

ANNUAL IMPACT REPORT

2022 FINANCIAL YEAR



the activist pet food brand
100% owned by





ANNUAL IMPACT REPORT

2 0 2 2 F I N A N C I A L Y E A R



CONCEPT

The purchasing choice of Almo Nature products is different from all the others, it is an activist choice for the preservation of biodiversity, and we, along with our customers and their companion animals, are its creators, actors, and custodians. We have chosen a graphic design that metaphorically represents our way of acting: it's the dog protecting the wolf, the cat containing the tiger.

The graphic symbol is sketched, our journey is not entirely defined, it does not follow safe and comfortable paths that many have already taken, but it inspires and opens decisive roads to those who want to join.



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introduction

The Annual Impact Report, referring to the 2022 financial year, is published by Almo Nature with the aim of sharing with its stakeholders:

- the results achieved in pursuing the specific purposes of common benefit envisaged by the Statute
- the impacts generated by corporate action, through the reintegration economy model, on the environment and the community
- the future objectives related to the reduction of its impacts

This commitment to annually report corporate objectives, results and impacts for the common good, as well as being a legal obligation for all Italian Benefit Companies, is strongly aligned with the evolution of corporate reporting models and in particular with the requirements of *Corporate Sustainability Reporting Directive* (CSRD) published on 16 December 2022 in the Official Journal of the European Union as a building block within the European Green Deal.

The CSRD – whose requests will become mandatory for Almo Nature starting from the 2025 financial year – aims to help bring all European companies (not just the large and listed ones) closer to the need to align their strategies towards sustainable development that respects limits of the planet, making it mandatory to represent to their stakeholders the value created (or destroyed) in the relationship with the environment and society in a document, included in the Annual Report, which presents information regarding sustainability in a clear and structured way (ESG – *environmental*, *social*, *governance*).

The path undertaken by Almo Nature, with a target of 2025, is to align and integrate both the identity dimension of a benefit company and the new European requests for transparency on ESG issues into a single annual reporting document.

**The 2022 Impact Report
consists of three parts:**

1° part

in which we describe
the Almo Nature company
and the model of the *reintegration economy*

2° part

dedicated to the annual objectives and results
in terms of common benefit, with a particular
focus on the Companion for Life project
and the activities of the Fondazione Capellino

3° part

where we provide a summary view of our
impact according to the BIA - Benefit Impact
Assessment (in self-assessment)

1

ALMO NATURE AND
THE *REINTEGRATION*
ECONOMY



108,9 million € TURNOVER

zero € DEBT FOR BANK LOANS

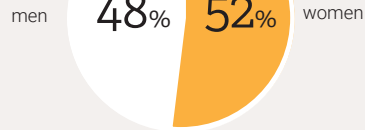
13,5 € NET FINANCIAL POSITION

5,6 million € DIVIDENDS ALLOCATED TO THE FONDAZIONE CAPELLINO

8 LOCATIONS IN THE WORLD

53 COUNTRIES WHERE WE ARE PRESENT

62 PEOPLE IN OUR TEAM



58,000 € AVERAGE GROSS ANNUAL SALARY

Companion for Life project

8,034 ADOPTIONS OF CATS AND DOGS

438,500 DONATED MEALS

2022 in 10 numbers

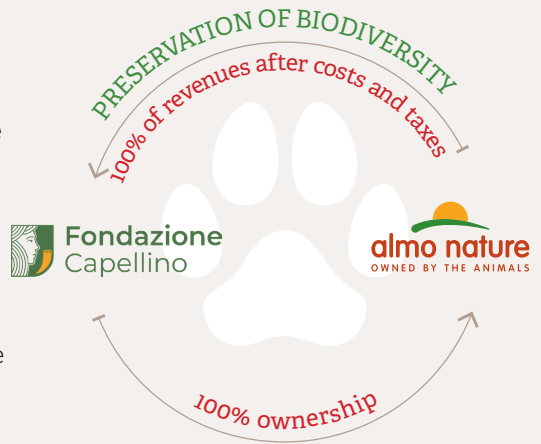
the reintegration economy

Returning to biodiversity, through activism, the added value generated by work

The economic model

provides that 100% of a company's revenues (after costs, taxes and investments) is available for projects to reintegrate biodiversity.

This is the case of Almo Nature whose revenues, after deducting costs and taxes, are destined for the Fondazione Capellino which owns it 100 % and whose mission is to safeguard biodiversity and fight against climate change: every time a customer purchases an Almo Nature product for their companion animal, they perform an activist action for biodiversity. Any profits not distributed by Almo Nature are also allocated to reserves, therefore the responsibility of the Fondazione Capellino as sole shareholder.



29,561,217 €

FROM 01.01.2018 TO 2022

ALMO NATURE BENEFIT SPA HAS DONATED TO THE FONDAZIONE CAPELLINO

The target

Giving back to nature what has been taken from it and promoting new and more sustainable economic models.

We must revolutionize the way we think, act and measure economic success and we must do it quickly before it's too late

The *reintegration economy* is our response to this global call to action: a moratorium on the accumulation of wealth for private purposes in order to allocate the profits generated by financial wealth and big business to safeguarding biodiversity rather than creating further financial wealth.



Infographic created by Giulia Rossi on the occasion of Paola D'Amico's interview with Pier Giovanni Capellino for the Civil Week – 6 May 2022



who we are

Almo Nature, an activist brand, cares for dogs and cats in an all-encompassing strategy

- through nutrition, designed from their point of view
- through the "Companion for Life" project, which aims to overcome the culture of abandonment by recognizing a new status for dogs and cats within the family nucleus
- committing to reduce its impact on biodiversity

The idea is both simple and revolutionary

Almo Nature is the first *pet food company* in the world to have introduced on the market, in 2000, completely natural products originally suitable for human consumption (*human grade*), characterized by a high biological and nutritional value, free of chemical preservatives and produced through *cruelty free* processes, i.e. they are not tested in conditions of stress for dogs and cats but exclusively in a family environment respecting the daily habits of the animal companion.

popolazione è estratta la teoria

Almo Nature's approach to business is a paradigm shift: **traditional business models create financial capital** by depleting natural capital, and furthermore, they do not monetize the cost of this transaction, which is not reflected in their balance sheets.

Through our model, which we have named the reintegration economy, **we are committed to recreating natural capital by utilizing the fruits of our daily efforts in business.**

Personal values, work ethics, and a focus on the common good align in a global activist choice.



our history



Almo Nature is founded to realise Pier Giovanni Capellino's intuition: to produce for the first time in the world a wet pet food with 100% HFC ingredients, i.e. originally suitable for human consumption.

*al*more...

The company expands internationally to become a small multinational corporation. In the same year, a campaign is launched to celebrate the transition from the slogan "from their point of view" to "aLmore", signalling the genesis of the role the brand would go on to assume in the protection of dogs, cats and nature.

catlitter

Almo Nature introduces CatLitter, the 100% natural cat litter to the market, i.e. 100% additive-free.

2017

2013

2010

2000



2018

The timeline features three white silhouettes of a dog in various poses, each connected to a year by a vertical orange line with a dot at the top. The years 2018, 2019, and 2020 are positioned to the right of their respective silhouettes. The background is a light gray.

Almo Nature, one of the first SpAs in Italy, takes on the legal form of Benefit Corporation.



Almo Nature is donated to Fondazione Capellino and the Reintegration Economy is born.

2020

The economic model consisting of a Foundation that owns 100% of a company is officially called the reintegration economy: reintegrating the value added created by economic activities (after deducting costs and taxes) back into nature instead of individual financial wealth accumulation.

our presence in the world

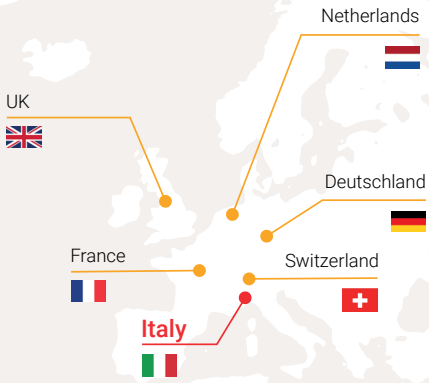
The market has proved our founder's intuition right and today Almo Nature maintains its headquarters in Italy, in Genoa, but is present through seven operating companies in the USA, Canada, the Netherlands, the UK, France, Germany and Switzerland with a catalog of over 500 different products.



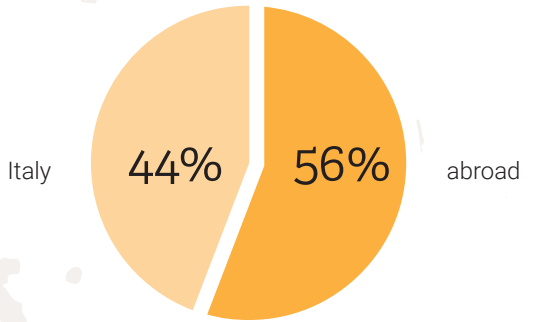
almo nature
OWNED BY THE ANIMALS
ALMO NATURE BENEFIT SPA

100%





BREAKDOWN OF TURNOVER



8 OPERATING COMPANIES

53 COUNTRIES AROUND THE WORLD WHERE WE ARE PRESENT

+500 PRODUCTS

products

4 FAMILIES OF FOOD

2 PLANT BASED CAT LITTERS

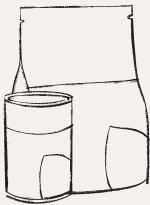
The families of food for dogs and cat Almo Nature are divided into four main lines, according to the origin and quality of the ingredients used. To these are added two plant-based cat litters.



Almo Nature HFC

The HFC line is prepared with ingredients *originally suitable for human consumption* which, by Almo Nature's commercial choice, become food for our animal companions. A true cultural revolution for the pet food sector, this choice has been imitated by many, putting the interest in animal's health at the center of commercial policy.

The HFC line includes wet and dry dog and cat food, snacks for dogs and cats, complete and complementary, made without the use of animal by-products, flours or dehydrated products. We also choose to use fresh meat and fish to guarantee better and greater digestibility.



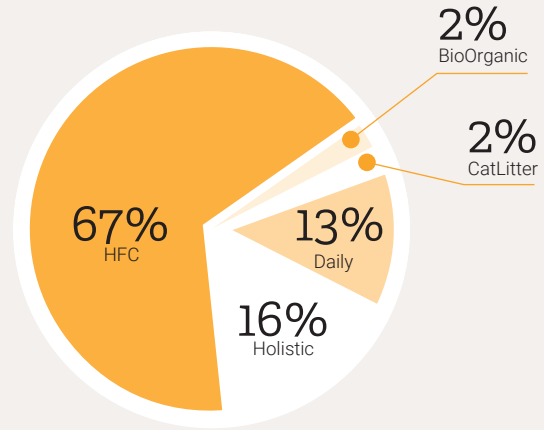
holistic

Almo Nature Holistic

The Holistic line includes both wet and dry maintenance foods for dogs and cats, prepared with ingredients originally suitable for pet food. A mix of fresh meat or fish and quality animal dehydrated, enriched with vitamins and minerals provides a varied and nutritionally complete diet.

Special formulations are also available for cats to respond to specific needs and conditions (e.g. sterilized cats).

PERCENTAGES OF PRODUCT FAMILY TURNOVER



*bio
organic*

Almo Nature BioOrganic

The BioOrganic line is made with certified organic ingredients according to European regulations and originally suitable for pet food. It includes wet maintenance foods, nutritionally complete both for dogs, also available with single-protein recipes, and for cats.



Daily

Almo Nature Daily

The Daily line is made with ingredients originally suitable for pet food and includes a wide variety of nutritionally complete wet foods for dogs and cats: it offers the Almo Nature quality guarantee at the most convenient price.



cat*litter*

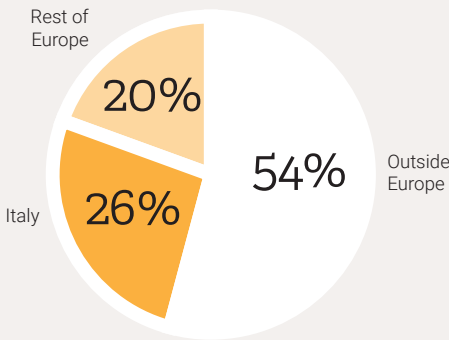
Natural Cat Litter

Natural Cat Litter is the range of environmentally friendly cat litter: 100% vegetable, natural, biodegradable, disposable in household waste and compostable, agglomerating, safe for the health of the cat and the whole family. The line includes Natural Cat Litter Soft Texture with a very fine texture and instant agglomeration, and Natural Cat Litter Grain Texture (on the market from September 2023) with a medium particle size suitable for all cats and which forms compact agglomerates.

the business model

We follow the development of innovation in dog and cat food "from their point of view".

Following this philosophy, which has always characterized the company's actions, the production of food is entrusted to a global **supply chain**, which today consists of more than ten "core" suppliers with whom the company has stable relationships built over time. Together with our suppliers, the best formulations are defined for each product line and format, and production is entrusted on the basis of the producer's specialisation and their guaranteed quality. Our suppliers are located in Italy, in Europe and overseas, mainly in Thailand.



DISTRIBUTION OF GOODS PURCHASING BY SUPPLIER GEOGRAPHICAL AREA

Downstream of production, **the logistics chain**, which is also outsourced, ensures that branded and ready-to-sell packaged products arrive at central warehouses and are subsequently distributed through national and international retail channels (*online and offline*).

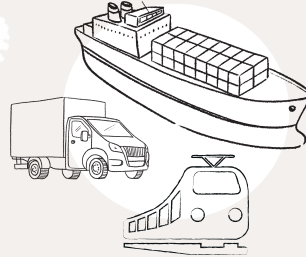
The brand - for its part - has the mission to communicate to end consumers the quality of its products and above all the value of what the reintegration economy represents for those who prefer *Almo Nature* for their animal companion.

UPSTREAM

PRODUCT
SUPPLIERS



INBOUND LOGISTICS



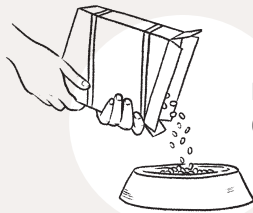
OUTBOUND LOGISTICS



B2B CUSTOMERS



FINAL
CONSUMERS



DISPOSAL



DOWNSTREAM

the value chain



focus

we are committed to reducing our impact on biodiversity

The sense of limit in the relationship between humans and the environment has been lost: in the past 50 years, a blink of an eye in the planet's history, over 70% of Earth's biodiversity has been lost, and the agri-food industry is part of the problem.

The economic model of raw material-transformation-production-distribution-consumption-disposal, particularly in the food industry, is estimated to produce approximately 13.7 billion tons of CO₂ annually, accounting for 26% of total emissions.

Pet food, as a segment of the food industry, is estimated to be responsible for 1.2% of these emissions, equivalent to 164.4 million tons of CO₂ per year.

It is time to take individual action and support all initiatives that bring about change.

Almo Nature, like any other pet food company, is part of a rigid supply chain that starts with the production of meats and vegetables and continues with the slaughter and processing of vegetables into ingredients that are then processed and packaged as animal food. It relies on the packaging industry to preserve and package these foods.

The importance of research

We closely monitor the evolution of research topics related to lab-grown animal proteins, plant proteins as replacements for animal proteins, and proteins obtained from insects. It is important to emphasize that the long-term effects on animal welfare of a diet based on these alternative protein sources are not yet known. Therefore, Almo Nature has adopted a policy of utmost caution: we will use these ingredients only when there is sufficient evidence of their suitability to meet the real nutritional needs of dogs and cats.

Experimenting to reduce impact

For flexible packaging (such as that used for kibble) that was not recyclable, since 2020 we have been conducting experiments with our international partner, AMCOR Flexibles, with three objectives:

- continuously ensure the same level of hygiene and preservation provided by non-recyclable multi-layer packaging;
- make the packaging recyclable by adopting a mono-material;
- Reduce CO₂ emissions, water consumption, and energy use per unit of product.

At the end of the experimentation, we have chosen to progressively introduce a 100% recyclable polyethylene film as a replacement for multi-layer packaging. This will also allow us to reduce our impact.

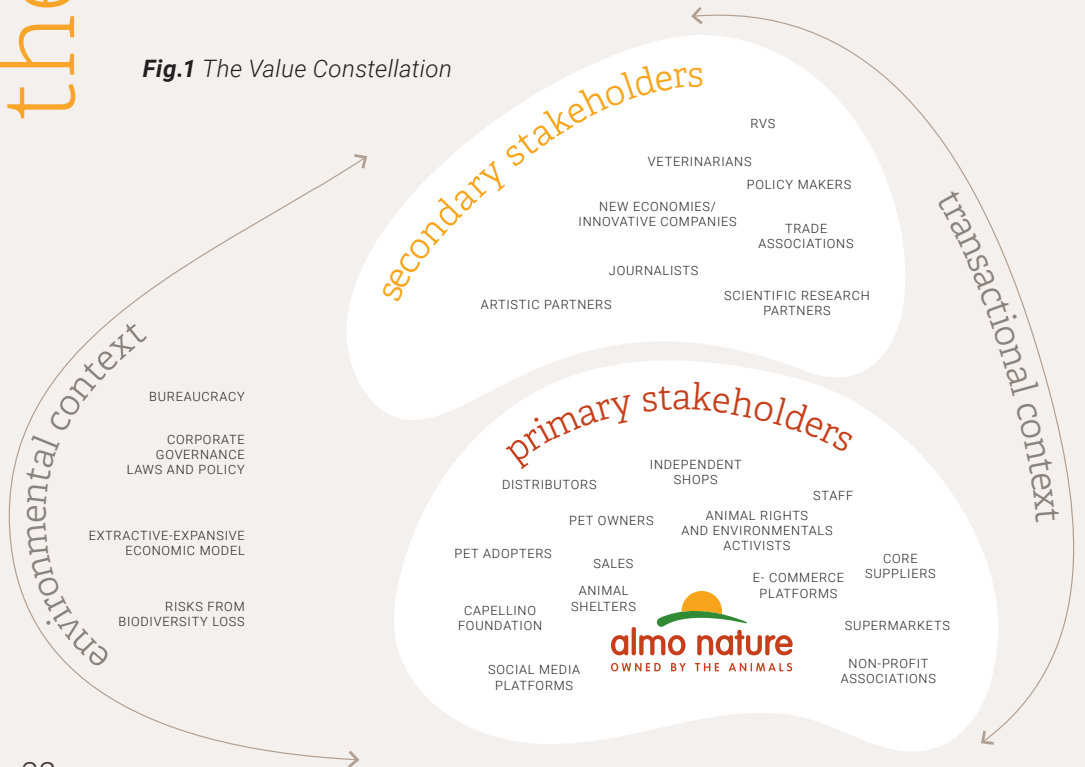


the stakeholders

Every company generates value through the quality of the relationships it establishes with its stakeholders and its ability to engage them around a specific objective

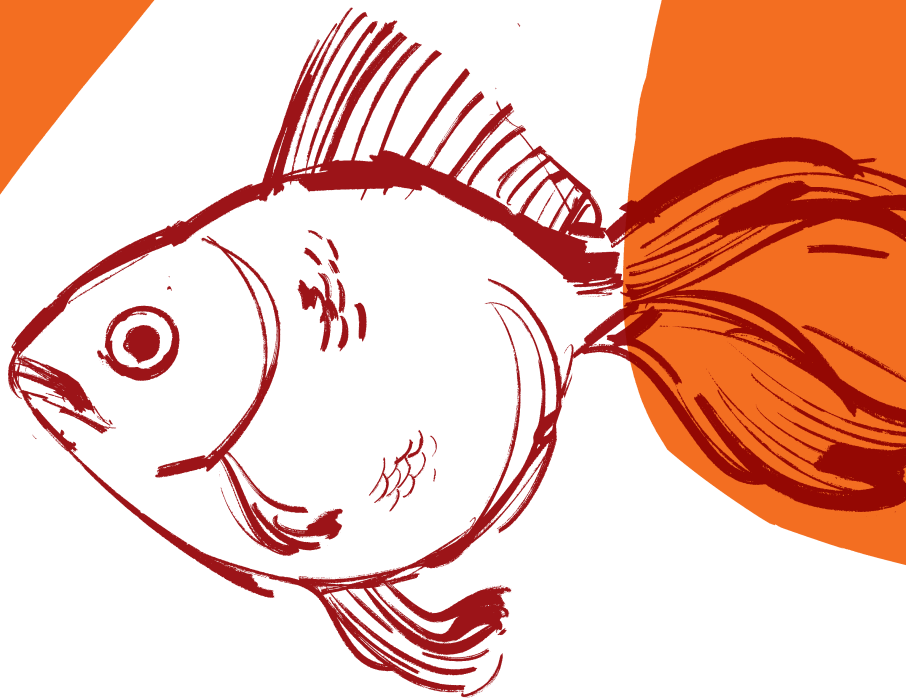
Almo Nature's value constellation (fig 1) was constructed, with the contribution of the Università Cattolica, as a mapping of the *stakeholders* (primary and secondary) necessary for the dissemination and enhancement of the *reintegration economy model*: we have called this relationship space more or less continuous and intense between company and *stakeholder* the "trans-actioal context". There is then a broader "environmental context", within which corporate life develops, and it is represented by those trends on which the *reintegration economy* cannot directly affect, but by which it is certainly influenced and can aspire (in the medium term) to make its own transformative contribution.

Fig.1 The Value Constellation



2

ALMO NATURE
AND THE
COMMITMENT
FOR BENEFIT





what is a benefit corporation

"Società benefit", known worldwide as benefit corporations, were introduced in Italy, the first country in Europe, in January 2016 and are companies (today more than 3,000) which, by statute, combine the traditional purpose of profit with the aim of generating a positive impact on society and the environment.

Through the benefit corporation model, a radical proposal is conveyed to companies for a paradigm shift that concerns the ultimate purpose of doing business: from an economic return for the few (the owners) to a commitment to the well-being of many, of the entire community.

Almo Nature is among the first Italian SpA to have decided, in 2018, to transform itself into a benefit company, modifying its corporate purpose

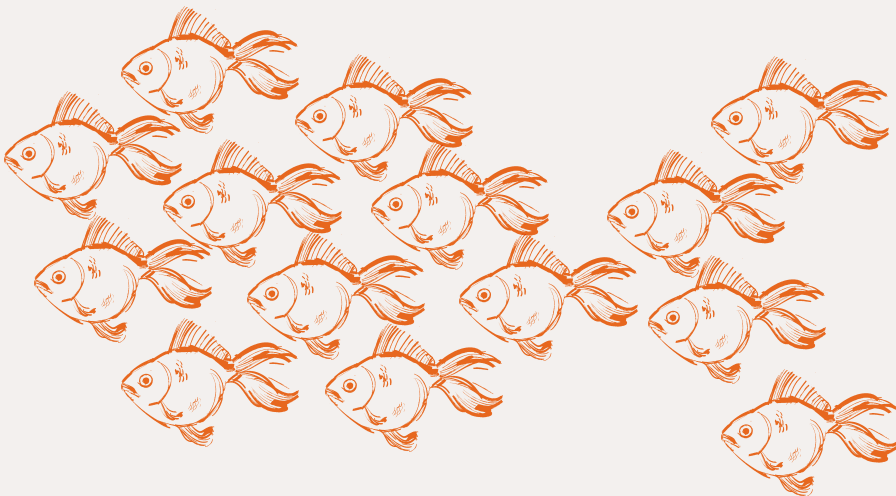
As described in the Articles of Association, Almo Nature Benefit SpA pursues - together with the economic objectives of an entrepreneurial activity - a general purpose of common benefit in favor of all living species by acting functionally to achieve the purposes of social solidarity and public utility of the Fondazione Capellino specifically for:

- **the protection of biodiversity and all forms of animal life**
- **crop development with bio-sustainable natural methods inspired by the protection of all forms of life**

Almo Nature is subject to the management and coordination of the Fondazione Capellino, which exercises its prerogatives, with specific reference to *for-benefit activities*.

To achieve its mission for benefit Almo Nature thanks to the *reintegration economy model*

- **directly manages the *Companion for Life* activist project**
- **makes it possible to implement the projects of the Capellino Foundation**



the specific purposes of the Common Benefit

Companion for Life

It is the activist project of Almo Nature to inspire ever greater respect for dogs and cats.

It represents the direct dimension of Almo Nature's commitment *for benefit* and **has a single goal: to overcome the culture of abandonment.**

To achieve it we have defined two ways:

Adopt me

Branch of the project that aims to raise awareness of adoption and actively combat stray dogs through the donation of Almo Nature best quality dog and cat food to associations, kennels and catteries.

For each adoption certificate uploaded to our site, Almo Nature donates one month of free food to the Love Food Bank, the brand's solidarity warehouse.

Every quarter, the associations that most actively promote adoptions and share the activism of Almo Nature receive food donations.

We also donate Almo Nature food in emergency situations, to families in financial difficulty and to people at risk of social exclusion, to allow them to take care of their animal companions.

RespectMe

Its objective is the recognition of a new status for cats and dogs within the family unit.

It is a project involving European citizens from 9 countries (Italy, France, Spain, Germany, Belgium, the Netherlands, Luxembourg, Poland, Slovenia) to promote a European Citizens' Initiative (ICE) which calls for the issue of a legal act for the inclusion of dogs and cats in the Family Status.

Considering animals as sentient beings implies that they are considered subjects entitled to legal protection, both as regards being subjected to abuse and by intervening, for example, on their custody in the event of divorce from their owners and by protecting their specific right to freedom so that this does not confine to a leash.

In 2022 the Companion for Life project:

- a.** together with the **Università Bicocca of Milan** and an international team of specialist lawyers in **Comparative Animal Law**, it contributed to drafting a document which forms the basis for the next two steps envisaged in 2023:



it involves **preparing a proposal to be submitted to the European Commission so that animal companions are considered members of the family in all respects and launch a petition in support of the initiative, which we will submit to all dog and cat owners in Europe.**

- b.** thanks to **8,034** adoptions throughout Europe registered on the portal, it supported **14,618** dogs and cats, distributing a total of **114,300** solidarity meals to shelters, through the mechanism that rewards the adopter with a month of Almo Nature food but at the same time also encourages shelters to be active in generating adoptions, assigning a month of meals to be allocated to animals still waiting to find a human mate for each adoption that took place during the period.

114,300 DONATED MEALS

8,034 ADOPTIONS ACROSS EUROPE

14,618 CATS AND DOGS SUPPORTED

- c.** through the Love Food Bank it intervened in support of dogs and cats victims of the war in Ukraine, through the shipment of three loads of solidarity croquettes for over **167,600** meals.

167,600 DONATED KIBBLE



3 LOADS SHIPPED TO UKRAINE

- d.** it supported families in need with **91,200** meals

91,200 MEALS DONATED



Areas of intervention

Fondazione Capellino is a **non-profit commercial entity whose purpose is to safeguard biodiversity and fight against climate change.**

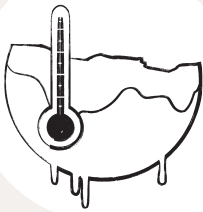
The foundation **is financed with 100% of the revenues - less costs and taxes - accrued by Almo Nature**, a company that is wholly owned by it.

The Fondazione Capellino directly manages its own projects and financially supports projects promoted by others and judged to be of particular relevance, in the following five areas:



1 HABITAT & BIODIVERSITY CORRIDORS

The size of natural habitats and their transformation into integral reserves of biodiversity is a fundamental factor for their maintenance, balance and harmony. The more extensive they are, the more vital they are. The fragmentation of natural habitats, induced by our economic model and our lifestyles, can be remedied by creating biodiversity corridors that connect protected areas and areas to be protected: the projects that the Foundation manages together with partners aim at construction of these corridors and the restoration of habitats damaged by human action.



2 CLIMATE CHANGE

Climate change affects cities, as well as agriculture and natural areas. To date we are unable to predict exactly the impact and the transformations it will generate, but according to the scientific community they will have a strong impact for a few billion human beings and for all living species and their habitats. It is necessary to act immediately.

3

REGENERATIVE
AGRICULTURE

The model of intensive agriculture that considers the field a blank sheet on which to intervene with fertilizers and pesticides functional to the agro-industry, has progressively eliminated the fertility of the soil, increased water and air pollution and extinguished, where practised, biodiversity.

To remedy this, it is essential that agriculture regains its role of producing healthy, quality food while respecting the maximum amount of biodiversity.

There are no ready-made formulas, one of the lines of research is represented by regenerative agriculture.

RESTORATION
OF HISTORICAL
BUILDINGS OF
VILLA FORTUNA

5

The objective of the project is the Restoration of Villa Fortuna and Casa Fortuna in San Salvatore Monferrato (IT) - future legal headquarters of the Fondazione Capellino and of the International School of Regenerative Agriculture - and of the farmsteads that will house the processing of medicinal plants and to fruit grown in the productive area of the owned land (8 hectares of agricultural land and 14 hectares of woodland).



4

IMPACT OF
HUMAN ACTIVITIES
ON BIODIVERSITY

All human activities have an impact on biodiversity. In the last 50 years the extractive economic model, together with population growth, have profoundly altered the life cycles fundamental for the global functioning of ecosystems.

It is necessary to define a universal yardstick for measuring human impacts on biodiversity to transform current business models as well as individual behaviours.

1

HABITAT & BIODIVERSITY CORRIDORS



The operational commitment of the Fondazione Capellino in 2022 in this area was mainly focused on:

a. EU BIODIVERSITY CORRIDORS

AIM: The aim of the project, managed directly by the Fondazione Capellino, is the drafting of a feasibility study with the identification of the first ecological corridors on which it is possible to intervene in Europe, in harmony with the European political and regulatory vision, the *Green Deal*.

PROJECT PARTNER

eurac
research



BUDGET

€ 175,000

DURATION

2023-2024

b. DANUBE BIODIVERSITY CORRIDOR IN BAVARIA

AIM: The aim of the project is to create an ecological connection system between three natural areas along 50km of the Bavarian river Große Laber and on an area of 6,500 hectares, restrictively regulate intensive agricultural and tourist activities in the implementation of measures oriented towards the conservation of biodiversity, promote the integrative implementation of the protection of endangered species, create wetlands and promote the conservation of water bodies / moors with concrete activities.

PROJECT PARTNER



BUDGET

€ 88,000

DURATION

2023-2024

C. DIACCIA BOTRONA NATURE RESERVE

1° OBJECTIVE ACHIEVED: aimed at preventing the protected area of Diaccia Botrona, in the province of Grosseto (IT), was dismembered following an auction held by the province and won by a private individual.

2° OBJECTIVE ACHIEVED: aimed at increasing the protected area by obtaining, in public concession, an additional 150 hectares adjacent to the nature reserve.

3° OBJECTIVE (TO BE CARRIED OUT): is the design and execution of hydraulic interventions aimed at re-establishing the balance between brackish wetlands and freshwater wetlands.

PROJECT PARTNER



BUDGET TBD

DURATION 2022-2023

d. MARINE PROTECTED AREAS IN SARDINIA

AIM: Capo Carbonara, Capo Caccia and Isola Asinara, in Sardinia (IT), are three important marine protected areas. The main objectives of the project concern the removal of waste from the seabed (abandoned fishing gear, ghost nets, etc.), the restrictive revision of small-scale fishing plans, some interventions to protect the habitats and vulnerable species, as well as the expansion of the surfaces of marine protected areas.



PROJECT PARTNER



BUDGET € 72,000

DURATION 2022-2023

e. TRIPPOINT BROWN BEAR

AIM: it's the protection of the Pindo -Dinaric brown bear and the reconnection of the fragmented habitats in which it lives between Greece, Albania and North Macedonia.

PROJECT PARTNER

euronatur

BUDGET € 116,000

DURATION 2022-2023

f. LIFE WOLFALPS EU



AIM: it's the conservation of the wolf along the Alpine arc in Italy, France, Austria and Slovenia.

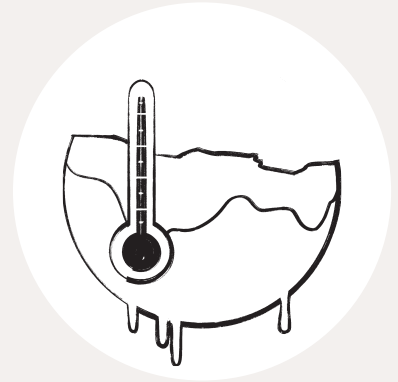
PROJECT PARTNER



BUDGET 600,000 €

DURATION 2019-2024

2 CLIMATE CHANGE



The operational commitment of the Fondazione Capellino in 2022 in this area was mainly focused on:

a. FLORENCE PROJECT CLIMATE CHANGE AND BIODIVERSITY

AIM: We have chosen the city of Florence as a model for studying the impact of climate change and activating possible mitigation measures.

PROJECT PARTNER



BUDGET

TBD

**DURATION
(FIRST PHASE)**

2023-2027



b. LIFE NATUR'ADAPT



AIM: The aim of the project is to limit the impact of climate change on French parks and nature reserves. For 18 months in the period 2019-2020, six sites experimented with targeted methodologies to manage devastating climate change. In 2021, another 15 sites tested these methodologies and improved them. In 2023, following the experimentation, the sharing of the tested tools to all European natural areas is planned, as well as a methodological guide and a training platform for exchange and information.

PROJECT PARTNER



BUDGET

€ 188,000

DURATION

2022-2023



REGENERATIVE AGRICULTURE

3

The operational commitment of the Fondazione Capellino in 2022 in this area was mainly focused on:

a. REGENERATING VILLA FORTUNA

AIM: It is a regenerative agriculture project, developed over 22 hectares in San Salvatore Monferrato (IT) with the aim of experimenting with different agricultural production techniques, all characterized by the exclusion of synthetic chemistry and the use of pesticides, in order to restore a balance and self-sufficient natural vitality for food production.

PROJECT PARTNER



BUDGET

TBD

DURATION

from 2019 for an indefinite period

CALCULATION OF CO₂ REMOVED

In 2022, a study was conducted to quantify the mitigation potential, through the calculation of absorbed CO₂ of two interventions: agroforestry and the creation of an ecological corridor on agricultural land as part of the activities of the Regenerating Villa Fortuna (RVF) project. The methodology used to calculate the CO₂ removed by Agroforestry and the Ecological Corridor complies with the IPCC Guidelines (2006). The table below presents the results of the study: considering a 20-year timeframe, the total amount of CO₂ removed is 525.93 tons, while considering 30 years, this amount increases to 665.69 tons.

CO₂ REMOVED IN 20 YEARS

523,93 ton

CO₂ REMOVED IN 30 YEARS

665,69 ton

	20-YEAR TIMEFRAME Mg CO ₂	30-YEAR TIMEFRAME Mg CO ₂
Agroforestry	402,78	514,07
Ecological Corridor	123,15	151,62
Total	525,93	665,69

4

IMPACT OF HUMAN ACTIVITIES ON BIODIVERSITY



a. MODEL FOR MEASURING BUSINESS IMPACTS ON BIODIVERSITY

AIM: the aim of the project is to define an objective model for measuring the impact of business activities on biodiversity and apply it to Almo Nature as a pilot case.

PROJECT PARTNER

Scuola Superiore Sant'Anna, within the activities of the National Biodiversity Future Center (NBFC), Spoke 7, Task 7.5,6

BUDGET

Funded by the PNRR under NextGenerationEU Mission 4 Component 2 Investment 1.4

DURATION

2023-2025

5

RESTORATION OF HISTORICAL BUILDINGS OF VILLA FORTUNA



AIM: the objective of the project is the Restoration of Villa Fortuna and Casa Fortuna in San Salvatore Monferrato (IT) - future legal headquarters of the Capellino Foundation and of the International School of Regenerative Agriculture - and of the farmsteads that will house the processing of medicinal plants and to fruit grown in the productive area of the owned land (8 hectares of agricultural land and 14 hectares of woodland).

PROJECT PARTNER

TEKNE spa - UNASTUDIO

BUDGET

TBD

DEADLINE

2025

3

THE MEASURE OF IMPACT



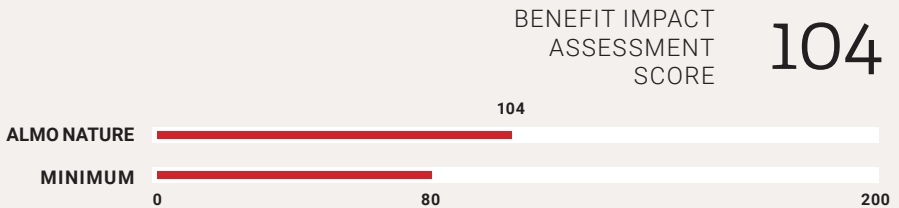
BIA - B Impact Assessment

Benefit companies measure their results in terms of positive impact on society and the environment: to respond to legal obligations and report the impact generated, Almo Nature Benefit SpA has chosen to use the third-party standard measurement protocol B Impact Assessment (BIA), which is currently the world's most robust and widespread benefit measurement standard.

The measure of impact results in a number on a scale ranging from 0 to 200 points, which distinguishes companies that destroy social and environmental value (score below 80 points) from those that create it (score between 80 and 200).

GENERAL SCORE

In 2022, Almo Nature achieved a self-assessment score of 104, slightly higher than in 2021, demonstrating the ongoing commitment to improving its policies, actions, and results for the benefit of all.



In detail, the BIA is structured in 5 areas: Governance, Workers, Community, Environment, Customers. Below are the results of the Almo Nature assessment on the individual areas.



The "Governance" area evaluates the degree of transparency and responsibility of the company in pursuing the aims of common benefit declared in the Articles of Association. The organizational models and policies dedicated to reducing the social and environmental impact, the approach to ethics and transparency, the ability to involve stakeholders in decision-making processes are then evaluated.

Almo Nature SpA transformed into a benefit company in 2018, among the first large Italian companies to choose this new legal form which combines the traditional purpose of profit with one or more purposes of common benefit.

However, the uniqueness of Almo Nature's governance model goes far beyond the transformation into a Benefit Company: in fact, the company was donated to the Capellino Foundation on 28 June 2019, creating an innovative economic model that we call the *reintegration economy*

The Parent Company's Board of Directors is the collective body that has the task of deciding on strategic guidelines, monitoring their implementation, and on transactions of strategic importance. Until the approval of the 2022 financial statements, the Board of Directors of Almo Nature Benefit Spa is made up of:

Pier Giovanni Capellino	President e CEO
Lorenzo Capellino	Board Member
Riccardo Bignotti	Board Member
Cinzia Boller	Board Member
Luisella Bergero	Board Member
Marco Sorrentino	Board Member

The Management Control Committee is the body appointed within the Board of Directors and is made up of:

Luisella Bergero	Chartered accountant and auditor
Marco Sorrentino	Chartered accountant and auditor

WHAT WE DID IN 2022

- a. Launch of the "Impact on biodiversity" Task Force, reporting directly to the CEO, which includes the HR and Procurement functions, with the support of the Capellino Foundation as Benefit Officer
- b. Launch of the materiality analysis process of our impact on biodiversity with the direct involvement of the heads of all company functions
- c. Preparation of the Code of Ethics

2023 GOALS

- a. Approval by the BoD of the Code of Ethics and internal and external dissemination
- b. Continuation of the materiality analysis process of our impact on biodiversity with the involvement of external stakeholders, in particular customers and suppliers



WORKERS AREA

44

QUESTIONS

22,3

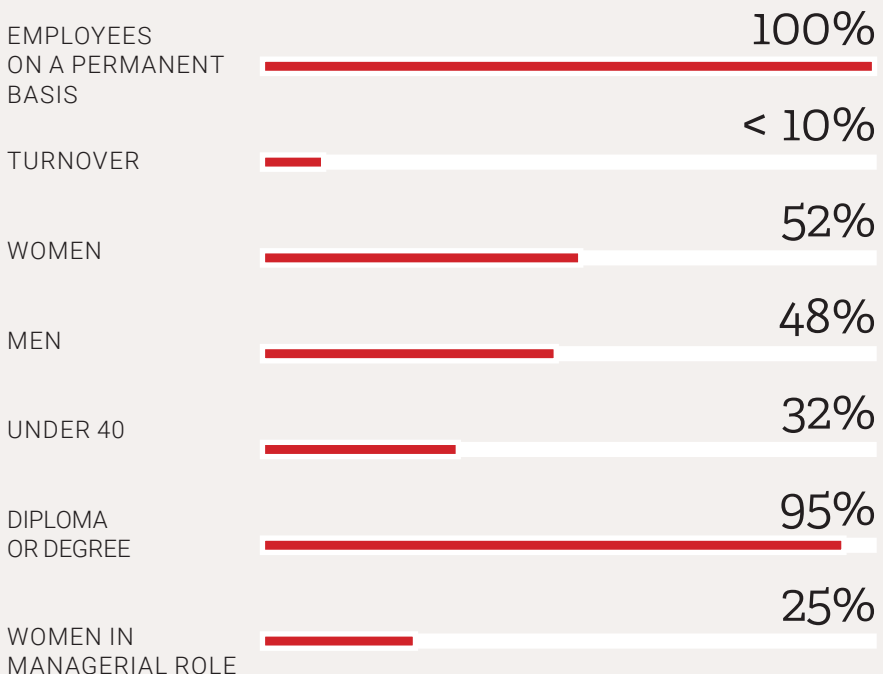
SCORE

The "Workers" area evaluates the quality of the relationship with employees and collaborators, in terms of salary and benefits, training and opportunities for personal growth, quality of the work environment, internal communication, flexibility and job security.

Almo Nature is a company that favors stable employment relationships, with 100% of employees hired on permanent contracts as of 12/31/2022.

The workforce is stable with a **turnover of less than 10%**, with a good balance of gender (52% women and 48% men) and generation (32% under 40), with an average age of employees of 42 and a median salary which is around 58,000 Euros.

The level of schooling is high with over 95% of people having a diploma or degree. 25% of managers are women and we like to remember that the first manager appointed to Almo Nature was a woman!



Maternity is protected beyond legal obligations through the possibility of requesting optional maternity hours and working hours.

Safety in the workplace is a priority and the result is zero injuries in 2022: this figure is closely related to our business model which does not include production sites.

	MEN	WOMEN	TOTAL
Full time employees	17	25	42
Part time employees	0	1	1
Single agents	7	4	11
Collaborators	6	2	8
total	30	32	62

	MEN	WOMEN	TOTAL
Manager	16	5	21
Employees	13	28	41
total	29	33	62

	MEN	WOMEN	TOTAL
20-24	0	1	1
24-29	1	3	4
30-39	4	10	14
40-49	8	10	18
50-59	15	8	23
Over 60	2	0	2
total	30	32	62

WHAT WE DID IN 2022

- a. Online training course to align skills in using social networks which involved all personnel
- b. Differentiated economic support to fight inflation

2023 GOALS

- a. "Company pact" for the reduction of the environmental impacts caused by individual behaviour
- b. Training on Code of Ethics



COMMUNITY AREA

55

QUESTIONS

47

SCORE

The "Community" area evaluates how the company manages its supply chain and contributes to the economic and social well-being of the communities in which it operates through diversity management policies, equity and inclusion, civic engagement, charitable donations.

Almo Nature is 100% owned by the Capellino Foundation: the value created by the work (minus costs and taxes) is entirely dedicated to the benefit of the community, in particular for the protection of biodiversity and the fight against climate change.

WHAT WE DID IN 2022

- a. Transfer of dividends to the Capellino Foundation for 5.6 million euros
- b. Participation in the Club Business for Biodiversity (B4B+) of CDC Biodiversité



2023 GOALS

- a. Processing and signing of the Supplier Code of Conduct

FOCUS LABOUR INCLUSION

Capellino Foundation has obtained certification from UNHCR - the UN refugee agency - as an organization committed to creating an inclusive society. In fact, as part of the "Refugee Capital" project by national ARCI.

Regenerating Villa Fortuna has granted a portion of land on loan to the start-up "Rubel's Organic Honey" managed by a refugee beekeeper from Bangladesh since 2021. The foundation has also hired a refugee from Nigeria on a permanent contract.



ENVIRONMENT AREA

53

QUESTIONS

14,2

SCORE

The "Environment" area evaluates a company's overall environmental management practices, as well as its impact on the air, climate, water, land and biodiversity. This includes the direct impact of a company's operations and, where applicable, its supply chain and distribution channels.

WHAT WE DID IN 2022

- a. Study of new products with reduced impact on biodiversity, in particular a new vegetable litter based on corncobs: Natural Cat Litter Grain Texture
- b. Progressive introduction of 100% recyclable flexible packaging (those of croquettes)
- c. The transition from road transport to rail transport was completed for around 85% of our goods in transit between the port of Genoa and the Milan warehouse, with considerable savings in CO₂

GOALS FOR 2023

- a. Measurement of emissions along the entire value chain (**Scope 1,2,3**)
- b. Business impact measurement on biodiversity in collaboration with Scuola Superiore Sant'Anna of Pisa

**CUSTOMER AREA**

8

QUESTIONS

4,2

SCORE

The "Customers" area evaluates a company's management of its customers through the quality, including certified quality, of its products and services, ethical marketing, privacy and data security and feedback channels.

WHAT WE DID IN 2022

- a. Communication and awareness campaigns on the risks of climate change
- b. Annual certification renewal for the marketing of organic products. For Almo Nature Benefit SpA (CCPB certifier), Almo Nature Deutschland GmbH (ABCERT certifier), for Almo Nature Netherlands BV (SKAL certifier)
- c. Annual renewal of OK BIOBASED and OK COMPOST HOME certifications for Natural Cat Litter Soft Texture
- d. Consumer panel for taste tests on dry and wet products

GOALS FOR 2023

- a. Annual certification renewal for the marketing of organic products. For Almo Nature Benefit SpA (CCPB certifier), Almo Nature Deutschland GmbH (ABCERT certifier), for Almo Nature Netherlands BV (SKAL certifier)
- b. Consumer panel for trial tests of the new Natural Cat litter Litter Grain Texture
- c. OK BIOBASED and OK COMPOST HOME certification for the new Natural Cat litter Litter Grain Texture



note on the methodology

*This report responds primarily to the requests of **art. 1 c.382 L. 208/2015 establishing the Benefit Companies as regards the obligation of annual reporting of the common benefit**.*

Over the last two years we have witnessed, both at European and international level, an incredible acceleration of the processes of regulation and standardization of non-financial and sustainability reporting (ESG) obligations for companies.

We are aware of the fact that Almo Nature Benefit SpA will probably have to report the risks and opportunities deriving from sustainability issues (ESG - Environmental, Social and Governance) in terms of strategies, objectives, action plans, results and impacts.

Given this scenario, by deciding to act voluntarily and in anticipation of the choices of the regulators, we set out already in 2021, with the aim of achieving a Sustainability Report in two years (2023) compliant with the ESRS (European Sustainability Reporting Standards), which substantiate the CSRD (Corporate Sustainability Reporting) its natural conceptual container in the Reintegration Economy model .

PERIMETER

The report reports the data of the Group, including the Parent Company and the companies over which the latter exercises management and coordination, in line with the approach of the Consolidated Financial Statements. The following companies fall within the reporting perimeter:

Almo Nature Benefit SpA ("Parent Company"), Almo Nature Deutschland, Almo Nature France, Almo Nature USA, Almo Nature Canada, Almo Nature UK, Almo Nature Netherlands, Almo Nature Switzerland.

REFERENCE YEAR

The data and information in this document refer to the 2022 financial year (from 1 January to 31 December). It was also deemed necessary to include some particularly significant events which occurred after the close of the financial year and up until the publication of this document.

NATURE OF DATA

For the purposes of a correct representation of the performances and to guarantee the reliability of the data, the use of estimates has been limited as much as possible. The main sources of data and information are:

- *Company management and accounting systems*
- *Information and data provided by individual company managers (data owner)*

APPROVAL

This document was approved by the Almo Nature Benefit SpA Board of Directors on June 27, 2023.

CONTACTS

For any request for further information on the contents covered or to start a dialogue with us, you can write to the email address isabella.cristina@fondazioneapellino.org





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