



# COMPANY PROFILE



**OROPAN** Spa



THE STRENGTH OF  
**PASSION**  
THE STRENGTH OF  
**TRADITION**  
THE EXCELLENCE OF  
**INNOVATION**

**OROPAN** SpA











# FORTE since 1956

a story  
born from bread

4



## 1956 | THE BEGINNING

At 19, Vito Forte took over one of the oldest medieval ovens in Altamura, where he had started as an apprentice at the age of 13



## 1965 | THE ENTREPRENEURIAL SPIRIT

Vito kneads, bakes, and delivers the first loaves to the same housewives from whom he «stole» trade.



## 1968 | THE IDEA

With a new oven in place, Vito boosts production. Dedication to «Craftsmanship» and «Genuine Courtesy» lead him to unforeseen success.





## 1974 | THE CHALLENGE

The Bread of Altamura crosses regional borders.  
A new organizational structure meets the growing demand for quality and tradition of the product



## 1997 | THE GROWTH

From 1,500m<sup>2</sup> to 20,000m<sup>2</sup> of modern structure, advanced technologies, and conquering the market with leading numbers



## 2022 | THE SUCCESS

A winning product to intercept and anticipate the needs and demands of the market



## 2024 | THE REBRANDING OF THE FORTE BRAND

The new brand values: Authenticity, Mastery, and Well-being.  
The first bread in the world from a certified sustainable supply chain, 100% Apulian durum wheat is born



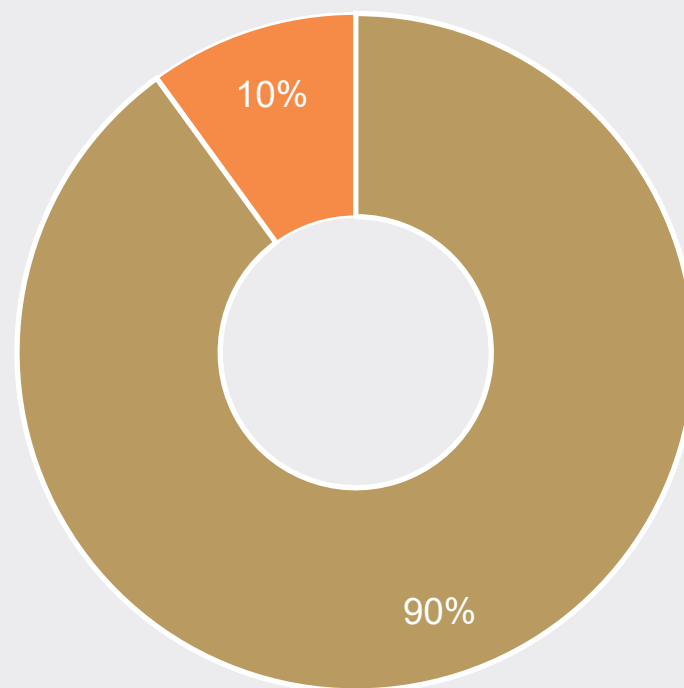


# THE SHAREHOLDING STRUCTURE

6

The Share Capital,  
equal to € 6.490.000,00,  
fully paid, consists of  
590,000 shares  
with a nominal value  
of € 11,00 each

SHAREHOLDING STRUCTURE



● Oropan International S.a.r.l. ● Vito Forte







# ORGANIZATION CHART

R&D Team

ESG and Risk Committee

SPT SA8000:2014

President of the BoD and MD  
**Vito FORTE**

Privacy  
**Legal Rep.**

Management  
**HACCP Quality and Compliance**

Manager  
**Qualità e HACCP Compliance**

Management  
**Quality control and product conformity**

Personnel  
**Insurance and HACCP Quality**

Management **Produzione**

Manager **Shift Leaders**

**Shift Leaders**

Personnel **Production**

Management **Produzione**

Manager **Planning**

Personnel **Refrigerated Transport**

Personnel **Receiving Goods**

Personnel **Shipping and Warehouse**

Personnel **Logistics and transport**

Management **Informatics**

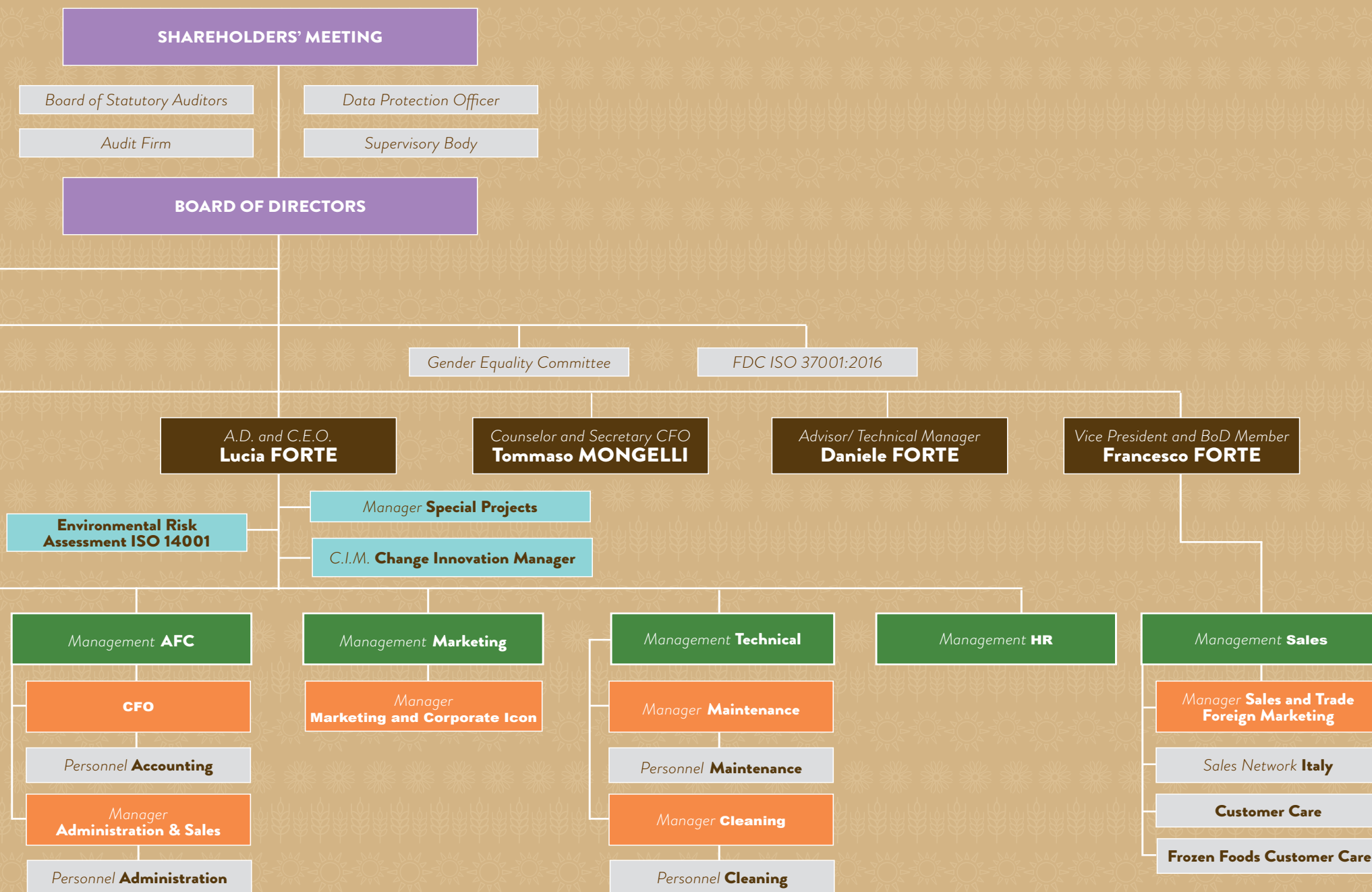
Manager **IT systems**

Management **Acquisitions**

Responsabile **Purchasing**

Addetti  
**Administration & Purchasing**







THE STRENGTH OF  
**PASSION**  
THE STRENGTH OF  
**TRADITION**  
THE EXCELLENCE OF  
**INNOVATION**

**OROPAN** Spa











# THE GOVERNANCE

Guarantee of maximum transparency and correctness in business management.



**Vito Forte**

President of the  
BoD and MD



**Lucia Forte**

CEO



**Francesco Forte**

Vice President and  
BoD Member



**Daniele Forte**

Advisor  
Technical Manager



**Tommaso Mongelli**

Counselor and  
Secretary CFO





## MISSION

«Devotees of Healthy and Balanced Nutrition to offer only the best of nature in baked goods, from the traditional recipes of our Land of Origin, Altamura»



## VISION

«To contribute to the national and international spread of the culinary culture and tradition of typical baked products from their place of origin (Altamura, Puglia, Italy) by offering highly distinctive products in line with the specific needs of target markets»



## CORPORATE- PHILOSOPHY

«The centrality of people, whether our collaborators or consumers, is the foundation upon which we build our future. They are the protagonists and sources of inspiration to ensure the best possible product.

A product that, in its simplicity, must be evocative of a territory and its history.

A product that evolves to respond to changing consumer trends but remains unchanged to preserve the flavors of tradition.

Because, for us, tradition finds its natural completion with innovation, whether in process or product, thus enhancing new ideas that make us unique»





# THE CODE OF ETHICS

Business moral rights  
and duties respected by  
all participants in the  
supply chain and in  
all working activities  
of Oropan S.p.A.:



## OUR VALUES



**HONESTY AND INTEGRITY**



**ACCOUNTABILITY**



**SENSE OF BELONGING**



**CUSTOMER CARE AND TISFACTION**



**FOOD SAFETY**



**SUSTAINABLE INNOVATION  
AND TRADITION**



Every member of the Forte Group, whether internal or external, is required to adhere to a proper corporate culture aimed at achieving the highest levels of ethics and integrity. Our Code of Ethics defines the standards of behavior that ensure integrity in accordance with our values. Therefore, everyone is asked to adhere to our Code of Ethics, thus contributing to the enhancement of a corporate culture of quality and integrity as a way of working. The value of integrity means that all decision-making processes and resulting actions must be guided by strict adherence to ethics. The Code of Ethics serves as the guiding compass for every action, in line with the ethical principles we aspire to. Each of us is responsible for protecting the values and reputation of the Forte Group. In every situation, it will be possible and necessary to find the path that most effectively allows us to achieve this precious goal. To better protect our company, anyone working in or with the Group is required to report any activity they believe to be contrary to the principles of our Code of Ethics. Reports can be directed to the Supervisory Body of the company (odv@oropan.it), including anonymously. Each report will be subject to appropriate verification, with a commitment to ensure that no one will face retaliation at work for making a report in good faith. No shortcuts that contradict ethics are allowed on our path. I want to thank each of you for your commitment and concrete contribution in adhering to and applying our Code of Ethics, acting with integrity according to the values that distinguish everything you do daily for the Forte Group.





# CERTIFICATION

**OROPAN** SpA







# CERTIFICATION



**SISTEM**  
CERTIFICATION



Grade AA+



Higher level  
Score 99,01%

They certify our ability to manage resources, production, and management processes in order to anticipate and meet customer needs, committing ourselves to continuous improvement.

They ensure control and compliance with quality constraints.



**PRODUCT**  
CERTIFICATION







# THE NEW CERTIFICATIONS



## ETHICAL SA8000 CERTIFICATION

This ethical certification recognizes the company's ability to implement effective and structured strategies, initiatives, and business processes aimed at the continuous improvement of workplaces and working conditions for all its employees. It adheres to the highest standards of social sustainability on issues such as health and safety at work, diversity and inclusion, freedom of association, the right to collective bargaining, working hours, and remuneration.



## PDR 125:2022 CERTIFICATION

Oropan has adopted the 'GENDER EQUALITY AND DIVERSITY AND INCLUSION POLICY' (PDR 125:2022) as a tangible sign of its commitment to social responsibility, diversity, and inclusion. This makes it one of the first baking product companies to voluntarily adhere to UNI/PdR 125. This policy is an extremely useful tool as it provides a holistic measurement of the organization's maturity level and offers a gender equality management system that allows monitoring of the desirable improvements over time, concerning performance indicators (KPIs) in reference to six thematic areas:

- a) Culture and strategy
- b) Governance
- c) HR processes
- d) Opportunities for growth and inclusion of women in the company
- e) Gender pay equity
- f) Protection of parenthood and work-life balance





## ISO 14001 CERTIFICATION

A globally recognized and used framework for the evaluation of Environmental Management Systems. It confirms the efficiency and reliability of Oropan's environmental management system, particularly the company's concrete commitment to minimizing the environmental impact of its processes and services. Specifically, it requires the company to define its environmental objectives and targets and to implement an environmental management system aimed at achieving them.



## 37001:2016 CERTIFICATION

Oropan has adopted the "POLICY FOR THE PREVENTION OF CORRUPTION" (ISO 37001:2016) in the belief that the objectives of growth, development and protection of stakeholders should and can be combined with the pursuit of the highest ethical standards, respect for the values underlying social living and with good governance, implemented according to clear and shared rules. Oropan S.p.A. has thus committed itself to:

- a) Implement, maintain and adapt an Anti-Corruption Policy and Program;
- b) Communicate the Policy and its Implementation Program to all personnel and to its partners and Stakeholders;
- c) Appoint an Anti-Corruption System Compliance Committee to oversee and monitor compliance with the Anti-Corruption Policy and Program;
- d) Verify that personnel behave in accordance with the Anti-Corruption Policy and in the Anti-Corruption Management System in general;
- e) Bring awareness and acceptance of the Prevention of Corruption Policy, including to the various stakeholders, through the stipulation of contractual clauses.



## 45001:2018 CERTIFICATION

The standard requires the implementation of a workplace safety management system, setting requirements to establish, implement, and improve the management and culture of safety in the workplace, providing a healthy and safe working environment for employees and all visitors to the workplace. Its aim is to mitigate all harmful factors or those that pose a danger to the physical and/or mental well-being of workers.



# THE CERTIFICATIONS 2024

OROPAN has developed and implemented a unique sustainability governance management system, **BECOMING THE FIRST ITALIAN FOOD COMPANY** to be certified under this standard.



**EASI®**  
CERTIFICATION

EASI® (Integrated Sustainable Business Ecosystem) is the first sustainability governance framework recognized by the independent body Accredia (the Sole National Accreditation Body designated by the Italian Government).

The EASI® Organizational Model is an innovative approach that incorporates international standards and fundamental principles governing the evolutionary phases of sustainable development—environmental, social, and economic—to integrate them into corporate strategies and all business processes.





## ISO 14064 CERTIFICATION

ISO 14064 - Facility Carbon Footprint: This standard provides the reference framework for calculating the carbon footprint produced by a facility and its corresponding pollution rate. It is essential for the sustainable management of a company.

Thanks to this tool, OROPAN has a clear understanding of its environmental impact and can implement concrete actions to reduce emissions and mitigate the risks associated with climate change.



## ISO 14067 CERTIFICATION

ISO 14067 - Product Carbon Footprint: This standard defines the principles, requirements, and guidelines for quantifying and reporting the Carbon Footprint of a Product (CFP), based on the international reference standards for Life Cycle Assessment (ISO 14040 and ISO 14044).

Achieving this certification allows companies to provide customers with detailed information on the environmental impact of each product, enabling them to make informed and sustainable choices.



## ISO 14046 CERTIFICATION

ISO 14046 - Water Footprint: This standard provides a reference framework for measuring the potential environmental impacts that all products, processes, and the organization itself may have on water resources.

It is crucial for assessing the efficiency of a company's water resource management. Water is a precious and limited resource; for this reason, OROPAN has chosen to quantify its water consumption to identify areas for improvement and reduce waste.



# LEGALITY RATING

**AGCM** - The Italian Competition Authority has confirmed the company's previous score for the Legality Rating, assigning a

**SCORE** ★ ★ ★



It is an important recognition for the corporate structure, which, in addition to complying with mandatory and voluntary national and international legal requirements, has seen its journey regarding an ESG policy of transparency and accountability based on the principles of Corporate Social Responsibility recognized.





OROPAN<sub>Spa</sub>



# BREAD AS TRADITION COMMANDS

**OROPAN** Spa

**BROWN,  
CRUNCHY  
CRUST**

**FRAGRANT  
BREAD**

**HIGH  
DIGESTIBILITY**





## **AUTHENTIC AS TRADITION**





# THE RECIPE

*Since 1956,  
we have been making  
the best bread  
possible*



## Re-milled durum wheat semolina

The main ingredient of our bread and a cultural identity element of our territory, re-milled durum wheat semolina is rich in nutrients and natural antioxidants like lutein, which gives the crumb its straw-yellow color and combats oxidative stress on cells, slowing their aging.



## Mater yeast

Created 60 years ago by Vito Forte and exclusively owned by him, it represents the authentic DNA and digital fingerprint of all Forte baked products. Daily dough renewals allow the development of indigenous microbial forms that produce distinctly aromatic substances typical of Forte baked goods. These are unique organoleptic characteristics, closely linked to the territory and irreplicable in other geographical areas.



## Cristalline Sea Salt

Forte bread uses pure, crystalline sea salt extracted from the sea water in Puglia's salt pans.



## Water

It's an extremely important component, as its characteristics influence the correct leavening of the dough. Forte bread employs rigorously controlled and standardized water to ensure the best results in terms of fragrance and leavening.



# 4 PRODUCT SEGMENTS



FRESH



FROZEN



MAP



SNACK



# KEY NUMBERS

## 2024









# KEY NUMBERS 2024



**25 COUNTRIES**

*Presence*



**OVER 17 MILION/ KG**

*Yearly production*



**8 AREAS**

*Strategic business*



**95% PERSONNEL**

*With permanent  
contract*



**SUSTAINABILITY**

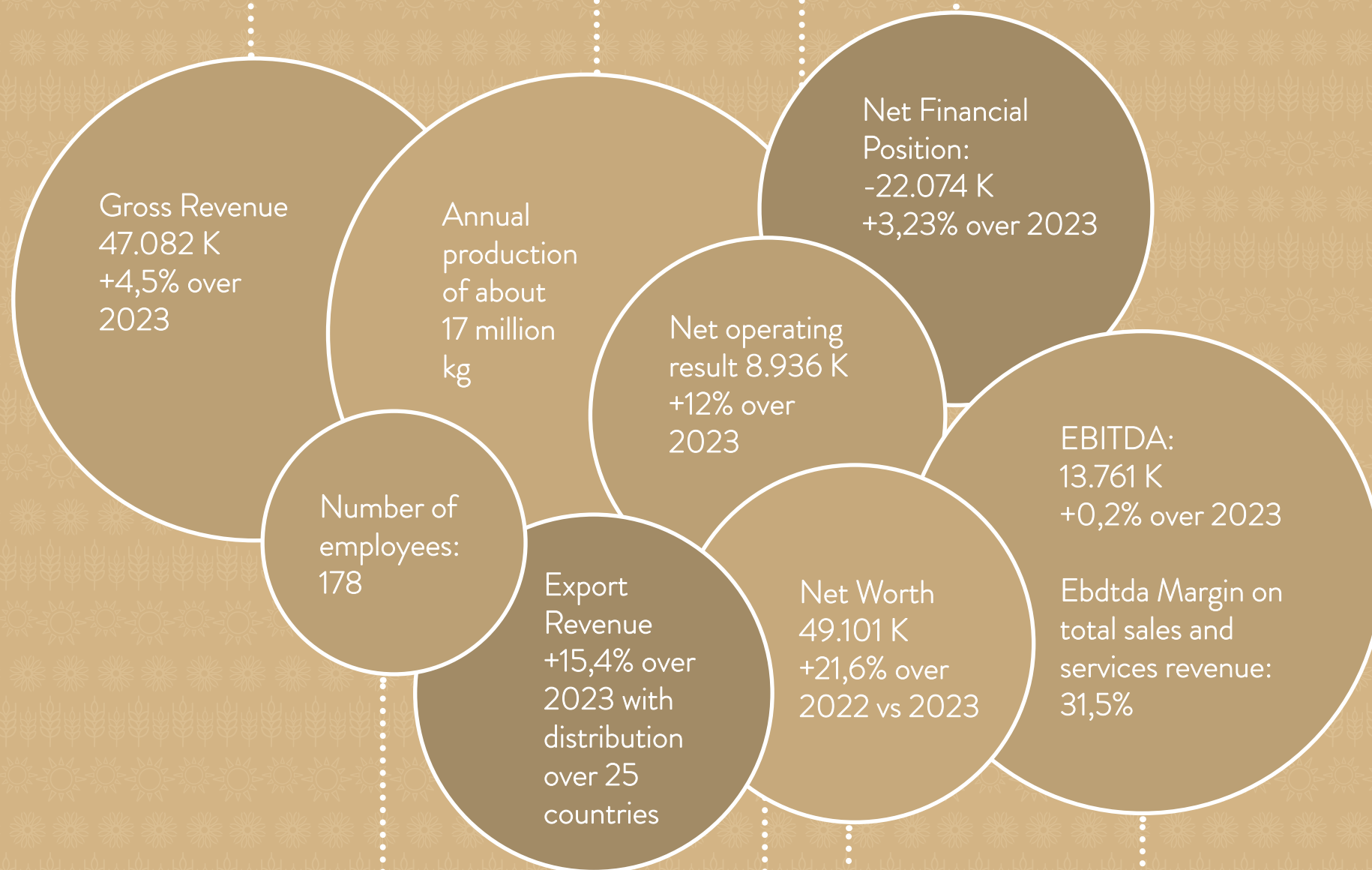
*4 Pillars*

*17 SDGs*

*19 Corporate Macro  
Objectives*

*101 Planned Initiatives*





Preliminary financial statement as of December 31, 2024.

# KEY ELEMENTS MANAGEMENT OF THE FINANCIAL YEAR 2024

**OROPAN** SpA









# KEY ELEMENTS MANAGEMENT OF THE FINANCIAL YEAR 2024

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Trend of **GROSS REVENUES**  
from sales and services



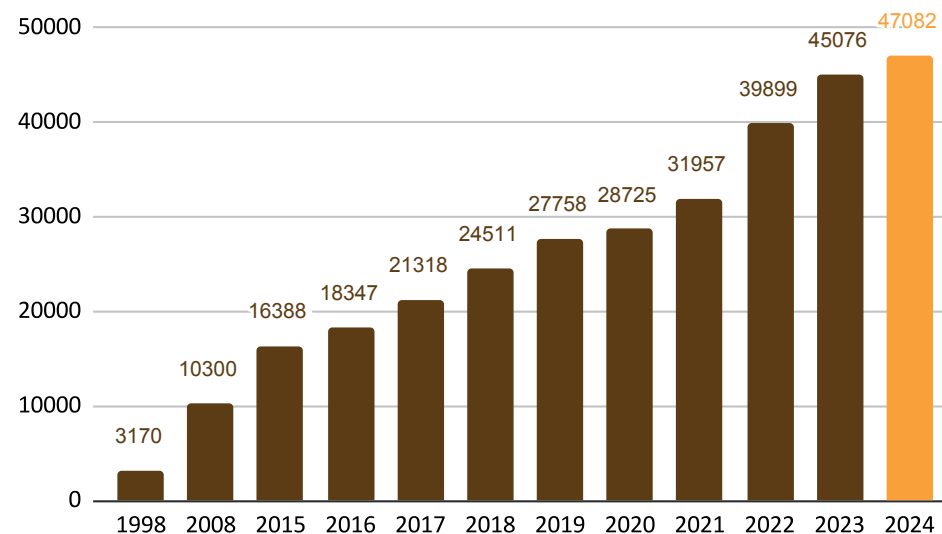
**+ 63,9%**

Vs 2020

**+ 4,5%**

Vs 2023

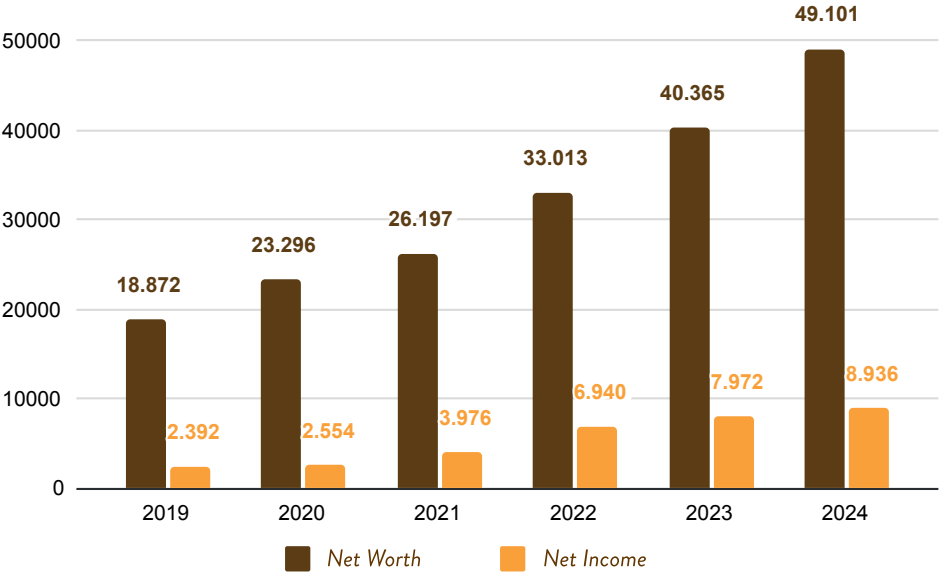
## GROSS REVENUES



Values expressed in thousands of euros



NET WORTH AND NET  
OPERATING INCOME



Values expressed in thousands of euros

Net Worth:

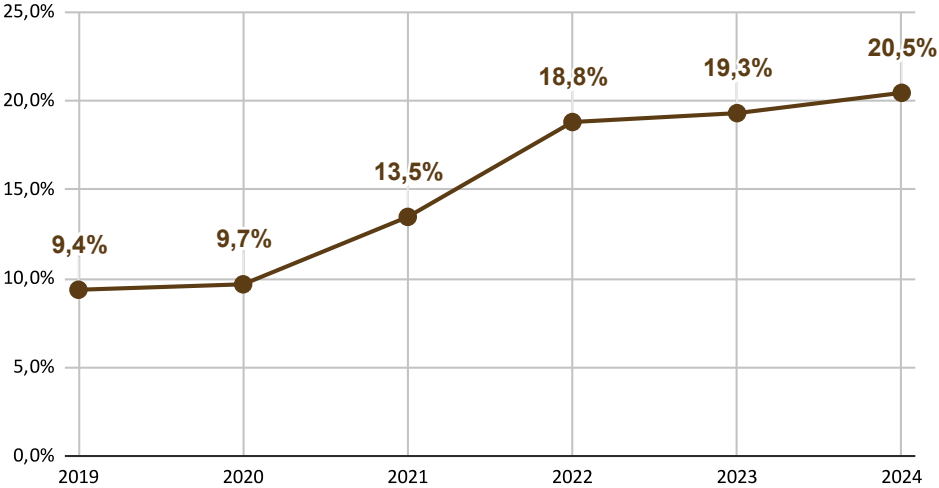
+22% 2024 Vs 2023 | +111% 2024 Vs 2020

Net Earnings:

+12,1% 2024 Vs 2023 | +250% 2024 Vs 2020

(Val. in €/000)

NET PROFIT TREND ON NET SALES  
AND SERVICES REVENUES





# KEY ELEMENTS MANAGEMENT OF THE FINANCIAL YEAR 2024

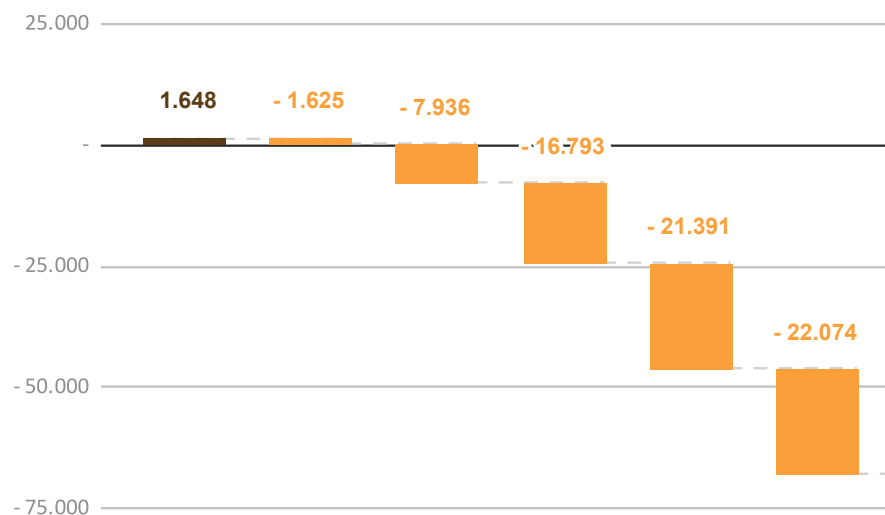
## NET FINANCIAL POSITION



**+ 3,2%**

Vs 2023

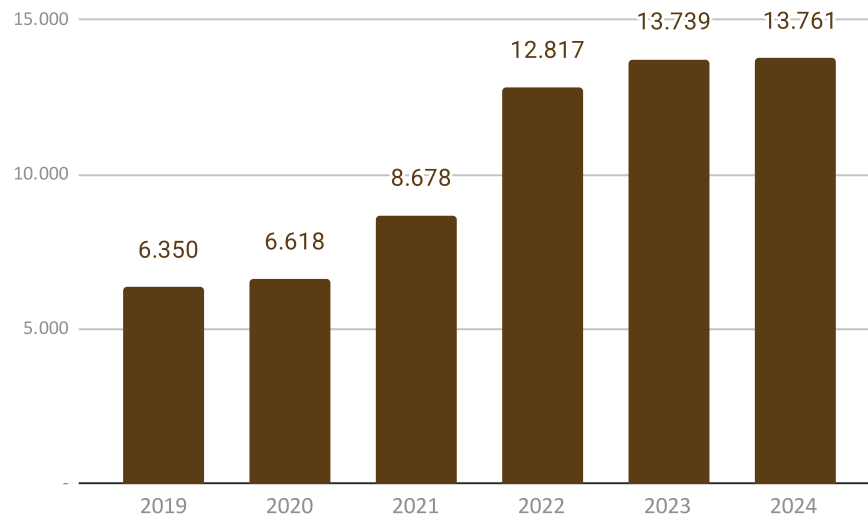
## NET FINANCIAL POSITION



Values expressed in thousands of euros



## EBITDA



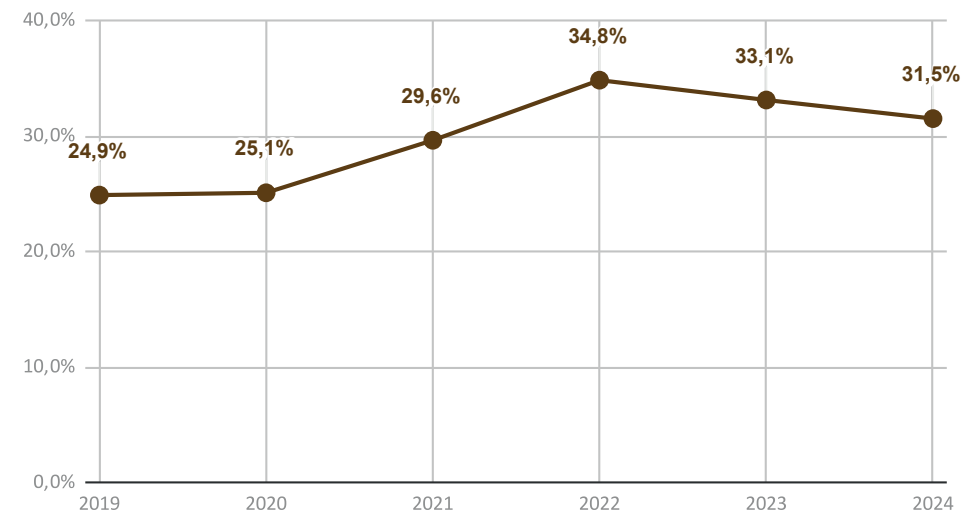
Values expressed in thousands of euros

## EBITDA:

**+0,2%** 2024 Vs 2023 | **+108%** 2024 Vs 2020

(Val. in €/000)

## EBITDA TREND ON SALES AND SERVICES REVENUES





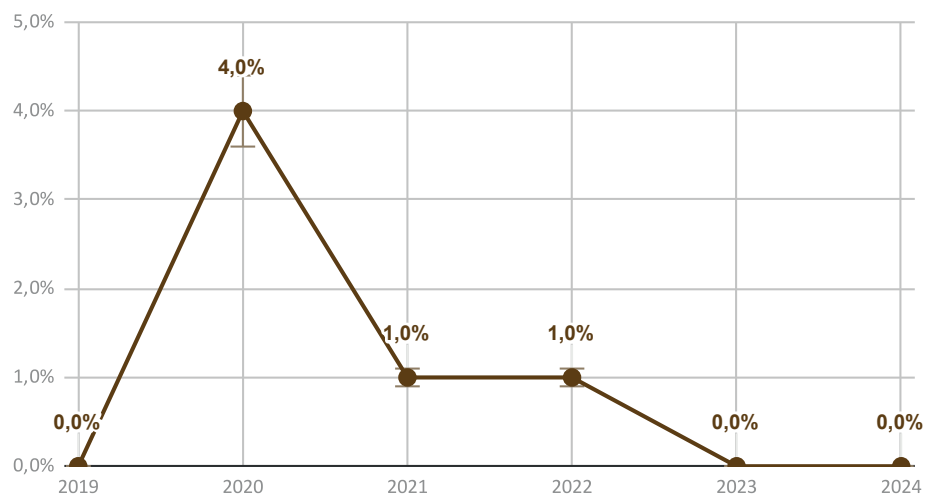
# KEY ELEMENTS MANAGEMENT OF THE FINANCIAL YEAR 2024

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ECONOMIC INDICATOR	Year 2019	Year 2020	Year 2021	Year 2022	Year 2023	Year 2024
R.O.E. (Net of taxes)	13%	12%	18%	27%	25%	22%
R.O.I. (Capital Invested)	7%	10%	14%	20%	18%	16%
R.O.S.	12%	13%	19%	26%	26%	27%



### UNPAID INVOICES AS A % OF REVENUE FOR THE CORRESPONDING YEAR



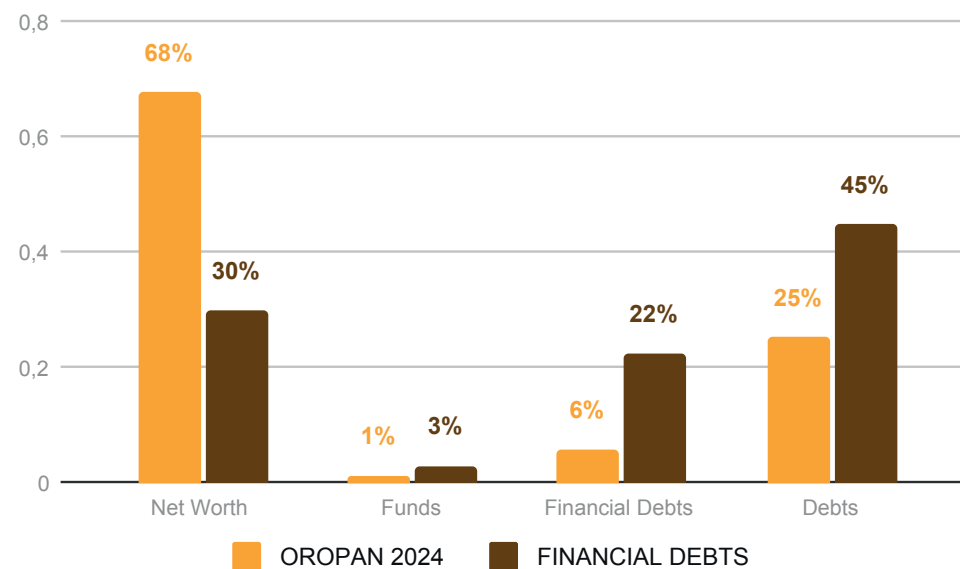


# KEY ELEMENTS MANAGEMENT OF THE FINANCIAL YEAR 2024

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Comparison analysis of the 2024 financial statements of Oropan with the available and public financial statements (referring to the 2023 fiscal year) of a sample sector composed of 8 competing companies operating in the market in which the Company operates. This sample generated a total revenue of approximately 450 million euros in 2023.

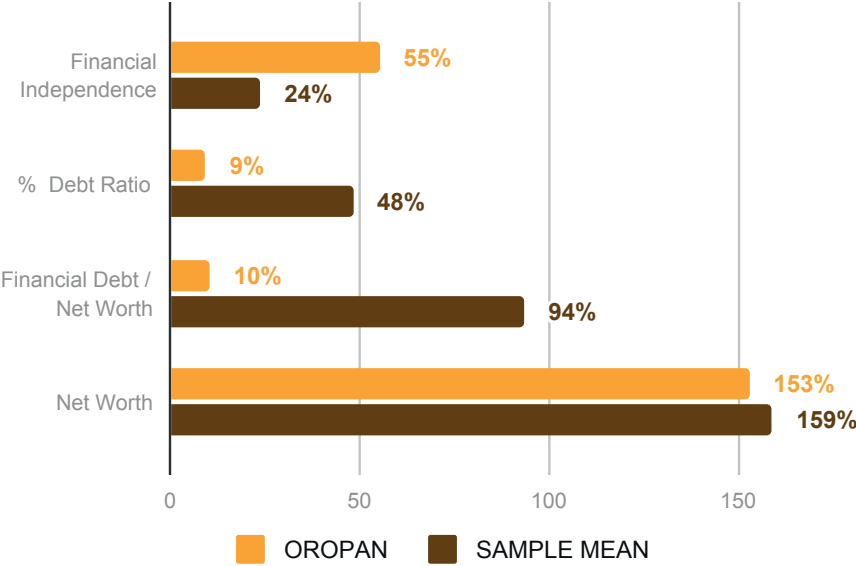
## COMPOSITION OF LIABILITIES



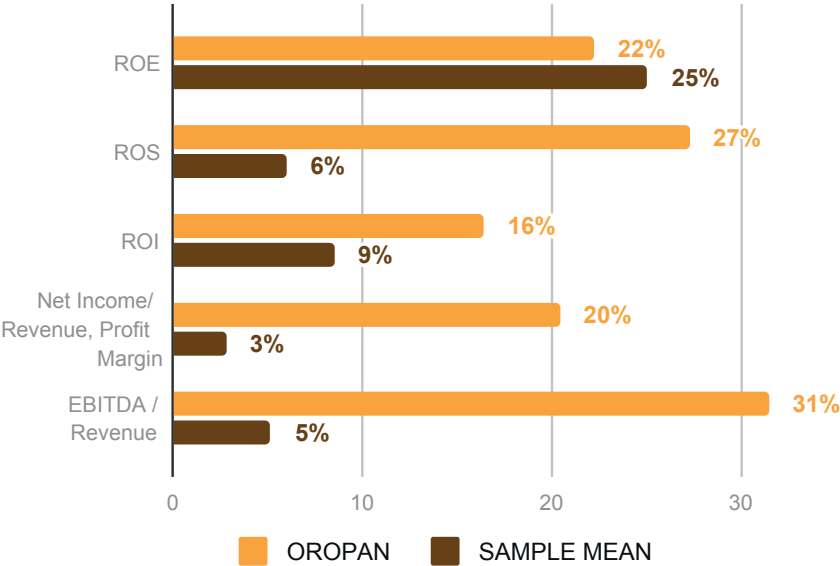


# OROPAN VS SECTOR BENCHMARK

OTHER FINANCIAL STRUCTURE INDICES



COMPARISON OF ECONOMIC, FINANCIAL, AND EQUITY INDICATORS

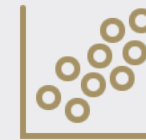


# INDUSTRIAL PLAN 2021-2026

**OROPAN** SpA



Investments in R&D  
**1 MILION**



Total investment/ €  
**33,3 MILION**



ULA in 2027  
**+14 UNIT**







# INDUSTRIAL PLAN 2021-2026

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## GOALS:



### INCREASE

in hourly and per-employee  
production capacity



### IMPROVEMENT

of technological and organoleptic  
qualities for food safety levels



### DEVELOPMENT

of a new product line



### IMPROVEMENT

Improvement of managerial process  
efficiency and raising of quality standards



### DIGITALISATION AND AUTOMATION

of the processes



### SUSTAINABLE INNOVATION

of processes and products



### ENERGY EFFICIENCY







# REBRANDING

**OROPAN** SpA



**WE HAVE DECIDED TO  
GIVE THE FORTE BRAND  
A NEW STRATEGIC  
POSITIONING,  
IN CONTINUITY WITH  
THE HISTORY IT HAS  
ALWAYS REPRESENTED  
FOR ITS CONSUMERS,  
AND TO ASSIGN IT  
A DEFINED IDENTITY.**

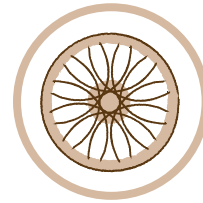


# AUTHENTICITY, MASTERY, AND WELL-BEING A NEW STORY.

THE TIMELESS VALUES AND THE COMMITMENT TO PEOPLE AND THE ENVIRONMENT.



# WHERE WE STARTED: THE **NEW VALUES OF THE FORTE BRAND**



## **AUTHENTICITY**

It is the core value of the Forte brand, tied to the history of its founder and even before that, to its land, Altamura, with its art of bread-making.



## **MASTERY**

It is the magic in the hands of the artisan, capable of combining ingredients to create a unique product characterized by its fragrance of the past and tradition.



## **WELL-BEING**

It represents the brand's commitment to caring for people and the environment they live in. It is the dedication to producing through eco-sustainable processes that value people and their work.

The phase of redesigning the brand was preceded by the redefinition of the brand's value system based on three fundamental pillars:



**FOR THIS REASON,  
THE BRAND  
REDESIGN STARTED  
WITH AN IN-DEPTH  
MARKET ANALYSIS:**

- Identifying consumption trends (100% Italian wheat, no preservatives, with sourdough, non-GMO, recyclable)
- Analyzing the competitors' positioning and Forte's brand reputation through feedback from interviewed consumers.





THE FIRST BREAD  
IN THE WORLD  
FROM A **CERTIFIED**  
**SUSTAINABLE**  
**SUPPLY CHAIN**

**OROPAN** SpA



today  
**WE ARE THE  
FIRSTEVER**

to produce bread from a  
certified sustainable supply  
chain in compliance with  
the international ISCC Plus  
standard, considered the best  
sustainability  
certification standard  
worldwide





Through  
**ISCC PLUS  
CERTIFICATION,**

we guarantee the sustainability of our fresh bread supply chain, which covers not only the cultivation methods of the durum wheat we use but also the entire production process, including milling, mixing, baking, transportation of raw materials, and the finished product



# THE FIRST BREAD

## FROM A SUSTAINABLE AND ISCC PLUS CERTIFIED SUPPLY CHAIN



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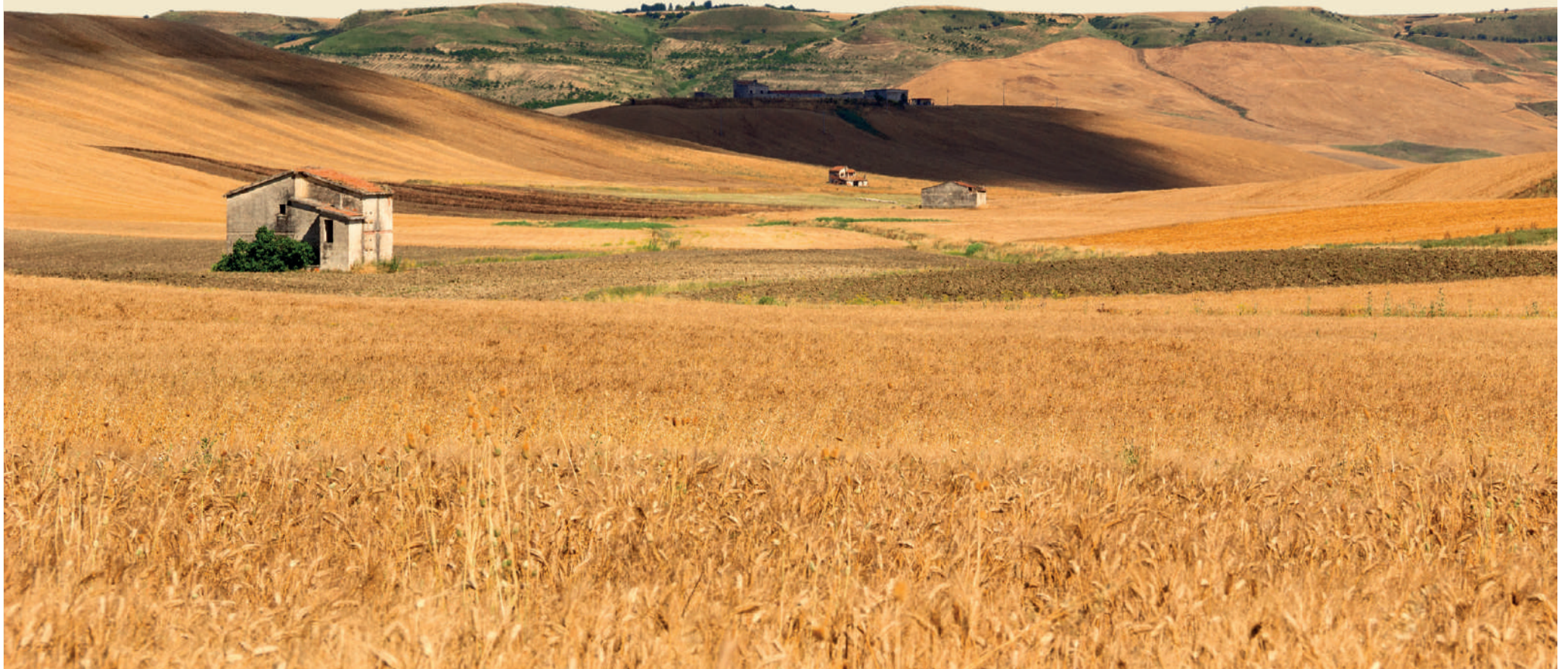
### WHAT DOES IT MEAN TO HAVE A SUSTAINABLE SUPPLY CHAIN?

It means offering the guarantee that our product is the result of a responsible, sustainable, and ethical development model throughout the entire supply chain, from the cultivation of raw materials to the distribution of the finished product in retail points.





# CERTIFIED SUSTAINABILITY FROM SEED TO TABLE



# THE FIRST BREAD FROM A SUSTAINABLE AND ISCC PLUS CERTIFIED SUPPLY CHAIN



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OROPAN<sup>spa</sup>

## HOW DO WE ENSURE IT?



To offer the most concrete guarantees to our consumers, we have involved our key upstream suppliers, farmers, and millers in this sustainability certification project, promoting the adoption of production methods that protect the environment, enhance the territory, and contribute to people's well-being.

## WHAT GOALS DO WE PURSUE?



- Zero deforestation
- Protection of biodiversity
- Protection of soil, air, and water
- Respect for workers' rights
- Fair redistribution of added value and traceability throughout the supply chain

## WHERE DOES OUR WHEAT COME FROM?



For the preparation of our fresh bread, we use only **100% Apulian** re-milled durum wheat semolina, enhancing local production and reducing the environmental impact associated with transporting raw materials.





# OUR PACKAGING



## OUR BREAD IS ALSO SUSTAINABLE IN ITS PACKAGING.

In fact, it is a recyclable paper package, made with FSC-certified paper obtained from responsibly managed sources.



# SUSTAINABILITY

**OROPAN** Spa









# STRATEGIC SUSTAINABILITY PLAN 2023-2025

**DURING 2022,  
OROPAN DEVELOPED  
THE STRATEGIC  
SUSTAINABILITY PLAN**

## THE 4 PILLARS OF SUSTAINABILITY:



### SUSTAINABILITY IN THE COMPANY

- a. Development and protection of human capital
- b. Promotion of diversity and equal opportunities
- c. Definition of the organizational structure
- d. Corporate welfare
- e. Business ethics and integrity
- f. Internal and external communication



### ENVIRONMENTAL CARE

- a. Waste reduction and circular economy
- b. Company packaging
- c. Energy efficiency
- d. Raw materials



### VALUE FOR THE MARKET, THE SUPPLY CHAIN, AND THE TERRITORY

- a. Environmental and social evaluation of suppliers
- b. Transparent communication
- c. Product quality
- d. Customer satisfaction
- e. Welfare of the territory and the community



### INNOVATION AND ECONOMIC GROWTH

- a. Collaborations with universities and research institutes
- b. Development of new products
- c. Digitalization and automation
- d. Logistics







# STRATEGIC SUSTAINABILITY PLAN 2023-2025

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The pillars summarize Oropan's commitment to ESG (Environmental, Social, and Governance) issues defined by the 17 SDG (Sustainable Development Goals) and translate into 19 corporate macro-objectives and the corresponding 101 actions planned for their achievement, attributable to 8 strategic areas..







# SUSTAINABILITY REPORT



**OROPAN** Spa







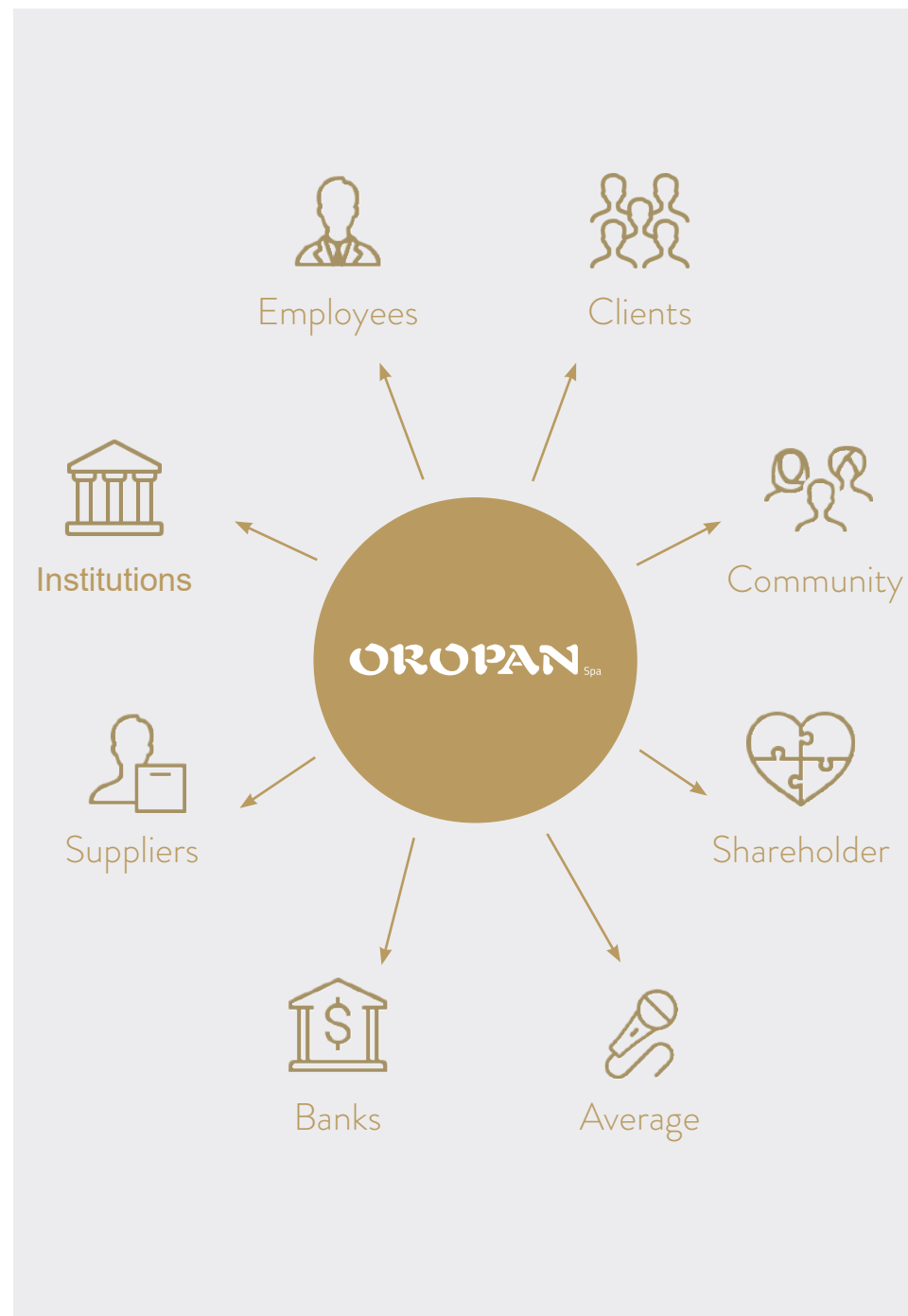


# SUSTAINABILITY REPORT

66

The **SUSTAINABILITY REPORT** is a valuable tool for sharing the company's objectives with its stakeholders, committed for years to a process of continuous improvement.

With the belief that sustainability is an indispensable element in pursuing the objectives and future challenges that await the Company.





# OROPAN CRIBIS SCORE ESG

Result of Oropan Spa's adherence to the completion of the SYNERGY CRIBIS questionnaire on ESG topics and sector benchmark.

## Overall score





Network Italia



**DIRITTI UMANI**

Human rights



**LAVORO**

Job



**AMBIENTE**

Environment



**ANTICORRUZIONE**

Anti-corruption



Sustainability



# OROPAN S.P.A. JOINS THE UN GLOBAL COMPACT NETWORK ITALY

Oropan S.p.A. has joined the UN Global Compact Network Italy, strengthening its commitment to a sustainable and responsible development model.

With this membership, the company integrates the Ten Principles of the United Nations Global Compact into its strategy and daily operations, promoting the values of human rights, labor, environment, and anti-corruption.



**Global Compact**  
Network Italia

Through the support of the Italian Network, Oropan S.p.A. actively participates in multi-stakeholder dialogue initiatives, collective actions, and partnerships to achieve the Sustainable Development Goals (SDGs) of the 2030 Agenda, contributing to the growth of a fairer, more inclusive, and environmentally conscious economy.

# OROPAN AND SUSTAINABILITY

**OROPAN** Spa









# OROPAN WELFARE

72

We support our employees through:



## **AGREEMENTS TO OBTAIN BETTER CONDITIONS FOR:**

Supplementary health care  
Supplemental pension plans  
Leisure, culture, and sports  
Fringe benefits  
Canteen and meals  
Education and childcare



## **FACILITATION OF ACCESS TO FINANCING AND INSURANCE COVERAGE AT COMPETITIVE COSTS WITH QUICK AND EASY PROCEDURES**







# OROPAN AND TRAINING

74

## TRAINING PLAN

focuses on the following main topics:

- digital mindset, smart working and professional development
- technological development
- customer & sales excellence
- communication
- integrated quality management
- sustainability
- lean manufacturing
- finance and board control

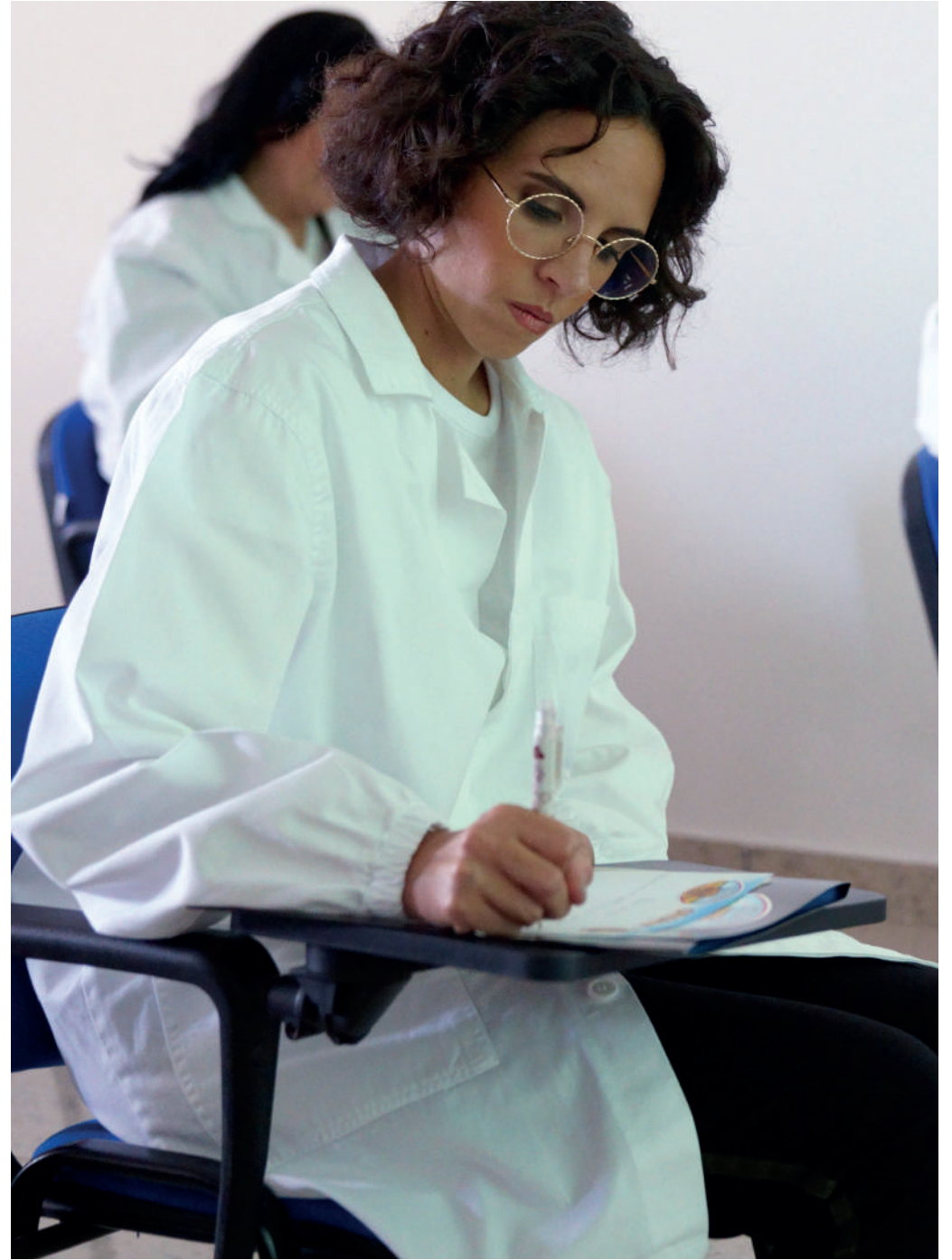


## ANNUAL TRAINING HOURS BY professional category and gender

HOURS OF TRAINING BY CATEGORY OF PERSONNEL	31.12.2024
Executives	27
Managers	65
Employees	528
Workers	1.559
<b>Total</b>	<b>2.179</b>

TRAINING HOURS BY TRAINING AREA	31.12.2024
Technical	1.221
Regulatory	345
Safety	496
Other	117
<b>Total</b>	<b>2.179</b>







# OROPAN

## PHD RESEARCH PROJECTS

76

Funding of a research project in partnership with the Interdisciplinary Department of Medicine of the University of Bari, as part of the “Artificial Intelligence and New Digital Technologies Development Project applied to Molecular Medicine”



### **MEDICAL SCIENTIFIC RESEARCH FOR PRODUCT INNOVATION WITH HIGH HEALTH VALUE**

Project aimed at introducing a line of products, Friselle and breads enriched with natural ingredients characterized by the ability to induce the rejuvenation of kidney cells, with consequent health benefits for the renal system of those who consume them. These products will allow individuals with kidney diseases to “heal by eating,” and healthy individuals to engage in prevention.



### **CONTINUING TO PURSUE OROPAN’S MISSION OF HEALTH CARE THROUGH HEALTHY AND BALANCED NUTRITION.**



# OROPAN FOR THE COMMUNITY

## DONATIONS AND PRODUCT SURPLUSES

Daily, the company donates products free of charge to those in need by supplying charitable organizations in the surrounding area.



In 2024 we guaranteed  
**APPROX. 96.000**  
portions of bread



# VITO FORTE **BREAD MUSEUM**

78

## **CULTURAL MARKETING, A NEW LEVER OF CORPORATE STORYTELLING**

The Vito Forte **BREAD MUSEUM** is located inside one of the oldest medieval ovens in Altamura. It was inaugurated in **MAY 2019** after a renovation carried out using exclusively private funds.







The Vito Forte Bread Museum has joined the large associative network of **MUSEIMPRESA**, the national network for the promotion and enhancement of corporate identity and culture.

*A cultural container capable of narrating the story of a tradition, that of bread, and an entrepreneurial success, that of Vito Forte and Oropan.*



# OROPAN ACADEMY

WE RAISE  
AMBITIONS,  
SKILLS,  
AND DREAMS.

OROPAN<sup>Spa</sup>









# OROPAN ACADEMY

82



In April 2024, the **Oropan Academy** project was born, the first free baking academy.

The project was presented in the Puglia Region by the ATS composed of:  
**OROPAN SPA,**  
**IFOA,**  
**GI GROUP SPA,**  
**PROFESSIONAL INSTITUTE**  
**“DENORA LORUSSO”** of Altamura and  
**POLITECNICO** of Bari.

*Partner*





# FREE BAKING ACADEMY

This initiative, strongly supported by Oropán, provides the opportunity for employment and training with a Level I apprenticeship contract to 15 young people aged between 18 and 25 years.

The training program consists of 300 hours of classroom instruction and 500 hours of on-the-job training, allowing selected individuals to earn a professional qualification certificate, becoming specialists in food maintenance or baking.



# THE AWARDS

## 2018-2024

### A VALUE RECOGNIZED NOT ONLY BY THE MARKET

**OROPAN** SpA



#### **SOME OF THE AWARDS RECEIVED BY OROPAN IN RECENT YEARS:**

Testimony to the recognition of efforts and the goodness of the strategic choices made, not only by the market but also by the business community.







# BES FINANCIAL REPORTING AWARD 2023

59<sup>a</sup> Edizione Ferpi

86

Winner in the Category of  
**SMALL AND  
MEDIUM-SIZED  
ENTERPRISES,  
NON-LISTED**

**OROPAN**<sub>spa</sub>



2023



Oropan vince l'Oscar di Bilancio 2023  
nella Categoria Piccole e Medie Imprese non quotate.  
Unica azienda del Food pugliese premiata.

**OROPAN**<sub>spa</sub>





***Among the 12 companies awarded nationally across all sectors, Oropan is the only company awarded in the Food & Beverage sector and the only company from Puglia, with the motivation:***

“The sustainability report of Oropan (Revenue: 40 million euros; 156 employees) is transparent, clear, and comprehensive. In its second year of drafting, Oropan presented the 2022 sustainability report along with the 2022 financial statement; it includes references to GRI standards and sector impact reporting (SASB matrix). For added value and stakeholders, the GBS 2013 and accountability 1000 standards were used.”

“The information pertains to the three-year period 2020-2022. The economic and financial disclosure and the highlight of risks were more than exhaustive, as were all aspects of Identity and Governance. The ESG and Economic areas achieved the highest scores. Oropan’s materiality matrix aligns with GRI 3 and includes an ‘International Standards (SDGs, SASB, and EFRAG) Cross-Reference Table.’ Each section includes a QR code linking to the specific section of the website.”



# TOP 300 COMPANIES IN PUGLIA AND BASILICATA

**OROPAN** was among the 300 companies which have recorded an important **TURNOVER growth IN 2022**, and the most important indicators economic, patrimonial and financial:

- ★ **NET REVENUES**
- ★ **NET WORTH**
- ★ **USEFUL**
- ★ **EBITDA ON REVENUES**
- ★ **NET FINANCIAL POSITION**



**2023**

The TOP 300 research conducted by PwC and the Department of Economics, Management, and Business Law of the University of Bari offers an overview of the economic, financial, and equity performance of the leading companies in the region.



# CRIBIS PRIME COMPANY

In 2023, Oropan was awarded the **CRIBIS Prime Company**, recognition which attributed to the company the highest level of **commercial reliability evaluation for an organization**.

This award is given exclusively to companies that consistently maintain high economic-commercial reliability and are virtuous in payments to suppliers.

**THE CRIBIS PRIME COMPANY IS A HIGHLY VALUABLE RECOGNITION, AS IT IS AWARDED EACH YEAR TO ONLY 7% OF THE OVER 6 MILLION ITALIAN COMPANIES**



**2023**

The recognition is based on the CRIBIS D&B Rating, a synthetic indicator that, using a statistical algorithm, measures the probability that a company will generate serious commercial insolvencies.

**THIS IMPORTANT RECOGNITION CONFIRMS THE LEVEL OF ECONOMIC-COMMERCIAL SOLIDITY AND IS A GUARANTEE FOR ALL COMPANIES THAT HAVE**



# AWARD OF AWARDS

Established by the Presidency of the Council of Ministers, under the concession of the **PRESIDENT OF THE ITALIAN REPUBLIC**, awarded to the 9 most innovative companies in the **INDUSTRY AND SERVICES** sector



2018



«For successfully combining traditional knowledge related to bread production with the research and innovation needs of new production processes to open up to the global market»



2020



«For the company's tenacious commitment to innovating bread-making processes and products, while maintaining strong ties to the tastes and flavors of tradition and achieving leadership in both the national and international markets»



# AWARD FOR INNOVATION FOR COMPANIES

by Confindustria

Official recognition for Italian companies for the **LEVEL OF INNOVATION ACHIEVED**, not limited only to product and process but also valuing the organization's structure and the company's culture.



**2018**

(X edition) «**Winners in the Category PRIZE**»

**2020**

(X edition) «**Winners in the Category AWARD**»

**2021**

(X edition) «**Winners in the Category AWARD**»



Special Mention  
**CORPORATE SOCIAL RESPONSABILITY (CSR)**



Special Mention  
**INDUSTRY 4.0**





# INDUSTRIA FELIX AWARD

92

**HIGH HONOR OF  
FINANCIAL  
REPORTING**

**OROPAN**<sub>SpA</sub>



**2019**

**2020**

**2021**

**2022**

**2023**

**2024**



Award reserved for the most competitive and reliable companies in Italy for managerial performance, financial reliability, and sustainability.



# CHINA AWARDS

«Recognized as  
**'CREATORS OF VALUE'**  
for the commitment and value  
generated in the development  
and promotion of the brand  
and the Made in Italy product  
in the Chinese market»



**2019**



# WOMAN VALUE COMPANY AWARD

94

«For having successfully invested in people, gender equality, and welfare, bringing **VITAL ENERGY** to the company and the entire system, contributing to the cultural, economic, and social evolution of the COUNTRY»



**2020**

Marisa Bellisario  
Foundation and  
Intesa Sanpaolo



# PREMIO BVA BEST VALUE AWARD

Winner in the categories  
“LION” and “RHINOCEROS”,  
the first reserved for companies that stand  
out for generating a value exceeding 100  
million euros, and the second measuring the  
corporate governance index,  
rewarding companies that not only excel in  
value but also have governance that fosters  
growth essential for business continuity.



**2022**

**2023**

**2024**

Smart Entrepreneur Spa:  
in collaboration with the  
Consorzio Mestieri  
Puglia-Agenzia per il Lavoro.  
Research conducted on a  
sample of over 15.000  
Apulian companies.

# OROPAN<sup>Spa</sup>

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