection and well-being

The initiatives implemented in 2025 confirm the central role of human capital in the Group's strategy. Through proactive hiring, inclusion and stabilisation policies, Fabbri 1905 S.p.A. continues to build a **fair, dynamic and socially sustainable corporate culture**, fully respecting ethical values and responsibilities towards its stakeholders.

One of the main initiatives in 2025 was the introduction of **ultra-flexible working hours**, which can be activated at the worker's request. This measure allows employees to adapt their start time and the length of their lunch break, supporting a **better work-life balance**.

From 2026 employees will also have the option to **convert their production bonus into welfare** through a dedicated platform for providing goods and services. The platform will initially be tested on fringe benefits, with services to be added from 2027.

These initiatives aim to retain employees by guaranteeing a better work-life balance on the one hand and offering greater spending capacity through welfare on the other.

In 2025 the initiative linked to the creation of "**Sustainability Ambassadors**" also continued. These are groups of volunteer employees who, after attending a specially organised training programme, took on an active role in spreading ESG (Environmental, Social and Governance) values within the organisation, helping to **design and implement practical, long-term actions** such as installing water dispensers and distributing customised aluminium bottles to replace PET bottles, optimising separate waste collection and combating food waste by recovering and donating uneaten canteen food to Banco Alimentare. In 2026 further actions will be identified, with the aim of continuing to strengthen the culture of sustainability and the active involvement of people within the organisation.

In fact, these initiatives reinforced employees' sense of individual responsibility, encouraged active participation and fostered a **corporate culture** increasingly attentive to sustainability, circularity and social impact. In this way the company not only improved its internal practices but also demonstrated a concrete commitment to a more sustainable and responsible future.

As at 31 December 2025, the company had 196 **employees**, with the percentage of permanent contracts remaining consistently 92%. In line with previous years, the **proportion of women** again **exceeded 45%**, representing a stable indicator of inclusion and gender equality.

[GRI 3-3]
[GRI 2-7]
[GRI 2-8]
[GRI 2-30]
[GRI 401-2]
[GRI 403-1]
[GRI 403-2]
[GRI 403-5]
[GRI 403-6]
[GRI 403-9]
[GRI 403-10]



GRI 2-7: Employees		2023	2024	2025
Total permanent employees	no.	158	164	180
Of whom Men	no.	85	93	100
	%	54%	57%	56%
Of whom Women	no.	73	71	80
	%	46%	43%	44%
Total fixed-term employees	no.	9	13	16
Of whom Men	no.	6	5	5
	%	67%	38%	31%
Of whom Women	no.	3	8	11
	%	33%	62%	69%
Total full-time employees	no.	165	175	194
Of whom Men	no.	90	97	105
	%	55%	55%	54%
Of whom Women	no.	75	78	89
	%	45%	45%	46%
Total part-time employees	no.	2	2	2
Of whom Men	no.	1	1	0
	%	50%	50%	0%
Of whom Women	no.	1	1	2
	%	50%	50%	100%

The figures presented refer to employees as at 31.12.2025 and were taken from the employee management report.

GRI 2-8: Workers who are not employees		2023	2024	2025
Total non-employee workers whose duties are controlled by the organisation	no.	7	3	3

Non-employee workers consist of temporary agency workers assigned to production.

In addition to the consolidation of **remote working** and experiments with new **flexible** working arrangements for non-operational staff, measures supporting parenthood, caregiving and work-life balance continued, including paid leave, time banks and company benefits. The health welfare system was further enhanced with insurance cover for accidents and supplementary healthcare and pension funds.

Company-level **benefits** are granted to all employees. Upon the achievement of targets, second-level collective bargaining bonuses were also awarded to temporary agency workers provided the employment relationship was not terminated early. Life insurance (VITA under the National Collective Labour Agreement) is only provided to permanent employees, while healthcare coverage (FASA under the National Collective Labour Agreement) is granted to all permanent or fixed-term employees with an initial contract longer than nine months, whether full time or part time. For managers and executives, a group supplementary health insurance policy is also in place, the premium of which is covered in full or in part by the company depending on one's level. Lastly, the company gives workers the opportunity to access seasonal flu vaccinations free of charge.



With regard to **employee health and safety**, Fabbri 1905’s policy clearly sets out the key principles to be respected. The company is committed to complying with applicable law and with the non-mandatory requirements it has voluntarily adopted. Fabbri 1905 also focuses on continuously improving its performance and fostering a genuine “safety culture” among all those who work for and on behalf of the company.

To achieve these objectives, Fabbri 1905 has identified several strategic levers. These include the constant monitoring of risks and the assessment of environmental aspects and hazards during the design of new activities, processes, products and facilities. Another crucial aspect is the training and empowerment of staff, together with raising the awareness of suppliers and contractors. The company is also committed to seeking out the best available technologies for prevention and protection.

Fabbri 1905 has implemented a safety management system that ensures **accurate risk assessment in the workplace** through a systematic activity and task analysis, such as weekly EHS audits. The EHS office staff, made up of both employees and external consultants, have specific expertise gained through years of industry experience and certified training, including RSPP accreditation with regular comprehensive updates.

Employees receive occupational health and safety training in accordance with the State-Regions Agreement. Additional training and instruction are provided on specific topics such as the use of PPE, the handling of hazardous substances and the fire emergency plan. Staff have the option to report hazardous situations to the Workers’ Safety Representative or directly to the EHS function. There is also a box for anonymous reporting and the option to contact the SB directly via email.

As in previous years, no cases of occupational disease were reported in 2025. The LTIFR (Lost Time Injury Frequency Rate) was 3.73 (down compared to 2024, when it was 3.86), calculated as the ratio of the total number of injuries to total hours worked, using a multiplier of 200,000.

GRI 403-9: Work-related injuries		2023	2024	2025
Work-related injuries	no.	6	6	6
Total hours worked	no.	286,880	310,681	322,143

In 2025 too, no injuries or occupational diseases attributable to non-employee workers were recorded.

Fabbri 1905 ensures that all workers have the right to freely express their opinions, join **associations** and engage in **trade union activities**. Employees are hired under the National Collective Labour Agreements for the Food Industry or for Industrial Executives. Trade union activities have designated spaces, and workers may take leave in accordance with current law and the applicable collective agreement. They may also contact the joint trade union representatives, which are renewed periodically through elections to best represent workers’ interests.





GRI 2-30: Collective bargaining agreements		2023	2024	2025
Percentage of employees covered by collective agreements	%	100	100	100

6.2 Development of human capital and skills

[GRI 3-3]
[GRI 404-1]
[GRI 404-3]

At Fabbri, people are the driving force behind growth and innovation. Training is not only a fundamental tool for enriching employment opportunities, it is also a strategic lever to support organisational integration and change management processes.

For this reason, the company continuously invests in the development and strengthening of professional and managerial skills through:

Dedicated training and development programmes, including on-the-job training .	Job rotation between functions and departments to boost resource versatility.
Company placement programmes with internship projects in partnership with universities, aimed at identifying young talent.	Sales Academy for the ongoing training of internal sales personnel and sales partners.
Continuous digital training and in-house Training Schools , with specific courses in technical, managerial and sales areas.	Identification of key personnel to act as points of reference for the support and dissemination of IT programs.

These initiatives are designed in close collaboration with internal departments to ensure alignment between people’s needs, operational requirements and the Group’s strategic goals.

With the aim of developing skills and internally training the “managers of the future”, in 2024 an **integrated system was launched to map workers’ positions, skills and performance**, allowing the company to complete a **structured analysis of organisational positions**, individual and role-specific **skills** and performance, and to develop subsequent **personalised training plans** aimed both at reducing training gaps and at supporting the development of resources.

Starting in 2025 the assessment of each employee was entrusted to the relevant manager on the basis of predefined, shared skills. Based on the results of the assessment, structured technical and cross-functional training plans, including soft skills, are defined in coordination with the HR Function. This system strengthens the internal growth model, making training even more targeted, effective and aligned with the organisation’s strategic needs and each employee’s development requirements.

Skills development was also supported in 2025 by **job rotation** and growth plans, which offer workers practical opportunities for learning and professional development. Today **growth plans** are still defined informally, but the objective is to make them progressively more structured in order to involve an increasing number of employees, promoting the initiative internally and externally.

In addition to the assessment system described above, which is aimed at all employees and is currently managed informally by individual managers, the data relating to permanent employees who, in the presence of assigned MBOs or targets, are covered by a more structured performance review system is provided below.

GRI 404-3 Percentage of employees receiving regular performance and career development reviews		2025
Employees who received a periodic performance evaluation	%	18%
Male employees who received a periodic performance evaluation	%	25%
Female employees who received a periodic performance evaluation	%	9%
Executives who received a periodic performance evaluation	%	100%
Managers who received a periodic performance evaluation	%	46%
White-collar workers who received a periodic performance evaluation	%	14%

Among the employees with MBOs/targets involved in 2025, none were classified as blue-collar workers.

Therefore, now that construction of the new plant has been completed, the company confirms its intention to invest in training in terms of hours provided and quality of content. The **expected benefits are many**: on the one hand, an increase in training will help maintain a high level of performance quality and prepare personnel for future challenges. On the other, new training opportunities will support employees’ professional growth, increasing motivation and engagement. Finally, greater investment in training will promote a positive working environment where employees feel supported and valued, with knock-on effects for the company climate.



GRI 404-1: Average hours of training per year per employee		2023	2024	2025
Average hours of training provided to employees by gender				
Men	h	32	15	14
Women	h	42	12	10
Average hours of training provided to employees by classification				
Executives	h	46	4	27
Managers	h	10	12	6
White-collar workers	h	27	13	11
Blue-collar workers	h	56	17	14

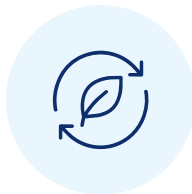
During the year, in addition to technical and digital courses, specific training programmes were made available on:



SOFT SKILLS



DISTRIBUTED LEADERSHIP



CHANGE MANAGEMENT





6.3 Diversity, inclusion and human rights

[GRI 3-3]
[GRI 404-1]
[GRI 404-3]

In line with the principles set out in its Code of Ethics, Fabbri 1905 reaffirms its commitment to a fair working environment that respects individual dignity. The company promotes a **culture of inclusivity** that translates into **equal opportunities** at every stage of professional development: from entry into the company to training, career progression and remuneration policies. Every decision is made without any form of discrimination based on sex, age, health status, nationality or political or religious beliefs. In 2025 no incidents of discrimination were recorded, confirming a solid, aware corporate environment.

Inclusion is not just a principle, but an established practice in Fabbri's corporate culture. For years now, structured initiatives have been in place to ensure **equal treatment and opportunities, particularly with regard to gender diversity**. These measures are governed by internal operating rules that ensure their concrete and effective application in HR processes. These include:

A fair and impartial selection process, made possible also through the use of anonymous handwriting analysis, which eliminates any potential bias related to the identity of the candidate.

Transparent and equal access to training, guaranteed to all staff without distinction.

Aware that the promotion of female talent is a strategic lever for innovation and growth, Fabbri aims to strengthen the role of women in career paths. Indeed, the company is committed to supporting women in management through development programmes designed to encourage their access to decision-making and leadership roles. This approach is not merely about closing a gap, but about unlocking the potential of women in the company and fostering an **inclusive, performance-oriented management culture**.

Moreover, from 2026 analyses will be launched on remuneration and the related comparison between genders, considering parameters such as classification level and length of service, with the aim of reducing gaps within the company and ensuring pay transparency. For 2025 the average gender pay gap was 79.5%.

In 2023, out of a total of 167 employees, 46% were women. After a slight decrease in 2024, when women accounted for 45% of 177 employees, in 2025 the number of women in the company rose again, reaching 46% of 196 employees.

Looking also at middle management positions and managerial careers, there is a substantially balanced presence of men and women, confirming a progressive strengthening of gender equality within the company. The growing presence of women in key roles not only promotes a fairer, more inclusive working environment, but also demonstrates the company's commitment to supporting female talent and helps develop the diversity of skills and perspectives, with positive effects on the company's ability to generate value over time.

Fabbri encourages **generational turnover**, also to support the technological changes required for the introduction and development of new IT systems by hiring new resources.

Once again in 2025 the incoming turnover rate continued its growth trend.

GRI 401-1: New employee hires and employee turnover		2023	2024	2025
Total number and percentage of new hires during the reporting period:	no.	36	39	53
	%	22%	22%	27%
Of whom Men	no.	16	23	35
	%	18%	23%	33%
Of whom Women	no.	20	16	18
	%	26%	20%	45%
Of whom Under 30	no.	7	15	22
	%	56%	79%	81%
30-50	no.	22	18	25
	%	24%	20%	26%
Over 50	no.	7	6	6
	%	11%	9%	8%

GRI 401-1: Employees who left the organisation		2023	2024	2025
Total number and percentage of employees who left the organisation during the reporting period:	no.	19	29	34
	%	11%	16%	17%
Of whom Men	no.	13	16	21
	%	14%	16%	20%
Of whom Women	no.	6	13	13
	%	8%	16%	14%
Of whom Under 30	no.	2	6	12
	%	15%	32%	44%
30-50	no.	6	13	15
	%	7%	14%	15%
Over 50	no.	11	10	7
	%	17%	15%	10%

In terms of diversity across the various job categories, the trend is consistent with previous years.

GRI 405-1: Diversity of employees		2023	2024	2025
Total employees		167	177	196
EXECUTIVES		11	11	12
Of whom Men	no.	7	7	8
	%	64%	64%	67%
Of whom Women	no.	4	4	4
	%	36%	36%	33%
Of whom Under 30	no.	0	0	0
	%	0%	0%	0%
30-50	no.	5	5	6
	%	45%	45%	50%
Over 50	no.	6	6	6
	%	55%	55%	50%
MANAGERS		7	9	13
Of whom Men	no.	3	4	7
	%	43%	44%	54%
Of whom Women	no.	4	5	6
	%	57%	56%	46%
Of whom Under 30	no.	0	0	0
	%	0%	0%	0%
30-50	no.	2	3	6
	%	29%	33%	46%
Over 50	no.	5	6	7
	%	71%	67%	54%
WHITE-COLLAR WORKERS		95	103	113
Of whom Men	no.	40	46	46
	%	42%	45%	41%
Of whom Women	no.	55	57	67
	%	58%	55%	59%
Of whom Under 30	no.	10	12	21
	%	11%	11%	19%
30-50	no.	59	57	60
	%	62%	55%	53%
Over 50	no.	26	33	32
	%	27%	32%	28%
BLUE-COLLAR WORKERS		54	54	58
Of whom Men	no.	41	41	44
	%	76%	76%	76%
Of whom Women	no.	13	13	14
	%	24%	24%	24%
Of whom Under 30	no.	3	6	6
	%	6%	11%	10%
30-50	no.	24	20	25
	%	44%	37%	43%
Over 50	no.	27	28	27
	%	50%	51%	47%

6.4 Community impact

[GRI 3-3]
[GRI 2-28]
[GRI 201-1]

For Fabbri 1905, creating value means contributing to the development of the communities the company operates in. Its commitment to the local area translates into practical initiatives focused on promoting social inclusion, supporting scientific research, promoting equal opportunities and strengthening the local social fabric.

Through established collaborations with associations, foundations and third-sector organisations, Fabbri supports projects that improve people's quality of life and promote opportunities for growth and integration. This commitment focuses specifically on three main areas: scientific research, support for the local community and promotion of equal opportunities.

SUPPORT FOR SCIENTIFIC RESEARCH

Fabbri 1905 supports scientific research through financial contributions and collaborations with organisations committed to developing new knowledge and therapies in the medical field.

Since 2015 the company has collaborated with **AIL** - the Italian Association against Leukaemia, Lymphoma and Myeloma, helping to support research projects and the association's initiatives. In 2025 the company also continued to support the "**TP53 and AML Mutation**" research project, developed at the L. e A. Seragnoli Institute of Haematology in Bologna and dedicated to the study of acute myeloid leukaemia, confirming its commitment to scientific development and improving treatments for blood cancers.

The company also takes part in AIL's Christmas and Easter solidarity campaigns by donating Panettoni and Colombe with Amarena Fabbri and Cuor di Amarena Fabbri Bombon, helping to raise funds for scientific research. Thanks to its continuous support over the years, Fabbri is now recognised as one of AIL Bologna's Major Donors.

Its commitment to health also extends to supporting **Fondazione ANT Italia Onlus**, Italy's largest non-profit organisation dedicated to providing free specialised home care to cancer patients.



SUPPORT FOR THE LOCAL COMMUNITY

The relationship with the local area is a central element of Fabbri 1905's identity. The company supports local initiatives that promote social inclusion, education and support for people in difficulty.

These initiatives include **Intelligenza Alimentare**, a project promoted by the **Bimbo Tu Onlus** association, which supports young people with eating disorders and their families through educational initiatives and support programmes.

Fabbri also supports the activities of the **Frolleria di Anffas Mirandola**, an artisanal pastry workshop that offers work opportunities to people with cognitive disabilities, supporting their social and professional inclusion.

The company also contributes to an important local healthcare hospitality pro-





ject promoted by the Sant'Orsola Hospital Foundation. Specifically, Fabbri supports the transformation of the Visitazione Monastery, now the Sorres Institute, into an accommodation facility for patients and family members who come from outside the region to receive treatment at Sant'Orsola Hospital in Bologna.

The initiative aims to offer a welcoming, dignified place to people facing long treatments away from home, helping to reduce the logistical and emotional difficulties linked to staying in the city during therapy.

EMPOWERMENT OF WOMEN AND SOCIAL INTEGRATION

The promotion of equal opportunities has always been one of Fabbri 1905's distinctive values. The company is characterised by a strong female presence within the organisation, with a balanced distribution of women and men across the various company functions. This commitment also takes the form of support for projects dedicated to training and professional inclusion.

These initiatives include the professional artisanal gelato course held as part of the "SI SOSTIENE in carcere" project, promoted by Soroptimist International d'Italia. The initiative aims to support the social and occupational reintegration of women prisoners through qualifying training programmes.

In 2025 eight training courses were held in various Italian prisons, offering participants the opportunity to acquire practical professional skills that can be used in the labour market. At the end of the programme, participants receive an official recognised diploma.



Soroptimist International d'Italia

A further example of the company's commitment to promoting female talent is Lady Amarena, the international competition dedicated to female bartenders. Started in 2015, Lady Amarena is now the only international competition reserved for bartenders, with the aim of promoting women's creativity and professionalism in the world of mixology.

The competition involves national selections in various countries and culminates every two years in the international final. In October 2025 the Italian final of the eighth edition was held under the patronage of the Ministry for Business and Made in Italy.



IMPACT GENERATED

- Multi-year collaboration with organisations and foundations engaged in scientific research and healthcare
- Support for social projects and inclusion initiatives in the local area
- Professional training programmes for occupational reintegration
- Initiatives dedicated to promoting female talent in the Ho.Re.Ca. sector



GRI 201-1: Direct economic value generated and distributed		2023	2024	2025
Revenue	€	65,570,812	69,624,539	79,477,727
Costs	€	58,192,779	59,527,069	73,668,017
Investments in the community	€	70,300	77,748	88,453

Lastly, Fabbri belongs to numerous associations, including:

- Consorzio Italia del Gusto
- Associazione italiana dell'industria di Marca (Centromarca)
- Unione italiana Food (formerly AIIPA)
- Stazione sperimentale per l'industria delle conserve alimentari (S.S.I.C.A.)
- IBC Associazione Industrie beni di consumo (formerly INDICOD)
- Comitato Leonardo
- International Bartender Association
- Associazione italiana dell'industria





7

Circular Economy

3.2%

of energy consumed
compared to 2024

Approximately

32%

of materials used
came from
recycling chains

1,200

tonnes of sugar
solutions recovered
for the production
of green energy**7.1 Direct environmental impacts of production and operations**

In general, food production has a significant environmental impact as it requires considerable consumption of resources such as energy and water. The environmental impacts generated by Fabbri 1905's activities are primarily due to the use of **fuels and electricity** for production, as well as transport and distribution along the value chain. These types of consumption are associated with the generation of greenhouse gas emissions, which contribute to climate change. As part of its energy saving measures, Fabbri 1905 carried out restructuring work aimed at reducing heat loss, adopted low-energy lighting and in 2025 built a photovoltaic system with a power output of approximately 900 kWp on the roof of a plant building.

Fabbri 1905's operations produce other direct environmental impacts, particularly linked to **water use and waste generation**. Specifically, operations carried out at production sites require water to be drawn from company-owned wells. This water is made potable using a biological treatment plant. Fabbri 1905's production generates water discharges that require purification to be re-introduced into public networks. The wastewater discharged by Fabbri 1905 into the public sewerage system does not contain hazardous, toxic, harmful or carcinogenic substances. In 2025 Fabbri 1905 carried out work on the plant's wastewater treatment system to improve its efficiency and increase its capacity.

[GRI 3-3]
[GRI 302-1]
[GRI 303-2]
[GRI 303-3]
[GRI 305-1]
[GRI 305-2]





Waste generated by production is sent for recycling or external disposal (refer to the chapter “Circular economy” for more information).

To **prevent and mitigate the environmental impacts** generated by its production operations, the company takes the following steps:



It complies with **legal environmental requirements**.



Assesses, **controls and seeks to minimise** the environmental impact of processes and products where possible.



Manages operations through the **efficient use of energy, water and materials**, aiming to reduce environmental impact, waste and emissions.

Specifically, the company **is actively committed to:**

- Reducing the environmental impact of **packaging** by introducing more sustainable formats and packaging materials and reducing material consumption.



- Improving **energy efficiency** and **water saving**:

- Energy and water use in the plants are carefully monitored and the company has adopted an **energy efficiency plan** by applying insulation to systems in order to eliminate dispersion and therefore reduce energy consumption.
- Improving production processes to **save water and reduce effluent generation**.



- Promoting **proper waste management** through recycling and efficient disposal policies.



- Using an Environmental Management System and maintaining **UNI EN ISO 14001** certification.



- Carrying out **plant upgrades** aimed at energy saving and generating energy from renewable sources.





In 2025 Fabbri 1905's energy consumption decreased slightly compared to the previous year.

The reduction in natural gas consumption is specifically attributable to the replacement of the boiler during the winter and the adoption of electrical systems for heating rooms, which resulted in an increase in purchased electricity.

In 2025 water consumption remained substantially stable.

GRI 302-1: Energy consumption		2023	2024	2025
Total energy consumption	GJ	57,257	62,015	60,034
of which natural gas for heating	GJ	40,544	43,969	42,030
of which purchased electricity	GJ	15,201	16,257	16,454
of which car fleet consumption (petrol)	GJ	278	600	544
of which car fleet consumption (diesel)	GJ	1,234	1,190	1,006

GRI 305-1: Direct GHG emissions (Scope 1)		2023	2024	2025
Gross direct (Scope 1) GHG emissions in tonnes of CO ₂ equivalent	tCO ₂ eq	2,474.34	2,694.31	2,616.53
Gas	tCO ₂ eq	2,362.27	2,561.80	2,501.85
Company car fleets - Petrol	tCO ₂ eq	20.44	44.15	39.98
Company car fleets - Diesel	tCO ₂ eq	91.63	88.37	74.69

GRI 305-2: Indirect GHG emissions from purchased energy (Scope 2)		2023	2024	2025
Gross energy indirect (Scope 2) GHG emissions, location-based, in tonnes of CO ₂ equivalent	tCO ₂ eq	1,103.17	1,179.77	1,179.64

Source for the emission factors used: ABI Guidelines 2025

GRI 303-3: Water withdrawal		2023	2024	2025
Total water withdrawal	m ³	108,547	100,090	99,601
From surface water	m ³	0	0	0
From groundwater	m ³	108,547	100,090	99,601
From seawater	m ³	0	0	0
From protected water	m ³	0	0	0

7.2 Circular economy

[GRI 3-3]
[GRI 301-1]
[GRI 306-1]
[GRI 306-2]
[GRI 306-3]

Fabbri considers the **circular economy** a strategic pillar to **ensure long-term environmental, social and economic sustainability**. In line with this vision, the company introduced numerous projects over the years aimed at reducing waste and consumption, with a focus on waste recovery and increasing circularity in processes and products.

GRI 301-1: Materials used		2023	2024	2025
Total materials used	Tonnes	2,508	1,997	2,065
of which paper and cardboard	Tonnes	371	387	405
of which toner	Tonnes	0.04	0.06	0.06
of which tinplate	Tonnes	234	309	310
of which glass	Tonnes	725	757	781
of which plastic (primary packaging)	Tonnes	1,167	532	556
of which plastic (secondary packaging)	Tonnes	7	7	8
Other*	Tonnes	5	5	5

* "Other" includes ceramics, multi-composites and displays.

A share of the materials used comes from recycling chains. Specifically, the recycled content is 25% for glass and 58% for tinplate. For cardboard, the percentage of recycled material varies between 37% and 100%, depending on the specific type, determined by the intended use of the packaging.

In addition to normal operational waste, production also generates organic and non-organic waste linked to the making of products and their **packaging**. The latter is one of the main challenges: while essential for preserving and protecting products during distribution and consumption, it can also generate large volumes of waste. For this reason, Fabbri 1905 has launched specific actions to improve the management of packaging and reduce its impact.

The company is currently testing the purchase of bottles made from recycled PET in collaboration with the Technical Office and Purchasing Department, aiming to **recover plastic waste**. For certain categories of plastic packaging a more accurate sub-sorting system was introduced to boost recovery efficiency. A notable example involves packaging classified as CER 0150102: in this case containers such as tanks, IBCs and HDPE drums are kept separate for direct recovery, avoiding intermediate steps that often lead to waste and unrecoverable material. Paper, cardboard, wood, glass and metal waste is also recovered. These materials are turned into new packaging or repurposed to make other objects, reducing demand for virgin resources.





As for **food waste**, Fabbri has adopted a socially responsible approach. Edible but no longer marketable products are donated to associations involved in food recovery. Over the last two years, products with an equivalent value of approximately €30,000 were donated. Some edible waste is handed over to a specialist external company that converts it into compost and other organic products, thereby restoring value to materials that would otherwise be lost.

Moreover, throughout all of 2025 the company participated in a programme to recover uneaten meals from its canteens to support people in need by donating the leftover food.

In general, non-reusable waste is managed and sent for recovery by authorised external operators.

GRI 306-3: Waste generated		2023	2024	2025
Total	Tonnes	2,402	1,905	2,396
Water for washing fruit	Tonnes	555	584	559
Food waste unusable for consumption or processing	Tonnes	645	464	716
Sludge from on-site effluent treatment (sewage treatment plant)	Tonnes	719	291	462
Paper and cardboard packaging	Tonnes	109	115	128
Wood packaging	Tonnes	94	87	157
Mixed-material packaging	Tonnes	71	79	85
Plastic packaging	Tonnes	64	68	74
Metal packaging	Tonnes	28	30	29
Glass packaging	Tonnes	19	15	23
Packaging containing residues of hazardous substances or contaminated by such substances	Tonnes	6	6	7
Organic waste containing hazardous substances	Tonnes	-	4	11
Compressor condensate water	Tonnes	36	39	49
Iron and steel	Tonnes	7	24	21
Plastic	Tonnes	5	12	11
Decommissioned equipment	Tonnes	10	22	53
Other hazardous waste	Tonnes	6	24	5
Other non-hazardous waste	Tonnes	28	41	6

Sources: processing based on the "X Green" management software and an additional internal database

During 2025 an anomaly in the wastewater treatment system, managed in agreement with the integrated water service operator, made it necessary to dispose of the wastewater from the departments as waste, which under normal conditions constitutes the effluent treated by the wastewater treatment system.

This generated an anomalous flow of waste that does not typically derive from our production, equal to approximately 9,025 tonnes, the values of which were separated from the reported statistics.

The impacts relating to waste produced by Fabbri 1905 are associated with its management by authorised plants. 97% of this waste is sent for recovery and 3% for disposal (only some hazardous waste).

Excluding the wastewater referred to above, the plant's waste for 2025 is largely attributable to these categories:



In 2025 the percentage of sludge sent for agricultural biogas production rose from 51% in 2024 to approximately 75%, while a further 10% of sludge was sent for spreading in agriculture. During the year, production began of a first by-product, which could not previously be recovered due to technological limits and was therefore classified as waste, enabling resources to be recovered from a circular economy perspective. During 2026 the scope of resources subject to enhanced recovery will be expanded.

Moreover, a solution entered production to reuse waste materials as a by-product for the production of green energy by external organisations. For this purpose, a technical sheet was prepared on by-products of the confectionery industry, legitimising the treatment of process waste as a by-product rather than as waste. This innovation made it possible to recover 1,200 tonnes of sugar solutions for the production of green energy.

During 2026, thanks to studies and investments in by-product separation capacity and refinement in intercepting production flows, the quantities sent to these plants are expected to increase, until all flows consistent with the definition are transformed into by-products.



LIFE CYCLE ASSESSMENT (LCA) OF THE ORGANISATION

During 2025 Fabbri 1905 completed a Life Cycle Assessment (LCA) study of the organisation, with the aim of identifying the main impacts along the entire value chain and the phases and processes that contribute most to the organisation's overall environmental footprint.

The LCA method allows organisations to objectively assess the environmental impacts associated with products and business operations using a so-called "cradle-to-grave" approach. Starting from the mapping of the raw materials and materials used, the energy used, the emissions produced and the waste generated, it makes it possible to identify the so-called "hotspots", i.e. the highest impact phases on which to focus improvement actions.

The study (relating to the 2024 product portfolio) included the acquisition of raw materials and their processing, transport, distribution and product end-of-life, providing a solid information base to guide future impact reduction strategies.



8

Methodological note

This document represents Fabbri 1905's fourth Sustainability Report, prepared to strengthen the company's commitment to increasingly transparent communication on its activities, sustainability strategy and economic, social and environmental impacts, both positive and negative.

[GRI 2-1]
[GRI 2-2]
[GRI 2-3]

The Report was prepared according to the guidelines and indicators set out in the GRI Sustainability Reporting Standards, updated in 2021 and effective from 1 January 2023, using the "with reference" approach. This Sustainability Report covers the period from 1 January to 31 December 2025, and the reporting scope includes the administrative headquarters in Bologna and the production site in Anzola dell'Emilia, collectively defined as "Fabbri 1905".

The document concludes with the GRI Content Index, which provides a schematic overview of the GRI indicators selected to address relevant topics identified through the materiality assessment (see Chapter 3. "Sustainability at Fabbri" for further details).

Finally, it is specified that this document was prepared on a voluntary basis and was not subject to third-party assurance.





9

*GRI Content Index***Declaration of use**

Fabbri 1905 S.p.A. drafted its reporting in accordance with the GRI Standards for the information referred to in this GRI content index for the period 1 January – 31 December 2025.

Use GRI 1

Use GRI 1 Foundations 2021

GRI STANDARDS**DISCLOSURE****CHAPTER/DIRECT
REFERENCE****GENERAL DISCLOSURES****ORGANISATIONAL PROFILE****GRI 2: General disclosures (2021)**

2-1 Organisational details

8. Methodological note

2-2 Entities included in the organisation's sustainability reporting

8. Methodological note

2-3 Reporting period, frequency and contact point

8. Methodological note

2-4 Restatements of information

The total waste produced in 2023 and 2024 was updated following the inclusion of additional waste categories.

2-5 External assurance

This document was not subject to external assurance.

2-6 Activities, value chain and other business relationships

1. About us: Italian tradition since 1905

2-7 Employees

6.1 Employee protection and well-being

2-8 Workers who are not employees

6.1 Employee protection and well-being

2-9 Governance structure and composition

4.1 Effectiveness of the governance and communication model

2-11 Chair of the highest governance body

4.1 Effectiveness of the governance and communication model

2-14 Role of the highest governance body in sustainability reporting

4.1 Effectiveness of the governance and communication model

	2-17 Collective knowledge of the highest governance body	4.1 Effectiveness of the governance and communication model
	2-22 Statement on sustainable development strategy	Letter to the stakeholders
	2-27 Compliance with laws and regulations	4.1 Effectiveness of the governance and communication model
	2-28 Membership associations	6.4 Community impact
	2-30 Collective bargaining agreements	6.1 Employee protection and well-being
GRI 3: Material topics (2021)	3-1 Process to determine material topics	3. Sustainability at Fabbri
	3-2 List of material topics	3. Sustainability at Fabbri

MATERIAL TOPIC: **EFFECTIVENESS OF THE GOVERNANCE AND COMMUNICATION MODEL**

GRI 3: Material topics (2021)	3-3 Management of material topics	4.1 Effectiveness of the governance and communication model
GRI 205: Anti-corruption (2016 version)	205-2 Communication and training on anti-corruption policies and procedures	4.1 Effectiveness of the governance and communication model
GRI 417: Marketing and labelling (2016 version)	417-1 Requirements for information and labelling of products and services	4.1 Effectiveness of the governance and communication model
	417-2 Incidents of non-compliance concerning product and service information and labelling	4.1 Effectiveness of the governance and communication model
	417-3 Cases of non-compliance concerning marketing communications	4.1 Effectiveness of the governance and communication model

MATERIAL TOPIC: **ETHICS AND RESPONSIBLE BUSINESS**

GRI 3: Material topics (2021)	3-3 Management of material topics	4.2 Ethics and responsible business
GRI 205: Anti-corruption (2016 version)	205-2 Communication and training on anti-corruption policies and procedures	4.2 Ethics and responsible business
	205-3 Confirmed incidents of corruption and actions taken	4.2 Ethics and responsible business
GRI 207: Tax (2019 version)	207-1 Approach to tax	4.2 Ethics and responsible business
	207-2 Tax governance, control, and risk management	4.2 Ethics and responsible business
	207-3 Stakeholder engagement and management of concerns related to tax	4.2 Ethics and responsible business

MATERIAL TOPIC: **SUSTAINABLE SUPPLY MANAGEMENT**

GRI 3: Material topics (2021)	3-3 Management of material topics	5.1 Sustainable supply management
GRI 204: Procurement practices (2016 version)	204-1: Proportion of spending on local suppliers	5.1 Sustainable supply management
	308-2 Negative environmental impacts in the supply chain and actions taken	5.1 Sustainable supply management

MATERIAL TOPIC: **CONSUMER HEALTH AND SAFETY**

GRI 3: Material topics (2021)	3-3 Management of material topics	5.3 Consumer health and safety
GRI 416: Customer health and safety (2016 version)	416-1 Assessment of the health and safety impacts of product and service categories	5.3 Consumer health and safety
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	5.3 Consumer health and safety
GRI 418: Customer privacy (2016 version)	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	5.3 Consumer health and safety

MATERIAL TOPIC: **EMPLOYEE PROTECTION AND WELL-BEING**

GRI 3: Material topics (2021)	3-3 Management of material topics	6.1 Employee protection and well-being
GRI 416: Customer health and safety (2016 version)	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	6.1 Employee protection and well-being
GRI 403: Occupational health and safety (2018 version)	403-1 Occupational health and safety management system	6.1 Employee protection and well-being
	403-2 Hazard identification, risk assessment, and incident investigation	6.1 Employee protection and well-being
	403-5 Worker training on occupational health and safety	6.1 Employee protection and well-being
	403-6 Promotion of worker health	6.1 Employee protection and well-being
	403-9 Work-related injuries	6.1 Employee protection and well-being
	403-10 Work-related ill health	6.1 Employee protection and well-being

MATERIAL TOPIC: **DEVELOPMENT OF HUMAN CAPITAL AND SKILLS**

GRI 3: Material topics (2021)	3-3 Management of material topics	6.2 Development of human capital and skills
GRI 404: Training and education (2016 version)	404-1 Average hours of training per year per employee	6.2 Development of human capital and skills
	404-3 Percentage of employees receiving regular performance and career development reviews	6.2 Development of human capital and skills

MATERIAL TOPIC: **DIVERSITY, INCLUSION AND HUMAN RIGHTS**

GRI 3: Material topics (2021)	3-3 Management of material topics	6.3 Diversity, inclusion and human rights
GRI 401: Employment (2016 version)	401-1 New employee hires and employee turnover	6.3 Diversity, inclusion and human rights
GRI 418: Customer privacy (2016 version)	405-1 Diversity of governance bodies and employees	4.1 Effectiveness of the governance and communication model 6.3 Diversity, inclusion and human rights
	405-2 Ratio of basic salary and remuneration of women to men	6.3 Diversity, inclusion and human rights
GRI 406: Non-discrimination (2016 version)	406-1 Incidents of discrimination and corrective actions taken	6.3 Diversity, inclusion and human rights

MATERIAL TOPIC: **COMMUNITY IMPACT**

GRI 3: Material topics (2021)	3-3 Management of material topics	6.4 Community impact
GRI 201: Economic performance (2016 version)	201-1 Direct economic value generated and distributed	6.4 Community impact

MATERIAL TOPIC: **DIRECT ENVIRONMENTAL IMPACTS OF PRODUCTION AND BUSINESS MANAGEMENT**

GRI 3: Material topics (2021)	3-3 Management of material topics	7.1 Direct environmental impacts of production and business management
GRI 201: Economic performance (2016 version)	302-1 Energy consumption within the organisation	7.1 Direct environmental impacts of production and business management
GRI 303: Water and effluents (2018 version)	303-2 Management of water discharge-related impacts	7.1 Direct environmental impacts of production and business management
	303-3 Water withdrawal	7.1 Direct environmental impacts of production and business management

GRI 305: Emissions (2016 version)	305-1 Direct (Scope 1) GHG emissions	7.1 Direct environmental impacts of production and business management
	305-2 Energy indirect (Scope 2) GHG emissions	7.1 Direct environmental impacts of production and business management
MATERIAL TOPIC: CIRCULAR ECONOMY		
GRI 3: Material topics (2021)	3-3 Management of material topics	7.2 Circular economy
GRI 416: Customer health and safety (2016 version)	301-1 Materials used by weight or volume	7.2 Circular economy
	301-2 Recycled input materials used	7.2 Circular economy
GRI 418: Customer privacy (2016 version)	306-1 Waste generation and significant waste-related impacts	7.2 Circular economy
	306-2 Management of significant waste-related impacts	7.2 Circular economy
	306-3 Waste generated	7.2 Circular economy

On the left-hand page: Cheone, Silos

Fabbri decided to extend its commitment to promoting the local area by working on the Silos owned by the company located opposite the Anzola dell'Emilia plant.





fabbri1905.com
store.fabbri1905.com





Cheone, Silos

Murals by the artist Cheone, part of the urban redevelopment project promoted by Fabbri