



SUSTAINABILITY REPORT 2025

Enhancing
the potential of nature

SUSTAINABILITY REPORT 2025

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CEO STATEMENT

Welcome to **SEDAMYL 2025 ESG Report**, outlining our commitments and activities to deliver our **Farm-to-Customer Sustainability strategy**. 2025 was an exciting year, where we developed with passion several new projects, strengthening both our presence in international markets and our identity as a Group.

We recently have redefined our **Mission, our Vision and our Values**, turning them into a guidance framework to co-operate together more effectively and make our brand distinctive in everything we do.

Further reinforcing our commitment to Sustainable manufacturing activities, we are pleased to announce **SEDAMYL Decarbonisation Roadmap to 2030**: a substantial step to reduce environmental impacts in our production facilities and

by consequence lowering the carbon emissions associated with our products.

Finally, we aligned our ESG approach with EU requirements by adopting **new reporting standards and updating our Materiality Assessment**.

In the next sections, you will find details about our policies, actions and impacts.

This process is a continuous challenge to improve the way we run our business, identifying the best approaches to deliver sustainable growth to our business.

Stefano Frandino

Managing Director | Sedamyl IT

Elena Frandino

Managing Director | Sedamyl UK



METHODOLOGICAL NOTE

This Report is the **seventh ESG Report of SEDAMYL**, which includes **SEDAMYL Italy and SEDAMYL UK**. The goal of this Report is to describe the commitments, achievements and actions undertaken by SEDAMYL within the continuous improvement of its business model.

The information and data presented in this Report refer to the production plants of Busca and Saluzzo in Italy and Selby in the UK over the period spanning from January 1st and December 31st, 2025.

Starting with this 2025 ESG Report, SEDAMYL decided to adopt the **EFRAG Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME)** developed by the European Union. Although SEDAMYL is excluded from the scope of the CSRD EU Directive, we chose to adopt the VSME standard to ease the share of information with our business partners subject to the Directive. Both Basic and Comprehensive modules were included in this exercise. The list of all datapoints required

by the VSME standard is presented in the last section of this report. In order to maximise alignment with the CSRD, in 2025 SEDAMYL underwent a Double Materiality Assessment (DMA) exercise, which enabled us to identify the most relevant Sustainability issues for SEDAMYL Group and its stakeholders. The structure of this Report has been designed according to the findings of the DMA.

In order to describe how our Key Performance Indicators (KPIs) are progressing for each Sustainability topic, a comparison between data from 2025 and from previous years is presented where applicable.

During the preparation of this Report, efforts were made to **limit estimates and extrapolations** in order to ensure the **reliability of the data**. In each of part of the present Report, it is clearly stated the nature of the data presented.

Note:

Certain datapoints required by the VSME standard have been deemed as confidential due to their relevance and have been omitted from the disclosure as a consequence. More details are available in the last section of the Report.

This ESG Report was drawn up by transversally engaging the whole organizational structure of SEDAMYL. We would like to thank each one for their help and support.

For any further information regarding this ESG Report, please contact: info@sedamyl.com

SEDAMYL

SEDAMYL is one of the **leading manufacturers of starches, sweeteners, proteins and alcohol in Europe**, supplying ingredients for all major food, feed and industrial applications.

We have established ourselves as one of the most **reliable partners** on the market thanks to our state-of-the-art manufacturing facilities and our ability to turn each of our customer's needs into **fast and effective solutions**.

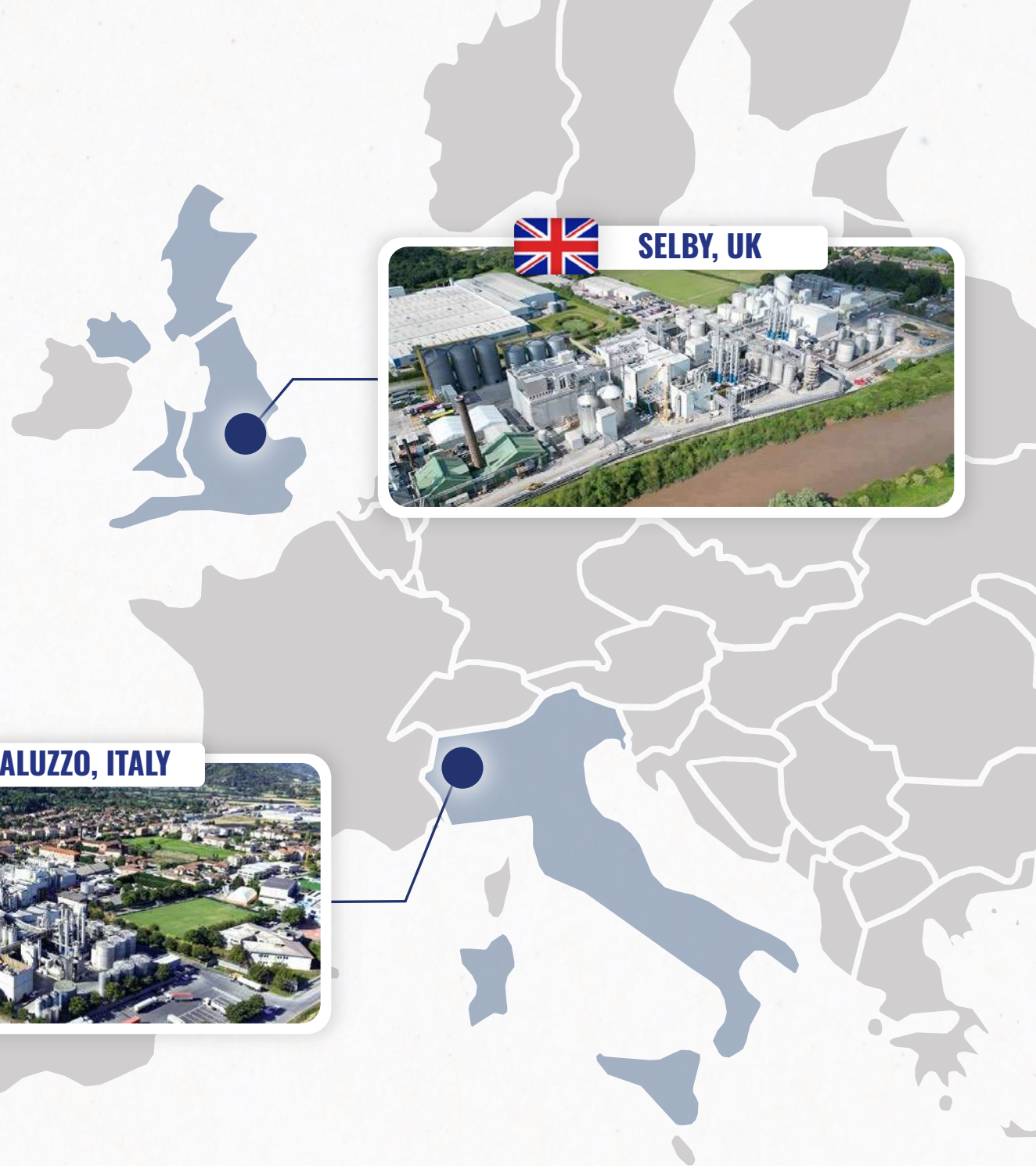
SEDAMYL currently has two manufacturing facilities to produce starches & derivatives:

SEDAMYL Italy

Located in the northwest of Italy

SEDAMYL UK

Located in north Yorkshire



SELBY, UK



SALUZZO, ITALY



SEDAMYL | Our Products & Applications

With a **100% wheat-based portfolio**, we serve a **wide range of markets**, including Food, Paper & Corrugated, Spirits, and Animal Nutrition, among many others, reflecting the versatility of our products and our ability to deliver sustainable solutions across diverse industries.

FOOD	BEVERAGE & SPIRITS	PAPER & CORRUGATED	ANIMAL NUTRITION	FERMENTATION, PHARMA & COSMETICS	TECHNICAL APPLICATIONS	ORGANIC
SWEETENERS Glucose Syrups High Fructose Syrups (Isoglucose) Maltodextrins and Dried Glucose Syrups	SWEETENERS Glucose Syrups High Fructose Syrups (Isoglucose) Maltodextrins and Dried Glucose Syrups	STARCHES Native Starches Modified Hydrolyzed Starches Modified Cross-linked Starches	PROTEINS Vital Wheat Gluten Soluble Wheat Proteins	INDUSTRIAL GLUCOSES High Dextrose Glucose Syrup High Maltose Glucose Syrup	INDUSTRIAL GLUCOSES High Dextrose Glucose Syrup High Maltose Glucose Syrup	INDUSTRIAL GLUCOSES Ethyl Alcohol from Organic Wheat
STARCHES Native Wheat Starch Hydrolyzed Wheat Starch	ALCOHOL Grain Neutral Alcohol Fermentation Neutral Alcohol		COPRODUCTS Wheat Bran Liquid Stillage Dried Stillage Soft Wheat Distiller	ALCOHOL Fermentation Neutral Alcohol	ALCOHOL Fermentation Neutral Alcohol	STARCHES Organic Native Wheat Starch
PROTEINS Vital Wheat Gluten Hydrolyzed Wheat Proteins					STARCHES Native Starches Modified Hydrolyzed Starches Modified Cross-linked Starches	SWEETENERS Organic Glucose Syrups
						PROTEINS Organic Vital Wheat Gluten

MISSION, VISION & VALUES

Mission

Our mission is to deliver the highest quality products, create value, and help society face the challenges of today – and tomorrow.

Our shared focus on how we get things done the SEDAMYL way. It's a responsibility to our people, the planet we share and the quality of our products. Nature offers us generous resources that we must use in the most responsible way.

Through our plants and our people, **we work to create a shared value** with the conscious goal of improving the relationship between humanity and our planet **with a holistic and sustainable approach**. Enhancing the potential of nature, in respect of nature.

Our mission lends itself to our sustainability strategy and **we focus on three key pillars – People, Planet and Quality**.

People

Built on **generations of passion and knowledge**, the people who work here are committed to doing things the right way, ensuring that the **communities** in which we operate **are respected and cared for**. This commitment to **strong relationships** will power our future for generations to come.

Planet

We believe in **enhancing the potential of nature while protecting and preserving the planet** we share. Our focus on **sustainable business practices** drives us to develop the **best natural ingredients**, without ever compromising on quality.

Quality

Enhancing the potential of nature by **respecting everything nature provides** is our commitment to the planet we share. Our focus on **sustainable business practices** means we develop the best natural ingredients but **never compromise on quality**.

MISSION, VISION & VALUES

Our Values

PASSION

Our passion for what we do inspires us to go above and beyond, every day.

SEDAMYL people go further: we turn ideas into solutions, we build relationships based on respect and kindness, and we consistently strive for the best outcomes for every customer. We make a difference for our colleagues and communities, and we grow every day by putting our passion to work.



We value different perspectives and what makes each person unique, and we take responsibility for the impact we have, not only on our colleagues, but also on our communities and the environment around us.



RESPECT

We respect the planet, our heritage, our customers, and each other.

AGILITY

We're agile, which helps us continuously innovate and deliver for our customers.

In a world where change is constant, agility of thinking means rapid adaptability when needed. Our goals are fixed, but the journey to them needs to be more flexible to respond to the ever-changing nature of the world economy, weather patterns and customer needs. Agility keeps us one step ahead.



Excellence is at the heart of our business, shaping our work with colleagues, customers and communities. We focus on detail, set high standards, and strive to be the best we can be. Continuous improvement drives us to learn, evolve and keep raising the bar.



EXCELLENCE

We aim to deliver excellence in everything we do.

MISSION, VISION & VALUES

Our Vision

***Our Vision is
to improve people's lives
by enhancing
nature's potential.***

This paints a picture of the future we want to create. Together, our mission and vision **reflect our identity**, our strengths, and how we work together as one business to achieve our ambitions.

Our core values **guide our daily choices**, our relationships, and our decisions. They inspire the way we work, and help grow our **commitment to our people, our customers and our environment**.



DOUBLE MATERIALITY ASSESSMENT

Identifying the most relevant and material Sustainability topics for a company is a key step in order to develop and deliver an **effective strategy to improve ESG performances**.

In 2025, we reviewed the analysis of the most important Sustainability topics for SEDAMYL. We applied the **Double Materiality Assessment** approach as developed within the CSRD framework, with the support of specialised consultants.

In this assessment, we took into consideration:

Impact materiality

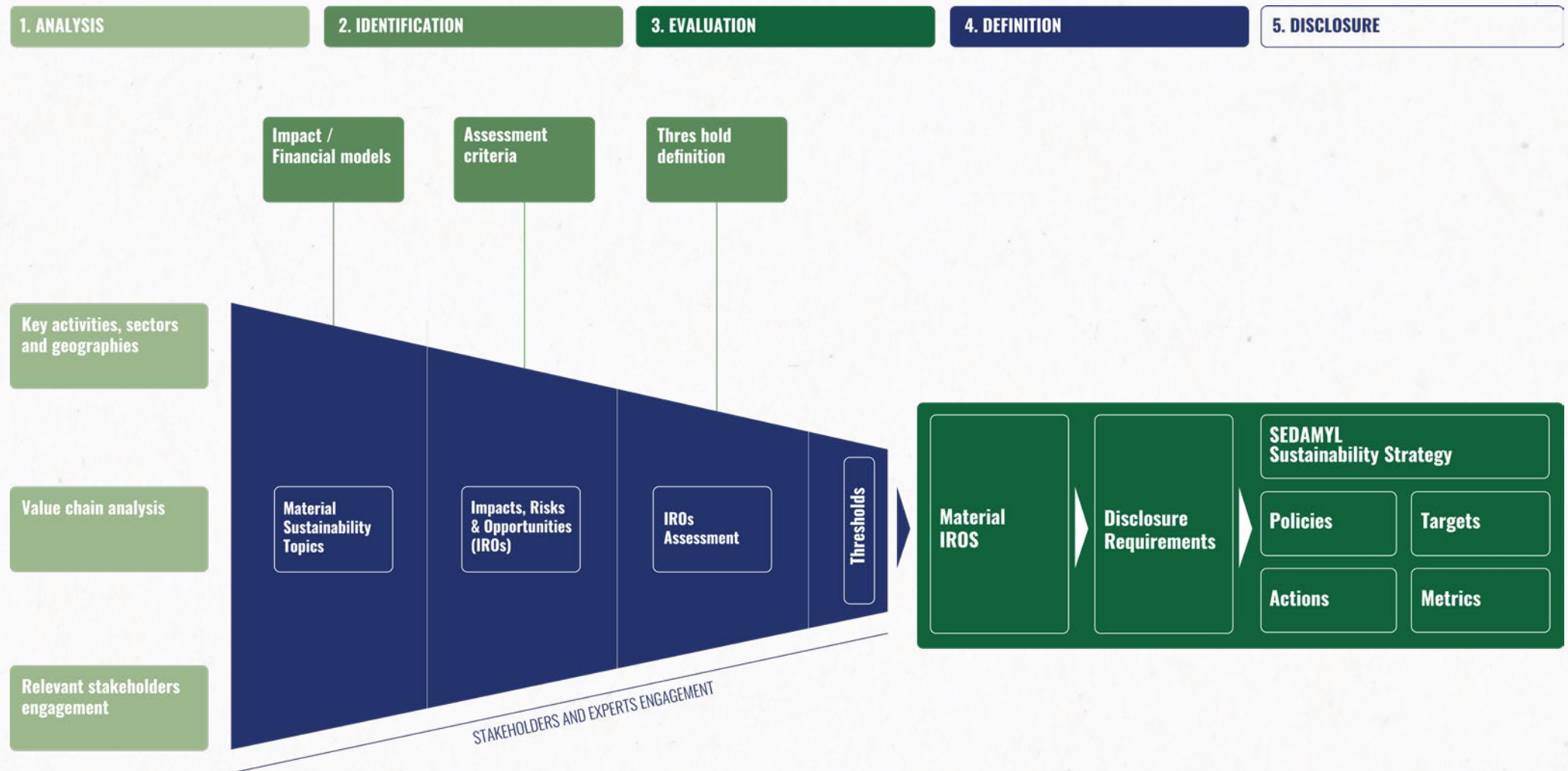
What is the impact of Sedamyl activities, and the activities within our value chain, on the environment, people and society?

Financial materiality

What ESG themes can create risks and opportunities on Sedamyl financial performances?

DOUBLE MATERIALITY ASSESSMENT

The combination of these evaluations resulted in a list of **impacts, risks and opportunities (IROs)** for the most relevant ESG topics.



DOUBLE MATERIALITY ASSESSMENT

ESG PILLAR	VSME STANDARD REFERENCE	MATERIAL TOPICS
Environment	Climate change – B3/C3/C4	• Scope 1&2 emissions • Scope 3 emissions • Carbon reduction strategy • Energy efficiency
	Pollution – B4	• Air pollution
	Water – B6	• Water management • Water pollution
	Circular economy – B7	• Process efficiency • Waste management • By-products valorisation
Social	Sedamyl workforce – B8/B9/B10/C5/C6/C9	• Health&Safety • Skill development • Life/work balance
	Value chain workforce – C7	• Child/forced labour
	Local communities	• Support to local communities • Socio-economic development
Governance	Business conduct – B11/C9	• Business ethics • Data protection • Cybersecurity

Table 1. Material topics

SUSTAINABILITY STRATEGY

SEDAMYL Sustainability strategy focuses on the engagement of every actor involved in our **supply chain**, developing partnerships and projects to enhance **environmental and social benefits**. This translates into more Sustainable SEDAMYL activities and products.

Our Sustainability strategy is called **Farm-to-Customer** and, as announced last year, it is now fully implemented. Our target is to provide **Sustainable ingredients**, using high-quality raw material and ensuring **full traceability in the value chain**.



SUSTAINABILITY STRATEGY

The main pillars underlying our Strategy are:

1



Carbon reduction, to be delivered within our manufacturing activities, our raw material (wheat) and the logistics involved in our value chain.

2



The implementation of the **best available technologies** for our production cycle, and the requirement to our business partners to do the same.

3



A state-of-the-art **environmental management** system taking into account water, waste management and circular economy.

4



Protection of **human and labour rights** within the whole value chain.

5



Striving for **continual improvement** in our performances.

As a consequence, we aim to deliver our strategy by working on three main axes: **Sustainable wheat**, **Sustainable manufacturing activities** and **Sustainable logistics**.

LAND

The **Sustainability of our raw material** is a crucial step to effectively deliver our strategy. We started by sourcing **certified sustainable wheat** for both our manufacturing sites and by directly managing organic wheat production.

We then engaged in **Regenerative Agriculture projects** to quantify environmental improvements and ensure a fair share of risks between actors involved in our supply chain.

VSME REFERENCE: C3 / C4 / C7 / C9

POLICIES

SEDAMYL supports **sustainable development principles** as developed by the UN and other equivalent initiatives. We therefore require our **suppliers** to commit to adhere to these principles. Our commitment is detailed by a framework of policies and standards to meet **quality, environmental and social requirements**. More details of our policies can be found on our website.

SUPPLIERS CODE OF CONDUCT

All suppliers shall comply with the **labour regulations** in force in the countries where they operate, particularly regarding **child labour, undeclared labour, forced labour, fair remuneration and discrimination**.

Moreover, each supplier must comply with **safety regulations** by providing workers with a **safe and secure working environment** and implementing all corrective and preventive measures necessary to avoid all risks of working accidents. Finally, all suppliers shall contribute to **reducing the environmental impact** related to their activities.

In particular, by **reducing consumption of energy and raw materials**, emissions, water discharge and waste, and any other environmental effects related to the activity that may be considered significant, following the principle of **continuous improvement**.

ANTI-SLAVERY STATEMENT

SEDAMYL Group is committed to ensuring there is **no modern slavery or human trafficking** in its supply chains or any part of its businesses.

It works closely with its suppliers to ensure that slavery and human trafficking risks are identified and managed proactively. We are committed to **eliminating forced and compulsory labour** and effectively abolishing child labour.

This includes International Labour Organisation (ILO) conventions 138 & 182 on prohibiting child labour and 29 & 105 on eliminating forced or mandatory labour. Sedamyl expects the same standards from all we work with, including business partners and suppliers.

NO CHILD LABOUR POLICY

Our child labour policy is based on the ILO Minimum Age Convention 138 (1973). **Sedamyl does not employ any person below the age of 18 years at any of its production facilities.**

CERTIFIED SUSTAINABLE WHEAT

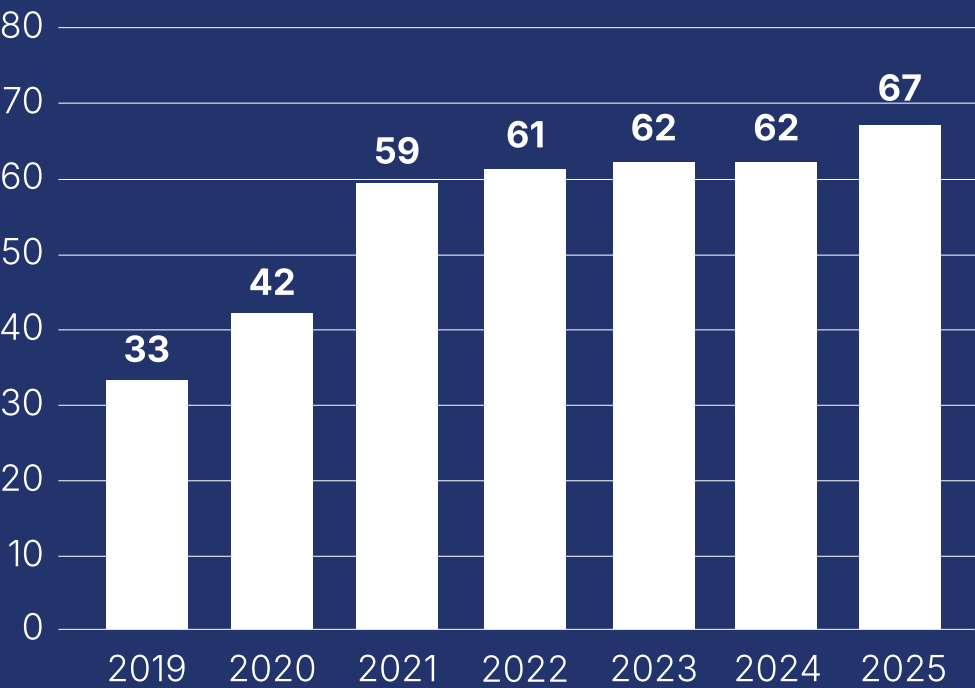
Sustainability certifications for agricultural raw materials are a tool to **measure, improve, and verify agricultural sustainability**. It evaluates farms and supply chains across social, environmental, and economic criteria to monitor good agricultural practices (GAP), labour conditions, soil, water management, biodiversity, and farm management. The information provided by agricultural suppliers are verified by external audits.

There are several certification schemes available on the market, and we always compare available Sustainability certifications against the FSA-SAI PLATFORM Benchmark. Depending on the geographical origin of wheat we can rely on different certification schemes: RED TRACTOR, ISCC EU and ISCC PLUS, 2BSVs. These certification schemes are benchmarked to be SILVER or GOLD equivalent in the SAI Platform benchmark.



% of certified wheat

The increase in sourcing of certified wheat has been steady at Group level, and in 2025 we almost reached 70% of the total wheat sourcing:



REGENERATIVE AGRICULTURE

Regenerative Agriculture is a farming approach that aims to **improve soil health and biodiversity**, therefore regenerating agricultural ecosystems and reducing environmental impacts of wheat production. The projects we are involved in also ensure that all farmers engaged are financially compensated for their efforts to change their agricultural practices and switch to sustainable and resilient approaches.

Agricultural suppliers are responsible to apply Regenerative farming, and reduction of environmental impacts is monitored through collection of primary data from farmers engaged in the programmes. Suitable data partners are also required to collect all relevant data and calculate relevant Performance Indicators: **carbon emissions and carbon sequestration**, KPIs related to **soil health and biodiversity**.

PRIMARY DATA

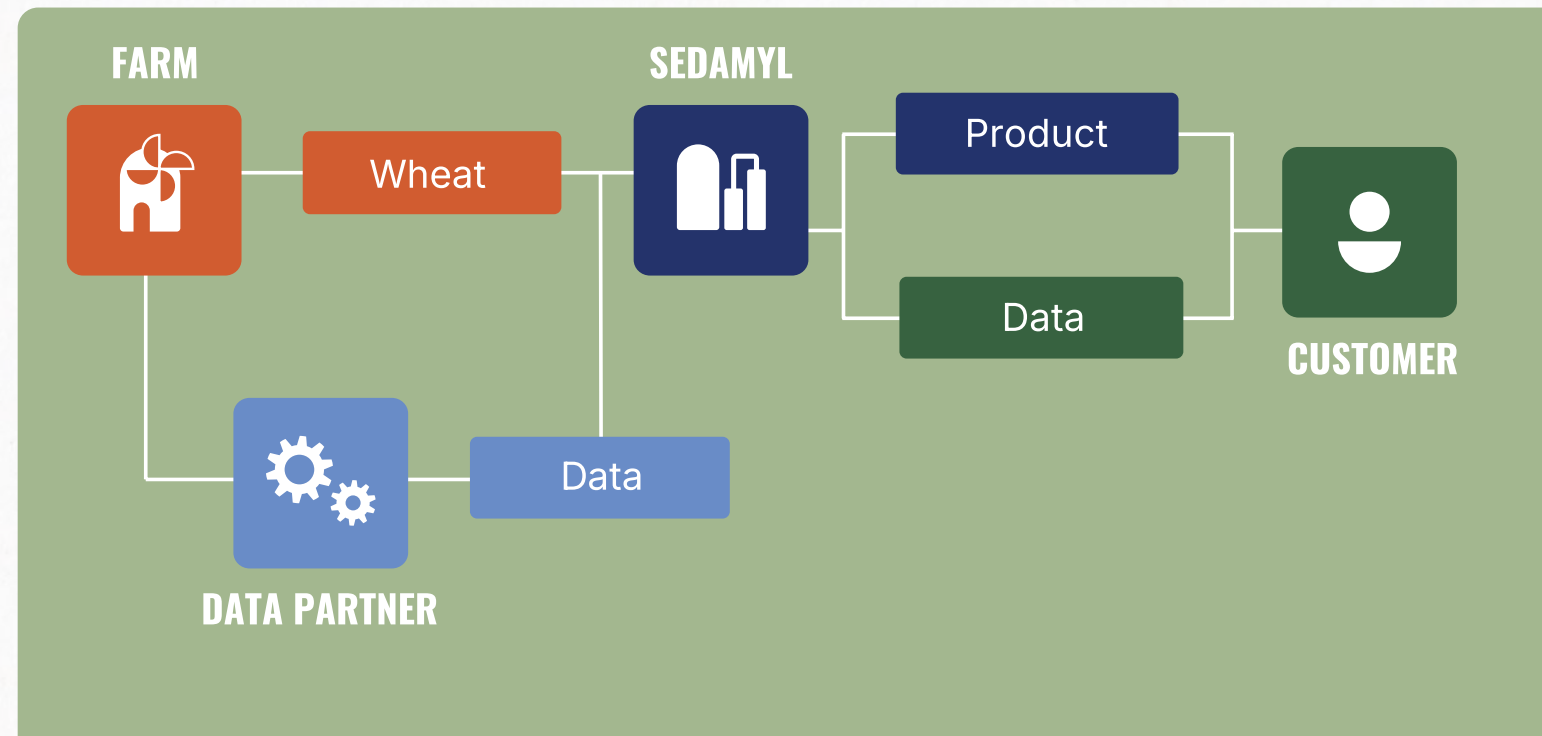
CARBON EMISSIONS & SEQUESTRATION

SOIL HEALTH

BIODIVERSITY

SUPPORT TO FARMERS

The development of Regenerative Agriculture projects typically requires multiple partners:



REGENERATIVE AGRICULTURE

Sedamyl consequently receives, on mass balance principle, regenerative wheat along with all necessary Sustainability data, and we therefore offer to our customers Sustainable ingredients from Regenerative wheat and Sustainability data obtained in the project. **Sedamyl first Regenerative Agriculture programme** is the **TRANSITIONS project**, developed by the French cooperative Vivescia. Details about the agronomic framework and the data collection and management methodologies can be found on the TRANSITIONS website.

The 2° year of the project suffered from extremely low wheat yields compared to the first year (-25%, due to climate conditions), which explains the slight increase in the emission factor measured using primary data in the project.

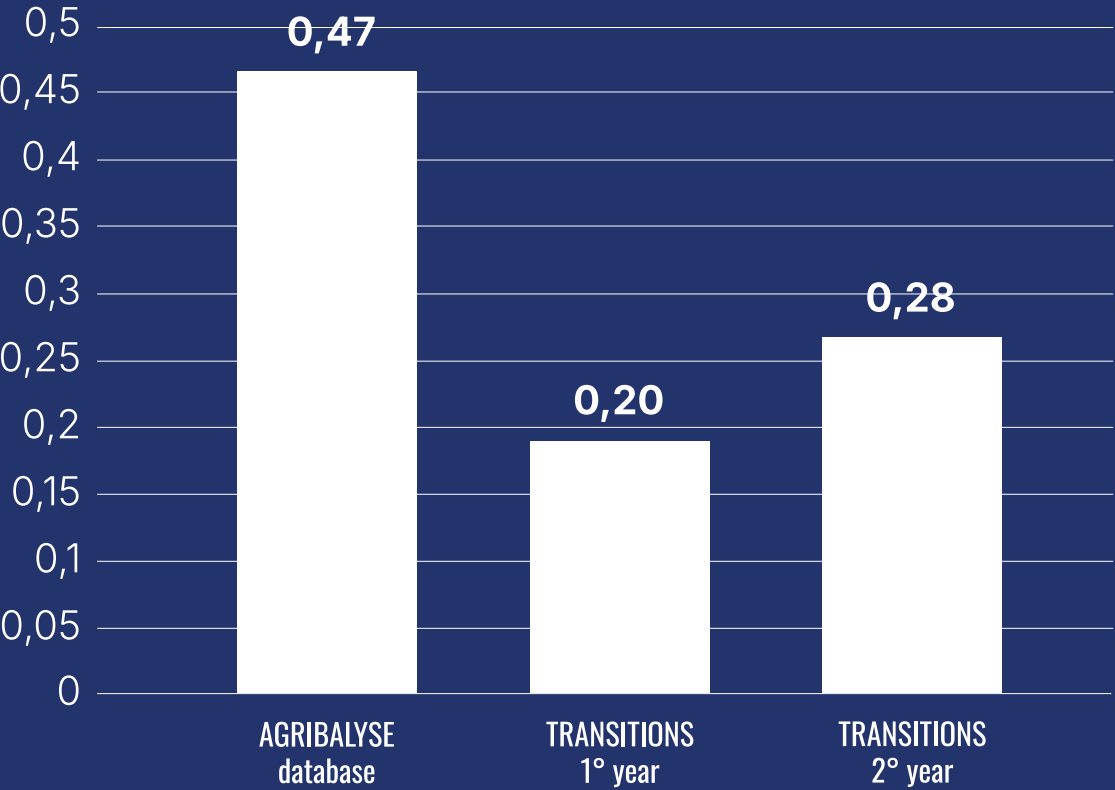
Even during an adverse year for wheat cultivation, the resulting carbon emission factor can still contribute to low carbon SEDAMYL ingredients. This is an **evidence of the importance of focusing on Sustainable agricultural practices** in order to achieve decar-

bonisation in the whole value chain. In 2026, **SEDAMYL will join a second Regenerative Agriculture project in Europe**, which will result in doubling the Regenerative wheat volumes that will

be sourced every year. Our team is also working in developing a Sedamyl-branded project with local suppliers in the UK. **One of the main benefits** in the TRAN-

SITIONS project **is the low carbon emission factor** for wheat compared to standard databases emission factors, for example the Agribalyse database for French wheat:

Wheat emission factor Ton CO_{2eq}/ton wheat



SUSTAINABLE LOGISTICS

Transportation of wheat from agricultural production areas and transportation of our ingredients to our customers' sites can also entail **environmental impacts**, resulting for example in Scope 3 carbon emissions. Working on sustainable logistics for Sedamyl means focusing on:

RAILROAD TRANSPORTATION



Raw material logistics

For wheat transportation, **more than 50%** of our raw material processed in our plants is currently **transported by railroad**, with Sedamyl directly managing the railroad transportation through a company called EVM RAIL, which is 100% owned by Sedamyl, offering a unique security of supply to our customers.

ELECTRIFICATION SEDAMYL FLEET



Internal transportation

We are investing in the **electrification of our internal fleet**, the first **Sedamyl E-TRUCK** for internal flour transportation has been implemented in 2025.

LOW-CARBON PRODUCTS LOGISTICS

AVERAGE DISTANCE	530* km
FUEL CONSUMPTION	180 liters
CARBON REDUCTION USING HVO PER DELIVERY	77% (source: ENI)

Sedamyl ingredients logistics

Wherever possible, we are partnering with our logistics suppliers to assure **low-carbon transportation** of our ingredients to our customers plants. We seek to extend the usage of HVO, low-carbon biodiesel, to our deliveries as HVO allows for more than 70% carbon reduction in transportation compared to fossil diesel.

Of course, the availability of HVO transport is dependent on the final destination of our deliveries. At the same time, we always explore **multi-modal logistics alternatives** with our customers.

HVO transport availability detention - dependent

**Actual average distance for Sedamyl deliveries in Financial Year 2025*



SUSTAINABLE MANUFACTURING ACTIVITIES

We are committed to sustainable industrial activities formalised in our environmental and energy policy. This path leads to **solid commitments towards the environment**, our collaborators and our local communities. The Double Materiality Assessment also enabled us to refine the relevant topics where Sedamyl can deliver Sustainability benefits and confirm the most effective actions to achieve improvement:

TOPIC	ACTION	RELATED SDG
Climate change	Replace part of natural gas with renewable energy	
Water management	Continuous improvement compared to baseline (2019)	
Environmental management	Obtain ISO 14001 certification at Group level	 
Energy efficiency	Obtain ISO 50001 certification at Group level	 
Safety at work	Increase training hours and update training courses	
Good governance	Develop antibribery frameworks for every Sedamyl company	
Training	Increase the training hours per employee	
Cybersecurity	Develop a management system aligned with EU Cybersecurity Directive (NIS2)	
Quality of Sedamyl products	Reduce customer complaints	

VSME REFERENCE:
B3/B4/B6/B7/B11
C3/C4/C5/C6/C7/C9

The monitoring of our performances against our targets is annually carried out using appropriate **Key Performance Indicators (KPIs)**:

OUR PLANET			
TOPIC	ACTION	KPI	TARGET DATE
Carbon emissions	Replace part of natural gas with renewable energy	Kg CO2eq/ton of wheat	Yearly
Water Management	Continuous improvement compared to baseline (2019)	m³/ton of wheat	Yearly
Energy efficiency	Obtain ISO 50001 certification at Group level	GJ/ton of wheat	Yearly

OUR PEOPLE			
TOPIC	ACTION	KPI	TARGET DATE
Safety at work	Increase safety training hours	Hours of safety training/employee	Yearly
Good governance	Develop antibribery frameworks for every Sedamyl company	N° of Sedamyl companies with antibribery frameworks	Yearly
Training	Increase the training hours per employee	Hours of training/employee	Yearly

OUR PLANET

SEDAMYL is committed to producing sustainable products in a manner that protects the environment, conserves resources, and continually improves our environmental and energy performance. Managing all aspects of business and operations, to maximise efficiency and minimise impacts on the natural environment by using modern production and control methods.

Ensuring compliance to all applicable legal requirements and prioritising the protection of the environment. This includes the **prevention of pollution** and the **continuous improvement of environmental and energy performance**. SEDAMYL is committed to maintaining and strengthening the trust of its stakeholders such as but not limited to staff, neighbourhood, local communities, customers and relevant authorities.

This policy aligns with the requirements of both **ISO 14001** and **ISO 50001**, forming the foundation of our Integrated Environmental and Energy Management System (EEnMS), also aligned with SEDAMYL's internal Integrated Management System (IMS).



OUR PLANET

The SEDAMYL environment and energy commitments are:

1

Prevent
(where possible)
environmental impacts
associated with activities,
products and services.

2

Satisfaction
of all environmental
and energy **compliance**
obligations as well as
legislative requirements
applicable at international,
national and local level.

3

The **efficient**
use of energy,
verified through periodic
monitoring and increasing
energy efficiency
expressed as energy
consumption per unit of
raw material/product.

4

The **control of all emissions**
and nuisances such as odours
and noises.

5

The **minimisation**
of wastes and zero
waste to landfill whilst
promoting recovery, reuse
and recycling of waste.

8

Maintaining and updating
the IMS and any related
certifications/accreditations.

6

The **maximisation**
of reuse and recycling
of water, product,
energy and heat.

7

The procurement
of energy efficient products
and services that impact
energy performance.

9

The **training and engagement**
of employees and contractors
to increase awareness and
competence in **environmental**
and **energy management**.

INVESTMENTS IN SEDAMYL FACILITIES

Our investments mentioned last year for **improving our products' portfolio** and the **environmental performances of our manufacturing plants** are now **completed**, such as the plant expansion in our UK site, or they are progressing and will be ready by next year, like the renewable energy plants producing biomethane and solar energy.

In addition to these efforts, SEDAMYL is happy to announce **an additional achievement** in 2025: **a new power generation plant in UK** is operational, based on co-generation technology. This CHP plant will allow the production facility to better manage energy requirements and ensure stable and continuous energy production.

[Selby implant](#)



ENVIRONMENTAL AND ENERGY MANAGEMENT

As mentioned in our policy, SEDAMYL management system is aligned with the most recognized and adopted standards for environmental and energy management. In order to demonstrate to our business partners the quality of our policies, procedures and operating framework, Sedamyl is now working actively to obtain **ISO 14001** (environmental management) **and ISO 50001** (energy management) **for both manufacturing sites.**

Our UK site was the Group forerunner, obtaining ISO 14001 certification almost ten years ago. In 2025, Sedamyl UK added the ISO 50001 certification, becoming the first entity of the Group to gain external validation of both environmental and energy management system.

ISO 50001



ISO 14001



SEDAMYL DECARBONISATION ROADMAP

When our *Farm-to-Customer* Sustainability strategy was published, climate change mitigation and carbon reduction already were at the top of our agenda. The KPI we internally developed to monitor our performances in decarbonisation is the *carbon intensity*, defined as the carbon emissions per unit of raw material processed within our manufacturing sites.

Over the last years, **our efforts in energy and process efficiency enabled us to reduce of carbon intensity in a continuous way.**

With the present Report, we want to make another step forward and announce **Sedamyl decarbonisation roadmap for 2030**. Our carbon reduction commitment began by ensuring maximum energy efficiency in our manufacturing cycle and obtaining external verification of our management system.

The second step was to source **100% GO-certified green energy** from the grid and invest in photovoltaic plants, to set our Scope 2 **emissions to zero**.

In order to tackle our Scope 1 emissions,

we are adding another massive investment to valorise our by-products into the production of biomethane, which will allow us to replace part of the natural gas we currently use in our power generation plants.

Finally, our energy team is finalising a series of **Biomethane Purchase Agreements**: contracts with biomethane producers to support their investment in renewable energy production and by consequence source, on mass balance principle, the biomethane their plants will inject into the grid.

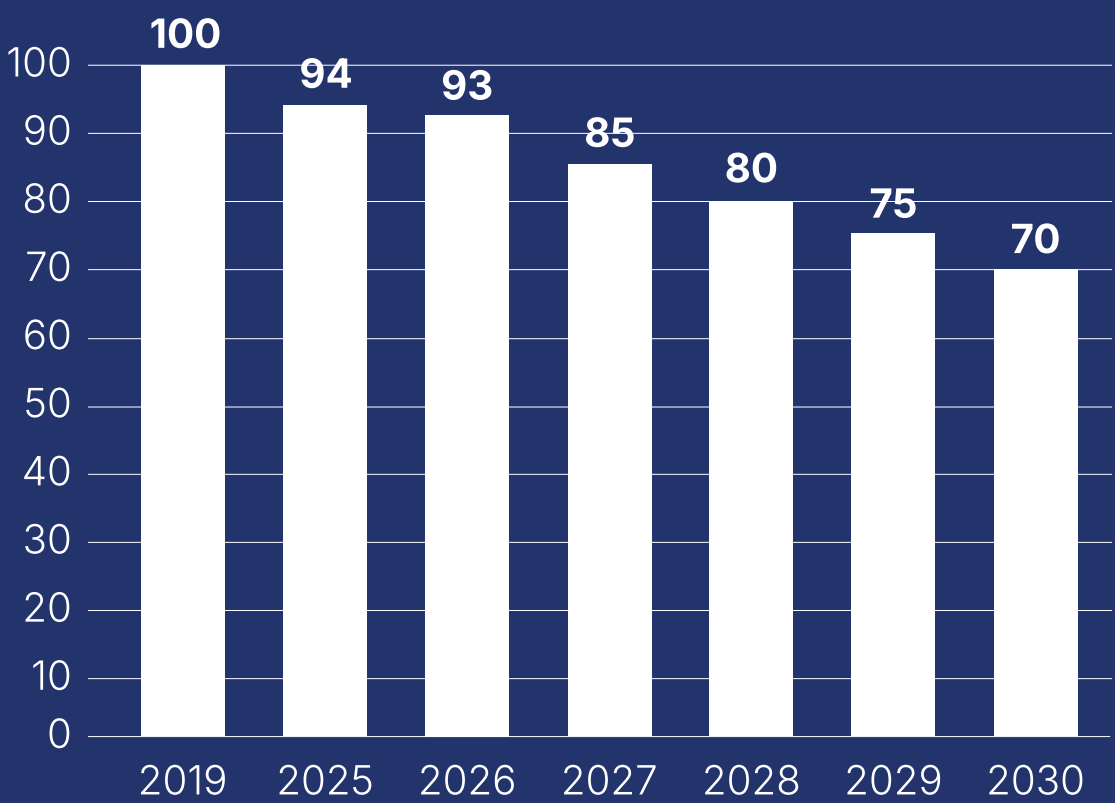
These long-term contracts will cover a period of 15 years, with multiple contracts being defined between 2026 and 2030.



SEDAMYL DECARBONISATION ROADMAP

The combination of all these efforts will allow SEDAMYL to achieve a **30% reduction in carbon intensity** between 2019 and 2030.

Normalised carbon intensity (%)



The consequence of our commitment will be a **reduction in the Product Carbon Footprint** for each of our product categories.

Concerning Scope 3 emissions, Sedamyl is increasing the number of Regenerative Agriculture projects. We can therefore develop Scope 3 reduction targets for specific wheat volumes sourced within such projects. As wheat production sits outside of SEDAMYL control, we decided to not set a Scope 3 emissions reduction target for the whole wheat supply, focusing instead on reducing environmental impacts in all activities included in our company's boundaries.

WATER MANAGEMENT

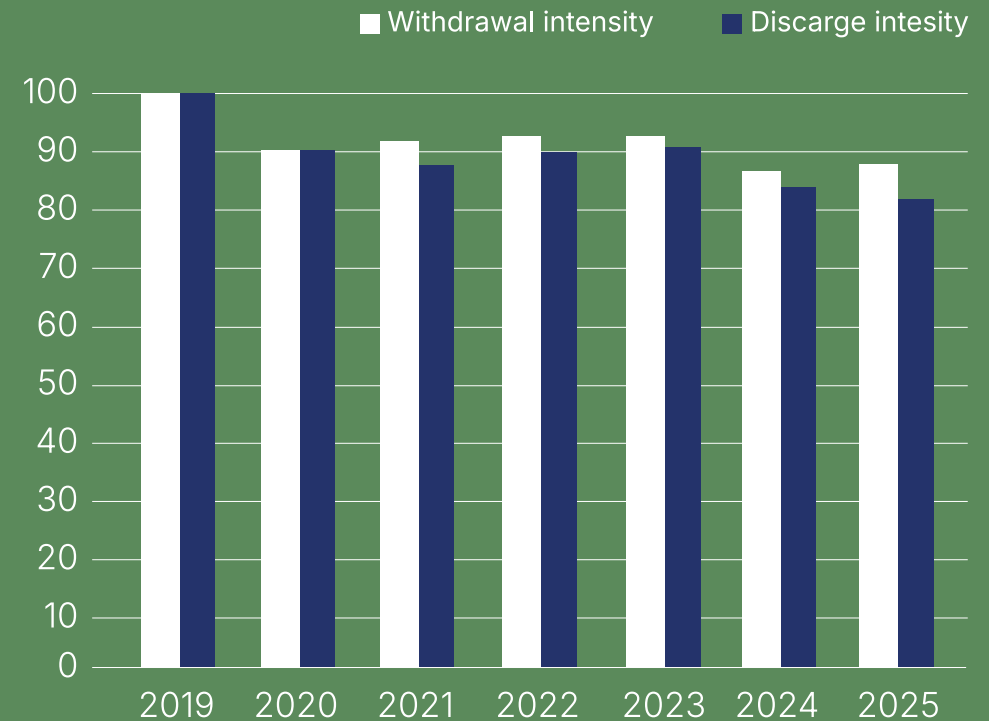
Access to drinking **water** is **essential** for **human life** and well-being, and it is recognized by the United Nations (UN) as a human right. The Sustainable Development Goals (SDGs), adopted by the United Nations under the 2030 Agenda for Sustainable Development, include key objectives related to the sustainable management of water resources.

SEDAMYL, as an agri-food company strongly linked to agricultural production, understands the importance of **virtuous and sustainable management of water resources** and supports the use of **best technological practices** within its production processes for the efficient consumption of water resources.

In 2025, a new **state-of-the-art water recovery system**, based on membrane technology, was implemented in our UK site, improving Sedamyl capacity to treat and reuse water within the manufacturing cycle.

The consequence is a constant improvement in the reduction of our water discharge intensity:

Normalised water intensity (%)



Compared to our 2019 baseline, in 2025 we achieved a 19% reduction in water discharge intensity (water discharged per unit of raw material) and 11% reduction in water withdrawal intensity (water withdrawal per unit of raw material).

OUR PEOPLE



SEDAMYL relies, first and foremost, on our people. **The company's success** on the market **depends** primarily on the know-how, skills, abilities and motivation of **our staff and their commitment** to SEDAMYL Mission and Vision.

Over the years, SEDAMYL set up a rich framework of welfare, with the goal to ensure a healthy, safe but also stimulating and peaceful environment, so that our employees can feel part of the Company, improving the level of motivation and satisfaction for their profession.

[Sedamyl Christmas Party 2025](#)



VSME REFERENCE:
B8/B9/B10/C5/C6/C9



OUR PEOPLE

Every year, new welfare initiatives are added to the framework:

Supplementary
insurance
for employees

Loyalty
bonus

Assistance
in completing
the tax return

Work-life balance
- part time &
remote working

Scholarships

Agreements
with local shops
and services

Voluntary
language
courses

Other initiatives set in 2025 involved a dedicated **“quit smoking” program** and workshops dedicated to **Diversity, Equity and Inclusion**. Finally, during the year multiple events are dedicated to team building activities: ski day, family day, Christmas party, safety week and get-together activities.

Sedamyl Volleyball Tournament in Saluzzo: “Tutti in campo”



TRAINING

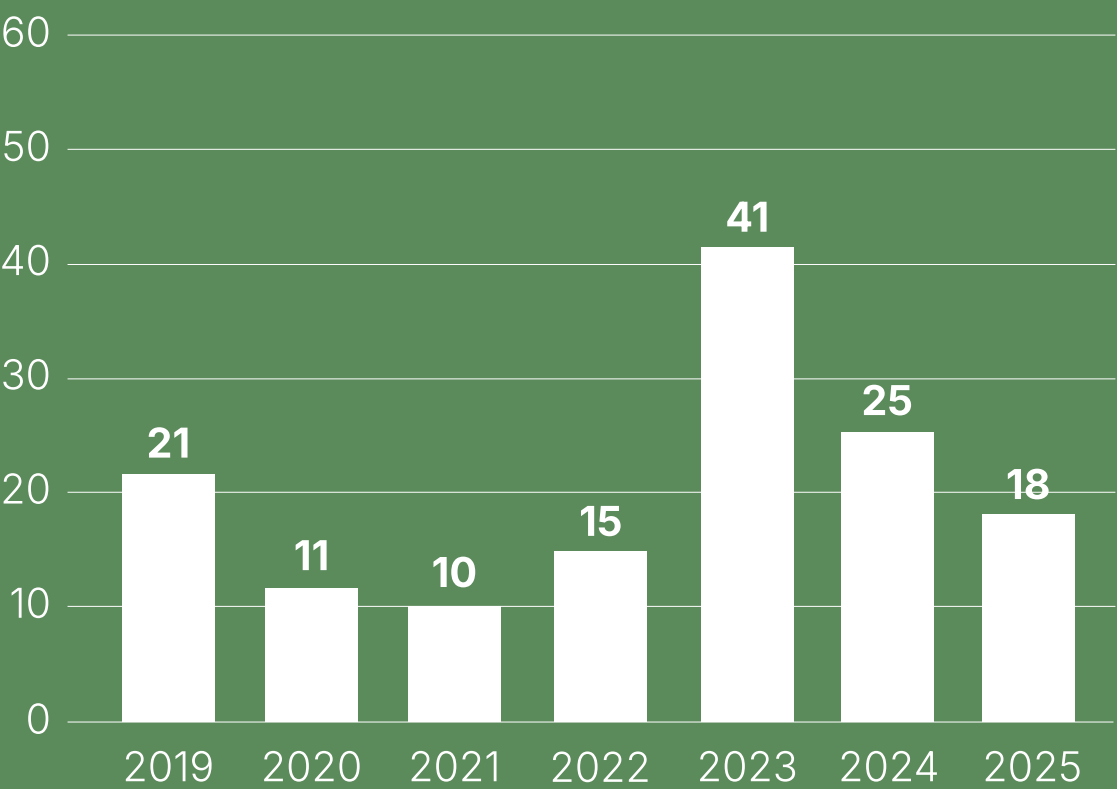
SEDAMYL believes it is essential to encourage and **promote the development of new skills** for each of our collaborators. The training hours dedicated to collaborators are used to improve their hard skills and soft skills.

These improvements are promoted through hours of internal and external training, making use of external collaborators of proven ability and competence.

A special focus is placed on **safety training**, ensuring that all activities are carried out safely. Also, a dedicated platform for mandatory **Cybersecurity** training is now available for both manufacturing sites.

The training performances are monitored through the amount of training hours per employee:

Training hours/employee



In 2025, average training hours per employee slightly decreased compared to 2024 as the wave of training required by the UK plant expansion settled down.



ROAD TO ZERO ACCIDENTS

SEDAMYL is committed to **ensuring**, as its primary objectives, Health and Safety of personnel and accident-free operations. An effective Health and Safety Management System depends on co-operative efforts by all, and detailed in our Health and Safety policy available on our website.

In 2025, the **3-years program ROAD TO ZERO ACCIDENTS** started to provide a common and effective framework for the development of procedures and practices implemented at Group level. A series of **technical procedures** were reviewed concerning **safety operations** and **plants design**. The result of these efforts is the introduction of two new standard procedures:

Management of Change (MOC): Any modification within the plant – whether to equipment, processes or products – may entail risks. The MOC procedure has been strengthened to manage changes in a more structured manner, through assessment, approval and recording, with the aim of preventing adverse impacts on: health and safety, environment and energy, quality and food safety.

Management of Critical Safety Devices: Critical Safety Devices are essential components for the protection of people and plant. The revised procedure sets out how to identify, classify and manage these devices, which are specifically divided into categories.



LOCAL COMMUNITIES

From raw materials to final products, passing through our collaborators, SEDAMYL has a **strong connection with the territories and communities** linked to our activities.

As detailed in our previous ESG Report, a number of initiatives were set in place to support our local communities in Italy and UK: sponsorships for **sport**

activities, cultural events and conservation of cultural heritage. Now, SEDAMYL has established, **in memory of our founders Oreste and Mario Frandino**, scholarships to allow local students to study abroad for one year.

These scholarships were created to open the doors to new cultures, guiding young people to gain mean-

ingful experiences whilst acquiring key transferable skills essential for personal and professional growth.

We chose to dedicate these scholarships to our founders, Mario and Oreste Frandino, because they both believed deeply in the talent of young people and in their ability to innovate and pave the way for the future.

[Mario and Oreste Frandino Scholarship Award Ceremony 2025](#)



GOVERNANCE

SEDAMYL supplies high-quality wheat-derived products for a wide range of applications, including Food, Beverage & Spirits, Paper & Corrugated and Animal Nutrition, among many others, in compliance with legal standards (environmental, safety, quality and hygiene and food safety) and customer requirements.

Good industrial practice is reinforced by the **principles of fairness, legality, honesty, integrity, transparency, social responsibility and ethics**, with which SEDAMYL identifies. Respect for our core values and the continuous improvement of our performance generate satisfaction in our customers, motivation in our employees and create value for our stakeholders, thus ensuring a future of growth.

VSME REFERENCE: B11/C8



BUSINESS PRACTICES ANTIBRIBERY

SEDAMYL approach to business practices and ethics are detailed in our Business Practice Policy and in our Code of Ethics, both available on our website.

To further strengthen our governance and ensure the **promotion of the highest level of ethical standards** in relation to all business activities, antibribery frameworks are being developed for every SEDAMYL entity.

A detailed antibribery policy and procedures are already in place for SEDAMYL UK, while SEDAMYL Italy will publish its antibribery Organisation and Management Model (Modello 231) in 2026.

CYBER SECURITY

SEDAMYL has begun the **compliance process** with the EU's **mandatory cybersecurity directive**, NIS2. The new regulation updates and replaces the original 2016 NIS directive, imposing stricter risk management rules, mandatory incident reporting, and executive accountability for critical entities. An internal cybersecurity team has been appointed, and the Directive requirements are being set in place. The management system will be applied to every SEDAMYL entity, allowing coordination and standard procedures at Group level. Mandatory training on cybersecurity topics is also already operational for every employee. Cybersecurity risks assessments will be carried out for every relevant supplier, to ensure a resilient value chain.

SUSTAINABILITY PLATFORMS

Our Sustainability commitments, actions and achievements are regularly verified by external standards and platforms. SEDAMYL annually shares all Social, Governance and Ethics information required by the SEDEX platform, allowing customers to verify our Sustainability performances. Similarly, we regularly undergo SMETA 4-Pillar external audits. A SMETA 4-Pillar Audit is a comprehensive social **compliance and ethical trade assessment**. It evaluates a manufacturing or business site on four critical areas: **Labor Standards, Health & Safety, Environmental Management and Business Ethics**. Both our manufacturing sites were audited in 2025.

Finally, we annually obtain the Sustainability rating issue by EcoVadis, which evaluates how well a company has integrated sustainability principles into its business and management systems. Both SEDAMYL manufacturing sites currently hold a Bronze medal, with continual efforts to improve the rating score.



IT'S IN OUR NATURE

For any further information regarding this ESG Report, please contact:
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