Stakeholder Engagement Policy

In keeping with its founding values and with a commitment to generating shared value throughout the supply chain, **Fratelli Carli S.p.A. Società Benefit** adopts a governance model focused on its stakeholders. The company systematically considers the impacts of its decisions on the economy, on people, on the environment and on human rights, integrating these considerations into its company processes and long-term strategies.

As a Benefit Company, Fratelli Carli's business purpose establishes a series of common good purposes designed to generate positive effects, or to reduce negative impacts, on people, the community, local areas, the environment, cultural heritage and activities, associations and other stakeholders. These purposes were identified based on an analysis of impacts throughout the entire value chain and on the material issues that emerged from a formalized process reported on annually in the Sustainability Report.

Fratelli Carli considers stakeholder engagement essential for smooth, responsible growth. This is why the company:

- **identifies and periodically evaluates significant stakeholders** right along its supply chain, based on their influence and potential impact on the company's activities, using a structured materiality analysis formalized in the Sustainability Report;
- **actively engages the various categories of stakeholders**, using tools for listening and engaging in dialogue, such as training activities, questionnaires and dedicated encounters, as well as through the website, communication campaigns, participation in events and collaboration with external organizations. The channels through which relations are conducted with each category are indicated and updated in the Sustainability Report;
- **promotes transparency and responsibility, reporting on the impacts generated** and incorporating engagement outcomes into its decision-making processes, ensuring that the common good purposes, strategy and governance are consistent with each other;
- **undertakes to generate lasting value for all stakeholders**, with a particular focus on the local area, suppliers, workers, customers and the environment, valuing long-term relationships and mutual trust.

The Policy is an integral part of the company's Management System, and is subjected to checks, audits and regular reviews to monitor its efficacy and to ensure on-going improvement and alignment with evolving circumstances.

It is approved by the Board of Directors, communicated to everyone in the organization and made available for consultation within and outside of the company.

THE Chief Executive Officer
Carlo Carli

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