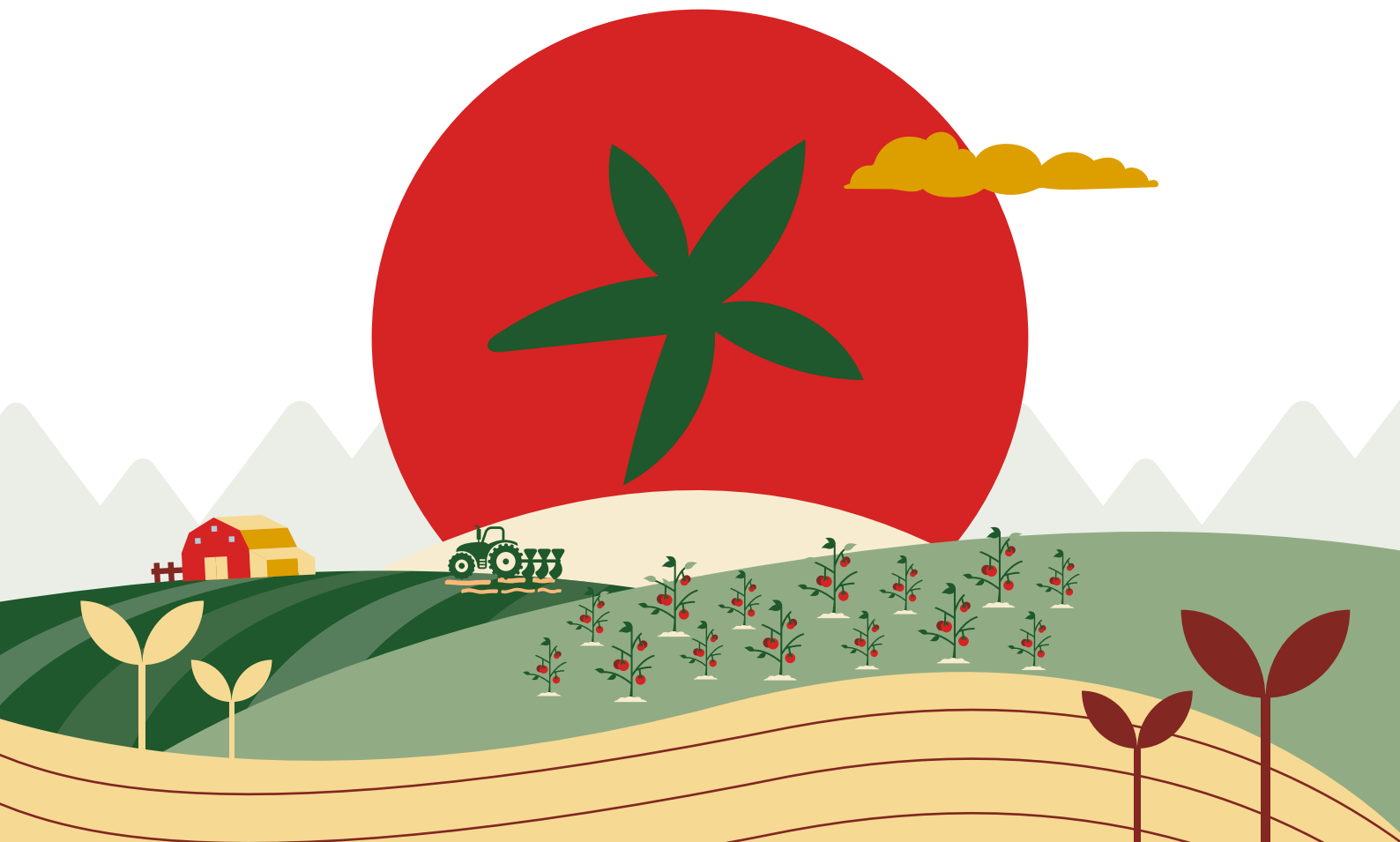




SUSTAINABILITY *Report*

2025

CONDENSED VERSION





SUSTAINABILITY

Report

2025

CONDENSED VERSION

Mutti S.p.A.

Sustainability Report
Ed. I - June 2026

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LETTER *to stakeholders*

Dear readers,

it is a pleasure to present our 2025 sustainability Report, which reflects our dedication to responsible and sustainable management and growth. This document **reflects our journey to embed sustainability across all our activities**, confirming **the focus we place on the environment, people and communities**.

In 2025, we completed the rollout of our **ESG Strategy** by incorporating the management of social topics. In this way, also thanks to the strengthening of our sustainability governance, we defined a plan able to oversee all ESG dimensions centrally. This model allows us to monitor the economic, environmental and social aspects of our activities across the board.

In 2025, we updated the Materiality Assessment again to identify and prioritize the topics most relevant to us for inclusion in this Report. The update was carried out in line with CSRD requirements, using the Double Materiality Assessment (DMA), which also considers the assessment of financial impacts linked to sustainability risks and opportunities.

We continued to **monitor our environmental impacts** by quantifying the Organization's carbon footprint in accordance with ISO 14064-1:2018 Standard and obtaining the certification of the analysis for the first time. We also continued Life Cycle Assessment studies on the main product categories, **biodiversity** projects at the Montechiarugolo site, energy and water efficiency measures at our plants, and various initiatives to **enhance processing waste**.

Our commitment to quality, innovation and the strengthening of the value chain remains a core priority.

Our **relationship with stakeholders** continues to be a fundamental pillar, as shown by the adoption of a system to measure the **sustainability performance of the supply chain**.

This is supported by development and enhancement initiatives across our supply chain and within the Company, reflecting our growth journey and aligning with our strategic objectives. Specifically, 2025 saw the launch of the new **Lion Jar** for sauces, the inauguration of the **Lions Store** logistics hub, and the opening of our new **sales office in Poland**.

At the same time, we continued to **support communities** through partnerships on solidarity projects, as well as the **people** who work at Mutti every day through various team-building, training and employee development initiatives.

From an operational perspective, the **2025 Season delivered remarkable results** and marked further progress versus the prior year. We managed and processed a record volume of tomatoes, thanks not only to favourable weather conditions, but also to the optimization of harvesting and processing activities, together with the process innovation initiatives implemented. We achieved this result through careful planning and effective coordination among the various departments involved, across both the Southern and Northern Italy supply chains.

We firmly renew our commitment to ongoing improvement and transparency in our sustainability practices.

Looking ahead, we intend to strengthen our dialogue with stakeholders further and seize every opportunity to improve our environmental performance and our contribution to social responsibility, while pursuing our strategic objectives.

I therefore invite you to read the Report and thank you for your continued support.

Francesco Mutti



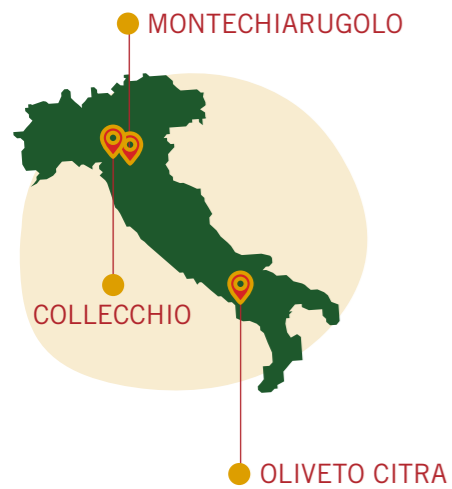
MUTTI'S *profile*



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1.1 THE COMPANY



Mutti S.p.A. is a joint stock company and an Italian and European leader in the **tomato products market** with operations in **over 100 countries worldwide**.

Mutti was founded in Basilicanova, near Parma, in 1899 by brothers Marcellino and Callisto Mutti, who began **processing 100% Italian tomatoes**. In 2025, 728,000 tons of tomatoes were processed and turnover reached **€ 777 million** (+10.6% versus the prior year and more than doubled in 5 years).

Our historic headquarters are located in **Montechiarugolo**, in the province of Parma.

Our Company expanded over time through two major **acquisitions**:

- **Fiordagosto**, acquired in 2016, which has a plant in **Oliveto Citra (SA)**;
- **CO.PAD.OR.**, acquired in 2017 and absorbed in Mutti S.p.A., whose plant is located in **Collecchio (PR)**.

In addition to the three production plants, we also operate two logistics hubs, the **Red Store** and the **Lions Store**.

Since 2013, we have pursued our international expansion: our **sales offices** are located in **France, United States, Sweden, Australia, Germany and Great Britain**, and lastly **Poland**, opened in 2025.

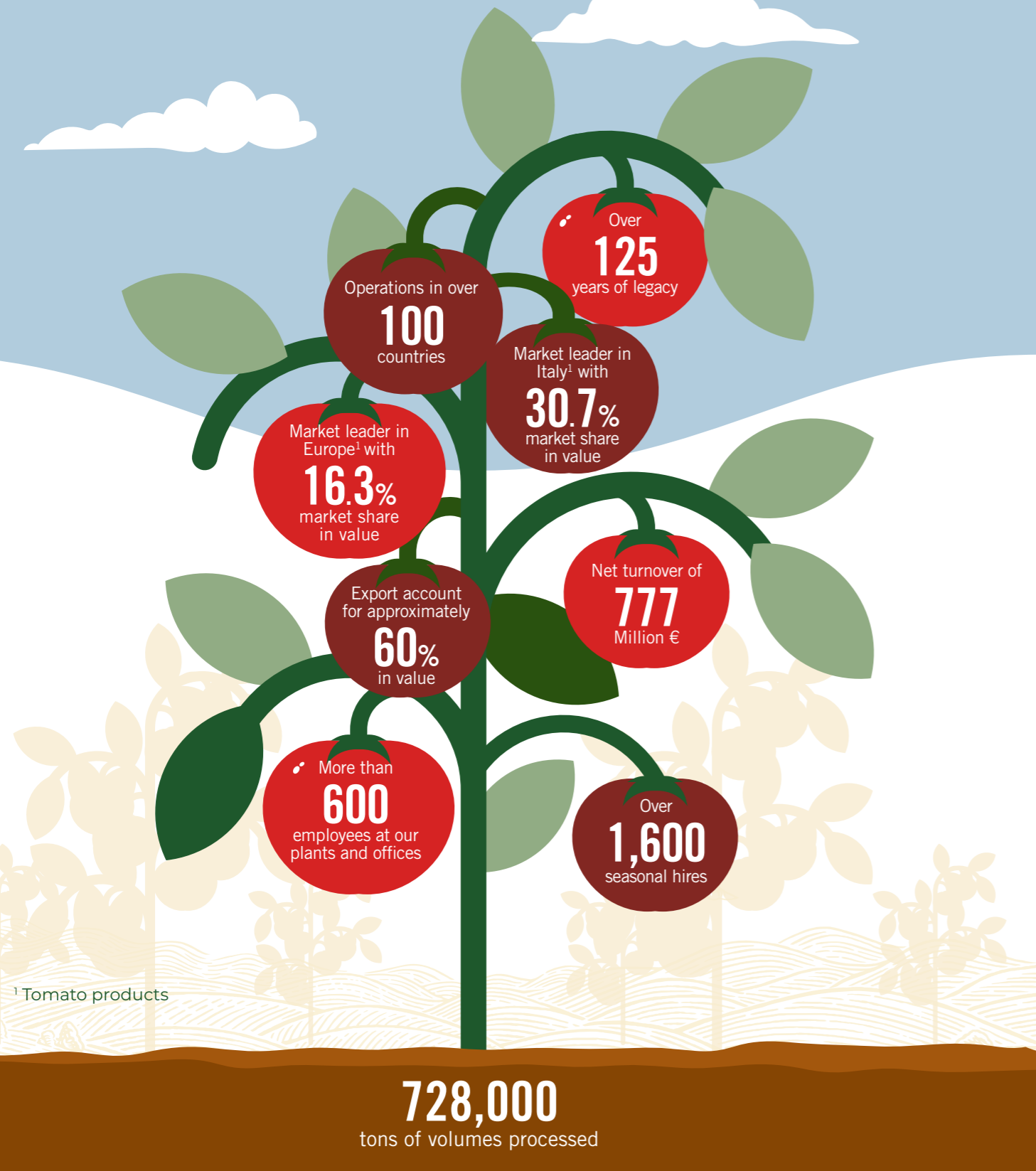


Lions Store *our new logistics hub*

In 2025, we took a major step forward in **logistics** management with the opening of the **Lions Store**, a large hub located near Parma.

The new facility helps significantly reduce kilometres travelled and handling operations, and was designed according to advanced efficiency criteria.

Our NUMBERS 2025



1.2 OUR GOVERNANCE AND SHAREHOLDERS

At Mutti we adopt a traditional governance system; the corporate bodies are the **Shareholders' Meeting, the Board of Directors, the Board** of Statutory Auditors, and the Supervisory Board, while the accounts are audited by an external audit firm.

The **share capital** is held 75.5% by Red Lions, the Mutti family's holding company, and 24.5% (since 2016) by Verinvest, a family investment fund.

At Mutti, we recognise that sound and ethical governance is essential to generating long-term value. To this end, a **structured system of internal rules** has been developed (policies, procedures and regulations, including the Code of Ethics, Supplier Code of Conduct, Gender Equality Policy and DEIB Policy), designed to ensure transparent management in line with the company's values.

SUSTAINABILITY GOVERNANCE

We have established an integrated governance model designed to oversee the economic, environmental, and social aspects of our operations on a cross-functional basis.

The Chairman of the Board of Directors, as **Chief of Sustainability (ESG)**, approves the objectives and actions proposed by the ESG Team, ensuring their strategic alignment. Additionally, he coordinates the activities of the **ESG Strategy Committee**, composed of all Directors reporting to the CEO and the Group Sustainability Manager, which meets three times a year to assess the progress of the strategy.

The **ESG Team**, composed of the Corporate Communication Director and the Group Sustainability Manager, supports the Chairman in defining and monitoring the sustainability strategy.

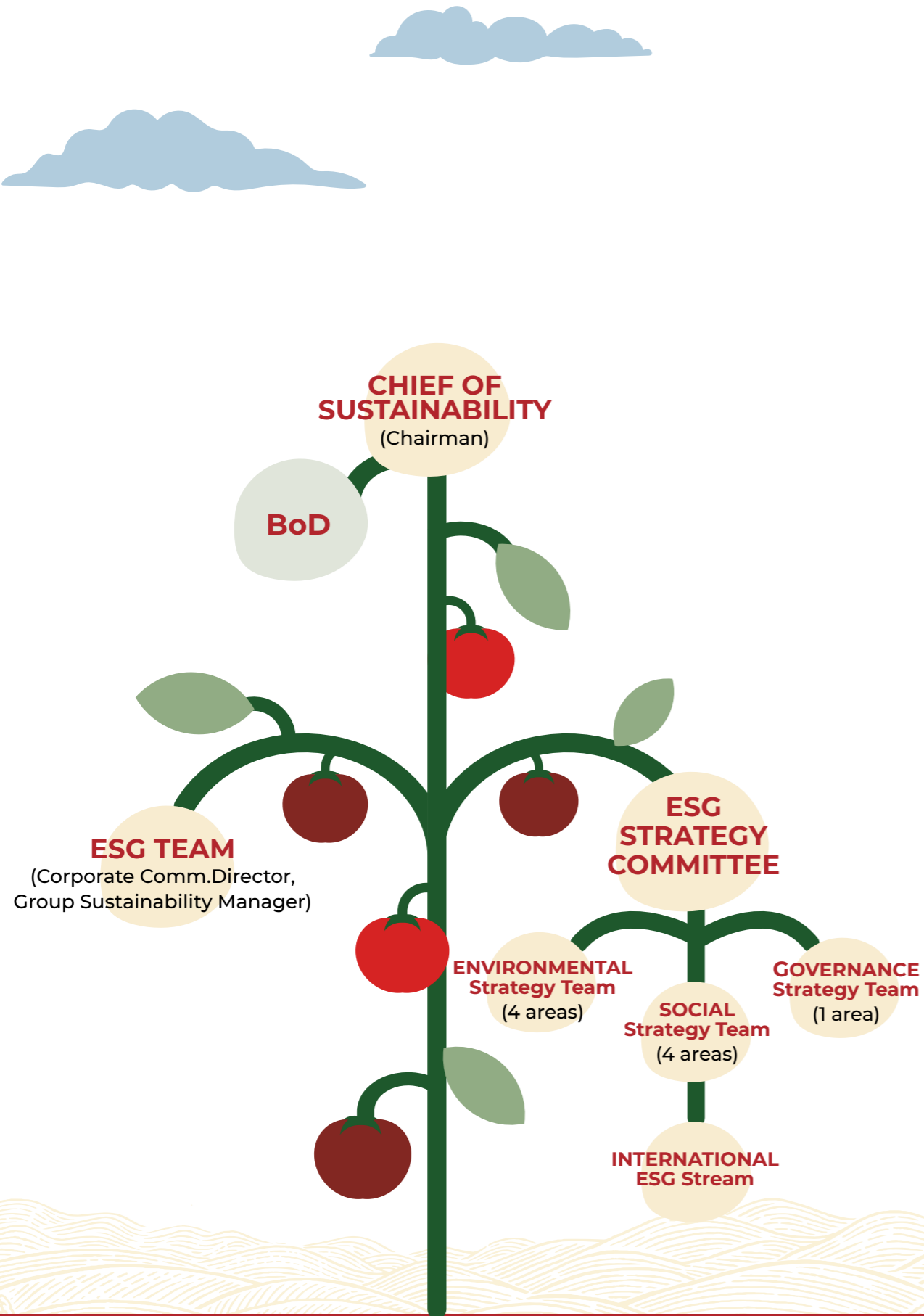


1.3

OUR PRODUCTS

Our Mission is clear: to elevate one of Italy's iconic fruits, the tomato.

We process **only high-quality Italian tomatoes** and consider the protection of Made in Italy essential: we funded research to identify the geographical origin of tomatoes and, in 2025, continued the project with SGS to map Italian and foreign tomato samples through isotopic analysis.



The Indispensables



FINELY CHOPPED TOMATOES



PEELED TOMATOES



CHOPPED DATTERINO TOMATOES



TOMATO PURÉE



DOUBLE AND TRIPLE TOMATO PASTE

Alongside the indispensables, over time the range has expanded to include many other products, including sauces, pasta sauces, pestos and fresh soups.

MUTTI'S COMMITMENT

 *to sustainability*



CHAPTER 02

2.1 Values

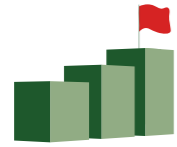
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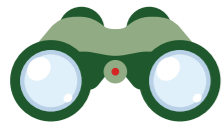
2.1 VALUES

PURPOSE



FROM THE LAND TO EVERY
DETAIL, WE PASSIONATELY
AND CAREFULLY
CULTIVATE A VALUE THAT
LASTS OVER TIME

VISION



BECOMING THE
PREFERRED PREMIUM
TOMATO BRAND OF
CONSUMERS ALL OVER
THE WORLD

MISSION



ENHANCING A FRUIT SYMBOL
OF ITALY: THE TOMATO

The Mutti family has led the Company for over 125 years, guided by values such as **fairness, transparency** and **responsibility**.

The values on which we built and defined our Purpose, our Vision, our Mission.

Sustainability is an integral part of our broader corporate strategy, which reflects, embeds and strengthens the core values that underpin our identity and the way we do business.

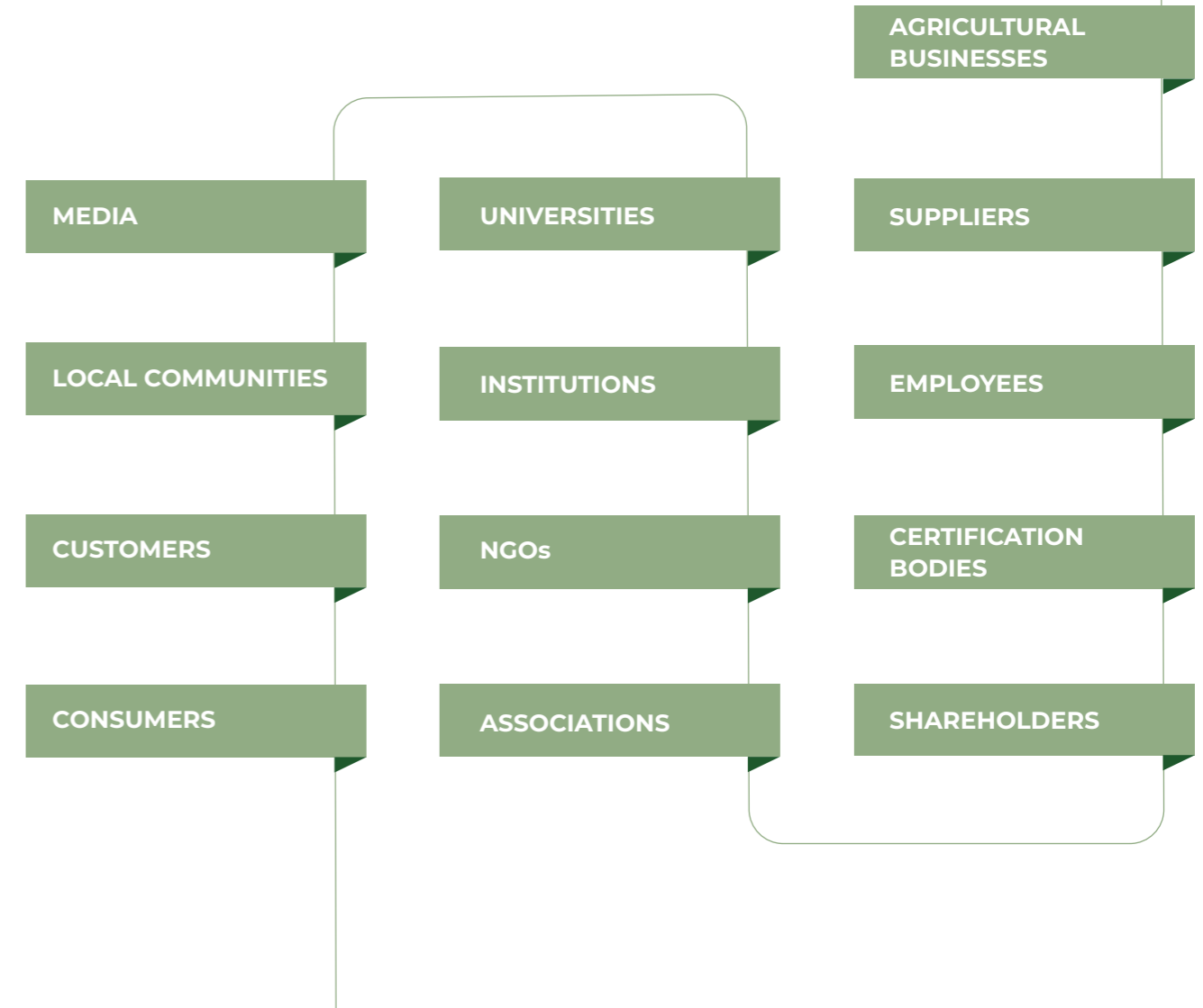
We have always adopted a sustainability-oriented approach and, in recent years, have defined the **ESG Strategy** as our sustainability strategy.

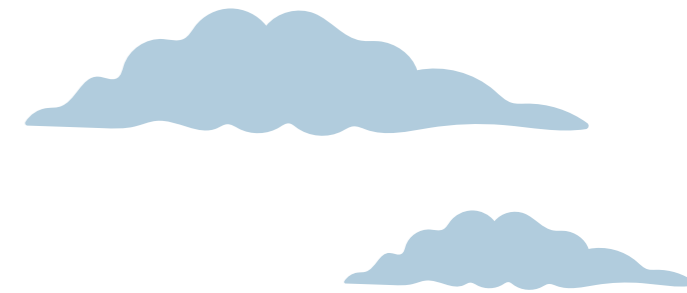
To identify the topics to be disclosed in the Report, we conducted a **Materiality Assessment** for the first time in 2023, which was updated in 2024 and 2025.



2.2 MATERIALITY ASSESSMENT

Our results and achievements stem from a system of relationships built with **care, responsibility and respect** among all stakeholders with whom we interact continuously in carrying out our activities:

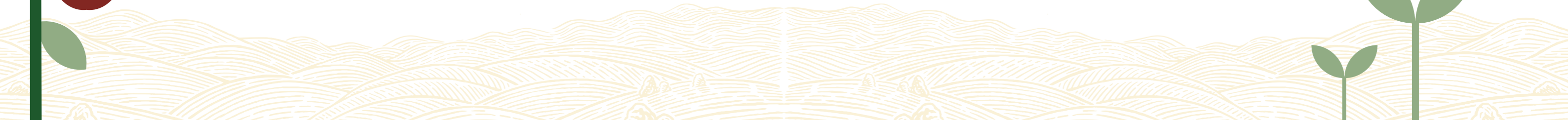
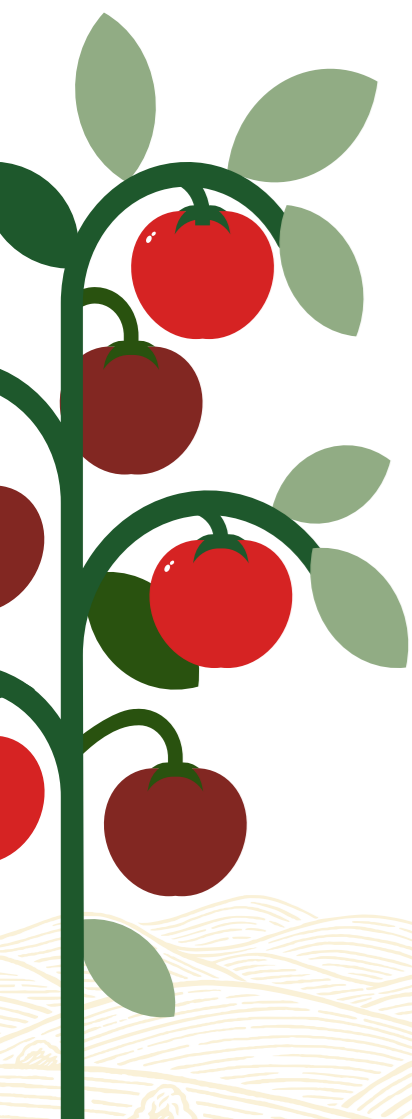




For this reason, stakeholders were involved in preparing our Materiality Assessment, through which **42 material topics** were identified and grouped into **13 macro-topics**:

- **CLIMATE CHANGE**: physical climate risks, Scope 1, 2 and 3 greenhouse gas emissions.
- **ENERGY**: consumption of energy from renewable and non-renewable sources.
- **POLLUTION**: greenhouse gas emissions from our operations.
- **WATER CONSUMPTION**: water consumption in production operations and related reuse and recycling.
- **BIODIVERSITY AND ECOSYSTEMS**: impact on biodiversity (soil transformation, fertility, water quality) indirectly associated with Mutti due to its upstream value chain.
- **CIRCULAR ECONOMY**: circularity initiatives for products and packaging.
- **WORKING CONDITIONS**: fair, safe working conditions that respect human rights, promoting worker well-being and employment stability.
- **DIVERSITY AND INCLUSION**: promotion of an inclusive, fair working environment that respects diversity, valuing people regardless of gender, age, origin, orientation or personal conditions

- **CORPORATE RESPONSIBILITY**: conducting business activities according to principles of ethics, transparency, integrity and regulatory compliance.
- **WORKER HEALTH AND SAFETY**: protecting worker health and safety through management systems, risk assessment, training and the promotion of a safety culture.
- **LOCAL COMMUNITIES**: creating value for local areas and communities by supporting social and economic development.
- **TRAINING AND SKILLS DEVELOPMENT**: commitment to people's professional growth through training, upskilling and the development of technical and soft skills.
- **RESPONSIBILITY TOWARDS CONSUMERS**: ensuring product quality, safety, transparency and reliability, while promoting clear and responsible communication with consumers.



OUR *value chain*

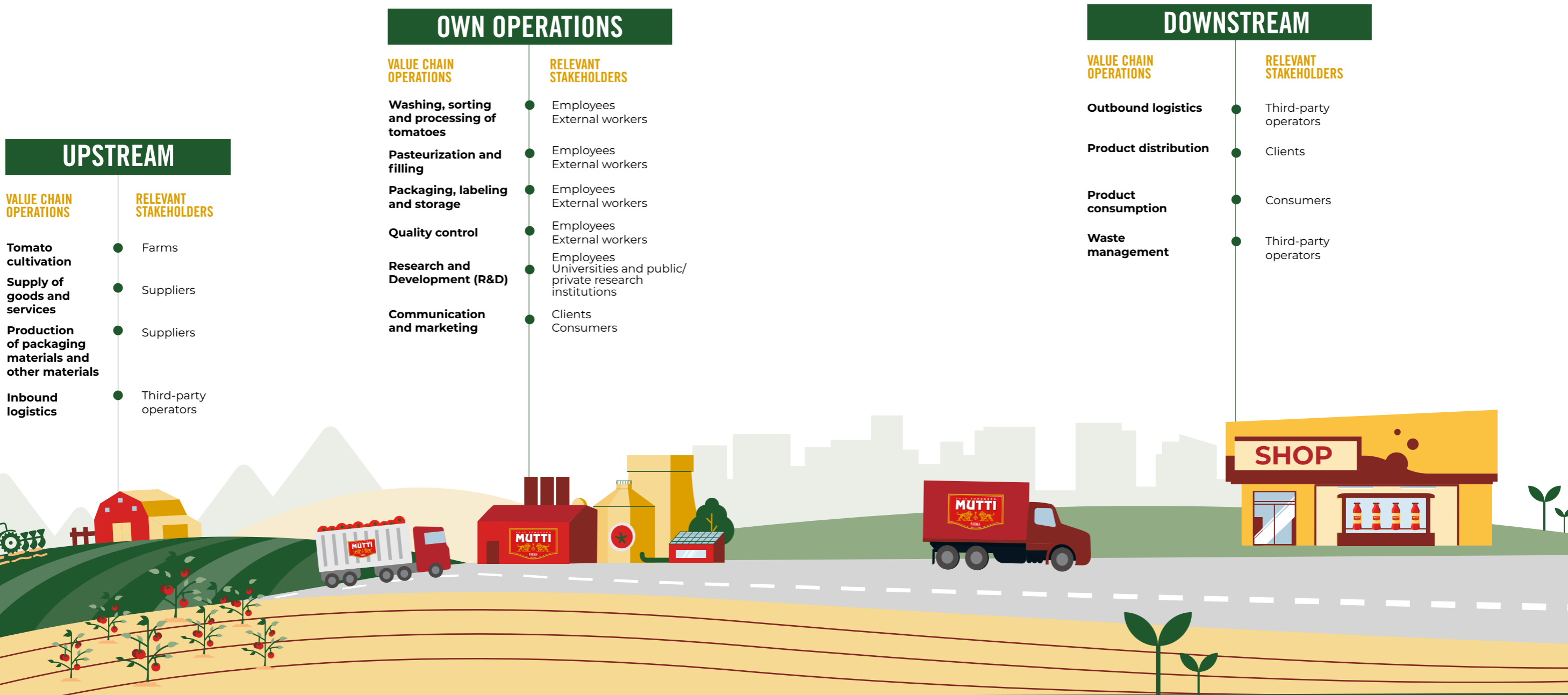


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3.1

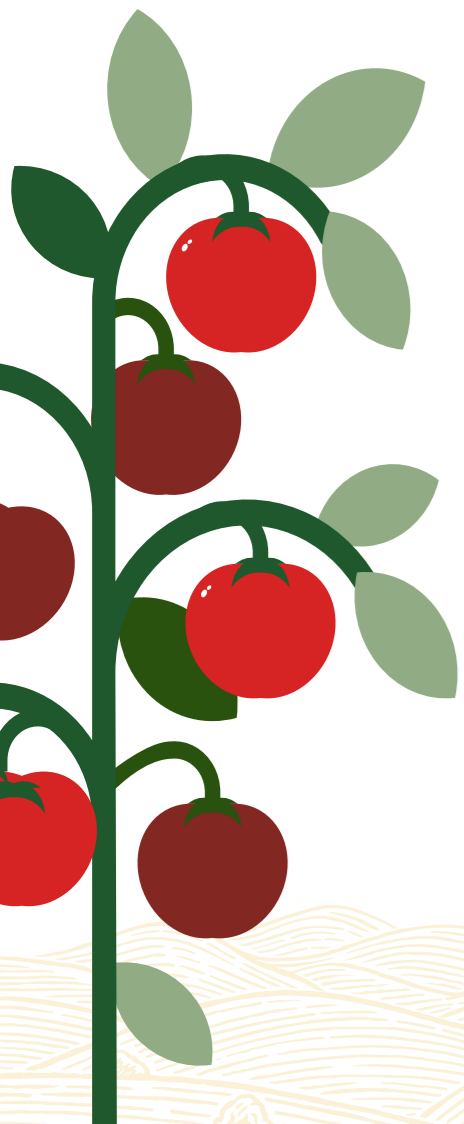
OUR BUSINESS MODEL



3.1.1 PRODUCTION PROCESS

Mutti's products stand out for their high quality standards and the exclusive use of **italian tomatoes** as their main ingredient, around which all our products revolve. The production process at the plants includes:

- **quality control**, washing and sorting of tomatoes delivered during the Season period;
- **Different processing steps** depending on the product;
- **Pasteurisation and filling**;
- **Packaging and labelling**;
- **Storage** in the warehouse.



The Tomato Season

The Tomato Season is the cornerstone of our operations and the pivotal point of the entire production year. From July to the end of September, the plants run at full capacity and the entire supply chain works in close synergy.

Farmers, transporters and our operators work together to ensure the best processing of the harvest. It is a long-awaited and much-valued time of year, also central from a social perspective: we strengthen our ties with the local community by hiring numerous seasonal workers who support plant staff, enhancing collaboration, quality and work as distinctive elements of our commitment.

3.1.2 PROCESS INNOVATION



Tomato processing is essential to creating added value and, for this reason, we support **process innovation** activities.

In 2025, industrial investments **exceeded € 35 million**, allocated mainly to strategic growth projects and to initiatives relating to the environment, safety, quality, efficiency, innovation and technological improvement.

Speaking about innovation inevitably means mentioning **artificial intelligence**: during the **tomato acceptance** phase (coring), **Neurality** was introduced in all plants, a system that enables a more accurate and objective assessment of incoming raw material by performing quality control on a tomato sample.

In 2025, the system was upgraded, installing a more advanced version directly on the production line.

InstaFactory *our symbol of innovation*

A tangible and significant symbol of our drive for innovation is **InstaFactory**, mobile plant developed and patented by our Company in 2020. This system makes it possible to process tomatoes directly in the field, preserving the organoleptic characteristics of the tomato to the full and producing the unique "**Sul Campo**" tomato purée.

The **InstaFactory** project completed its sixth Season in 2025, reaching a record number of **tons produced in a single day**.



3.2

SUPPLY CHAIN DESCRIPTION



1,000
FARMING HOUSEHOLDS



3.2.1 OUR RELATIONSHIP WITH FARMERS

Our supply chain is based on a network of stable, long-standing relationships: in 2025, we worked with approximately **1000 farming families**.

Approximately 61% of tomatoes in northern Italy came from **Emilia-Romagna** and 86% in southern Italy from **Puglia**, with an average distance from our plants of approximately **97 km**, confirming local sourcing.

The 2025 Tomato Season was certainly positive: we processed 728,000 tons of tomatoes, the highest volume ever achieved. Since the growing phase is crucial, through our **Mutti Sustainable Agricultural Production Specifications** we define the requirements and characteristics tomatoes must have, together with the best technical and agronomic practices to implement. Our production complies with **UNI 11233** on integrated production and **ISO 22005** certification on traceability. With suppliers, we reaffirm the importance of complying with the **principles of SA8000**, condemning all forms of forced or child labour and promoting freedom of association, trade union representation, occupational health and safety, and fair wages.

The contracts provide for fully **mechanised** harvesting, minimising the risk of improper practices (such as the illegal exploitation of labour in the field) in both northern and southern Italy, except for San Marzano PDO tomatoes, for which the specification requires hand harvesting.

In 2025, we confirmed our commitment to sustainable development, making a tangible contribution to enhancing the agricultural sector by distributing **€ 9 million in incentives** for the tomato supply chain.

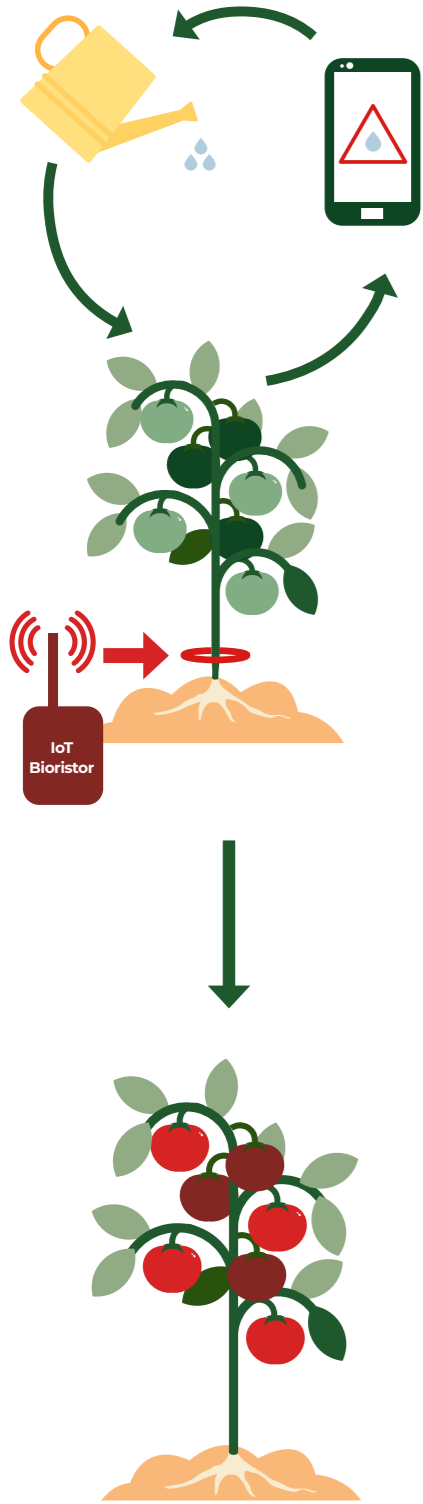
² Average distance calculated as the weighted average of the number of trips



Pomodorino d'Oro Mutti

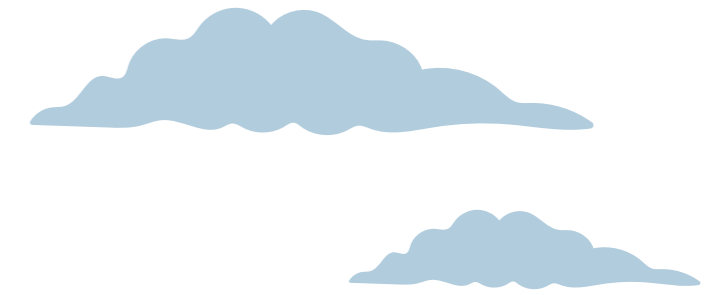
Our awards and incentive policy is designed to support the growth and innovation of the people who make the Tomato Season possible each year: our farmers and their farms.

This approach also underpins the **Mutti Pomodorino d'Oro Award**, which will hold its **26th edition** in 2025. Mutti's farming suppliers from across Italy participated, having stood out for their commitment and dedication and, above all, for supplying the highest-quality tomatoes.



Innovation and technological upgrading are central to ensuring sustainability throughout the supply chain.

In 2025, we invested in **automatic sorting** technologies at the Oliveto Citra plant to improve peeling efficiency and reduce waste; we work on **varietal research** to identify the best-performing tomato varieties both in processing and in the field; we support solutions to address the climate crisis, such as the Bioristor **IoT sensor**, which generated average water savings of 9.5% during the 2025 trial; and we recommend adopting a **DSS** (Decision Support System) to support proper crop management based on climate trends.



3.2.2 THE OTHER SUPPLY CHAINS

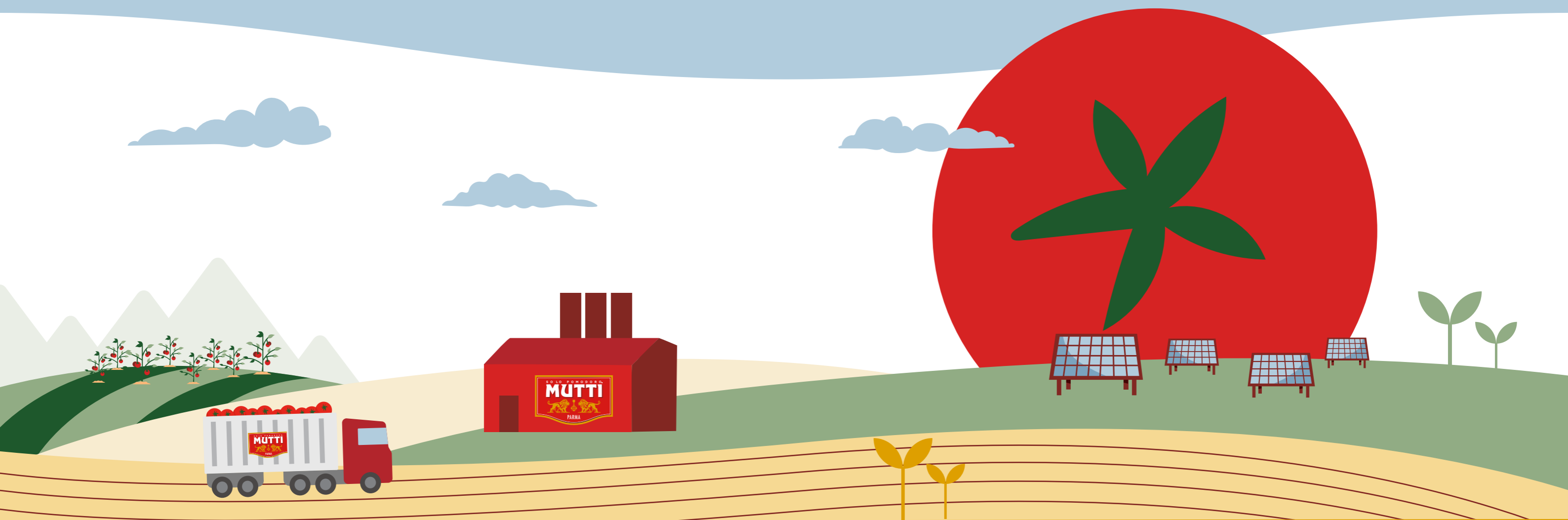
For all **other supply chains**, we have developed a structured **management system**: our suppliers must sign the **Supplier Code of Conduct** and complete **self-assessment** questionnaires, with responses processed into an overall score that is fundamental to supplier selection and evaluation. Their ESG performance is measured through specialised ESG assessment platforms, considering four main areas: environment, labour and human rights, ethics, and sustainable procurement, returning a sustainability rating.

The system initially involved direct material suppliers (ingredients and packaging), covering **98%** of this category, and in 2025 was extended to indirect suppliers, particularly logistics services: by the end of the year, they represented **15%** of this category.



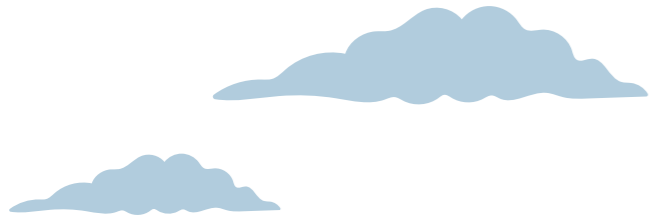
MUTTI'S COMMITMENT

to environmental sustainability



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We have monitored our environmental performance for several years and have disclosed it to our stakeholders since 2021.

Additionally, our corporate bylaws formally commit us to “**a progressive evolution of our business and operational model toward a climate-neutral economy**, in line with European climate-neutrality objectives and national ecological transition objectives”, as we have participated in the **CO2alition** program for several years.

The **European and international legislative and policy framework** provided the basis for defining the **Environmental Strategy**, which involves all stages of the production chain and is implemented through four areas:

- Mitigation of the effects of **climate change**
- Protection and management of **water resources**
- Promotion of the **circular economy**
- Protection and promotion of **biodiversity**.



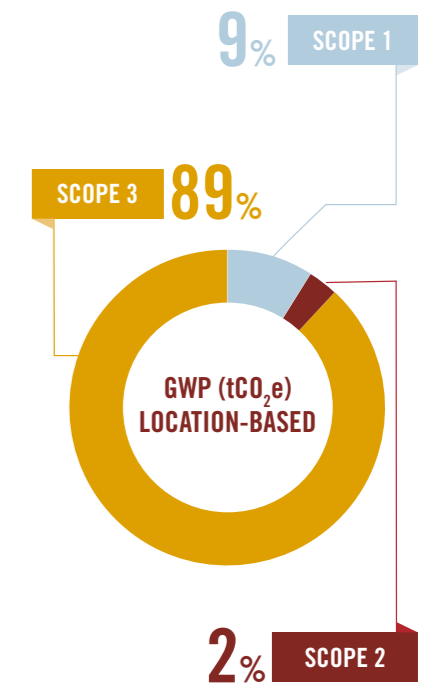
4.1 FIGHTING CLIMATE CHANGE: GREENHOUSE GAS EMISSIONS

Energy consumption plays a crucial role in the tomato canning supply chain, due mainly to the concentration and pasteurisation processes. For this reason, we monitor consumption, continuously optimise production processes and invest in renewable resources; in 2025, we produced approximately 6,792 GJ of electricity from photovoltaic systems.

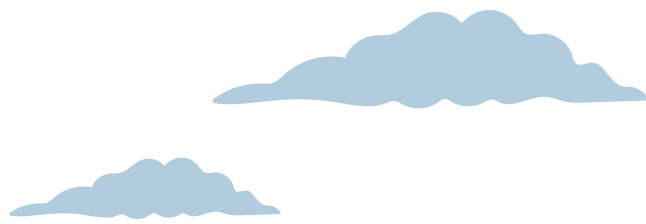
We have monitored Scope 1 and Scope 2 greenhouse gas emissions for years and, in 2024, extended reporting to upstream and downstream activities (Scope 3). In 2025, we decided to strengthen our environmental commitment **by certifying the Carbon Footprint of Organization (CFO) according to ISO 14064-1: 2018**.

Our total emissions for 2025 amounted to **560,146 tCO₂e** under the location-based approach.

The analysis shows that Scope 3 accounts for the largest share of emissions (89%): particularly purchased goods and services (69.5%), followed by transport of finished products and direct emissions from the use of natural gas. The remaining categories have a marginal impact.



CO ₂ e emissions (Location-based)	u.m.	2024	2025
Direct emissions (Scope 1)	tCO ₂ e	41,151	48,442
Indirect emissions (Scope 2)	tCO ₂ e	10,650	13,820
Indirect emissions (Scope 3)	tCO ₂ e	444,000	497,884
TOTAL	tCO₂e	495,801	560,146



The increase in production and consumption is reflected in the CO₂e emissions trend across all Scopes. For a more accurate assessment, the analysis was normalised against processed tomato volumes to assess **emission intensity** per reference unit (tCO₂e/t tomato). This approach showed an improvement in 2025, attributable mainly to a more efficient Tomato Season

Year	GWP total (tCO ₂ e)	Processed tomato (t)	Emission intensity
2024	495,800	561,000	0.88
2025	560,146	728,000	0.77



Our commitment to sustainability: *understanding our products' impact*

We conducted in-depth **Life Cycle Assessment (LCA)** studies on some of our main products, including **finely chopped tomatoes, tomato purée** and **triple tomato paste**, as well as **Ragù alla Mutti 100% Plant-Based sauce** and **Rossoro and Basilico tomato sauce**, an analysis carried out in 2025 in collaboration with STIIMA-CNR and the Municipality of Parma.

This approach also extends to **packaging**, recognised as a key lever for sustainability. Specifically, the new **Lion Jar** was studied, with the results presented in the chapter on sustainable packaging.

1 LOGISTICS EFFICIENCY

~10 km

AVERAGE DISTANCE BETWEEN PLANTS AND WAREHOUSES



LOGISTICS

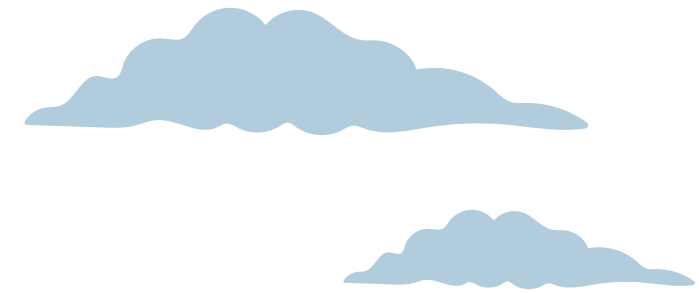
Logistics activities are handled by third-party operators but, aware of the sector's impact in terms of CO₂ production, we work to reduce their emissions impact.

In particular, we act in three main directions, focusing on:

- **OPTIMISATION OF THE LOGISTICS NETWORK**
The **main distribution warehouses** in Italy are located approximately **10 km** from our plants; the opening of the **Lions Store** has further increased storage capacity, reducing kilometres travelled and handling operations.
- **INCREASE IN INTERMODAL TRANSPORT**
We promote **intermodal transport** (truck-train, truck-ship). In February 2025, thanks to collaboration with the **Parma Interport**, the first shipment of our products departed on a train bound for Warsaw.
- **USE OF ALTERNATIVE FUELS TO DIESEL**
We have started using **bio-LNG**, with a first route from the Red Store to La Spezia for Australia. Bio-LNG is a renewable fuel produced from organic waste that can reduce greenhouse gas emissions by up to 87% versus traditional fuels.



4.2 PROTECTION OF WATER RESOURCES

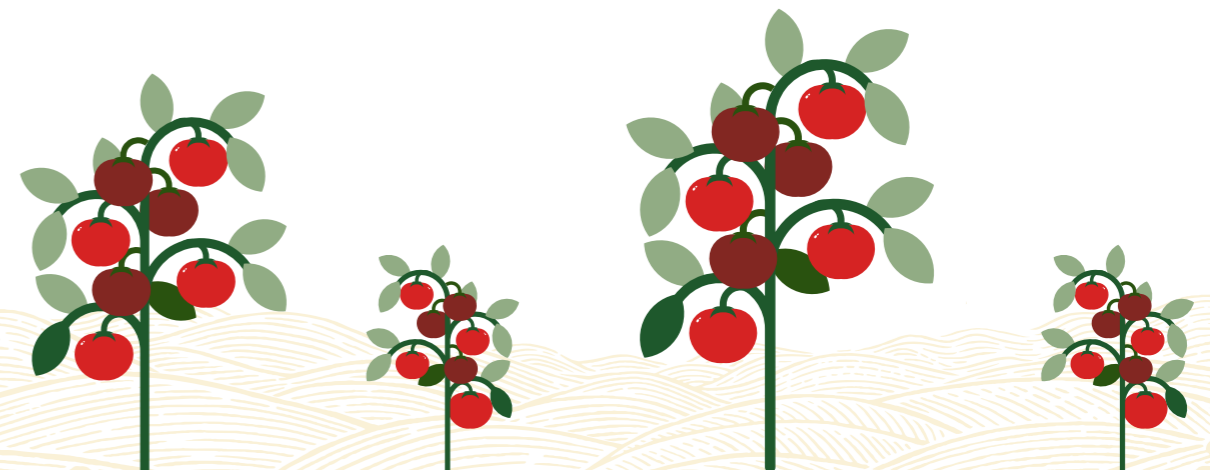


Water is an essential resource for our activities, and we are fully aware of its value as a common good.

It is used in several production phases, such as tomato transport, washing and plant cooling; to minimise its use, we have implemented a **recycling system** for tomato unloading.

For other uses, we use mainly water withdrawn from wells, which is then purified and returned to the surface water network. Withdrawals come mainly from wells (2,181,000 m³), versus the aqueduct (72,000 m³); discharges are mainly to surface water (1,870,000 m³) and partly to third-party pipelines (205,000 m³).

During the year, withdrawals and discharges increased slightly, in line with the increase in production, but overall remained aligned with the prior year.



4.3

PROTECTION OF BIODIVERSITY

5,742

POLLINATORS
RECORDED



102

BIRD SPECIES

15

HECTARES OF
RESTORED
AGRICULTURAL LAND

The protection of biodiversity represents a priority commitment for us: in 2025, we completed the long-term **renaturalisation** project at the Montechiarugolo site. Key measures include:

- Implementation of “**Casa delle Rondini**” as a nesting site for protected species;
- Restoration of **an agricultural area of approximately 15 hectares**, with the planting of more than 1,100 trees, 6,800 shrubs and 2,370 meters of hedges, thereby contributing to the creation of habitats for birds, amphibians, micro-mammals and pollinating insects;
- An **additional measure on more than 3 hectares**, with more than 2,000 trees and 5,800 shrubs, grassed areas and unsealed wetlands, also supporting groundwater recharge.

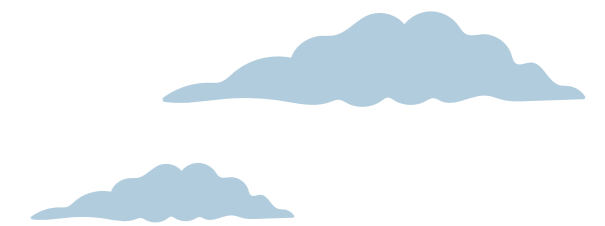
The project is supported by integrated **monitoring activities**, including wildlife censuses, satellite systems and IoT devices, which have shown improved ecological conditions at the site.

Additionally, we are partners with the **Nature Positive Network**.



4.4

CIRCULAR ECONOMY



From a circular economy perspective, we promote the optimisation of resource consumption and waste reduction, enhancing the value of production waste in other supply chains and seeking higher value-added alternatives that are increasingly sustainable and circular.

4.4.1 PACKAGING

We seek to move toward purchasing **packaging with sustainability features** by pursuing the following directions:

- Reducing material **weight**;
- Increasing **recycled** material components;
- Using **recyclable** solutions, where feasible;
- Responsible sourcing of **raw materials**, such as paper from responsibly managed forests;
- Identifying **circular economy** projects.

Our product packaging is divided into primary packaging (in direct contact with the product) and secondary packaging: primary packaging includes mainly **glass** (63% by weight of the total) and all metal packaging, such as **cans, tubes** and **lids** (21%). For **paper** and cardboard, 85% of the volume purchased in 2025 was recycled, while 95% came from responsibly managed forests. **Plastic** accounts for a minimal share (3%) and is used only for caps, labels, trays, pouches and soup tubs. **More than 99.5%** of our packaging is recyclable.

In 2025, we continued the study aimed at **increasing the recycled material content** in packaging by introducing half-white bottles for 700g tomato purée.





Design and sustainability: *the new generation of packaging*

In 2025, we took a significant step forward in packaging innovation with the introduction of the new **Lion Jar**.

This is a new glass jar for sauces, lighter than the previous octagonal jar and featuring embossed lions that make it immediately recognisable on shelves. Additionally, the previous double plastic label was replaced with a single paper label.

An **LCA study**, verified by a Third-Party Body, confirmed a reduction in CO₂e emissions of between 7% and 13% versus the previous packaging for the two largest formats, which account for approximately 70% of our sauces.

4.4.2 WASTE AND BY-PRODUCTS MANAGEMENT

We work to minimise the amount of waste generated, directing it mainly to **recovery or recycling** activities, in full compliance with current environmental regulations and with the aim of protecting the environment. The **share of waste sent for recycling/recovery is 88%**.

Our production process also generates **by-products** (peels, seeds and tomatoes unsuitable for processing), which are fully **reused from a circular perspective**: in 2025, 20% was used to produce biogas, while 80% was used for animal feed.

Waste *repurposing*

In 2025, we strengthened our commitment to the circular economy by launching and participating in experimental projects with **Food & Flavours, the University of Turin and the University of Parma** aimed at promoting the valorisation of by-products within the food value chain.

MUTTI'S APPROACH

to social responsibility

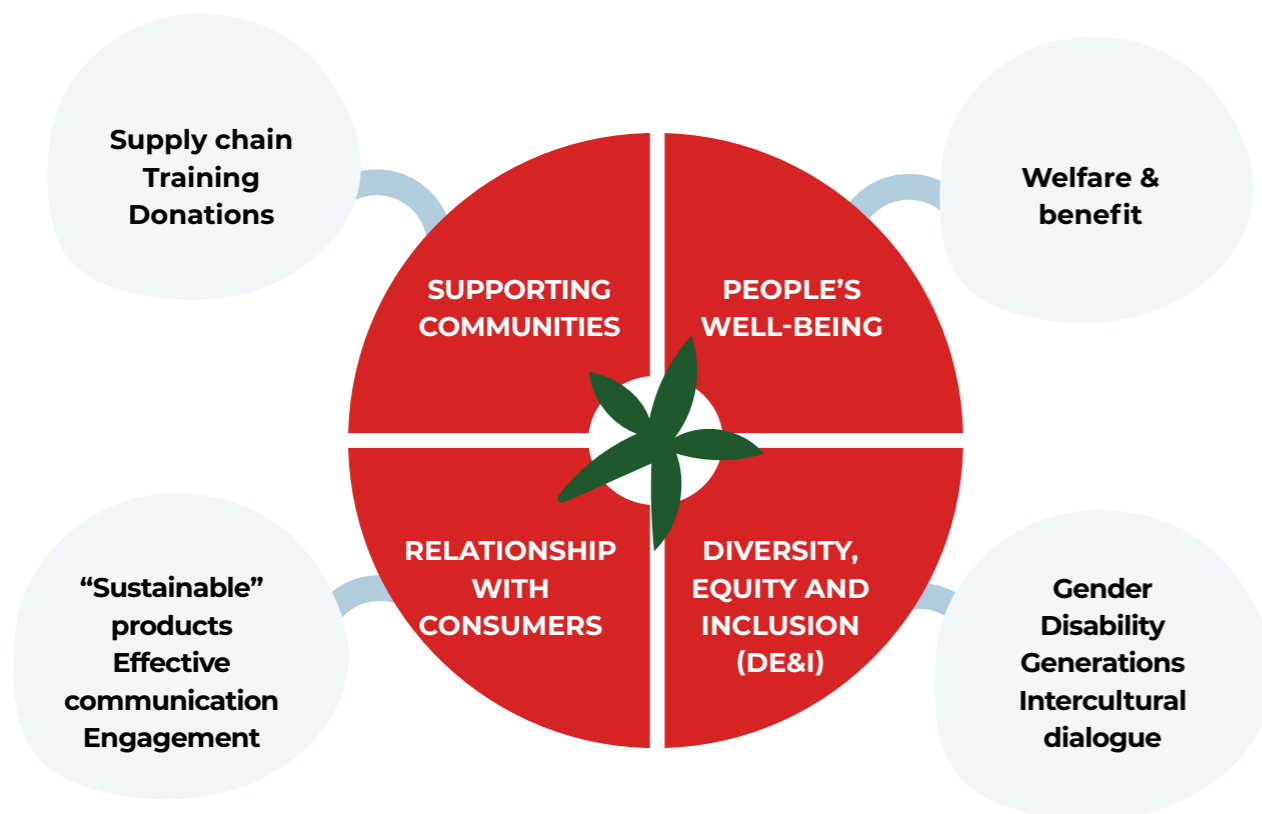


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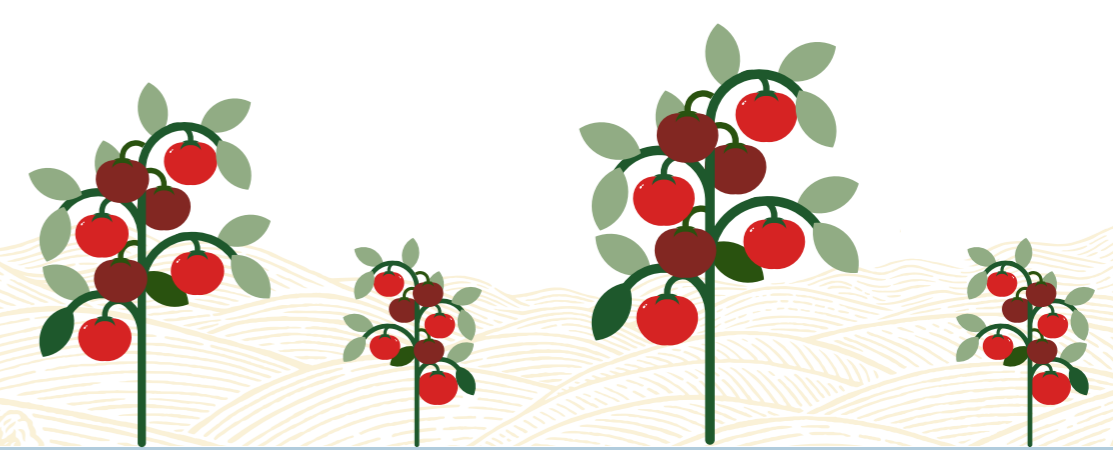
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Operating responsibly means recognising the impact of business activities on the people with whom we interact every day and committing to ensuring that this impact is positive and lasting. We identified **four main areas of focus**, for each of which we set up dedicated operational teams tasked with identifying specific needs and developing improvement initiatives.



- 1 PEOPLE'S WELL-BEING
- 2 DIVERSITY, EQUITY AND INCLUSION (DE&I)
- 3 SUPPORTING COMMUNITIES
- 4 RELATIONSHIP WITH CONSUMERS



5.1 PEOPLE'S WELL-BEING



601
EMPLOYEES

104

EMPLOYEES
HEADQUARTER
ITALY

70

EMPLOYEES IN
INTERNATIONAL
OFFICES

68

EMPLOYEES AT
LOGISTICS HUBS

359

EMPLOYEES AT
PRODUCTION SITES

Our success stems from the dedication and motivation of the people who work at Mutti every day: we are committed to valuing their contribution, recognising their talent, expertise and professionalism, and supporting their full professional and personal fulfilment. At 31 December 2025, **employees totalled 601³**.

Since our business follows a seasonal cycle, with high intensity during the Tomato Season months from July to September/October, seasonal staff must be hired to ensure continuity and efficiency in processing operations. At the peak of the 2025 Tomato Season, the seasonal workforce reached **1,645 employees**, with an annual average value (FTE) of **380**.

Because the protection and well-being of our employees are central, we are committed to ensuring a safe, inclusive and respectful work environment through a Management System compliant with **SA8000:2014** standards. For the past four years, the Montechiarugolo and Collecchio plants have been certified to this Standard; **a key milestone in 2025 was the successful extension of the certification scope to include the Oliveto Citra plant.**

In line with this vision, in 2019 we established the “**Mutti Listening Line**” (Whistleblowing), an anonymous reporting channel accessible through our website

³ Employee figures and related indicators are calculated based on headcount at 31/12/2025 and include the entire Mutti Group scope, in Italy and abroad.



TEAM BUILDING INITIATIVES

In 2025, our employees took part in various team-building activities; some of the most significant examples include:

- In June, we took part in a new edition of **Clean Up Mutti**, an afternoon of volunteering designed to take concrete action together in support of the environment and the community.
- Employees from the French office took part in the **Green Treely Challenge**, a “charity walk” initiative under which they recorded 2,474,000 steps, equivalent to 142 m² of planted trees.
- Lastly, in October, the **Parma Marathon** took place, a regular event in which a team of our employees also participated.



TRAINING

19,222

TOTAL HOURS

14,942

HEALTH AND SAFETY HOURS

4,280

TECHNICAL SKILLS AND SOFT SKILLS HOURS

TRAINING

4,280 hours



2025

3,127 hours



2024

5.1.1 HEALTH AND SAFETY IN THE WORKPLACE

We are constantly committed to ensuring a safe and healthy work environment for all our employees, in compliance with national and international health and safety regulations and through a management system that governs every relevant aspect at the plants.

Our plants have an Occupational Health and Safety Management System (OHSMS) certified according to ISO 45001:2018 standards, implemented on a voluntary basis and subject to internal audits and Management reviews, as required by the Standard.

In 2025 we delivered a total of **14,942 hours** of occupational health and safety training.

In 2025, injuries decreased at Group level, with the frequency rate down **20%**; additionally, **no serious injury cases were recorded**.

5.1.2 TRAINING AND PERFORMANCE ASSESSMENT

In 2025, training delivered to our employees amounted to **19,222 hours**, of which 14,942 hours were dedicated to Occupational Health and Safety and 4,280 to technical skills, soft skills and other topics⁴; the latter increased versus 2024, confirming our focus on developing soft skills as a lever for sustainable growth.

⁴Total training hours are calculated considering the Group scope, in Italy and abroad, with the exception of Occupational Health and Safety training hours, for which foreign Group locations are excluded.



Zero Eroi workplace safety culture

In 2025, the "**Zero Eroi**" program continued to strengthen the workplace safety culture, based on the involvement of all corporate departments and on increasing worker awareness beyond the simple application of rules and procedures, with the aim of making the work environment safer.

5.2 DIVERSITY AND INCLUSION

Promoting an inclusive professional environment in which every person is recognised, respected and valued is an essential principle for us: we work to ensure that diversity is considered a resource and that everyone can have equal opportunities for placement and career advancement based on merit, regardless of age, gender identity, sexual orientation, ethnicity, country of origin and religious or political beliefs.

This commitment is formalised in the Code of Ethics and strengthened by additional policies such as the consolidated parenthood act, the DEIB Policy and the Gender Equality Management System certified according to **UNI/PdR 125:2022**.

No incidents of discrimination were recorded in 2025.



UNI/PdR 125:2022 Certification *for gender equality*

In 2025, we obtained certification of the gender equality Management System in accordance with the **UNI/PdR 125:2022** standard.

This is a significant achievement, which enabled us to assess the level of equal opportunity at Mutti in a structured way and to define an improvement plan aimed at collective growth.





In 2025, we continued to take part in the programme “**Welcome. Working for Refugee Integration**” by **UNHCR Italy** (United Nations Refugee Agency), which promotes the employment inclusion of refugees.

We received recognition for the employment inclusion in 2024 of 7 refugees or asylum seekers; in 2025, the number rose to 15. The initiative is also supported by the collaboration with **Associazione Next**.



5.3 THE RELATIONSHIP WITH THE LOCAL AREA AND COMMUNITY

We contribute to the social and economic development of the local area by supporting education, inclusion and ethical, responsible initiatives, also through collaboration with local associations, actively contributing to the support of local communities and socio-economic development.

In 2025, we confirmed Mutti’s sponsorship of the **Parma Calcio Training Centre** in Collecchio, supported the “**Positive Impact City**” project (aimed at facilitating access to social life for people in vulnerable conditions) and continued initiatives on **healthy and sustainable diets** with Roma Tre University.

We continued our collaboration with **Le Village** (since 2020), an organisation that supports innovation and accelerates startup growth, and with **Banco Alimentare Onlus, Emporio Solidale Parma and Too Good To Go** to combat food waste and support people in disadvantaged situations.

In 2025, approximately **550,000 kg** of product were donated, worth nearly € 800,000.

Through our collaboration with **Too Good To Go** in 2025, we “saved” more than 320,000 products from destruction, up 25% versus 2024. A partnership was also launched in Denmark in early 2025.

Again in 2025, we joined the solidarity campaign promoted by **Food Farm 4.0**, a facility that is financially self-sustaining through the sale of products, including ready-made sauces made by students, thanks also to our know-how and the quality tomatoes we made available to them. Part of the proceeds from the sale of the products goes to important local charity projects.



5.4

THE RELATIONSHIP WITH CONSUMERS

Consumers are among the most relevant stakeholders, and we feel a strong responsibility toward them. We are committed to developing **simple, tasty recipes** made with selected, high-quality ingredients; in line with our vision, we choose not to use meat or fish in our recipes, seeking to reduce the impact of our products. We are also committed to ensuring clear, **accurate and verifiable communication** to encourage informed consumption choices.

In recent years, we have significantly expanded and diversified our range to reflect consumers' needs and tastes. Increasingly consumer-oriented and innovation-driven activities have led to the development and fine-tuning of the following products:



RAGÙ' ALLA MUTTI



Ragù alla Mutti is a 100% plant-based sauce designed to be suitable for all consumers, not only vegans and vegetarians; **Product of the Year 2025** and winner of the **European Innovation for Sustainability Award** in 2024.

ZUPPE MUTTI



Through **Zuppe Mutti (Product of the Year 2024)**, we confirmed our position as a major player in the fresh market; we switched to the **single-portion** format to meet the market need for a more practical solution than the double portion.

Additionally, in 2025 the **Pappa al Pomodoro** recipe was improved and the **Zuppa Fresca Pisarei e Fagioli**, a traditional Emilian recipe, was introduced.



SALSA PER PINSA MUTTI

In 2025, the new **Mutti Pinsa Sauce** made its debut, a further tangible example of how innovation can arise from carefully listening to consumers and markets.



The initiatives aimed at further strengthening our relationship with consumers include the launch of the Lion Jar, the new sauce jar, and the restyling of the **pesto line packaging**, designed to enhance the product and improve the user experience.



APPENDIX



CHAPTER 06

6.1

METHODOLOGICAL NOTE

This document is the condensed version of the third Mutti Group (hereinafter also “Mutti”) sustainability Report, prepared on a voluntary basis and approved annually.

The document aims to summarise the contents of the Sustainability Report in simplified form, to facilitate communication of environmental, social and economic sustainability performance for 2025 (1 January to 31 December).

The Sustainability Report has been prepared in accordance with the “GRI Sustainability Reporting Standards”, with reference to the “in accordance” option, issued by the Global Reporting Initiative (GRI).

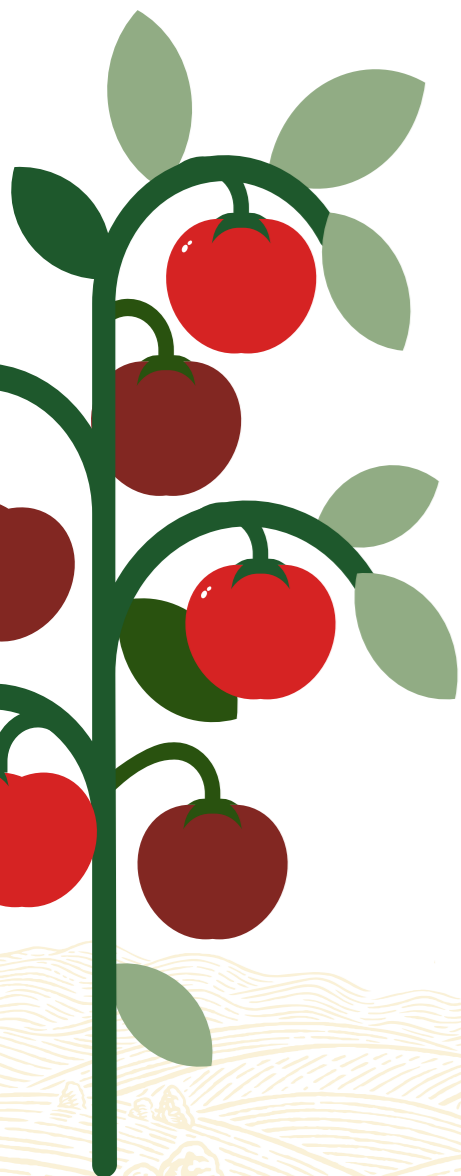
Specifically, the reported content was selected based on the results of the Materiality Assessment carried out in 2023 and subsequently updated in 2024 and 2025, which identified the material aspects for Mutti and its stakeholders.

Unless otherwise specified, the reporting boundary for the data and information included in this document covers the entire Mutti Group and matches the boundary used for operating and financial data and information.

The contents of the Sustainability Report were subject to an **independent external assurance** process, aimed at verifying compliance with the GRI reporting standards adopted by Mutti.

The full version of the Mutti sustainability Report can be found on the Group’s official website <https://mutti-parma.com>.

For any information or questions regarding the sustainability Report, please contact sustainability@muttispa.it.





www.mutti-parma.com/it/