

**2023**

# **SUSTAINABILITY REPORT**



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## Letter to Stakeholders

*“Dear Readers,*

*As anticipated in our last environmental report, it is with pleasure that I present to you our first Sustainability Report which, in addition to environmental aspects, also includes Governance and Social Responsibility matters that we wish to highlight. This comprehensive approach underscores our commitment to integrate sustainable practices into every aspect of our activities and management.*

*2023 was a pivotal year for us characterized by the launch of our Green Strategy and corresponding governance model officially approved in May 2023. This initiative represents a crucial step in our journey towards an increasingly sustainable future, aligning our business practices with the highest standards of environmental protection.*

*A key element of our commitment has been the materiality analysis conducted this year. This analysis has allowed us to identify and prioritize the most relevant elements to consider and report, ensuring that our sustainability initiatives are both impactful and aligned with the expectations of our stakeholders.*

*In 2024, we also completed the calculation of our Scope 3 emissions for 2023, thus obtaining a comprehensive carbon footprint. This critical data represents the foundation on which we will develop a more specific and effective strategy to reduce our overall environmental impact.*

*From an operational perspective, despite last year challenges caused by meteorological issues that affected harvest continuity and our final yield, we managed to keep our energy indicators stable. This stability reflects our ongoing efforts to optimize energy usage and demonstrates our resilience in the face of operational challenges.*

*We remain dedicated to continuous improvement and transparency in our sustainability practices. Looking at the future, we commit to constantly engage our stakeholders and to seize every opportunity to improve our environmental performance and social responsibility.*

*Thank you for your continued support.”*

A handwritten signature in black ink, reading "Francesco Mutti". The signature is written in a cursive, flowing style with a long horizontal line extending from the end.

# 1. ABOUT MUTTI

## 1.1 The Company

Mutti S.p.A. (hereinafter also “the Company”) is a joint stock company and Italian and European leader in the **tomato product market** with presence in more than **100 countries worldwide**.

Founded by brothers Marcellino and Callisto in Basilicanova, near Parma, Mutti began **processing 100% Italian tomatoes** in 1899. In 2023 our consolidated turnover of **EUR 620 million** was 21% higher compared with the previous year and double our turnover of five years ago.

In 2023 we also processed **525,000 tonnes** of tomatoes (including the tomatoes processed by Instafactory).

This is the result of a non-stop process that begins with the tomato harvest and ends directly at the tables of consumers, guaranteeing the quality for which we are famous in each and every one of our products.

### Our logo



**Our logo embodies all our brand’s distinctive values and our way of doing business: SOLO POMODORO - ONLY TOMATOES.**

With a full stop at the end to highlight both our area of specialisation and our close connection with the raw material. Next comes the Mutti family name, which stands out to confirm our pact with generations of quality-conscious consumers.

At the centre of the logo two lions stand face-to-face, guarding the gold medal we won in Rome in 1911, a symbol of the excellence that has always distinguished our products, starting with the tomatoes we select. It is an iconic image that dates back over a hundred years, when the two lions enabled those who couldn’t read or write to identify our products. All anyone needed to ask for was ‘the brand with the two lions’.

Below the lions, at the bottom of the label, the wording Parma represents our city of origin and today a far larger area which is now known as one of Italy’s best tomato growing areas thanks to external factors like its fertile soil, crop rotation and the quality of its water, in addition to the expertise of the tomato growers that supply us.

Over 120 YEARS of history

PRESENT in over 100 countries

EUROPEAN MARKET LEADER  
with a 14.5% market share

Exports account for around  
56% OF TURNOVER

Net sales of €620 MILLION

525,000 TONNES of raw materials processed

500+ EMPLOYEES  
at our plants and offices

Over 1,270 SEASONAL WORKERS

## 1.2 Our history

Our story has deep roots, beginning in the heart of Food Valley near Parma, an area with a strong vocation for tomato farming and extensive agricultural expertise and experience.

The Mutti family has been devoted to processing Italian tomatoes since 1899, pursuing a strong and sweeping business concept based on changing the value chain of the tomato – cornerstone of Italian food culture – by steadfastly implementing a strict quality policy and taking meticulous care of every last detail.

- **1899:** brothers Marcellino and Callisto Mutti begin processing tomatoes;
- **1909:** Ugo Mutti, Marcellino's son, suggests his father establish a small factory to produce tomato extract;
- **1911:** the “*Two lions*” trademark is registered;
- **1925:** Mutti wins the *Palme d'Or* at the Paris World's Fair;
- **1951:** the thimble-capped aluminium tube is created and the company expands in the province of Parma;
- **1971:** the company is the first to launch “*Finely Chopped Tomatoes*”, a product that is still an Italian and global leader today;
- **1994:** *Gault&Millau* names Mutti's finely chopped tomatoes the best in Europe and Francesco Mutti becomes the company's CEO;
- **2000:** the Mutti *Pomodoro D'Oro* award, a prize we award to our best farmers every year, is launched;
- **2010:** Mutti partners with WWF Italia on a project to study and analyse the impact that the tomato supply chain and processing have on energy and water consumption;
- **2012:** Mutti funds the development of a spectroscopic analysis method by the Faculty of Agriculture of the University of Piacenza and the *Laboratory of Isotope Mass Spectrometry* in Verbania which is capable of identifying the geographical origin of processed tomatoes;
- **2013:** Mutti France is founded to develop the French market and the *Fiordagosto* project for the production of typical southern Italian specialties is launched, culminating in the definitive acquisition of the plant in 2016;
- **2017:** launch of Mutti USA Inc. and acquisition of the Collecchio plant;
- **2018:** launch of Mutti Nordics;
- **2019:** launch of Mutti Australia;
- **2020:** Mutti unveils “*Sul Campo*”, the first tomato purée made directly where the tomatoes are harvested thanks to *InstaFactory*, a mobile factory;
- **2021:** Mutti presents its first Environmental Sustainability Report. Mutti Germany is launched;
- **2022:** Mutti presents the short film “*Ugo: storia di una piccola grande idea*”;
- **2023:** Mutti's Green Strategy is approved;
- **2024:** publication of the first Sustainability Report. Mutti UK is launched.

### Mutti's first Sustainability Report

As of this year, we have decided to expand the communication of our ESG performance, supplementing the information in the Environmental Sustainability Report of previous years with our projects and achievements in the social and governance spheres. This **first Sustainability Report** therefore represents our tangible commitment to transparency and corporate social responsibility in all its forms. Not only does it reflect our progress, it also details the challenges that we face and that we aim to address as we strive to continuously improve our sustainability performance.

## 1.3 Governance and shareholders

The Company has a traditional management system in which the corporate bodies are the Shareholders' Meeting, the Board of Directors and the Board of Statutory Auditors. The auditing of the accounts is entrusted to an external auditing firm.

- **The Shareholders' Meeting** is responsible for making the most important decisions for the life of the Company, including the appointment of the corporate bodies and the approval of the financial statements and amendments to the Articles of Association;
- The current **Board of Directors** consists of 7 members and performs strategic guidance and organisational coordination functions, while the representation of the company is entrusted to the Chairman and the CEO. The directors were appointed in 2022 and their tenure will run until the approval of the 2024 financial statements. The criteria for the appointment and selection of the members of the highest governing body are based on the principles and values defined in the Group's Code of Ethics, as well as on independence, the promotion of diversity and competence and experience in the various environmental, social and economic fields. During the reporting year, the Board of Directors met on six occasions;
- The **Board of Statutory Auditors** consists of three members and represents the corporate control body. In detail, its task is to oversee the activities of the directors and ensure that the Company is managed and administered in full compliance with the law and the articles of association.

The company **share capital** is divided between Red Lions, the Mutti family holding company, which owns 75.5%, and, since 2016, Verlinvest, a family-owned investment fund with around €2 billion in assets under management, which has a 24.5% minority stake.

Role	Gender	Age group	Executive	Independent	Member since
Chairman	M	>50	YES	NO	28/04/2022
Chief Executive Officer	M	>50	YES	NO	28/04/2022
Director	M	>50	NO	NO	28/04/2022
Director	M	>50	NO	NO	28/04/2022
Director	M	>50	NO	NO	28/04/2022
Director	F	>50	NO	NO	28/04/2022
Director	M	>50	NO	NO	28/04/2022

Our Governance method does not currently include processes for evaluating members on sustainability issues and in 2023 no specific measures were taken for directors to improve their expertise and knowledge in the area of sustainable development.

### Responsible governance

Acting according to the principles of ethics and integrity is a fundamental requirement for conducting business responsibly. Mutti has always been committed to complying with all regulations applicable to its business, but also to conducting itself in a manner that guarantees the complete transparency and honesty of its activities, in the conviction that the way one acts is more important than the results one achieves.

In accordance with these principles, all relationships with stakeholders must be based on integrity and loyalty, on fair and transparent negotiations, and must be conducted without any conflict between corporate and personal interests, with due respect for the Company's core values.

Mutti has adopted an **Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001**. Pursuant to said legislation, the Company has entrusted the Supervisory Board with monitoring the compliance and functioning of the Model.

Mutti has also formalised its commitment through the adoption of a Code of Ethics and Code of Conduct, which are published on the website and are shared with all internal and external workers. Finally, the Supplier Code of Conduct was approved in October 2023.



The **Code of Ethics** allows us to express the importance of operating ethically and transparently, with a high level of professionalism, in line with the values that we have always held dear. It establishes the rules and principles to be followed with regard to corruption, collusion, money laundering and conflicts of interest.



The **Code of Conduct**, meanwhile, is a support tool that provides guidelines for all employees to follow. It describes how to behave in the workplace and in business relationships and is based on four fundamental pillars: **transparency, integrity, respect and loyalty**.



The **Suppliers' Code of Conduct** sets out the principles of conduct that every supplier, by signing it, undertakes to respect and apply in their business relations with Mutti.

Any breach of the requirements set out in the Code of Ethics and the Code of Conduct and Supplier Conduct, as well as in Model 231, may be reported through the Whistleblowing channel indicated on the company website and active since 2019. The Supervisory Board shall examine all reports received and, where relevant, submit them to the Board of Directors; during the reporting period, no critical issues were reported to the Board of Directors in this regard. Furthermore, the adoption of the Model makes it possible to prevent and mitigate the risk of conflicts of interest.

During financial year 2023, there were no significant incidents of non-compliance with laws and regulations. In addition, there were no cases of corruption or legal action for anti-competitive, antitrust and monopolistic practices during 2023.

### **Risk management system**

Mutti has adopted a risk management model that maps all of the potential risks to which the company is exposed and assesses them in terms of probability of occurrence and possible economic, financial and reputational impact.

Ownership of the risk assessment process is entrusted to the Internal Audit function, which identifies and assesses risks through the involvement of individual directors and specialists in each area; the activity is reviewed annually.

The risk assessment takes account of all mitigation and containment measures and identified risks are prioritised in order to establish effective management plans.

Fourteen priority risks have been identified, including, with regard to ESG issues, legislative and reputational compliance relating to environmental and social aspects, the issue of climate change, which can affect tomato supplies, the central issue of the supply chain and its management and, finally, the issue of the extreme volatility of energy costs.

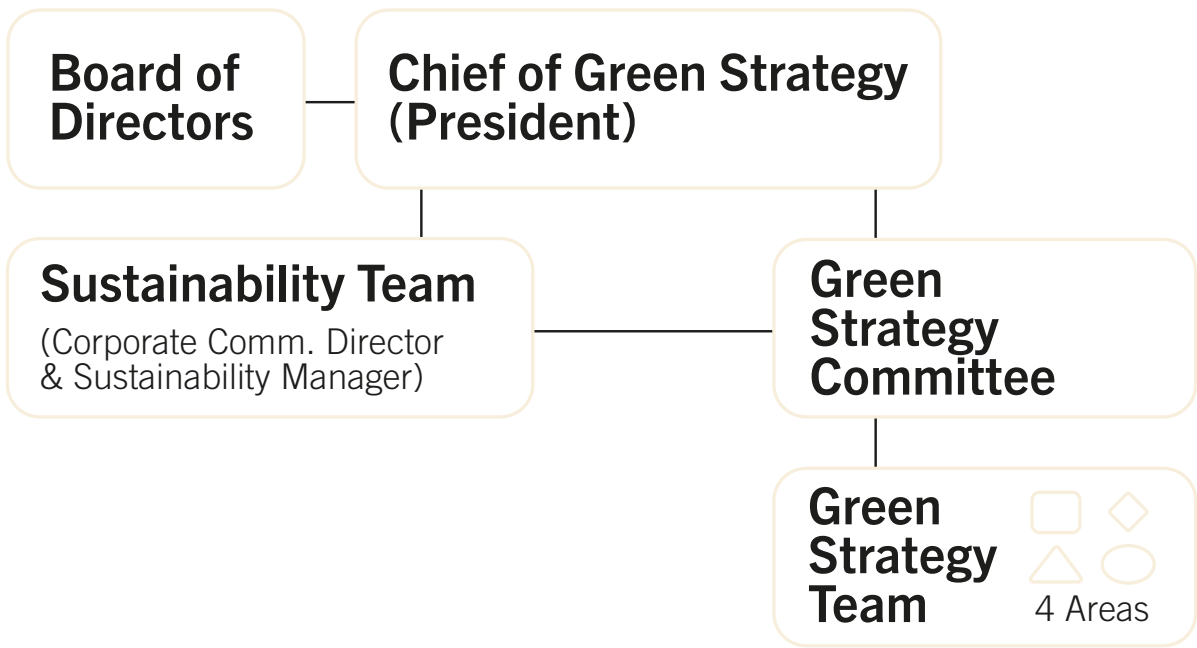
### **Remuneration policies**

Set up within the Board of Directors, a **Remuneration Committee** consisting of two non-executive directors is tasked with assisting the Board with investigative, proposal-making and advisory functions as regards evaluations and decisions relating to the remuneration policy for directors and executives with strategic responsibilities.

The company’s management remuneration policies are based on an **MBO - Management by Objectives - system**, i.e. on the achievement of qualitative and quantitative targets defined at the beginning of the year. The KPIs outlined in the MBO system for some figures, such as the Sustainability Manager, include qualitative and/or quantitative goals related to sustainability issues. A remuneration procedure has not yet been formalised but will be adopted in the coming years.

1.3.1 Sustainability governance

With sustainability becoming an increasingly crucial global issue, we have endeavoured to create a comprehensive governance structure. Our **sustainability governance** is organised to ensure that it has significant strategic weight in the Company and guarantees the continuous transposition of our strategies in an effective implementation and development model. The governance model, approved by the CEO in May 2023, enables us to achieve our strategic objectives while ensuring adequate risk control and a high level of stakeholder engagement.



The **Board of Directors** is responsible for overseeing and approving the Company’s strategies and objectives, including in terms of sustainability and the drafting of this Report, as well as managing the impacts of the Company.

The Chairman also serves as **Chief of Green Strategy** and is responsible for approving the objectives and actions proposed by the Sustainability Team and ensuring that sustainability commitments are aligned with the organisation’s strategic guidelines and business context. The Chairman also oversees and coordinates the activities of the Green Strategy Committee, meeting with it on a quarterly basis to assess the progress of the strategy and reporting back to the Board of Directors.

The **Green Strategy Committee**, consisting of the directors of the corporate areas directly involved in sustainability actions, has the task of proposing actions and measures related to the strategy through the coordination and implementation of activities. In addition, it is also in charge of appointing the members of the Green Strategy Teams.

The **Sustainability Team**, consisting of the Corporate Communication Director and the Sustainability Manager, is tasked with supporting the Chief of Green Strategy in defining the green strategy and periodically updating the presentation on the implementation of the sustainability strategy. It is also responsible for the ongoing monitoring of the progress of the sustainability strategy and the content reported in the Sustainability Report.

Finally, the **Green Strategy Team** is in charge of more operational aspects, such as:

- providing the Sustainability Team and the Green Strategy Committee with updates and news on any critical issues regarding the implementation of projects within their area of responsibility at scheduled intervals;
- carrying out the projects necessary to implement the strategy, for the relative area of responsibility;
- providing the Sustainability Team with the data and information needed to produce the Sustainability Report;
- proposing additional projects, measures and innovative ideas to the Sustainability Team for the implementation of the strategy.

Aware of the important role we believe we can play in the major sustainability challenges, of which combating climate change is one of the most pressing, in 2023 we amended our **Articles of Association** to include a progressive commitment to a climate-neutral economy.

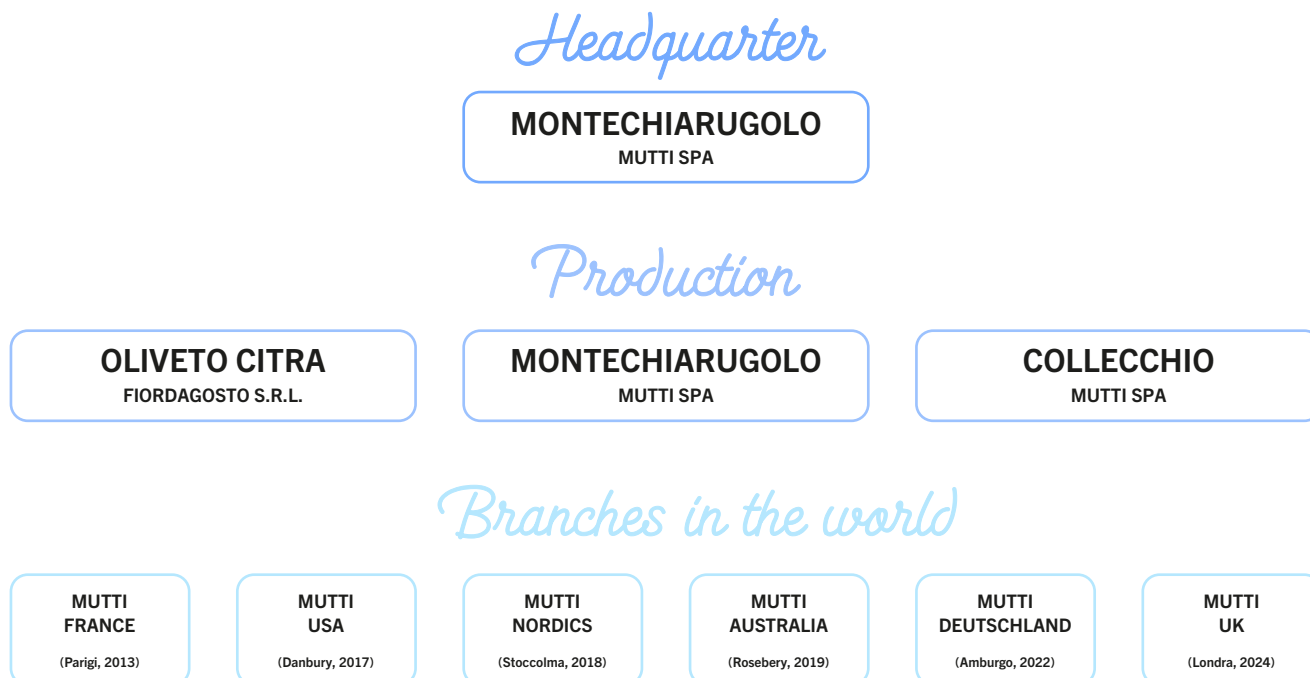
## 1.4 Our presence in Italy and around the world

The historic headquarters of our company are located in **Montechiarugolo** in the province of Parma, beating heart of the **Food Valley**.

Our company has also grown over time through various **acquisitions**:

- **Fiordagosto**, acquired in 2016, which has a plant in **Oliveto Citra** (province of Salerno) specialising in the production of typical southern Italian varieties, such as the plum tomato for peeled tomatoes and the cherry tomato;
- **CO.PAD.OR.**, acquired in 2017 and now absorbed in Mutti S.p.A., whose plant in **Collecchio** (province of Parma) has a production capacity of over 300,000 tonnes/year.

In 2013, we began expanding internationally and now have **sales offices** in **France**, the **United States**, **Sweden** - to cover the Nordic market - **Australia**, **Germany** and the **UK**, where our most recent sales office was opened in January 2024.



## 1.5 Our products

We specialise in processing tomatoes, which we buy exclusively from farmers who uphold the principles of integrated production; in addition, Mutti also requires compliance with the principles of its Sustainable Agricultural Product Specifications. All these principles include respect for the environment, protection of the properties of the soil and respect for workers.

Mutti only processes Italian tomatoes and we believe that protecting Italian products is a must.

To this end, in 2012 we funded a **research project to identify the origin of tomatoes** using a method that makes it possible to identify isotopes specific to every land type and determine the origin of crop products. The study, carried out by the Agriculture Department of the University of Piacenza and the Laboratory of Isotope Mass Spectrometry of Verbania, showed that all of the tomatoes examined had a specific isotopic ratio value depending on their origin, thus making it possible to **identify their geographical origin** and, for example, discriminate between tomatoes from China and Italy.

Although we process **only specific Mutti quality and 100% Italian tomatoes**, this has never held us back. Since the company was founded, we have always stood out for our desire to innovate, which has led us to progressively expand our range of products with a vast array of specialities.

In this regard, and confirming the focus on quality that can be seen in all our products, we are proud to confirm that once again no cases of non-conformity regarding the health and safety aspects of our products and services were recorded during 2023.

One of our most distinctive and symbolic products is our tomato paste in an aluminium tube, created in 1951 to offer our customers a form of packaging that would preserve the quality and flavour of our tomato paste better and for longer, as well as being more practical to use. What made this product all the more iconic was that it came with a little gift: the cap doubled as a red Bakelite thimble to be used for sewing at home. Our first step in the direction of the circular economy!

Our wide product range includes the following:

### The Essentials

- Triple Concentrated (Tomato Paste)
- Double Concentrated (Tomato Paste)
- Mono Concentrated (Tomato Paste)
- Whole Peeled Tomatoes
- Tomato Purée
- Finely Chopped Tomatoes



### Our Specialties

- Whole Peeled Tomatoes San Marzano PDO
- Filets Tomatoes
- Cherry Tomatoes
- Baby Roma Datterini Tomatoes
- Peeled Datterini Tomatoes



### Datterini Chopped Tomatoes

- Mutti Baby Plum Tomato



## Regional/Special Tomato Purées

- Passata Emiliana
- Passata Pugliese
- Passata Siciliana
- Passata Toscana
- Passata sul Campo



## Ready Sauces

- Tomato Sauce Baby Roma Datterini
- Tomato Sauce Classica Basil & Onion
- Tomato Sauce Pizzutello
- Tomato Sauce Ciliegini
- Inventa Sugo
- RTU Tomato Sauce



## Pasta Sauces

- Pasta Sauce Chilli
- Pasta Sauce Basil
- Pasta Sauce with Datterini Tomatoes and extra virgin Olive Oil
- Pasta Sauce Parmigiano Reggiano
- Pasta Sauce Grilled Vegetables
- Marinara Pasta Sauce
- Vegan Bolognese



## Tomato Pestos

- Orange Pesto
- Red Pesto
- Green Pesto
- Yellow Pesto



## Fresh Soups

- Pappa al Pomodoro
- Tomato Soup with Spelt and Lentils
- Minestrone with Red and Yellow Tomato
- Creamy Red Tomato Soup
- Creamy Orange Tomato Soup
- Creamy Green Tomato Soup
- Gazpacho
- Bean Soup with Tomato and Black Cabbage (2023)
- Tomato and Vegetable Fregola (2023)



## Condiments

- Classic Ketchup
- Datterini Ketchup
- Salsì Ready Tomato Sauce
- Le Verdurine

## 2. SUSTAINABILITY FOR MUTTI

### 2.1 Values

Quality, transparency and reliability are the values on which our business is based.

Times change and circumstances evolve, but continuity and respect for the values that have defined us for 125 years and in which we firmly believe are, and will remain, one of our Company's strengths.

*“My mission is to elevate the fruit that has become a symbol of Italy and the ‘Made in Italy’ brand across the world, the **TOMATO**”*

Francesco Mutti, CEO of Mutti S.p.A.

The Mutti family has run the Company for 125 years and integrity, respect for people and an interest in the community and local area have always featured among its core values.

#### *Vision*

Becoming **THE PREFERRED PREMIUM TOMATO BRAND** of consumers all over the world.

#### *Mission*

Enhancing a fruit symbol of Italy: **THE TOMATO**.

We have a very clear vision and mission.

To achieve these ambitions, we are committed to pursuing a comprehensive strategy involving several areas of growth and improvement:

- **Brand and communication:** we focus on the simplicity of the most authentic tomatoes as they journey from the field to the table and promote the value of the brand outside Italy to communicate our identity.
- **Quality:** one of our main goals is to provide our consumers with the best possible products, constantly striving to improve our production standards.
- **Innovation:** we are innovators by tradition; process and product innovation are central to our pursuit of quality and sustainability goals and therefore key to the way we do business.
- **Sustainability and ethics:** we have strong ties with the land and nature, which is why we believe that protecting the environment, supporting communities and caring for people are requirements to be pursued at all costs.
- **People:** our success is the result of the work, energy and enthusiasm of the Mutti People. That is why we invest in their training and condemn all forms of discrimination.
- **Internationalisation:** our ambition is to replicate our achievements in Italy at international level. For this reason we invest to strengthen our international presence and expand on the market, leveraging the key values of quality, flavour and Italian tradition.

## 2.2 Our sustainability path

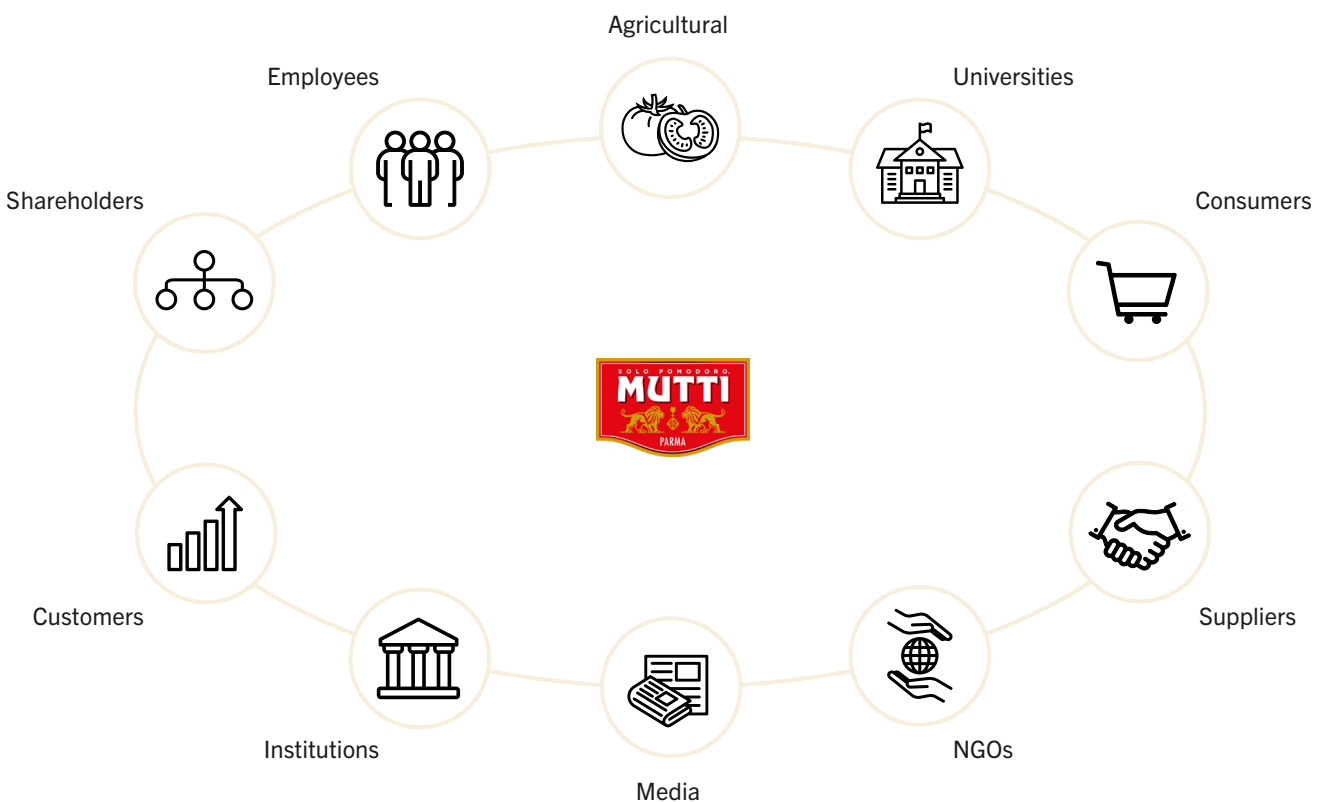
This report marks a turning point in our development path towards the increasing sustainability of our activities, outlining the actions we have carried out to date and clearly defining the direction we have taken. The decision to produce our **first Sustainability Report** represents a crucial step in terms of communicating and monitoring our performance, providing more structured information in the social and corporate governance areas. To identify the issues to highlight in this Report, we conducted our first materiality analysis in order to establish the priority ranking of the impacts of the company's activities on Sustainability (environmental, social and economic) in the opinion of our stakeholders and senior management.

### 2.2.1 Stakeholder relations

**Our achievements and success are based on the relationships we have forged over time with our various stakeholders**, with whom we constantly interact in our business. We have always taken into account how our decisions, however big or small, affect people, markets and the surrounding area.

We believe we have a responsibility to all of these stakeholders and we hope to honour this commitment every day through our conduct and excellent business and working practices.

This year we **updated our stakeholder map**, carrying out a detailed analysis of the competitive environment in which we operate.



Stakeholder category	Method of engagement
Consumers	<ul style="list-style-type: none"> <li>• Website</li> <li>• <i>Social media</i></li> <li>• Continuous dialogue through customer service channels</li> <li>• Factory visits (Imprese Aperte)</li> </ul>
Clients	<ul style="list-style-type: none"> <li>• Continuous dialogue with business contacts and development of partnership projects</li> <li>• Company visits during harvest season</li> </ul>
Employees	<ul style="list-style-type: none"> <li>• Annual climate survey</li> <li>• Availability of 231 Model reporting channels (e.g. Whistleblowing channel)</li> <li>• Intranet</li> <li>• ERG “We Mutti”</li> </ul>
Agricultural businesses	<ul style="list-style-type: none"> <li>• Initiatives with farmers to reward farming practices through cash incentives to be reinvested in activities (Mutti Pomodorino d'Oro)</li> <li>• Sharing of agricultural best practices (e.g. Zero-residue integrated production project, Product specifications, adoption of the Pomodoro.net platform)</li> </ul>
Local community	<ul style="list-style-type: none"> <li>• Active participation in local associations (Consorzio Forestale KilometroverdeParma, Associazione Next, Banco Alimentare Onlus, Emporio Solidale Parma)</li> <li>• Support for environmental and social projects</li> </ul>
Shareholders	<ul style="list-style-type: none"> <li>• BoD</li> <li>• Periodic Business Strategy meetings</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>• Initiatives to share short-, medium- and long-term purchasing strategies with suppliers</li> <li>• Sustainability performance assessment through the Ecovadis platform</li> <li>• Evaluation and sharing of supply performance through audits and KPI defined by the parties</li> </ul>
NGOs	<ul style="list-style-type: none"> <li>• Participation in initiatives and collaborations (partnership with WWF Italia, membership of CO2alition to combat climate change, collaboration with Le Village, collaboration with Too Good to Go)</li> </ul>
Institutions	<ul style="list-style-type: none"> <li>• Collaboration with municipalities with support for local initiatives</li> </ul>
Certification Bodies	<ul style="list-style-type: none"> <li>• Certification such as ISO 14001, ISO 45001, SA 8000, ISO 22005</li> </ul>
Trade Associations	<ul style="list-style-type: none"> <li>• Centromarca, Unionfood, Anicav</li> </ul>
Universities and Public/Private Research Institutions	<ul style="list-style-type: none"> <li>• University of Parma</li> <li>• SSICA - Stazione Sperimentale per l'Industria delle Conserve Alimentari</li> <li>• Participation in Career Days, Job Days</li> <li>• Partnerships for thesis projects and internships for university students</li> <li>• Collaboration on R&amp;D projects</li> <li>• Participation in Steering Committees</li> <li>• Involvement in Specialisation Courses</li> <li>• Company testimonials</li> </ul>
Media	<ul style="list-style-type: none"> <li>• Press releases</li> <li>• Website</li> <li>• Interviews and contacts</li> </ul>

## 2.2.2 Materiality analysis

In order to identify the reporting areas in Mutti's first Sustainability Report, we conducted a materiality assessment to determine our most relevant topics. A sustainability topic is considered material if it is related to significant impacts generated by the organisation - negative or positive, actual or potential - on the economy, the environment and/or on people, including their human rights along the value chain, in the short, medium and long term. The materiality of the impacts was measured by considering their magnitude, seriousness/benefit and likelihood of occurring. The material topics were defined based on impacts considered to be relevant.

The materiality assessment was conducted in line with GRI 3 - Material topics 2021 and comprised the following steps:

- 1. Understanding and assessment of the context** in which Mutti operates and identification of relevant stakeholders;
- Based on this context, identification of the **positive and negative, current and potential impacts** that Mutti and its activities could generate on the economy, the environment and people, including on the human rights of the latter, in the sphere of the organisation's activities and business relations;
- 3. Evaluation of impacts** through the involvement of identified stakeholders via a survey and senior management through an ad hoc workshop;
- 4. Prioritisation of impacts and organisation into material topics.**

### Focus: impact assessment methods

#### **Stakeholders:**

We sent a survey to 84 stakeholders from different categories (Suppliers, Employees, shareholders, Local Community, Customers, Agricultural businesses, Universities and Media), and received **45 responses**, a response rate of 54%.

#### **Mutti Senior Management:**

We organised a workshop with Mutti's senior management, involving eight people, including the Chairman of the Board and the Directors of the areas involved in sustainability issues. Participants in the workshop were asked to provide a preliminary rating on the identified impacts considering their magnitude, seriousness/benefit and likelihood.

To define the material topics, the average of the stakeholder survey assessments and the senior management assessments were considered.

In next reports Mutti will further deepen the assessment by considering the financial implications of material issues, taking into account the development of legislative requirements (CSRD and double materiality).

The sustainability impacts considered material are outlined below and organised into material topics:

Area	Material topics	Impacts	Nature of impacts	Company involvement in impacts
ENVIRONMENTAL	Energy consumption and emissions	Energy consumption	Negative/Actual	Direct involvement of the Group and through its commercial relations
		Generation of direct and indirect GHG emissions (Scope 1 and 2)	Negative/Actual	
		Generation of indirect GHG emissions (Scope 3)	Negative/Actual	
	Responsible water resource management	Water resource consumption	Negative/Actual	Direct Group involvement
		Contamination of soil and groundwater through water discharges	Negative/Potential	
	Protection and promotion of biodiversity	Impacts of farming on ecosystems and soil health	Negative/Potential	Direct Group involvement
		Sustainable farming practices	Positive/Potential	
	Circular economy	Recycling and reuse of waste and industrial symbiosis activities	Positive/Potential	Direct Group involvement
		Impacts during the product life cycle	Negative/Actual	
	Responsible supply chain	Creation of a sustainable and certified supply chain	Positive/Potential	Direct involvement of the Group and through its commercial relations
		Depletion of natural resources	Positive/Potential	
		Creation of a local and environmentally aware supply chain	Negative/Potential	Direct Group involvement
ECONOMIC	Promotion of “Made in Italy”	Promotion of “Made in Italy” and increase in the economic value of the sector/market	Positive/Actual	Direct Group involvement
	Ethics and integrity	Negative impacts on people and economic systems generated by unethical business conduct	Negative/Potential	Direct involvement of the Group and through its commercial relations
SOCIAL	Occupational health and safety	Injuries in the workplace	Negative/Actual	Direct Group involvement
	Diversity, equity and inclusion	Discrimination in terms of responsibility, compensation and career advancement	Negative/Potential	
	Employee welfare	Employee satisfaction and welfare	Positive/Actual	
		Development and enhancement of workers' skills through training activities	Positive/Potential	
	Food quality and safety	High quality products	Positive/Actual	
		Food safety	Negative/Potential	
	Local communities	Creation of jobs	Positive/Actual	
	Responsible communication	Deceptive advertising and marketing strategies	Negative/Potential	

## 3. OUR VALUE CHAIN

### 3.1 Our Business Model

Emilia-Romagna, home and headquarters of Mutti, is an excellent tomato growing area, where agricultural experience and expertise are deeply rooted. Human beings have interacted with the land in our fields for centuries. A quality harvest is guaranteed every year thanks to its fertile soils, rich water resources and highly specialised farms.

Our company recognises the crucial importance of agriculture within its supply chain. Close collaboration with local farms is essential to guarantee the high quality and quantitative standards of our processed tomatoes, and therefore ensure the excellence of our products.

#### 3.1.1 Description of the production process

Mutti is a tomato processing company that produces finely chopped tomatoes, tomato paste, tomato purée, peeled tomatoes and other minor products.

The main steps in the production process are:

- quality control, washing and sorting of the tomatoes that are delivered to the factories during the harvest period;
- processing, which involves blanching, peeling and passing the tomatoes through different production cycles depending on the product;
- pasteurisation and filling;
- packaging and labelling;
- storage in the warehouse.

#### 3.1.2 Description of the supply chain

With regard to the other supply chains, in response to the needs of an increasingly dynamic and complex market, in recent years we have undertaken a business transformation process. This path has led us to adopt a series of innovative and structured practices to optimise the management of our suppliers while ensuring compliance with the highest ethical and sustainability standards. Our suppliers are required to complete detailed **self-assessment questionnaires** and to sign our new Supplier Code of Conduct approved in 2023. The answers provided in the questionnaires are analysed and translated into an overall score, a Key Performance Indicator (KPI) that constitutes a fundamental criterion in Mutti's supplier selection and assessment process.

To ensure compliance with our policies and standards, **audits are regularly conducted at our supplier sites**. We are in the process of adopting the **SAP Ariba** platform to centralise and efficiently manage our supplier data. The platform is used to manage the new supplier qualification process and monitor the questionnaires and performance of our business partners, enabling the integrated and transparent management of the assessment process.

In addition, to further strengthen our growth capacity and improve the sustainability of our supply chain, we have decided to implement the **EcoVadis** platform from 2024. This solution will allow us to carry out more in-depth and structured assessments of our suppliers' corporate social responsibility (CSR) performance.

## 3.2 Our penchant for process and product innovation

The tomato transformation process is essential for adding value to our products. For this reason, we have always resolutely supported R&D activities dedicated to **process innovation** and processing methods.

Demonstrating our commitment to continuous improvement, in 2023 we allocated over **€10 million** to investments to innovate production and further improve the Group's quality, efficiency and safety performance.

The most recent symbol of our commitment to the future is **InstaFactory**, a mobile factory developed and patented by our company in 2020. This innovative system allows the raw material to be processed directly in the field, preserving the organoleptic characteristics of the tomato to the full and producing the unique "Sul Campo" tomato purée.

2023 marked the fourth consecutive year of operation of InstaFactory, confirming it as one of the most significant examples of innovation in our Group. The plant is tangible proof of our ability to combine tradition and innovation, guaranteeing high quality products while maintaining strong links with the local area.

Our commitment to tomato processing, through the implementation of innovative technologies and patented processes, allows us to offer products of unparalleled quality and sustainability. We continue to invest in research and development to ensure that our processing methods remain at the cutting edge, contributing to the progress and growth of our Group at the same time.

In addition to focusing on process innovation, we also constantly strive to project ourselves into the future in terms of **product innovation**. Over the last few years we have expanded our product range quite considerably, creating unprecedented diversification on the market, and as part of our commitment to continuous innovation we are continuing to work in this direction.

Our aim is to elevate all the qualities of the tomatoes we use and to satisfy the tastes of our consumers on every occasion. Our range includes finely chopped datterino tomatoes, regional tomato purées, pestos, and "Sul Campo" tomato puree.

Our increasingly intense innovation activities also produced **Mutti Soups** and the **Vegetable Ragù**.

### Mutti Soups

Based on particularly rich and tasty tomato-based recipes with a diverse range to suit all tastes, they are found in the chilled segment and distinctive from other products in the category because of their uniqueness.



### Mutti Ragù (Vegan Bolognese)

A 100% vegetable product with a rich flavour and fragrance reminiscent of classic meat sauce, it stands out for its wholesome, authentic ingredients, of which the yellow pea is the main source of protein, and a technology developed to meet the needs and expectations not only of the vegetarian community but of all consumers.



Each product has been carefully developed to maintain the company's high quality standards and offer consumers an authentic and satisfying gastronomic experience. This targeted diversification reflects our ongoing commitment to offering innovative, high-quality solutions that meet the changing needs of the market and food lovers.

Looking to the future, during 2024 we will present an ambitious project, namely the creation of our own table sauces, including ketchup and barbecue sauce. Despite the already widespread use of these products, our aim is to stand out by offering unique sauces with reduced sugar content, using tomatoes as the main ingredient and maintaining optimal nutritional values.



In addition, to meet the needs of the international market, we are expanding our range of ready-made sauces with three new and distinctive variants: Sugo alla Bolognese, Sugo alla Napoletana and Sugo alla Provenzale, enriched with datterino tomatoes and the prized Thyme de Provence PGI.

Also deserving of a special mention are our soups. In 2023 we demonstrated our commitment to research and innovation by introducing two new variants to our soup range: one packed with pulses (Fagiolata) and another containing a delicious combination of pasta and grilled vegetables (Fregola with grilled vegetables).

The focal point of the recipes of these new products, which use high quality ingredients to enhance traditional flavours, remains the prized datterino tomato.



### 3.3 Partnerships: the relationship model along the supply chain

Our supply chain is based around strong long-term relationships with the farmers who supply our tomatoes. These bonds, which we have consolidated over the years, were developed on the basis of mutual respect and trust. We have established many non-exclusive long-term partnerships because we know that the success of the harvest is influenced by climatic variables that are difficult to predict.

To mitigate the risks associated with procurement in our industry, we involve a large network of farmers, more than 800 in 2023. This approach allows us to manage business risks more effectively by spreading our tomato procurement across a broad and heterogeneous supplier base.

Furthermore, about 67% of the tomatoes we purchase in northern Italy come from producers in Emilia-Romagna located an average of 95 km from our factories, guaranteeing local supply lines and reducing the environmental impact of transport.

Our entire production cycle is guided by the “**law of freshness**”, a principle that respects the natural rhythms of the land and preserves the intrinsic properties of the tomato. This means that every step, from sowing to harvesting and processing, is carefully coordinated to ensure that the tomatoes are harvested and processed at the optimum time, when they are at their freshest, at the right degree of ripeness and therefore in the best possible condition.

Through our **Mutti Sustainable Agricultural Product Specifications**, which suppliers are required to sign, we clearly define the requirements and characteristics that our tomatoes must possess, as well as the technical-agronomic practices that tomato producers must respect. This document goes beyond simply defining the quality and safety standards of the final product: it also includes a series of innovative farming practices, such as the adoption of computerised predictive systems and localised irrigation methods, sustainable farming techniques and environmental control measures which must be rigorously adopted.

#### The Mutti Pomodorino d'Oro award

2023 was the year of 24th Mutti “Pomodorino d'Oro” award, a prestigious tribute to the over 800 tomato producers who share the fruits of their labour with our company.

More than 60 farmers were awarded prizes for the quality of their products for the different tomato varieties typical of each area: the round tomato, the plum tomato, the cherry tomato and, for the first time this year, also the **datterino tomato**.

The Pomodorino d'Oro datterino award is the only one of the four categories in which the supply chains from both northern and southern Italy compete.



Guaranteeing the quality of our products is only part of our commitment. In addition to ensuring that our products meet the high standards defined by the **UNI 11233** standard, adopting best farming practices regarding the use of pesticides, fertilisers and irrigation water, we also strive to promote social and environmental practices among our suppliers.

Although we do not have direct control over them, we actively try to positively influence them. When entering into contracts, we emphasise the importance of complying with the principles of SA8000. For us, respect for human and labour rights is a top priority. We strongly condemn the use of forced or child labour and actively support freedom of association and trade union representation. We are constantly focused on guaranteeing a safe and healthy working environment, striving to ensure fair remuneration in line with national collective bargaining standards and complying with laws on working hours. Our firm condemnation of all forms of discrimination in the workplace is an integral part of our corporate philosophy.

These principles not only guide our actions, they are a requirement that we make explicit in our agreements with our producers so that they adopt and respect them. For us it is crucial that the entire supply chain adheres to these ethical and social standards. In addition, we focus much of our effort on combating exploitation in the tomato chain, implementing a series of targeted initiatives.

To begin with, we have introduced contracts that ensure that the entire harvesting process is mechanised, drastically reducing the risk of mismanagement (such as the illegal exploitation of farm labour) in both northern and southern Italy.

We also place special emphasis on transparency along the entire production chain. By involving operators, cooperatives, farms and fields, we ensure that every step in the process is clear and traceable. This is guaranteed through tomato traceability certification (**ISO 22005:2007**), which enables us to monitor and guarantee compliance with ethical and labour standards.

In parallel, we comply with the Code of Ethics and Legislative Decree 231 on corporate crime, establishing shared rules with our suppliers and implementing an arbitration mechanism to resolve any disputes fairly and transparently right along the supply chain.

One crucial aspect of our commitment focuses on southern Italy, where tomato harvesting can still be done manually; here too, Mutti has exclusively practiced mechanical harvesting for almost 10 years, the only exception being the San Marzano PDO tomato whose product specifications require that it be harvested by hand. This product represents a very low percentage of Mutti's processed tomatoes (<0.8%) and is constantly monitored. In the south, we carefully evaluate the labour practices of our suppliers through various means: membership of the Rete Lavoro Agricolo di Qualità (Quality Farm Labour Network), the Global Gap GRASP risk assessment and ethical compliance audits at farms; in 2023, 100% of our suppliers complied with at least one of these requirements.

Ultimately, our aim is to promote an ethical and sustainable tomato supply chain in which every worker is treated with dignity and respect, and transparency and integrity are fundamental and indispensable values.

#### **Trial No Trace of Pesticide Integrated Production project**

Zero-pesticide residue integrated production is a further development of the integrated production approach and aims to guide the supply chain in the production of a raw material which, at the time of harvest, has chemical residues below the analytical detectability threshold of 0.01mg/kg thanks to the judicious and measured use of chemicals during the cultivation of our tomatoes. An approach that benefits not only the quality of the raw material, but also the environment.

This trial project was started in 2019 in order to test the cultivation protocol, determine its feasibility and potential, and understand its value and applicability.

The entire process is audited annually by a third party entity.

Innovation and technological upgrades are key prerequisites for ensuring sustainability throughout the supply chain. With this in mind, we have adopted a specific decision support system for tomatoes also aimed at promoting best farming practices for our suppliers. It is in this context that, in collaboration with Horta, we are continuing to use the Pomodoro.net platform.

***Pomodoro.net*** is an information system that acts as an “agronomic compass” for farmers. In other words, it suggests ways to manage adversities or what farming practices to use based on climate trends recorded by weather stations and other parameters recorded by the user. For example, it assesses the risk of disease so farmers can optimise the use of agropharmaceuticals. It also suggests when and how to irrigate to save water and improve the quality and quantity of the harvest.

This tool gives farmers access to the most advanced agronomic practices while improving efficiency and safeguarding the environment.

## 4. MUTTI'S APPROACH TO ENVIRONMENTAL SUSTAINABILITY

We have been monitoring our environmental performance for several years, communicating it to our stakeholders since 2021. To continue on our journey towards environmental sustainability, we have decided to make our commitment more transparent and structured through the definition and implementation of the Green Strategy which, approved by our CEO in May 2023, defines a path to follow to mitigate our impact on the environment.

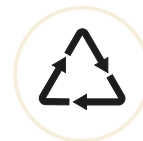
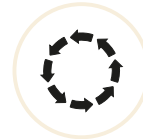
In addition, through an amendment to Mutti's articles of association, we have made a formal commitment to gradually transitioning our business model and operations to a climate-neutral economy, in line with European climate neutrality goals and national ecological transition goals.

### 4.1 The Green Strategy

When defining our **Green Strategy**, we considered the **European and international legislative and policy context**, always in accordance with the European Green Deal, drawing inspiration from the **"Farm to Fork" strategy** promoted by the European Commission which aims to steer the ecological transition towards a sustainable and low environmental impact food system that protects the ecosystem while combating climate change.

Our Green Strategy involves all stages of the production chain and is therefore divided into the following **four action areas**:

- **Cultivation and regeneration:** this includes the production of tomato plants in nurseries, transplanting plants in the field, treatment activities during cultivation, the production and use of pesticides, fertilisers and other soil conditioners, tomato harvesting and biodiversity protection activities;
- **Processing:** this includes tomato sorting, washing and the pulping process (peeling and cold dicing) for diced tomatoes, and sieving, filtering and concentration for purée and paste, followed by pasteurisation and packaging;
- **Transport and distribution:** this considers the transport of the tomato from the fields to the processing plants and the distribution of the product carried out by road, sea, rail and intermodal transport;
- **Packaging production and end-of-life:** this includes the production of the packaging used (glass, boxes, tinplate, antiseptic drums, cardboard boxes, etc.), its transport to the processing plant and its end-of-life (landfill, incineration or recycling).



The Green Strategy is also implemented through these four areas of the value chain, in accordance with our **strategic objectives**:

1. Calculation and reduction of the carbon footprint, to contribute to mitigating the effects of **climate change**;
2. Protection and management of **water resources** with particular focus on reducing the footprint through efficient water management and facilitating water reuse.
3. Promotion of the **circular economy** to optimise resource consumption and reduce waste;
4. Protection and promotion of **biodiversity**, to protect the land and ecosystems;

## 4.2 Fighting climate change

Our business is strongly influenced by the effects of climate change and for this reason we are fully aware of the importance of taking action and playing an active role in plotting a new course. To address this global challenge in a meaningful way, we are actively engaged in implementing various concrete actions.

Although we have been monitoring our Scope 1 and Scope 2 emissions for years, for the first time we have also calculated the company's **Scope 3** emissions relative to 2023 in the conviction that monitoring and understanding one's own impact is a necessary starting point for defining a solid strategy and improving.

### 4.2.1 Energy consumption and emissions

Energy and energy consumption are extremely relevant factors in the production of canned tomatoes due to the concentration and pasteurisation processes typical of the sector.

This is why we pay great attention to monitoring our consumption and process efficiency.

Over the years we have already introduced a number of optimisation measures such as the production of renewable energy and the installation of mechanical vapour recompression (MVR) falling film evaporators, which have generated significant improvements in efficiency compared to traditional evaporators.

More specifically, economisers have been installed at the **Montechiarugolo factory** to recover energy from the exhaust fumes of the boilers and to reuse the energy in the steam generated during the reduction of the tomatoes. In particular, the condensed steam, in the form of water that is still hot, is used to heat the tomatoes arriving at the plants.

The factory is equipped with a cogeneration plant, powered by natural gas. This system, intended for self-consumption, supplements the self-produced electricity from the existing photovoltaic system. The resulting benefits are further enhanced by the recovery of the heat generated by the co-generator, which is used in production plants in place industrial steam.

As far as the reporting year is concerned, the project to replace the emergency lamps in the factory was launched leading to the replacement of more than 250 ceiling lights and an estimated annual saving of about 120,000 kWh.

#### Thermal recovery of condensation from tomato evaporation

Since 2020, several measures have been implemented at the Montechiarugolo factory to recover residual heat from evaporated tomato water. The final step, carried out in 2023, enabled us to recover even more heat, with an increase in savings from around 910 MWh in 2022 to approx. 1375 MWh in 2023, the equivalent of around 2500 tonnes of boiler steam saved during the 2023 harvest.

Equipped with a photovoltaic system, the **Collecchio site** has been subject to various energy efficiency measures in recent years, including the replacement of the existing lights and transformers with more efficient models. An MVR falling film evaporator has also been installed at the site; powered by electricity, this has led to a sharp reduction in CO<sub>2</sub> emissions. At the same time, economisers have been installed to recover the residual energy of the evaporated tomato water, enabling further savings of around 1250 tonnes of boiler steam (approx. 75,000 scm) in 2022 and around 1350 tonnes of steam in 2023 (approx. 82,000 scm).

The **Oliveto Citra plant** has also undertaken several initiatives, including the installation of an MVR evaporator. In addition, LED lighting fixtures have been installed and energy efficiency further optimised with the elimination of the transfer from vats to the bottle by the evaporator during the reprocessing of the tomato purée, thereby saving electricity and natural gas.

The new 500 kWp photovoltaic system was installed in 2023 and will be commissioned in 2024; it was designed with the prospect of future expansion; in fact, more photovoltaic modules will be installed in the coming years, increasing the total capacity to approximately 750 kWp. The project can also be extended up to a capacity of 999 kWp by adding additional modules to cover the entire surface area of the company site.

Starting with this Report, we have decided to expand the scope of our consumption reporting by punctually monitoring also the consumption of our **Instafactory**, the mobile factory that makes it possible to process tomatoes directly in the field, and the **Red Store**, a warehouse located near Montechiarugolo. The Instafactory operates during the harvest period for about 40 days and is powered by a boiler and diesel generators, while the Red Store consumes natural gas and buys electricity from the grid.

The 3 production plants and the Red Store have an environmental management system certified according to ISO 14001 Standard.

Total energy consumption decreased slightly from the previous year (-2%). Starting this year, we have included the consumption of the Red Store, Instafactory and the company car fleet, so the trend can be considered a good result for the efficiency targets we have set ourselves. The self-consumption of energy produced by the Montechiarugolo plant's cogenerator came to 31,841 GJ in 2023, up 8% year-on-year.

Energy consumption	unit	2022 <sup>1</sup>	2023
Natural gas	GJ	676,912	661,732
Diesel (for heating or production processes)		0	1,658
Diesel (vehicles for company use)		1,286	1,511
Diesel (mixed-use vehicles)		0	3,055
Petrol (mixed-use vehicles)		0	1,063
<b>Total energy consumption from non-renewable fuel sources</b>		<b>678,198</b>	<b>669,019</b>
Electricity purchased from non-renewable sources		118,116	111,778
Self-produced and consumed photovoltaic electricity <sup>2</sup>		5,503	5,328
Photovoltaic electricity sold		410	982
<b>Total electricity consumption</b>		<b>123,209</b>	<b>116,134</b>
<b>Total energy consumption</b>		<b>801,407</b>	<b>785,153</b>

<sup>1</sup> The 2022 data related to natural gas consumption have been restated following an improvement in the reporting process to ensure the comparability of the information. For previously published data, please refer to the 2022 Environmental Report published in the Sustainability section of the website <https://mutti-parma.com/it/>.

<sup>2</sup> The two-year data on self-produced and consumed photovoltaic electricity have been restated following an improvement in the reporting process to ensure the comparability of the information. For previously published data, please refer to the 2022 Environmental Report published in the Sustainability section of the website <https://mutti-parma.com/it/>.

Overall, compared to 2022, the Group recorded a reduction of 3% in energy consumption relating to the finished product. Considering the energy consumption of the three production plants and comparing it with the finished product figure, the energy intensity index is stable compared to the previous year. In more detail, Montechiarugolo was the only plant to record an increase in specific consumption. In fact, there was a 3% increase in total consumption at the plant compared to last year due to a longer harvest with lower volumes (-6%) and production interruptions due to critical weather conditions.

Plant	KPI	unit	2022	2023
Montechiarugolo	Total energy consumption / finished product	GJ/tonne	2.23	2.39
Collecchioto	Total energy consumption / finished product		2.68	2.48
Oliveto Citra	Total energy consumption / finished product		2.08	2.02
<b>Total plants</b>	<b>Total energy consumption / finished product</b>		<b>2.37</b>	<b>2.37</b>

In 2023, there were no refrigerant gas refills deriving from plant maintenance.

Refrigerant gases	unit	2022	2023
R507	Kg	27	0
R410A		7	0

The Group's total Scope 1 and Scope 2 emissions are outlined below:

CO <sub>2</sub> e emissions		unit	2022 <sup>3</sup>	2023
Direct (SCOPE 1)	Natural gas	tonnes CO <sub>2</sub> e	39,417	38,677
	Refrigerant gas leaks		122	0
	Diesel (for heating or production processes)		0	123
	Diesel for company vehicles		95	112
	Diesel fuel (Fleet)		0	226
	Petrol (Fleet)		0	78
	<b>Total direct emissions (SCOPE 1)</b>		<b>39,634</b>	<b>39,217</b>
Indirect (SCOPE 2)	Electricity purchased from non-renewable sources ( <b>Location-based</b> )		8,524	8,319
	Electricity purchased from non-renewable sources ( <b>Market-based</b> )		14,994	14,191
<b>Totale emissions Scope 1 + Scope 2 (Location based)</b>			<b>48,158</b>	<b>47,536</b>
<b>Totale emissions Scope 1 + Scope 2 (Market based)</b>			<b>54,628</b>	<b>53,408</b>

**Note:** The methodology used to calculate Scope 1 emissions entails the use of the emission factors published in 2023 by ISPRA for combustible fuels and the use of the emission factors published in 2023 by the UK Government – GHG Conversion Factors for Company Reporting for refrigerant gases. Both calculation methodologies were used to calculate Scope 2 emissions, in line with the GRI Sustainability Reporting Standards. The market-based emissions are based on the CO<sub>2</sub> emissions of the energy suppliers from which the organisation purchases electricity under a contract and may be calculated considering: Guarantees of Origin and direct contracts with suppliers, the suppliers' specific emission factors, residual mix emission factors (the energy and emissions that are not monitored or tracked) (source: AIB - European Residual Mixes 2022 (Ver. 1.0, 2021-05-31)). The location-based method considers the average emission factors for the generation of energy within well-defined geographical areas, including local, sub-national or national borders (source: ISPRA - Atmospheric GHG emission factors in Italy's national electricity sector and in the main European countries (2022)).

<sup>3</sup> For comparability purposes, the 2022 figures for total Scope 1 emissions have been restated following an improvement in the reporting process. Please refer to the 2022 Environmental Sustainability Report published in the Sustainability section of <https://mutti-parma.com/it/> for the previously published data.

The slight decrease in consumption is reflected in the trend of CO<sub>2</sub>e emissions, which is stable for both Scope 1 and Scope 2 emissions. If, as with energy consumption, we consider the ratio of emissions to the finished product, we can see that the emission intensity index was stable between 2022 and 2023, amounting to 0.16.

## 4.2.2 Logistics

Although logistics do not fall under our direct control as we do not have our own fleet for transport activities but rely on third-party operators who manage our logistics network, we are aware that the transport sector is very impactful in terms of CO<sub>2</sub>e emissions and therefore take care to contribute to identifying the least impactful ways of transporting our finished product.

Our main distribution warehouses in Italy are located at an average distance of about 10 km from our production plants and this already allows us to considerably limit the environmental impacts generated in the warehousing process.

Our products are moved from the warehouses only after they are sold, which means we do not introduce extra goods into the logistics flow.

As far as the vehicles used are concerned, each year we aim to increase **vehicle loads, optimise journeys and reduce the mileage of our road transport** per tonne of product shipped, seeking wherever possible to use vehicles with lower environmental impact.

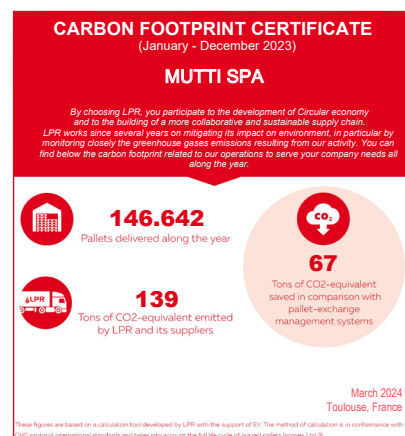
The Mutti road transport fleet consists of EURO 5 and 6 vehicles. In order to limit the road mileage per tonne of product shipped, we are committed to increasing our number of **intermodal routes** (road/rail, road/water), which were also introduced in 2023 in Poland, Spain, France, Switzerland and Albania; routes that join those already converted in previous years. The benefits of this solution can also be seen in terms of an increase in the capacity of transported goods: in the same number of trips, a train carries four or five more tonnes of product than a lorry.

The use of alternative fuels such as bio-LNG is also being considered for long distances.

In addition to previous initiatives, we have launched a project to review and optimise palletisation with the aim of increasing the number of layers and therefore improving the load of pallets and, consequently, that of the vehicles.

The rental pallet project (LPR and CHEP) and management of EPALs through NOLPAL pooling also continued.

Unlike a traditional pallet exchange process between supply chain operators, this pooling project allows for more efficient management of the pallets used because it avoids empty trips. This reduces the flow of vehicles and, consequently, the amount of CO<sub>2</sub> emitted into the atmosphere.



### 4.2.3 Calculation of Scope 3 emissions

In 2024, Mutti decided to extend the analysis of its impacts beyond the quantification of Scope 1 and 2 emissions to include all indirect impacts generated along its value chain, generally identified as the Organisation's Scope 3 emissions.

With the support of Ecoinnovazione S.r.l.<sup>4</sup>, Mutti's Scope 3 emissions were analysed using the LCA methodology, with a multi-indicator approach, in accordance with the main reference standards:

- ISO/TS 14072:2014(E) - Environmental Management – Life Cycle Assessment – Requirements and guidelines for Organization Life Cycle Assessment;
- ISO 14040:2006 - Environmental management – Life Cycle Assessment - Principles and framework;
- ISO 14044:2006 - Environmental management – Life Cycle Assessment - Requirements and guidelines.

Included in the analysis were Mutti's three production sites (Montechiarugolo, Collecchio and Oliveto Citra), the field production plant (Instafactory), all Italian and foreign administrative offices and the Red Store warehouse. The scope of consolidation was defined using an operational approach and the reference year of the study is that of this report, 2023. The calculation model was developed with the help of Simapro LCA software and is based on the databases of Ecoinvent 3.10, Arcadia<sup>5</sup> and the main sector studies published as part of the Environmental Footprint and Made Green in Italy initiatives<sup>6</sup>.

The Scope 3 analysis, summarised in the graphic below, showed that most environmental impacts arise from the following processes/activities:

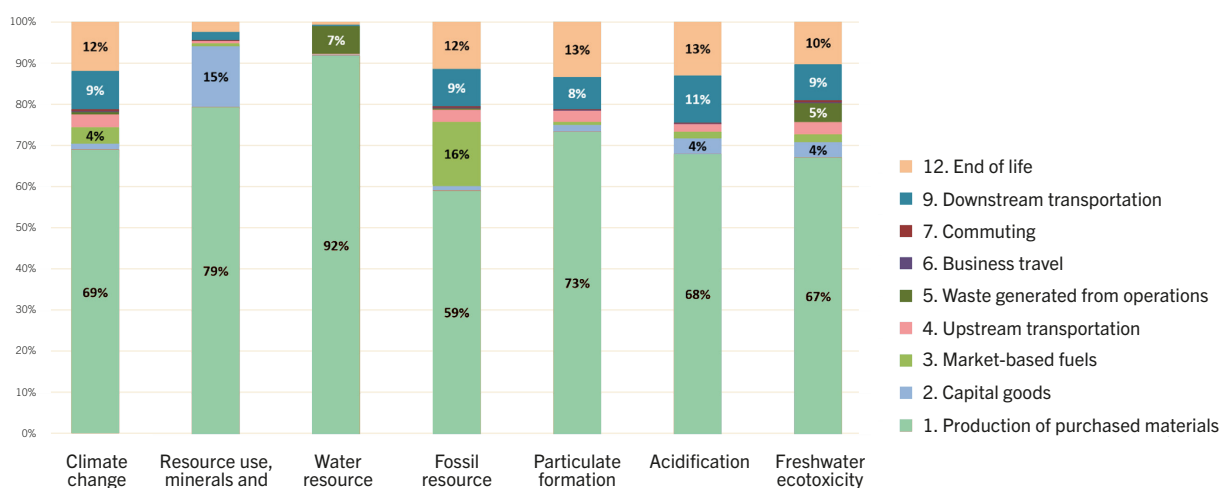
- The production of purchased raw materials (food and non-food) is the most impactful activity. It includes the production of the tomato, the production of the packaging, the distribution of the product and the production of additional production process chemicals (cleaning, maintenance). For the climate change impact category, the production of raw materials accounts for about 70% of all life cycle emissions. Most of these emissions come from the production of packaging (especially metal and glass packaging - which represent about 50% of the weight of the packaging purchased) and from tomato production;
- The end-of-life of packaging has a 10-15% impact on climate change and on other impact categories. Of this, the biggest contribution in terms of impact is related to metal and glass packaging, which also represent the largest quantities;
- Downstream transport, i.e. the distribution of the finished product, accounts for about 10% of the climate-change emissions generated by Scope 3. The greatest impact comes from road transport ( 40% of the category), despite the fact that it accounts for 15% of transport (calculated on the basis of total kg\*km distributed).

<sup>4</sup> Ecoinnovazione | Spin off ENEA

<sup>5</sup> La Banca Dati Italiana LCA del progetto ARCADIA: Opportunità per imprese, pubblica amministrazione e ricerca Green Public Procurement - Criteri Ambientali Minimi ([mite.gov.it](https://mite.gov.it))

<sup>6</sup> Lo Schema Nazionale «Made Green in Italy» | Ministero dell'Ambiente e della Sicurezza Energetica ([mase.gov.it](https://mase.gov.it))

### Percentage contributions of the categories of SCOPE 3



The analysis confirmed the significance of the indirect emissions generated along the value chain and outside the direct control of the Organisation. Total Scope 3 greenhouse gas emissions account for about 90% of total emissions (Scope 1, 2 and 3). The remaining 10% or so is related to Scope 1 emissions and, to a lesser extent, to Scope 2 emissions.

In conclusion, the analysis made it possible to quantify the environmental profile of Mutti's Scope 3 emissions and to subsequently identify the most impactful environmental issues and activities on which to focus its mitigation initiatives and strategies.

## 4.3 The protection of water resources

Water is an essential resource for our business: we are aware that it belongs to everyone and is an asset that must be protected due to its finite nature. This is why we feel responsible and active player in its management and reduction.

### 4.3.1 Water withdrawals and water quality

During the 2023 harvest we renewed our partnership with WWF Italia, which dates to 2010, to monitor our water footprint along the supply chain.

At our production plants, **water plays a key role during tomato processing, for transport and washing and to cool the equipment.**

It is used during the unloading of tomatoes from the trucks and their subsequent transport to washing and processing plants; the use of water during this operation ensures that the tomatoes maintain their qualities without being damaged. Over the years, to minimise the use of water resources, we have implemented a system that uses **only recycled water** for this activity, thus eliminating the need to withdraw water for this purpose.

For other uses, we mainly use water withdrawn from wells which, once used, is purified and returned to the surface water network after appropriate treatment.

Each plant is equipped with meters, both mechanical and analytical, to monitor water consumption. Mechanical meters are checked monthly, while analytical meters permit the continuous monitoring of consumption.

Most of the water used is withdrawn from wells (1837.26 ML), while the amount of water taken from the public network is marginal (46.35 ML). In 2023, there was a slight increase of 3% in water withdrawals compared to the previous year.

During the reporting year, in accordance with national legislation the quantities of water discharged decreased by 2% compared to the previous year.

Withdrawal point	unit	2022		2023	
		From all areas	From water-stressed areas	From all areas	From water-stressed areas
Freshwater (≤1000 mg/L total dissolved solids)	ML	1,784.92	135.04	1,837.26	134.54
Other types of water (>1000 mg/L total dissolved solids)		0	0	0	0
<b>Total groundwater</b>		<b>1,784.92</b>	<b>135.04</b>	<b>1,837.26</b>	<b>134.54</b>
Freshwater (≤1000 mg/L total dissolved solids)		51.92	30.23	46.35	25.49
Other types of water (>1000 mg/L total dissolved solids)		0	0	0	0
<b>Total third-party water resources</b>		<b>51.92</b>	<b>30.23</b>	<b>46.35</b>	<b>25.49</b>
<b>Total water withdrawals</b>		<b>1,836.84</b>	<b>165.27</b>	<b>1,883.61</b>	<b>160.03</b>

The classification of water stress areas was based on the World Resources Institute's Aqueduct Water Risk Atlas tool (<https://www.wri.org/initiatives/aqueduct>). The information in the table refers to parent company Mutti S.p.A. and production company Fiordagosto S.r.l..

Water discharges by destination	unit	2022		2023	
		From all areas	From water-stressed areas	From all areas	From water-stressed areas
Freshwater (≤1000 mg/L total dissolved solids)	ML	1,521.10	0	1,482.67	0
Other types of water (>1000 mg/L total dissolved solids)		0	0	0	0
<b>Total surface water</b>		<b>1,521.10</b>	<b>0</b>	<b>1,482.67</b>	<b>0</b>
Freshwater (≤1000 mg/L total dissolved solids)		152.13	152.13	150.05	149.34
Other types of water (>1000 mg/L total dissolved solids)		0	0	0	0
<b>Total third-party water resources</b>		<b>152.13</b>	<b>152.13</b>	<b>150.05</b>	<b>149.34</b>
<b>Total water discharges</b>		<b>1,673.23</b>	<b>152.13</b>	<b>1,632.01</b>	<b>149.34</b>

The classification of water stress areas was based on the World Resources Institute's Aqueduct Water Risk Atlas tool (<https://www.wri.org/initiatives/aqueduct>). The information in the table refers to parent company Mutti S.p.A. and production company Fiordagosto S.r.l..

The energy consumption KPIs highlight how the ratio of water withdrawals to the finished product presents an upwards trend of 6% compared to 2022. Similarly, the water discharges ratios increased by 1%. Water withdrawals and discharges are stable compared to the previous year but if we look at the index on the quantity of finished product we can see a downturn for both withdrawals and discharges due to the fall in production.

<sup>7</sup> The 2022 data related to water withdrawals have been restated following an improvement in the reporting process to ensure the comparability of the information. For previously published data, please refer to the 2022 Environmental Report published in the Sustainability section of the website <https://mutti-parma.com/it/>.

Plant	KPI	unit	2022	2023
Montechiarugolo	Water withdrawals / finished product	m <sup>3</sup> / tonne	5.22	5.62
Collecchio	Water withdrawals / finished product		6.45	6.79
Oliveto Citra	Water withdrawals / finished product		3.57	3.46
<b>Total plants</b>	<b>Water withdrawals / finished product</b>		<b>5.44</b>	<b>5.76</b>

Plant	KPI	u.m.	2022	2023
Montechiarugolo	Water discharge / finished product	m <sup>3</sup> / tonne	4.69	5.03
Collecchio	Water discharge / finished product		5.94	5.60
Oliveto Citra	Water discharge / finished product		3.29	3.23
<b>Total plants</b>	<b>Water discharge / finished product</b>		<b>4.95</b>	<b>4.99</b>

## 4.4 Protecting biodiversity

Biodiversity is a central theme for Mutti; we are an industry and our activities inevitably interact with the environment around us and generate an impact on ecosystems and biodiversity. However, we want to fit in with the surrounding environment with complete respect.

For this reason we decided to launch a **long-term ecosystem restoration and redevelopment project**, incentivising measures to rebuild habitats and preserve biodiversity.

We began by **monitoring** the biodiversity around us through a direct census of fauna, observing and listening.

Thanks to the construction of the Swallow House, a nesting place for swallows and martins and other animal species in which artificial nests have been installed and more than 500 shrubs planted in the surrounding area, we have already seen an increase in the number of species present, confirming that if you give nature space, nature will take back its space.

Alongside this direct monitoring activity, we have also installed IOT devices for the bioacoustic analysis of the presence of pollinating insects.

In addition, a number of measures have been planned to increase biodiversity with more than 4,000 trees and 13,000 shrubs to be planted between Montechiarugolo and Collecchio.

## 4.5 Circular Economy

In terms of the circular economy, we promote the optimisation of resource consumption and the reduction of waste; production scraps from our activities, for example, is utilised in other production chains and we are committed to finding increasingly sustainable and circular alternatives.

### 4.5.1 Sustainable packaging

As part of our commitment to more responsible business management processes, we recognise the crucial importance of sustainable procurement and the evaluation of our suppliers. We are increasingly committed to promoting circular economy projects and initiatives.

For this reason, we are focused on purchasing **packaging with sustainable characteristics**, i.e:

- Reducing the **weight** of materials.
- Increasing the number of components made from **recycled** materials.
- Using **recyclable** solutions where possible.
- Procuring sustainable raw materials (e.g. paper from responsibly managed forests);
- Identifying **circular economy** projects.

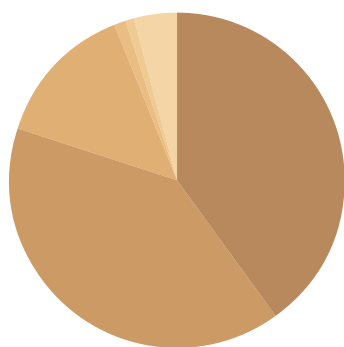
Our product packaging is divided into primary packaging, i.e. in direct contact with the product, and secondary packaging. Primary packaging mainly comprises all metal packaging, such as **tins** and **tubes**, which account for 14% of the total packaging purchased, and **glass** packaging, which accounts for 39% of the total.

As regards **paper** and **cardboard**, 95% of the volume of material we purchased in 2023 was **recycled**, while 81% came from responsibly managed forests (**FSC certified**).

The amount of **plastic** used in primary and secondary packaging is modest and represents a very small part of all packaging used. We are considering alternative solutions for the small number of plastic packages or those with plastic components that we currently use (caps, labels and soup containers). We are also trying to reduce the amount of plastic we use wherever possible.

In 2024 we launched two initiatives that aim to make more efficient use of resources. The first is focused on **reducing the weight of packaging**: a large-scale test is underway to remove the film from the trays of finely chopped tomato packs for some markets. The second aims to **increase the recycled materials component** of packaging: recycled PET is now used for plastic tube trays and the outcome of the 2023 project on the regeneration of aseptically sealed drums, which until now were scrapped and repurchased, is currently being evaluated.

Packaging (% on volumes)



40%	Glass
40%	Pallets
14%	Tin
1%	Boxes
1%	Trays and folders
4%	Other

Purchased packaging <sup>8</sup>	unit	2023	
		Renewable	Non-renewable
Glass	tonnes	68,787	-
Pallets		67,722	-
Tin		-	23,738
Cans		2,300	-
Capsules		-	1,533
Trays and folders		1,782	-
Cluster pack		1,331	-
Shrink film		-	1,178
Tubes		-	694
Plastic film		-	384
Labels		-	358
Antiseptic drums		-	280
Aseptic bags		-	210
Plastic trays		-	104
Tetra Pak		-	89
Glue		-	55
Tubs		-	15
Total		141,922	28,638
		83.2%	16.8%

#### 4.5.2 Management of waste and by-products

In our production plants we are constantly committed to reducing the amount of waste we generate and to directing most of it to recovery or recycling operations, in accordance with current regulations and with the aim of protecting the environment. Waste derives from our production activities and includes of scraps from the transformation process, packaging materials and residues from maintenance on production lines.

We are dedicated to managing our waste responsibly, maintaining a constant balance between correct disposal and the recovery of non-hazardous waste. At the same time, we have improved our management of hazardous waste, significantly reducing the amount disposed of in landfills.

<sup>8</sup> 2023 is the first reporting year for the indicator so there is no comparative data from 2022

Generated waste by type	unit	2022		2023	
		Non-hazardous	Hazardous	Non-hazardous	Hazardous
<b>EWC 020305</b> Sludge from on-site treatment of effluents	tonnes	5,842.11	0	6,045.42	0
<b>EWC 020301</b> Sludge from washing, cleaning, peeling, centrifuging and separation operations		3,174.52	0	2,554.48	0
<b>EWC 020304</b> Waste unsuitable for consumption or processing		1,600.12	0	3,293.88	0
<b>EWC 150104</b> Metal packaging		1,414.46	0	795.34	0
<b>EWC 150106</b> Mixed material packaging		1,479.03	0	1,820.83	0
Other type of waste		3,135.80	23.51	3,673.91	18.02
<b>Total waste generated</b>		<b>16,646.06</b>	<b>23.51</b>	<b>18,183.86</b>	<b>18.02</b>

In 2023, there was an increase in non-hazardous waste generated, mainly due to non-routine disposal activities.

Our production process generates by-products such as peel, seeds and tomatoes unsuitable for processing, which are completely reused as part of a circular approach. In 2023, 11% of these by-products were used for biogas production, while the other 89% were used for animal feed.

By-products by type of reuse	unit	2022	2023
Biogas production	tonnes	1,620	2,291
Animal feed		21,132	18,316
<b>Total by-products</b>		<b>22,752</b>	<b>20,607</b>

In addition, over the past year we have launched a circular economy pilot project to direct our tomato processing by-products, such as peel and seeds, to TomaPaint, a start-up involved in the production of a bioresin extracted from tomato peel, cutin bioresin, which is used for the production of biopaints to be applied to the inside and external surfaces of metal food tins and jars, e.g. our cans. An important innovation project we are following closely in the hope that it comes to fruition and can be applied to our production processes.

## 5. MUTTI'S APPROACH TO SOCIAL SUSTAINABILITY

### 5.1 Attention to people

Mutti's success is built on the energy and enthusiasm of its workers. We therefore strive to ensure that their commitment, talent, expertise and managerial skills are always recognised and valued and that their full professional and personal fulfilment is guaranteed.

Every day 501 employees (as of 31 December 2023) contribute, with responsibility and dedication, to our growth, an increase of 15% over the previous year.

Our locations include our Italian head office, the three production sites in Montechiarugolo, Collecchio and Oliveto Citra, and six international sales offices. There were a total of 190 employees at head office in 2023, while 260 employees worked at the three production sites and at Red Store, 239 of whom blue-collar workers. Meanwhile, 51 people work at our international branches in France, Germany, Sweden, the UK, the USA and Australia, an increase of 6% over the previous year.

95% of employees at 31/12/2023 are covered by a Collective Labour Agreement; in Italy, employees are covered by the National Collective Labour Agreement (CCNL) for the food sector, while in France all employees are covered by the Convention Collective du commerce de détail et de gros à prédominance alimentaire. The remaining employees at the foreign branches are covered by their respective national laws. These local regulations specifically and independently regulate the working conditions, rights and duties of workers, adapting to the economic and social context of each country.

Our business is characterised by the cyclical nature of our activities: during the harvest months, from July to September/October, the hiring of temporary staff to support our tomato processing activities is absolutely crucial. This seasonal phase requires a temporary increase in our workforce to meet production needs, which inevitably leads to an increase in temporary contracts. In fact, during the 2023 harvest we reached a peak number of employees (1532) for an average annual figure of 736.

The protection and welfare of our employees is at the heart of our corporate philosophy. In order to ensure a safe and inclusive working environment, we have implemented a Management System that conforms to high standards of safety and professional ethics as attested by our **SA8000:2014** certification.

Through this Management System, we demonstrate our commitment to the welfare of our employees, managing any necessary improvements with all the resources required to ensure a respectful and safe working environment.

Consistent with this vision, in 2019 we launched the “**Mutti Listening Line**”, an anonymous reporting channel, available on our website, which allows employees to confidentially and promptly report any incorrect behaviour in the company context.

#### SA 8000:2014

The international **SA 8000:2014** standard is a fundamental pillar of global corporate governance which focuses on protecting and supporting the welfare and rights of workers within organisations. Besides offering guidelines to improve working conditions, it emphasises the importance of transparency and social responsibility.

This standard goes beyond merely ensuring safe and decent working conditions by also emphasising the active involvement of employees in corporate governance; such an approach not only reinforces a sense of belonging and responsibility among employees, it also fosters constructive and inclusive dialogue, promoting a more collaborative working environment.

In addition, it also requires companies to make a concrete commitment to respecting human rights, managing industrial relations fairly and supporting local communities. As well as promoting an ethical and fair working environment, this philosophy also contributes to sustainable and socially and economically responsible development.

## EMPLOYEES

Total number of employees by contract type (permanent and fixed-term) and by gender							
		As at 31 December 2022			As at 31 December 2023		
		Men	Women	Total	Men	Women	Total
ITALY	Permanent	241	142	383	276	154	430
	Fiex-term	3	1	4	11	8	19
	On-call contract	0	1	1	0	1	1
	<b>Total</b>	<b>244</b>	<b>144</b>	<b>388</b>	<b>287</b>	<b>163</b>	<b>450</b>
ABROAD	Permanent	23	24	47	25	22	47
	Fiex-term	0	1	1	2	2	4
	<b>Total</b>	<b>23</b>	<b>25</b>	<b>48</b>	<b>27</b>	<b>24</b>	<b>51</b>
GROUP	Permanent	264	166	430	301	176	477
	Fiex-term	3	2	5	13	10	23
	On-call contract	0	1	1	0	1	1
	<b>Total</b>	<b>267</b>	<b>169</b>	<b>436</b>	<b>314</b>	<b>187</b>	<b>501</b>

Total number of employees by type of employment (full-time or part-time) and by gender							
		As at 31 December 2022			As at 31 December 2023		
		Men	Women	Total	Men	Women	Total
ITALY	Full-time	241	130	371	282	143	425
	Part-time	3	13	16	5	19	24
	On-call contract	0	1	1	0	1	1
	<b>Totale</b>	<b>244</b>	<b>144</b>	<b>388</b>	<b>287</b>	<b>163</b>	<b>450</b>
ABROAD	Full-time	23	25	49	27	24	51
	Part-time	0	0	0	0	0	0
	<b>Totale</b>	<b>23</b>	<b>25</b>	<b>49</b>	<b>27</b>	<b>24</b>	<b>51</b>
GROUP	Full-time	264	155	419	309	167	476
	Part-time	3	13	16	5	19	24
	On-call contract	0	1	1	0	1	1
	<b>Total</b>	<b>267</b>	<b>169</b>	<b>436</b>	<b>314</b>	<b>187</b>	<b>501</b>

## NEW HIRES AND TURNOVER<sup>9</sup>

Recruitment and turnover rates by gender and geographical area									
		2022				2023			
		Incoming		Outgoing		Incoming		Outgoing	
		N	%	N	%	N	%	N	%
ITALY	Men	54	20%	28	11%	31	10%	19	6%
	Women	24	14%	20	12%	10	6%	7	4%
	<b>Total</b>	<b>78</b>	<b>18%</b>	<b>48</b>	<b>11%</b>	<b>41</b>	<b>9%</b>	<b>26</b>	<b>5%</b>
ABROAD	Men	6	2%	2	1%	8	3%	5	2%
	Women	8	5%	3	2%	9	5%	10	6%
	<b>Total</b>	<b>14</b>	<b>3%</b>	<b>5</b>	<b>1%</b>	<b>17</b>	<b>4%</b>	<b>15</b>	<b>3%</b>
GROUP	Men	60	23%	30	12%	39	13%	24	9%
	Women	32	19%	23	16%	19	11%	17	11%
	<b>Total</b>	<b>92</b>	<b>21%</b>	<b>53</b>	<b>14%</b>	<b>58</b>	<b>12%</b>	<b>41</b>	<b>10%</b>

Recruitment and turnover rates by age group and geographical area									
		2022				2023			
		Incoming		Outgoing		Incoming		Outgoing	
		N	%	N	%	N	%	N	%
ITALY	< 30 years	26	37%	14	20%	16	21%	2	3%
	30 – 50 years	45	18%	26	10%	21	7%	16	6%
	> 50 years	7	7%	8	8%	4	3%	8	7%
	<b>Total</b>	<b>78</b>	<b>18%</b>	<b>48</b>	<b>11%</b>	<b>41</b>	<b>9%</b>	<b>26</b>	<b>5%</b>
ABROAD	< 30 years	3	4%	0	0%	2	3%	2	3%
	30 – 50 years	9	4%	4	2%	14	5%	11	4%
	> 50 years	2	2%	1	1%	1	1%	2	2%
	<b>Total</b>	<b>14</b>	<b>3%</b>	<b>5</b>	<b>1%</b>	<b>17</b>	<b>4%</b>	<b>15</b>	<b>3%</b>
GROUP	< 30 years	29	41%	14	21%	18	24%	4	6%
	30 – 50 years	54	21%	30	13%	35	12%	27	10%
	> 50 years	9	8%	9	10%	5	4%	10	10%
	<b>Total</b>	<b>92</b>	<b>21%</b>	<b>53</b>	<b>14%</b>	<b>58</b>	<b>12%</b>	<b>41</b>	<b>10%</b>

<sup>9</sup> In order to provide a more meaningful representation of the turnover rate, seasonal contract hires and terminations were not included. Recruitment and turnover rates are calculated by comparing the total number of permanent employees hired and terminated during the year by age group and gender with the total number of employees as at 31.12 excluding seasonal employees.

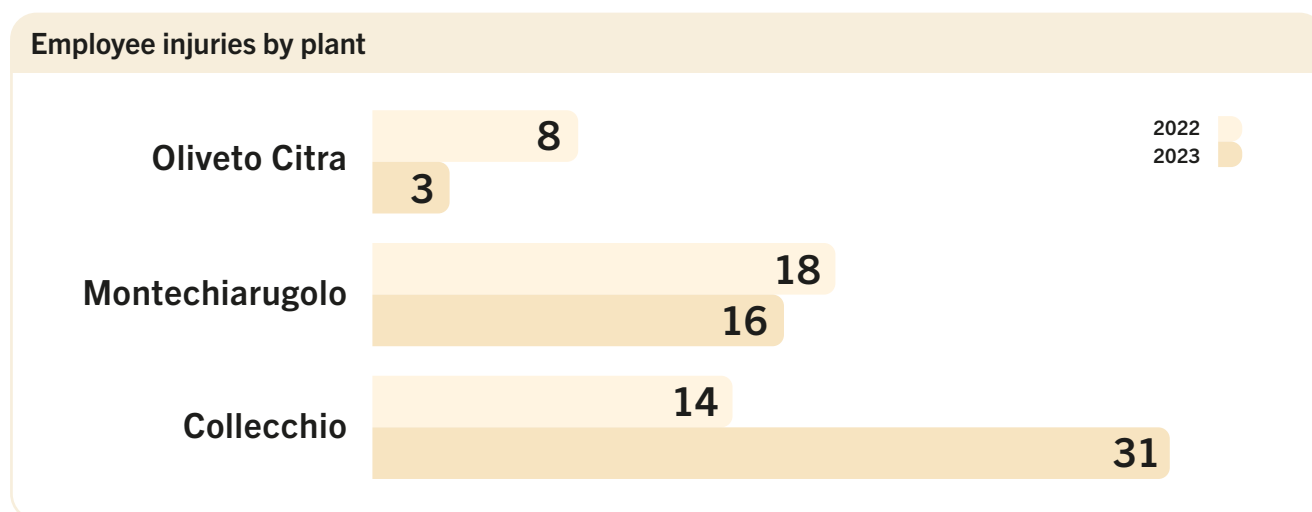
### 5.1.1 Occupational health and safety

The company is committed to guaranteeing all workers a **safe and healthy working environment**. Mutti strictly complies with national and international occupational health and safety regulations and has created a system of procedures to regulate all relevant aspects in the plants.

Our Health and Safety Management System is based on a preliminary analysis of the risks within our facilities, allowing us to identify and classify different levels of danger and take all necessary actions in good time. All our plants are certified according to the **ISO 45001:2018 “Occupational health and safety management systems”** standard. The issue of occupational health and safety is addressed through training courses for both our full-time and seasonal employees, ensuring that everyone has access to the same information and skills required to work in a safe and informed way.

In this regard, during 2023 we devoted considerable time and effort to our occupational health and safety training courses, providing a total of 6549 hours at the Montechiarugolo plant, 5400 hours at the Collecchio plant and 432 hours at the Oliveto Citra plant.

In 2023, our company recorded an increase in injuries at production sites. The group frequency index increased by 9% from 31.84 in 2022 to 34.99 in 2023.



The main types of injuries reported were generally sprains and bruises occurring in the production facilities (58% in 2023 and 60% in 2022). This was followed by fractures and crush injuries, which accounted for 22% of recorded injuries in 2023 (compared to 25% in 2022). Other causes in 2023 were various wounds and muscle strains.

None of the injuries were serious and the majority were due to improper conduct. Nevertheless, we have introduced additional training, information and organisational activities in order to significantly increase, among both permanent and seasonal employees, the culture of workplace safety and to promote correct and preventive forms of conduct.

Injury rates <sup>10</sup>	2022	2023
Work-related fatal injury rate	0	0
Work-related serious injury rate (excluding fatalities)	0	0
Recordable work-related injury rate	31.84	34.99

N.B. the health and safety information refers exclusively to the Group's production plants (Montechiarugolo, Collecchio and Oliveto Citra)

<sup>10</sup> The injury rate is calculated as the ratio of the number of injuries to the number of hours worked in the year, multiplied by 1,000,000. A total of 1,428,862 hours were worked in 2023, an increase of 14% compared to the 1,256,368 hours worked in 2022.

### 5.1.2 Training and performance assessment

In 2023, 9472 hours of training were provided to Mutti employees, more than double the 3227 hours provided in 2022. This increase reflects a targeted corporate strategy consistent with the company's strategic pillars, which aim to strengthen employees' technical and management skills, responding to the growing need for specialisation and expertise in the sector and the need to cope with the complexities of the current historical context and business challenges.

When defining the training plan for the year, the needs of employees and functions are taken into account in addition to the company's priorities. In fact, in the performance management process we collect feedback and suggestions from people and their managers regarding the training needs of employees and teams. We also attach importance to the requests and considerations we receive directly through the listening channel opened with the Great Place to Work climate survey.

This approach allows us to identify specific needs and develop training programmes aligned to the strategic objectives of our organisation and to create a more stimulating working environment conducive to the professional growth of all employees.

Our training plan for 2023 included training dedicated to developing employees' soft skills and both cross-functional and area-specific technical training.

#### Technical training across all functions

In 2023, we delivered around 3730 hours of courses to enhance technical skills that can be used in different business contexts and by multiple resources in the different business functions, including:

- **Project Management course:** project management training was introduced in 2023 in response to the need to create common working methods to deal with increasingly complex projects dictated by changes in the company. The course consisted of four training days and was held twice to meet different training needs and cater for different initial skill levels. The training involved colleagues from different functions such as R&D, Operations, Marketing, Facility, Agriculture, and Sales. The course was designed in close cooperation with Plant Managers and representatives of the Innovation, Operations and Engineering functions in order to develop training content tailored to the company context. The course was repeated in 2024.
- **Excel course:** training course for both introductory and advanced levels, structured into 4-hour online sessions and open to employees of different corporate functions. It was introduced in 2023 to meet the training needs highlighted by the Performance Management process. The courses are continuing in 2024.
- **English language course:** In line with and in response to the challenges posed by the internationalisation drive, since 2022 the company has invested in the development and consolidation of language skills, primarily English. Individual (60h) and group (90h) English language courses were delivered in 2023, involving employees from different company functions. At the same time, the Fluentify platform was also launched to promote the consolidation of English language skills in international branches. The courses are continuing in 2024.

#### Function-specific technical training

During 2023, we provided approximately 1224 hours of training to ensure that the employees involved acquire the necessary skills and knowledge to perform their roles effectively, thereby improving the operational efficiency of our company and ensuring the achievement of the company's strategic objectives. The main technical training courses were:

- **Lean Six Sigma and Value Stream Mapping:** training courses aimed at Operations employees to introduce shared concepts and ways of working aimed at optimising processes, reducing waste and improving the quality and overall efficiency of company operations. The Lean Six Sigma - Green Belt course, lasting approximately 90 hours, was designed specifically for Manufacturing Excellence and Continuous Improvement Engineers, professionals tasked with promoting and implementing continuous improvements in production processes. The Value Stream Mapping course was aimed at Production, Maintenance and Project Managers of the 3 production plants.

- **HSE (Health and Safety, Environment):** this was delivered in 2023 to the Group HSE manager with the aim of improving environmental, health and safety practices in the workplace.
- **HACCP and Heat Treatment:** Training course that included all colleagues from the R&D, Quality Assurance and Central Engineering teams with the aim of consolidating technical skills in the field of food safety and heat treatment. The content was developed together with the Quality Assurance Manager and the Engineering Manager to make the training as relevant as possible to the tomato canning and processing sector. The course is continuing in 2024.
- **Controlling Lab:** Management Control training course for colleagues in the Management Control team in the Finance department.

### Soft skills training

During 2023 we provided a total of 4964 hours of training to enhance the professional and personal development of our employees, focusing on improving team dynamics, communication and leadership skills within the company. The main courses were:

- **Fast Forward Programme:** an initiative involving staff from different functional areas in training initiatives and collaborative projects aimed at common business objectives, e.g. innovative solutions for obsolescence and co-packer management.
- **People Management:** this course involved 43 shift managers, maintenance coordinators and Operations managers from the three production plants. It was the first HR management training course for production and logistics personnel. The course has a twofold strategic objective: to provide plant managers with advanced people management skills while at the same time promoting greater integration, transversality and dissemination of shared working methods and skills across sites and the inclusion of all employees, creating a broader sense of belonging and engagement within the organisation.
- **Liberamente Project:** launched in May 2022, this project aims to provide accessible training for all, with participation open to all those who wish to follow the course. The training project focused on life skills as defined by the WHO (World Health Organisation) and the first iteration consisted of ten 4-hour sessions, one for each life skill, with both in-person and online participation, for a total of 40 hours. The training course was attended by an average of around 150 people per session. Held by an experienced lecturer, it is designed to take a closer look at topics we deal with in our personal as well as our professional lives, such as communication, stress management, empathy, emotion management, critical thinking, and creative thinking. Based on feedback from employees, in 2023 the company launched the second iteration of LiberaMente, closely analysing 3 life skills (Stress Management, Communication, Problem Solving) and adding a fourth skill, Change Management, to give employees more tools to deal with the business transformation process. Each skill was studied in two training sessions and, to facilitate the participation of production colleagues that work in shifts, each session was repeated four times, for a total of 64 training hours. The course is continuing in 2024.

### Average hours of training by role and gender<sup>11</sup>

Role	2022			2023		
	Avg. hours men	Avg. hours women	Avg. hours total	Avg. hours men	Avg. hours women	Avg. hours total
Executives	31	76	40	47	84	53
Middle Managers	16	35	22	45	44	45
Office workers	29	24	26	22	34	28
Blue-collar workers	6	9	7	5	9	6
<b>Total</b>	<b>14</b>	<b>20</b>	<b>17</b>	<b>15</b>	<b>27</b>	<b>20</b>

<sup>11</sup> The training hours provided do not include health and safety training hours due to the unavailability of the data. This information will be integrated as of the next reporting year.

We strongly believe in promoting and developing our employees. This is why we monitor their performance and suggest areas of improvement to aid their development. In 2023 **49%** of employees underwent a **performance assessment**. These assessments aim to monitor and improve individual performances by providing structured feedback on the activities performed by staff.

The first assessment is conducted during the year while the second takes place at the end of the tomato harvest, a crucial period for the company; in this phase, the contribution of each employee during the busiest time of the year is analysed, highlighting both their strengths and areas for improvement, in order to foster ongoing professional development and greater operational efficiency.

## PERFORMANCE ASSESSMENT

Percentage of employees receiving regular performance and career development reviews				
Role	2022		2023	
	Men	Women	Men	Women
Executives	81%	80%	72%	80%
Middle Managers	89%	100%	71%	60%
Office workers	100%	90%	88%	82%
Blue-collar workers	19%	8%	22%	9%
<b>Total</b>	<b>51%</b>	<b>59%</b>	<b>46%</b>	<b>55%</b>

### 5.1.3 Diversity and inclusion

We firmly believe in the importance of making every individual feel not only respected, but also valued for their uniqueness. This is why we are committed to creating an inclusive working environment that respects diversity. To this end, Mutti's **Code of Ethics** outlines our commitment to ensuring that everyone is able to enjoy equal job and career opportunities on the basis of merit, regardless of age, gender identity or sexual orientation, ethnicity, country of origin, religious or political beliefs. It should also be noted that no cases of discrimination occurred during 2023.

During 2023 we continued our partnership with the **Next Association**, providing free qualified training to disadvantaged groups of unemployed people. We offered employment opportunities at our Montechiarugolo and Collecchio plants during the tomato harvesting season, approaching the **UNHCR (United Nations High Commissioner for Refugees)** in order to recruit mainly political asylum seekers and refugees. Our ongoing commitment in this direction has produced tangible results, as demonstrated by the **Welcome Prize** which we were awarded in 2023 for the second year running. This prize is testament to our dedication to providing inclusive employment opportunities and contributing to the promotion of social inclusion and equal opportunities.



In addition, starting with this first Sustainability Report, we monitor the main diversity indicators considered relevant to our type of business: the presence of female personnel in the various professional categories and within the administrative body; the average age and age distribution of employees in the main roles and in terms of incomings and outgoings during the year.

At 31 December 2023, women represented 37% of the total number of employees within the organisation, while in terms of professional categories they represented 14% of the Board of Directors, 26% of blue-collar workers, 56% of office workers, 32% of middle managers and 17% of executives.

As far as the “under 30” age group is concerned, this represented 18% of the population at the end of 2023. This figure is constant compared to the previous year. Young people mainly perform the roles of office worker (25% of the total) and blue-collar worker (18% of the total).

### Percentage of employees by professional category and gender

	As at 31 December 2022			As at 31 December 2023		
	Men	Women	Total	Men	Women	Total
Executives	81%	19%	100%	83%	17%	100%
Middle Managers	69%	31%	100%	68%	32%	100%
Office workers	42%	58%	100%	44%	56%	100%
Blue-collar workers	71%	29%	100%	74%	26%	100%
<b>Total</b>	<b>61%</b>	<b>39%</b>	<b>100%</b>	<b>63%</b>	<b>37%</b>	<b>100%</b>

### Percentage of employees by professional category and age group

	As at 31 December 2022				As at 31 December 2023			
	< 30	30 - 50	> 50	Totale	< 30	30 - 50	> 50	Totale
Executives	0%	46%	54%	100%	0%	57%	43%	100%
MiddleManagers	0%	81%	19%	100%	0%	77%	23%	100%
Office workers	23%	63%	14%	100%	25%	63%	12%	100%
Blue-collar workers	19%	54%	28%	100%	18%	55%	28%	100%
<b>Total</b>	<b>18%</b>	<b>58%</b>	<b>24%</b>	<b>100%</b>	<b>18%</b>	<b>59%</b>	<b>23%</b>	<b>100%</b>

### Percentage of employees belonging to protected categories

	As at 31 December 2022			As at 31 December 2023		
	Men	Women	Total	Men	Women	Total
Executives	0%	0%	0%	0%	0%	0%
Middle Managers	0%	0%	0%	0%	0%	0%
Office workers	3%	6%	4%	4%	7%	5%
Blue-collar workers	7%	5%	6%	6%	4%	6%
<b>Total</b>	<b>5%</b>	<b>5%</b>	<b>5%</b>	<b>4%</b>	<b>5%</b>	<b>5%</b>

## 5.2 Relationship with local area and community

Since Mutti was founded in 1899, we have regarded our **close ties with the land and the community** in which we operate as core elements of our corporate identity.

We are rooted in a region with a long agrifood tradition and for this we are grateful to our land and strive to contribute to its protection and development. We aim to make a **positive contribution to the quality of life and the socioeconomic development of the community in which we operate and to the growth of human capital and local skills**, at the same time conducting our activities in a manner compatible with sound business practices.

We maintain a constructive dialogue with representative associations and organisations that are actively committed to improving civil, social, environmental and cultural conditions, participating in partnership projects with them.



The sponsorship of Parma Calcio's Training Centre in Collecchio is a tangible example of this long-term commitment. Opened in 1998 and modernised in 2013, this facility not only promotes the development of local sport, it is also a place where training, preparation and skills development are shared values that are practised every day. Values in which Mutti strongly believes and which explain the reasons for this partnership in addition to the geographical proximity of the facility to Mutti's Collecchio plant, which opens up the possibility of initiatives dedicated to our employees such as, for example, the Family & Friends Day organised for them in May 2024.

Since 2020 we have been collaborating with **Le Village**, an organisation dedicated to the growth of start-ups and business innovation. Closely related to this synergy, in 2023 we launched the **Open Innovation Morning**, a significant initiative in which we encouraged the contribution of fresh and inspiring ideas from various start-ups. This event not only underlines our vocation for innovation, it also demonstrates our commitment to working closely with the local business ecosystem to create a more promising future for all our stakeholders.

KILOMETROVERDEPARMA

coalizione  
Italia

Our membership of the **CO2alizione** and our participation, as ordinary members, in the **Kilometroverde-Parma** Forestry Consortium demonstrate our tangible commitment to fighting climate change and protecting biodiversity. By working together to create green areas and permanent forests, we are actively contributing to preserving our environment for the future generations, working towards a more sustainable and resilient future for all.

Our partnerships with **Banco Alimentare Onlus**, **Emporio Solidale Parma** and **Too Good To Go** reflect our commitment to supporting the disadvantaged and combating food waste. Through these partnerships, we donate our surplus products and promote an anti-waste culture, helping to build a fairer future.



In the course of 2023, we donated over EUR 250,000 of products.

Finally, our CEO's role as Chairman of **Centromarca** underlines our commitment to the retail sector and promoting ethical and quality standards in consumer products. This leadership role embodies our dedication to providing high quality products and promoting responsible business practices, demonstrating our commitment to the creation of an ethical and sustainable food industry.

# APPENDIX

## Methodological Note

This document is the first Mutti Group Sustainability Report (hereinafter also “Mutti”) prepared on a voluntary basis. The purpose of this document is to report and communicate our environmental, social and economic sustainability performance in 2023 (from 1 January to 31 December).

The Sustainability Report was prepared in accordance with the “GRI Sustainability Reporting Standards” (GRI in accordance option) published by the Global Reporting Initiative (GRI), as indicated in the “GRI Content Index”.

In particular, the content of the Report was selected on the basis of the results of the materiality analysis carried out in 2023, which identified material aspects for Mutti and its stakeholders, as described in the “Materiality analysis” section of this document.

Unless otherwise specified, the reporting scope for the data and information contained in the Report is parent company Mutti S.p.A. and production company Fiodagosto S.r.l. and corresponds to the perimeter of economic and financial data and information.

In order to compare data over time and evaluate the Group’s business performance, where possible, a comparison with the figures for financial year 2022 is shown. Furthermore, in order to correct represent performances and ensure the reliability of the data, the use of estimates has been limited as much as possible. Restatements of previously published comparative data are clearly indicated as such within this document.

The content of this Report has not been subject to external assurance and is published on the Group website <https://mutti-parma.com/it/>.

For information or questions about the Sustainability Report, please write to [sustainability@muttispa.it](mailto:sustainability@muttispa.it).

**Statement of use**

The Mutti Group has reported the information cited in this GRI content index for the period January 1, 2023 – December 31, 2023 with reference to the GRI Standards.

**GRI 1 adopted**

GRI 1 - Fundamental Principles - 2021 version

			Omission		
GRI Standard	Disclosure	Location	Omitted requirements	Reason	Explanation
GENERAL DISCLOSURE					
GRI 2 - General Disclosures 2021	2-1 Organizational details	4			
	2-2 Entities included in the organisation's sustainability reporting	46			
	2-3 Reporting period, frequency and contact point	46			
	2-4 Restatements of information	46			
	2-5 External assurance	46			
	2-6 Activities, value chain and other business relationships	17-22			
	2-7 Employees	35-36			
	2-8 Workers who are not employees	-	a-b-c	Information not available	The Group is taking steps to accurately monitor data related to non-cooperative workers for future reporting
	2-9 Governance structure and composition	6-7			
	2-10 Nomination and selection of the highest governance body	6			
	2-11 Chair of the highest governance body	6			
	2-12 Role of the highest governance body in overseeing the management of impacts	8-9; 15			
	2-13 Delegation of responsibility for managing impacts	8-9; 15			
	2-14 Role of the highest governance body in sustainability reporting	8-9			
	2-15 Conflicts of interest	6-7			
	2-16 Communication of critical concerns	7			
	2-17 Collective knowledge of the highest governance body	6; 8-9			
	2-18 Evaluation of the performance of the highest governance body	6			

			Omission		
GRI Standard	Disclosure	Location	Requirements omitted	Reason	Explanation
GRI 2 - General disclosure	2-19 Remuneration policies	7-8			
	2-20 Process to determine remuneration	7-8			
	2-21 Annual total compensation ratio	-	a-b	Confidentiality Constraints	The disclosure has not been reported for confidentiality reasons. Mutti does not have a public disclosure related to remuneration and is not subject to any regulatory obligation
	2-22 Statement on sustainable development strategy	3			
	2-23 Policy commitments	6-8; 20-21; 40-41			
	2-24 Embedding policy commitments	6-8; 17; 20-21			
	2-25 Processes to remediate negative impacts	6-8			
	2-26 Mechanisms for seeking advice and raising concerns	7			
	2-27 Compliance with laws and regulations	7			
	2-28 Membership associations	43- 44			
	2-29 Approach to stakeholder engagement	13-14			
	2-30 Collective bargaining agreements	35			
MATERIAL TOPICS					
GRI 3 - Material Topics 2021	3-1 Process to determine material topics	15			
	3-2 List of material topics	16			
MATERIAL TOPIC: ETHICS AND INTEGRITY					
GRI 3: Material Topics 2021	3-3 Management of material topics	6-7; 16			
GRI 205: Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	7			
GRI 206: Anti-competitive behaviour	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	7			

			Omission		
GRI Standard	Disclosure	Location	Requirements omitted	Reason	Explanation
MATERIAL TOPIC: ENERGY CONSUMPTION AND EMISSIONS					
GRI 3: Material Topics 2021	3-3 Management of material topics	16; 24-26			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	25			
	302-3 Energy intensity	26			
GRI 305: Emission 2016	305-1 Direct (Scope 1) GHG emissions	26-27			
	305-2 Energy indirect (Scope 2) GHG emissions	26-27			
	305-3 Other indirect (Scope 3) GHG emissions	28-29	Incomplete Information	The Group will start reporting on Scope 3 from 2024 once the calculation methodology has been consolidated	
MATERIAL TOPIC: RESPONSIBLE WATER RESOURCE MANAGEMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics	16; 29-31			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	29			
	303-2 Management of water discharge-related impacts	29			
	303-3 Water withdrawal	30-31			
	303-4 Water discharge	30-31			
MATERIAL TOPIC: BIODIVERSITY PROTECTION AND PROMOTION					
GRI 3: Material Topics 2021	3-3 Management of material topics	16; 31			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	31			

			Omission		
GRI Standard	Disclosure	Location	Requirements omitted	Reason	Explanation
MATERIAL TOPIC: CIRCULAR ECONOMY					
GRI 3: Material Topics 2021	3-3 Management of material topics	16; 32-34			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	33			
	306-2 Management of significant waste-related impacts	33-34			
	306-3 Waste generated	34			
MATERIAL TOPIC: RESPONSIBLE SUPPLY CHAIN					
GRI 3: Material Topics 2021	3-3 Management of material topics	16; 17-22			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	20			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	17			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	17			
MATERIAL TOPIC: EMPLOYEE WELL-BEING					
GRI 3: Material Topics 2021	3-3 Management of material topics	16; 35; 38-41			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	40			
	404-3 Percentage of employees receiving regular performance and career development reviews	41			
MATERIAL TOPIC: DIVERSITY, EQUITY, AND INCLUSION					
GRI 3: Material Topics 2021	3-3 Management of material topics	16; 42			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	43			

			Omission		
GRI Standard	Disclosure	Location	Requirements omitted	Reason	Explanation
<b>MATERIAL TOPIC: HEALTH AND SAFETY AT THE WORKPLACE</b>					
<b>GRI 3:</b> Material Topics 2021	<b>3-3</b> Management of material topics	16; 38			
<b>GRI 403:</b> Occupational Health and Safety 2018	<b>403-1</b> Occupational health and safety management system	38			
	<b>403-2</b> IHazard identification, risk assessment, and incident investigation	38			
	<b>403-3</b> Occupational health services	38			
	<b>403-4</b> Worker participation, consultation, and communication on occupational health and safety	38			
	<b>403-5</b> Worker training on occupational health and safety	38			
	<b>403-6</b> Promotion of worker health	38			
	<b>403-7</b> Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	38			
	<b>403-9</b> Work-related injuries	38	b	Information not available	The Group is taking steps to accurately monitor data related to non-cooperative workers for future reporting
<b>MATERIAL TOPIC: FOOD QUALITY AND SAFETY</b>					
<b>GRI 3:</b> Material Topics 2021	<b>3-3</b> Management of material topics	10-11; 16			
<b>GRI 416:</b> Customer Health and Safety 2016	<b>416-2</b> Incidents of non-compliance concerning the health and safety impacts of products and services	10			
<b>GRI 417:</b> Marketing and Labeling 2016	<b>417-2</b> Incidents of non-compliance concerning product and service information and labeling	-			During the reporting year, no cases of non-compliance were reported regarding the labeling and information on our products and services
<b>MATERIAL TOPIC: LOCAL COMMUNITIES</b>					
<b>GRI 3:</b> Material Topics 2021	<b>3-3</b> Management of material topics	16; 37; 41			
<b>GRI 401:</b> Employment 2016	<b>401-1</b> New employee hires and employee turnover	37			

			Omission		
GRI Standard	Disclosure	Location	Requirements omitted	Reason	Explanation
MATERIAL TOPIC: PROMOTION OF MADE IN ITALY					
GRI 3: Material Topics 2021	3-3 Gestione dei temi materiali	10-11			



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