LANDLAB
benefit report

year 2025

Letter from the president

Benefit Projects

In 2025, as in previous years, Landlab remained steadfast in its commitments despite significant challenges within the agricultural research services sector. We chose to reinvest our generated margins (profits) into enhancing the workplace environment, improving our people's quality of life, and funding proprietary R&D projects. Furthermore, we strengthened our corporate welfare programs and focused our training initiatives on both the personal and technical-scientific growth of our team.

The Workplace Environment

Landlab has always taken great pride in the quality of its workspaces, blending aesthetic beauty with functionality while maintaining a distinct architectural style and a focus on sustainable materials. The completion of the East Wing was finalized in late spring 2025, and the new administrative area—featuring a dedicated entrance and direct links to technical offices—became fully operational by the summer. This restructuring has facilitated smoother dialogue between Landlab's various departments, significantly improving internal communication and integration.

Once the East Wing was vacated, we began renovating the space to expand our biochemistry and molecular biology laboratories. Work commenced in late summer 2025 and is expected to be completed by spring 2026.

During quieter months, we focused on streamlining internal procedures and gathering staff feedback on workplace satisfaction, supported by our long-term corporate coach. We also finalized the internal evaluation process for a unified software system to coordinate administrative and operational tasks, and implementation is currently underway. Furthermore, Landlab launched an extensive internal training program covering everything from technical software skills to the opportunities and challenges of Artificial Intelligence—an initiative that will continue throughout 2026.

Strategic Projects

In 2025, Landlab continued to allocate substantial resources to its proprietary research. With the support of external partners and the full functionality of our new laboratories, we have expanded this activity significantly. Recognizing the expertise of our researchers in soil and crop systems, and to support the growth of the "LandLife" project, we have hired highly qualified personnel and invested in specialized scientific equipment and new dedicated spaces.

- The PLANTAE Project: This initiative embodies our commitment to soil health as the foundation for healthy crops. The high demand for our analysis confirms that farmers still lack agile, accessible, yet scientifically rigorous tools to understand soil health and address microbiological imbalances. Our research into "disruptive innovations" is yielding results that align with our theoretical goals: developing flexible tools that allow plants to respond autonomously to environmental stressors.
- The LANDLIFE Project: Originally a spin-off of PLANTAE, LANDLIFE has become a cornerstone of our vision. It shifts the agricultural paradigm from synthetic chemistry to a deep understanding of the soil microbiome, treating Soil Health as the pillar of modern farming. Collaborating with like-minded research entities such as Agri 2000, we have focused on standardizing microbiological analyses and "translating" complex functional data into actionable operational guidance for farmers. Despite a market still largely driven by mechanistic approaches, Landlab is committed to building more stable, energy-efficient, and respectful agricultural systems.

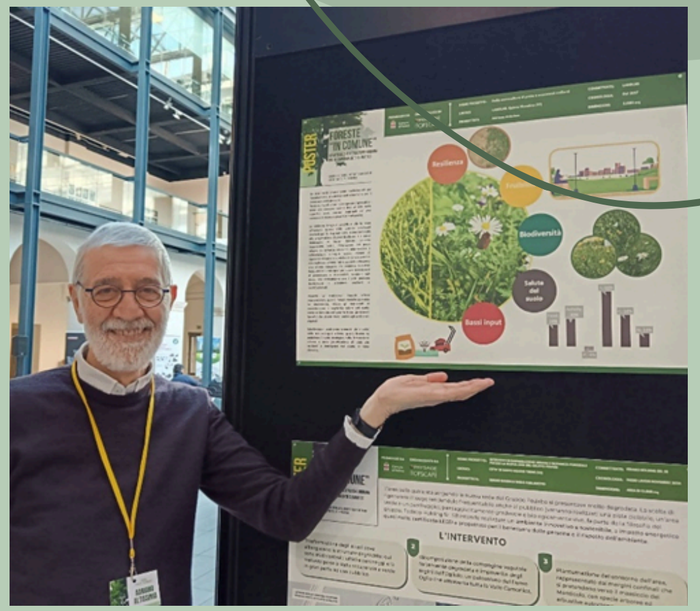
- The ZENON Project: Conceived years ago with Italian and Northern European partners, Zenon evaluates the impact of organic and microbiological tools on conventional farming, specifically aiming to reduce dependence on synthetic fertilizers. Four years of trials across Italy (from the North to Sicily) confirm that change is possible: soil biodiversity increases, yields improve, and soil fertility is preserved. These trials will conclude in 2026.
- P4P (Plants for Plants): A core R&D pillar that combines scientific rigor with the development of plant-based (food-grade) extracts to help crops face environmental challenges. In 2025, we systematized our extraction and characterization processes, collaborating with E_Lab. Our success in proving the efficacy of these prototypes has opened a dialogue with traditional chemical distributors interested in diversifying their portfolios, proving that a "paradigm shift" is possible even for those from non-organic backgrounds.

People and Organization
In 2025, we consolidated our team with the addition of young agronomists, strengthening our pool of Project and Trial Managers. Our strategic goal remains to empower more people to take on significant responsibilities, ensuring they are prepared to lead Landlab's future.
We also achieved a major milestone in February 2025: Gender Equality Certification. Beyond the formal audit, we view gender equality as an ongoing journey—a way of being and fostering interpersonal relationships within our company. This path will continue with enthusiasm as we refine our internal policies.

Communication
Having overhauled our communication style with the help of the "OCHO" (Rete Pictor) agency, we have now refined our internal tools. Specially our newsletter, Landlab Time, has become a regular fixture, featuring contributions from the whole team.
The decision to bring communication "in-house" has proven successful. It allows for a deeper understanding of our complex scientific concepts, which are then translated into clear, immediate messages for technicians and farmers.

Conclusions
For me personally, 2025 was a taxing year due to medical treatments that limited my physical presence. However, this time allowed me to reflect deeply on our non-negotiable values. It reinforced my vision for the ethics of food production and the necessity of a structured generational transition.
The applied research sector is currently experiencing a downturn, with many large industry players adopting a conservative stance focused on short-term margins. Landlab is not immune to these market trends, but we have managed to compensate for lower demand in basic testing by elevating our scientific standards—a move made possible by our policy of reinvesting undistributed profits. This confirms that the Benefit approach is not just good for people and the community; it is vital for our operational continuity.
Looking ahead, we are addressing our corporate ownership structure. Current legal and tax frameworks (often designed for traditional family successions or market-driven acquisitions) do not easily facilitate involving employees in company ownership. However, as a Benefit Corporation, we want to ensure continuity for those who work here with passion, without being forced into mergers or acquisitions that might compromise our soul.
The challenge now is to evolve our ownership model to protect Landlab from external pressures, ensuring it remains a space for balanced growth, driven by values rather than just economic criteria.

Adriano Altissimo



The basis of our being a Benefit Corporation

At the core of our Benefit identity, there are very strong values: we believe in mutual respect, honesty, transparency, constant and effective communication, and responsibility towards our duties and the surrounding environment.
Our values are our vision beyond:
·Respect for the environment and gentle agriculture;
·Research, continuous updating, pursuit of scientific quality, innovation of methodologies and techniques used, organization, and precision in execution;
·Valuing people as carriers of knowledge, skills, values, and specific professionalism;
·Sincerity in relationships, fairness, transparency, legality, and a sense of justice;
·A sense of responsibility towards our tasks, people, things, and environments;
·Prudence in financial management;
·Openness to new ideas, opportunities, and solutions;
·Innovation;
·The desire for in-depth understanding, knowledge, problem-solving, and the ability to adapt to changes.
People are very important: we believe that each individual carries a wealth of knowledge, skills, and values, and we strive to bring them out to enhance every team member.
Communication and dialogue are fundamental for a continuous flow of information, exchange of ideas, and knowledge; we are committed to improving these aspects through training, individual coaching paths, and other meetings with experts, with the goal of stimulating and strengthening the group.
Those working at Landlab are expected to show commitment, dedication, quick thinking, a spirit of collaboration, a willingness to share ideas, competence, and the capacity to develop new goals with passion, ambition, curiosity, and creativity.
Landlab is oriented towards new ideas, opportunities, and solutions. The importance we give to innovation drives us to be at the forefront in facing challenges in sectors that are still rapidly evolving.
All of this happens thanks to constant research, the will to investigate, the desire to understand, the wish to solve problems, and the ability to adapt to changes.
We work to find solutions that maximize the efficient use of water, develop organic products (biofertilizers, biostimulants, biocontrol) for crop cultivation, and seek new solutions for plant protection: our goal is to create a respectful (fair) agriculture towards the land, water, farmers, and consumers of food products—an agriculture that minimizes the use of synthetic agrochemicals, fertilizers, and energy.

2025 KEY PROJECTS

In this section of the Impact Report, we present the results achieved throughout 2025 across the specific areas of common benefit previously outlined. We also define the strategic objectives we have set for 2026.

Each purpose is introduced by citing the original text from our Articles of Association (Oggetto Sociale), followed by a brief explanation of its most significant aspects. Individual activities, data, indicators, and results are presented in a schematic format. We believe this presentation style provides greater clarity—a fundamental requirement for any organization committed to providing its stakeholders with a transparent and accurate measurement of its impact.

-ENVIRONMENT AREA -
IMPLEMENTATION OF SUSTAINABLE AGRICULTURE

THE OPTIMIZATION OF ENVIRONMENTAL RESOURCES AND ENHANCEMENT OF PLANT GENETIC HERITAGE

Purpose
•Landlab develops know-how, creates products for sustainable agriculture, is a point of reference, training and local and international information in this area, deals with research and development for the change of traditional agricultural models.
•Landlab respects the environment and biodiversity of the places where it operates, it is committed to reduce its impact and it is a biodiversity generator.

URBAN TURFGRASS: ADDRESSING ENVIRONMENTAL, CULTURAL, AND ECONOMIC PRESSURES

Over time, maintaining urban green spaces to the high standards required for public use has become increasingly costly—and often unsustainable—especially for local authorities. These areas are now under unprecedented "anthropogenic" pressure (from more intensive use) and environmental stress due to the changing climate. Today's urban lawns are expected to be multifunctional: they must serve as spaces for recreation and relaxation while delivering on environmental sustainability (through cost reduction, the elimination of synthetic fertilizers and pesticides, and high drought resistance). Furthermore, there is a growing demand for increased biodiversity to support local flora, insects, birds, and small mammals.

Conventional turfgrass—typically limited to simple grass mixtures (Gramineae)—fails to meet these complex modern needs. Recognizing this gap, Landlab began developing specialized "herbaceous communities" as early as 2017. This work gained significant momentum in 2022 through collaboration with key partners.

Throughout 2025, we continued trialing various solutions aimed at optimizing plant selection and community combinations to drive this paradigm shift. A key part of our research involved quantifying soil biodiversity: we compared these biodiverse communities against "conventional" lawns widely marketed across Europe. Our analytical findings confirmed a direct correlation: increased above-ground floral diversity leads to a richer and more robust soil microbiome.

These results prove that a fundamental shift in the composition of urban turf is possible. We can create highly diversified, autonomous, and resilient plant communities that not only thrive on their own but also welcome native perennial flora and support a wide array of microbiota and macrobiota.

As a result of this research, we have successfully developed "Biodiverse Seed Mixtures" for urban use, which have already been distributed to several operational partners. Landlab is committed to advancing this path by expanding our experimental research, investing in strategic communication, and developing bespoke solutions tailored to specific local needs.

SUN POWER

The system installed on the building's roof consists of 150 square meters of photovoltaic panels, with a total capacity of 30 KW at full power.

Results achieved in 2025:

Total energy generated: 33.393 kWh
Total reduction of CO2 emitted: 33.293 kg
Total carbon saved: 13.357 Kg
Reducing deforestation: 1836 trees

AQUA (A Valuable Resource Starting from Research)

In May 2024, we launched the Aqua System, an Industry 4.0 solution designed for the advanced management and utilization of irrigation water across Landlab's entire experimental area.
A significant portion of our R&D efforts is focused on improving Water Use Efficiency (WUE). Our goal is to substantially reduce the amount of water required for agri-food production, starting right from the research phase.
To achieve this, we have implemented an advanced irrigation control system for our experimental trials.

This system provides critical feedback and data, allowing us to manage the complex constraints of experimental protocols regarding both irrigation volume and frequency.
The Aqua System also helps us reduce overall water consumption while maintaining productivity and allows for the rapid detection of any leaks within the infrastructure.

Data and Key Achievements
The irrigation period for open-field crops ran from May 16 to September 30, 2025, totaling 168 days.
The Aqua System supported 29 large-scale trials conducted in both open fields and tunnels.
Trial Irrigation: 325 m^3 of water were utilized for trials conducted in open fields and controlled environments (pot and bin systems).

Total Consumption: In 2025, a total of 2,305 m^3 of water was consumed across Landlab's four pumps:
Pump A: 758.22 m^3
Pump B: 235.18 m^3
Pump C: 610.58 m^3
Pump D: 701.84 m^3

One-tenth of the annual water supply was concentrated during the hottest days of the summer season (specifically June 4, June 24, July 3 for Pump A; July 22 for Pump C; and August 11–13 for Pumps B, C, and D).

RESISTANCE CONTRAST AND REDUCTION OF PESTICIDE USE

Regarding crop protection, the 2025 season continued the path set in the previous year, focusing on reducing chemical inputs and introducing alternative methods to control pathogens and pests within our experimental trials. We adopted an Integrated Pest Management (IPM) approach—a comprehensive strategy that prioritizes agronomic, biological, and physical methods to contain pest damage while strictly limiting the use of synthetic pesticides. Our goal is to minimize risks to both employee health and the environment by utilizing selective chemical products only when strictly necessary.

Among the various alternative methods implemented, we made extensive use of biological control. This eco-friendly pest management technique employs living organisms—such as predators, parasitoids, or pathogens—as natural antagonists to suppress pest populations.

Notably, the 2025 season saw a 22% reduction in the use of chemical insecticides compared to 2024, across both greenhouse and open-field crops. This milestone was achieved by replacing chemical treatments with chromotropic (sticky) traps, pheromone attractants, the release of beneficial insects, and the use of low-impact products, such as plant extracts and polysaccharides that act through purely physical mechanisms.

Specifically, our biological control measures involved the strategic release of:

- Eretmocerus eremicus and Encarsia formosa to limit whitefly damage.
- Phytoseiulus persimilis to curb red spider mite (Tetranychus urticae) infestations.
- Orius laevigatus to counter the spread of thrips.
- Aphidius colemani, A. ervi, Aphelinus abdominalis, Praon volucre, and Ephedrus cerasicola to control aphid populations.
- Akanthomyces muscarius, a beneficial fungus used against aphids, thrips, and whiteflies.
- The entomopathogenic nematode Steinernema feltiae to manage fungus gnats (Sciaridae) in the growth chambers.

Furthermore, we implemented a strategy to preserve these beneficial insects by installing flowering plants within the greenhouses; these "banker plants" provide alternative food sources for predators during periods of low pest density. We also installed bumblebee nests to encourage natural pollination.

To manage greenhouse pests, crops were monitored weekly for early detection and immediate containment. Management relied primarily on biological antagonists and low-impact products with physical modes of action. Chemical interventions were restricted to specific, selective products, with a rigorous focus on active ingredient rotation to prevent the development of pest resistance.

– WORKERS AREA –
RECOGNITION OF THE VALUE OF PEOPLE AS SUCH

·Promotion of teamwork and participation of all staff in work's organization and management;
·Hosting of students in training and their inclusion in the working groups;
·Promoting the exchange of knowledge and experience between internal and external researchers;
·Landlab is committed to work for the continuous improvement of internal communication between people, for the circulation of knowledge and information, with transparency and mutual respect;
·Landlab is committed to pursue and improve communication, to increase the level of inclusion and quality of work at different levels, inwards and outwards, for the well-being of collaborators and employees.

L-LEARN: TRAINING BEYOND OBLIGATION

At Landlab, we view the rigorous study and analysis of scientific literature as a fundamental responsibility toward sustainable innovation. Pursuing cutting-edge solutions and constantly refining existing methodologies requires a human capital that is both highly skilled and deeply aware.
In 2025, this commitment resulted in a total investment of 1,009.85 training hours.

Internal Training: Efficiency and Decisiveness

Internal training, totaling 702.35 hours, served as the cornerstone of our operational efficiency.
Our objective went beyond the mere transfer of technical skills; we focused on empowering our individual team members with greater decision-making autonomy to ensure more fluid organizational workflows.

- Software, Data, and Analytics: A primary focus on mastering digital tools to transform raw data into timely, actionable decisions.
- Technical Training: In-depth exploration of cutting-edge methodologies specifically applied to our operational fields.
- Organizational: Streamlining internal procedures and ensuring the team is fully updated on Landlab's evolving protocols.
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Software, Data, and Analytics	*h 231*
Technical Training	*h 367*
Organization	*h 104*

External Training: Strategic Value and Social Responsibility

With a total of 312 hours, our external training initiatives were designed to further establish our human capital as a core strategic asset.

- Gender Equality: This initiative represents a high-value strategic commitment. Through targeted sessions, Landlab promotes an equitable environment that fosters talent regardless of gender, turning an inclusive culture into a powerful driver for efficiency and innovation.
- Leadership and Management Development: Investing in the professional growth of our managers through established, long-term development programs.
- Health, Safety, and Supervisory Roles: Strengthening awareness and competence for those in positions of responsibility regarding workplace safety.
- Web Marketing: Enhancing our digital communication and online presence.

Leadership e Management	*h 92*
Occupational Health & Safety (OHS)	*h 96*
Gender Equality	*h 84*
Web Marketing	*h 40*

Global Networking: Scientific Hubs and Cutting-Edge Solutions

Landlab's presence at the world's leading scientific forums is essential for refining methodologies and staying at the forefront of industry literature.

International Conference	Local Conference
ABIM 2025 - Basilea	Biocontrol Conference- Napoli
BWC - Barcellona	Foreste in Comune – Padova
Green4Good - Olomouc	Novalis - Piacenza
MacFrut - Rimini	Prodotti Fitosanitari - Bologna

L-ABOUT LANDLAB: MOMENTS OF CONFRONTATION AND GROWTH

Personal Growth: Leveraging Individual Talent

At Landlab, we believe that scientific innovation is, first and foremost, a product of our people's professional evolution. This is why individual growth is the cornerstone of our organizational model. We facilitate this through structured, periodic reviews and open dialogue between the company and our team members. These touchpoints are essential for defining inspiring personal goals and pinpointing specific areas for development.

By leveraging each person's unique strengths, we transform individual expertise into a powerful engine for collective progress. This ensures that every career path is perfectly aligned with both the researcher's aspirations and the evolving demands of today's market.

Team Building: Creating Synergies and Shared Memories

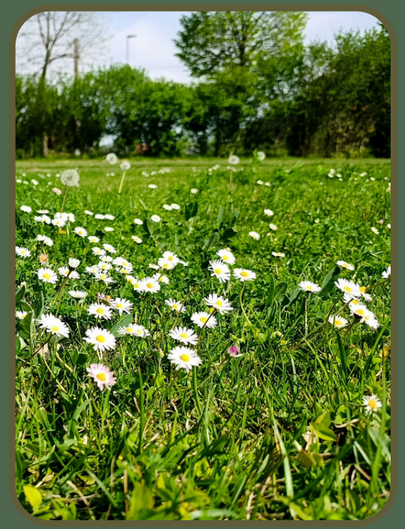
A positive work environment is the fertile ground where the best ideas take root. We actively promote collaboration and mutual support through expert-led team-building activities and inclusivity initiatives.

Beyond the professional sharing of projects and milestones, we place great value on informal bonding: from group walks and cooking together to seasonal lunches that welcome our employees' families. These experiences allow us to connect beyond our job titles, building positive memories that translate directly into better synergy and a more cohesive daily workflow.

Future Goals: Continuity and Ecosystem Engagement

Our vision for the future focuses on consolidating our best practices while consistently broadening our horizons. The cornerstone of this journey remains "Landlab Day." Every September, this event serves as a moment of collective reflection, tailored to the emerging needs of the team and the company to define our strategies for the coming year. At the same time, we aim to further enhance our outward engagement by fostering networking opportunities with stakeholders, partners, and clients.

Our goal is to deepen our understanding of the agricultural and socio-economic landscape, driven by the conviction that engaging with the wider world is the key to responsible growth and continuous innovation.



FLEXIBILITY SMART

Activities

Smart work remains a positive and effective tool for both Landlab and our team; it is utilized on an as-needed basis, significantly easing the balance between work and family life. In 2025, six of our employees took advantage of remote working arrangements, totaling 130 hours.

Future Goals

Our objective is to formalize a company policy that grants all new parents flexible working hours. This initiative is specifically designed to support new mothers and fathers, allowing them to seamlessly harmonize their parental responsibilities with their professional commitments.

WELL: Welfare Planning

Performance and Investment in Our People

Throughout 2025, Landlab was committed to reinvesting profits to bolster the financial well-being and dedication of our team. This was achieved through meal vouchers and a comprehensive welfare plan—primarily utilized for fringe benefits—as well as "Landlab Days" for professional growth and ongoing training. In total, these initiatives represented a direct investment of €53k.

Future Objectives: 2026–2028 Welfare Roadmap

Implementation of a new corporate welfare strategic plan for the 2026–2028 triennium.

CERTIFICATO

Landlab Società Benefit

Via Quintarello 12/A – 36050 Quinto Vicentino (VI)

Via Quintarello 12/A – 36050 Quinto Vicentino (VI)

UNI/PdR 125:2022

Misure per garantire la parità di genere nel contesto lavorativo relativamente alle seguenti attività: ricerca e sviluppo per l'innovazione in agricoltura, biotecnologie, ambiente e natura urbana.

GENDER EQUALITY CERTIFICATION

On February 10th, 2025, we achieved Gender Equality Certification—a significant milestone that involved the dedication of not only our management committee but the entire Landlab team.

The implementation of dedicated reporting mechanisms has brought to light certain critical issues that might otherwise have remained unaddressed. This process has empowered us to investigate these matters deeply and work toward effective resolutions.

Our training sessions—focused on gender equality, gender-based violence, and inclusive communication—were highly valued by the team, fostering greater transparency and cohesion across the organization.

Following this certification, we have been honored with further recognition, including the "Women Value Company" award from the Fondazione Bellisario in collaboration with Intesa Sanpaolo. Landlab was selected from approximately 900 Italian companies for our commitment to promoting gender equality and the principles of equity and fairness.

Additionally, through our partnership with ApIndustria, we have had the opportunity to share our certification journey and exchange best practices with other industry leaders.

This journey is an ongoing challenge. it requires constant monitoring, attentiveness, and extensive training to foster the culture of equality that Landlab strives to uphold every single day.

-COMMUNITY AREA-
PROMOTING EXCHANGES AND THE RELATIONSHIP WITH DIFFERENT STAKEHOLDERS

•Landlab shares knowledge and know-how with farmers, nurseries and end users, accepting their requests and acting as a scientific reference point on issues of agricultural and environmental sustainability;
•Landlab cooperates with public institutions, entities of the non-profit sector and in the educational field on its own initiative or at their request, and proposes solutions for the local community by supporting it with projects and donations;
•Landlab collaborates in the construction of research networks and acts as a hub of them, with other research centres, with universities and with other companies;
•Landlab creates and cares for circular economy and develops know-how for its evolution;
•Landlab is committed to disclose scientific topics to make the language of its field accessible to most people and give them the opportunity to develop critical thinking and increase their judgment on specific issues.

LANDLAB TECHNOLOGY TRANSFER

Landlab's commitment to promoting fair agriculture continued in 2025

ZENON: Industrial Alliance for Fair Agriculture
Together with international industrial partners, Landlab has launched the ZENON strategic alliance. This initiative is dedicated to implementing an integrated combination of techniques and materials designed to significantly enhance rhizosphere health and vitality. By improving soil conditions, the project aims to optimize NUE (Nitrogen Use Efficiency) and WUE (Water Use Efficiency) in crops, thereby reducing the need for external inputs. Furthermore, the alliance is focused on developing disruptive technologies aimed at a drastic reduction in the reliance on synthetic nitrogen.

Project Timeline and Experimental Results
The project was launched in 2023 with three initial trials across Northern and Southern Italy. In 2024, the research focused on evaluating the effects of microbial and non-microbial products on Nitrogen Use Efficiency (NUE) across various crops, including chicory, potato, pumpkin, and wheat in the North, and durum wheat in the South.

The research continued throughout 2025, involving wheat at the organic test site and maize at the conventional site in Northern Italy, alongside onion at the conventional site in the South. Key findings from the 2025 trials include:

- Maize: The treated crops showed a slight increase in yield and HLW (Hectoliter Weight) compared to the untreated control, despite the latter receiving 15% more nitrogen.
- Wheat: Observations showed superior yields and increased concentrations of phosphorus and magnesium in the leaves compared to the untreated control, alongside significant changes in soil enzymatic parameters within the treated plots.
- Onion: Trials highlighted a 5% yield increase and an uptick in enzymes involved in nitrogen and carbon cycling compared to the untreated control.

Looking ahead to 2026, experimentation will expand to new crops: soybean at the Northern conventional site, potato and leek at the two Northern organic sites, and durum wheat at the Southern organic site.

Future Objectives: Long-Term Impact
The experimental plan is set for a five-year duration. Throughout this period, we will conduct extensive studies and soil condition analyses based on strictly predefined protocols. Our ultimate goal is to consolidate these findings and, upon completion of the trials, publicly release and disseminate these advanced cultivation techniques to the wider agricultural community.

LANDLAB, NOT-FOR-PROFIT, FOR SOCIETY

Local Partnerships: Community Support

Our collaboration with the "L'Incontro" association in Quinto Vicentino continues to thrive. This organization supports the local community through various social initiatives; with their partnership, we have been able to donate the fresh produce harvested from Landlab's horticultural research trials.

The vegetables were distributed to the elderly, families in need, Caritas, and other organizations dedicated to supporting vulnerable individuals and those facing hardship.

Rete Pictor Consortium: Innovation and Heritage

Landlab has signed a Memorandum of Understanding (MoU) with the Rete Pictor Consortium in Bassano del Grappa to foster technical and cultural exchanges focused on sustainable food production. This partnership aims to raise local awareness, disseminate innovation, and initiate breeding programs for key local horticultural species.

Specifically, during 2025, we continued our work on the varietal selection and improvement of the "Broccolo di Bassano" produced by the Conca D'Oro farm. This collaboration led to the establishment of several distinct Landraces, each characterized by a specific and well-defined maturity window. The first "ultra-early" broccoli varieties were successfully produced and brought to market by the Conca D'Oro Cooperative.

Throughout the autumn and winter, we engaged Conca D'Oro's team members to share the criteria used for evaluating the selected plant material. Furthermore, Landlab monitored the development of the biodiverse meadows sown in 2023 at the consortium's headquarters, Villa Angaran San Giuseppe.

Finally, we provided technical design expertise for the vegetation and meadow areas of the Villa's new entrance. The project was successfully completed between June and September 2025.

Food-Grade Maize: The "Dolomia" Project

In recent years, Landlab has focused on the selection of an open-pollinated maize variety named "Dolomia," specifically developed for direct human consumption.

In 2025, "Dolomia" seeds were distributed to several local farmers who cultivated the crop with great success. The harvest was then processed into a premium white cornmeal, used for the preparation of traditional polenta.

OPEN TO THE NET

Communication and Transparency
Throughout 2025, Landlab's communication strategy centered on our website, social media presence, and the launch of a new internal newsletter.

Social Media

Our LinkedIn page continues to thrive, reaching approximately 1,350 followers by the end of 2025. It serves as a vital platform for sharing our environmental initiatives and our commitment to the local community. We provide our stakeholders and industry peers with regular updates on Landlab's dual identity: as a Research Center (scientific breakthroughs and milestones) and as a Benefit Corporation (social impact projects and team-building moments).

Internal Newsletter

A highlight for the team is our weekly internal newsletter, published every Friday. This tool ensures everyone is aligned on the week's achievements and upcoming priorities. For Landlab, fostering team engagement is paramount; the newsletter acts as a bridge between management and operations, ensuring transparency and cohesion across all levels of the organization.

Website

The Landlab website is consistently updated with our most significant news, including published articles, research posters, and our participation in international conferences and industry events.

FINANCIAL, ECONOMIC AND ADMINISTRATIVE MANAGEMENT FOR THE PURPOSE OF REDISTRIBUTION OF MARGINS GENERATED

CARE – WORKPLACE ENVIRONMENT AND INFRASTRUCTURE

Maintaining a high-quality workspace is a priority for us. Areas not currently used for experimental trials have been integrated with biodiverse meadows, and the building itself has undergone functional upgrades to expand the services Landlab provides to its stakeholders.

During the year, we completed the expansion of the building's East Wing. This new area—which includes the administration offices, a new entrance, and a direct link to the technical departments—became fully operational in the summer of 2025.

With the East Wing successfully relocated, we launched a renovation project to strengthen our biochemistry and molecular biology laboratories. Construction began in late summer 2025, with completion scheduled for spring 2026.

NEW TECHNOLOGIES: STRATEGIC INVESTMENTS IN EQUIPMENT AND SYSTEMS

Driven by a commitment to continuous improvement, we continued to invest in high-end laboratory instrumentation throughout 2025. Additionally, we implemented a new laboratory management software to enhance organizational efficiency and streamline the tracking of materials and samples.

In May 2025, we also rolled out a new analytical accounting system. Fully integrated with our general ledger, this software optimizes project cost management and significantly improves precision while reducing operational errors.

2026–2028 STRATEGIC OBJECTIVES

As we conclude our first three years of activity, we are proud to present our strategic roadmap for the 2026–2028 triennium. This plan encompasses all our key impact areas as a Benefit Corporation, with a primary focus on increasing the active engagement of the Landlab team in achieving these goals.

ambiente	IMPLEMENTAZIONE DELL'AGRICOLTURA SOSTENIBILE	Riduzione degli agrofarmaci	lavoro di letteratura, check reallà già esistenti-cosa fanno. Partire delle patologie del suolo
		NUE -WUE delle colture	Sviluppo di nuovi estrati funzionali agli obiettivi
		Biocontrol	Investimento delle risorse nelle aree: Biocontrollo e Biostimolazione
		Ambiente	Gestione dei rifiuti, minimizzare la produzione, massimizzare il riciclo
		Biodiversità	Gestione dgli insetti permanenti.
			Bat house
lavoratori	RICONOSCIMENTO DEL VALORE DELLE PERSONE IN QUANTO TALI	Formazione	Scientifico: Scientifica, tecnica, convegni
			Interna: Incontri interni anche con personale esterno qualificate;
			Managerial: Supporto area manageriale: ruoli e gestione del team.
		Comunicazione- eventi	Landlab Days: giorni dedicati alla formazione, al confronto ed alla crescita personale insieme a tutto il team Landlab.
		Flexibility Smart	Rivalutazione degli strumenti di welfare in essere ed implementazione di nuovi strumenti-policy da fare per la parità di genere
		Personale dipendente	Generi di conforto (caffè) per le squadre in uscita.
			frutta e gelati x tutti; fresh frutto basket
			rastrelliera bici
comunità	PROMOZIONE DELLO SCAMBIO E DELLA RELAZIONE CON I DIVERSI STAKEHOLDER	Not-for-profit	L'incontro + supporto a donna chiama donna (incontro su parità di genere strumenti per tutti)
			Rifacimento prato scuola materna locale; associazions
			Relazioni con associazioni locali e no profit/sviluppare scambi tecnico-colturali di beneficio che vanno nelle due direzioni Landlab- associazioni, associazioni – Landlab.
			partecipazione dei dipendenti ad una giornata di volontariato
		Lo studio "applicato"	accoglienza studenti; p.c.t.o., tirocini universitari, tesi di laurea, dottorati
		Bellezza del luogo di lavoro	Bellezza del luogo di lavoro
gestione finanziaria	FINANCIAL, ECONOMIC AND ADMINISTRATIVE MANAGEMENT FOR THE PURPOSES OF REDISTRIBUTION OF THE MARGINS GENERATED	Fornitori selezione	redigere una lista di fornitori tenedo conto della loro professionalità, della terriorialità, del comportamento etico, delle modalità di relazionarsi rispetto al genere, da tenere aggiornatea e monitorata
			Ricerca di alternative "open" ovvero non proprietarie, che abbiano un'etica più "sociale", proposta al CdA e comunicazioni interne LL di passare da Whatsapp a Signal


ATTENZIONE