



# *Sustainability* **REPORT**

# 2024



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# LETTER to Stakeholders

Dear stakeholders,

I am delighted to present you our 2024 Sustainability Report, expression of our commitment to responsible and sustainable growth. This document reflects our desire to integrate sustainable practices in every area of our business, underlining our concern for the environment, people and the territory.

During the year, we integrated the management of social aspects into a broader strategy by expanding our sustainability governance and defining our ESG strategy. The implementation of an integrated governance model allows us to monitor, across the board, the economic, environmental and social aspects of our activities.

In 2024 we updated our impact materiality analysis, performed in 2023, to identify and prioritise the most relevant topics for the Company. This analysis was supplemented with an initial assessment of the financial effects associated with sustainability risks and opportunities.

We continued to monitor our impacts, updating the Organisation's LCA and carrying out LCA studies on our main product

categories; we continued to collaborate with WWF Italia on the theme of water and we improved the modelling of impacts related to tomato cultivation.

We reiterate our focus on quality, innovation and the value chain; the relationship with our stakeholders remains a firm point to us, as demonstrated by our adoption of the Ecovadis platform to monitor the sustainability performance of the supply chain. This is joined by upgrading projects in different areas of the supply chain, such as logistics and packaging, and, in line with our strategic objectives, the biodiversity projects implemented at the Montechiarugolo site.

Likewise, we continue to support local communities, participating in solidarity projects, as well as our people, as evidenced by the opening of the "Quisimangia" company restaurant.

From an operational perspective, the 2024 campaign proved to be particularly difficult and inefficient.

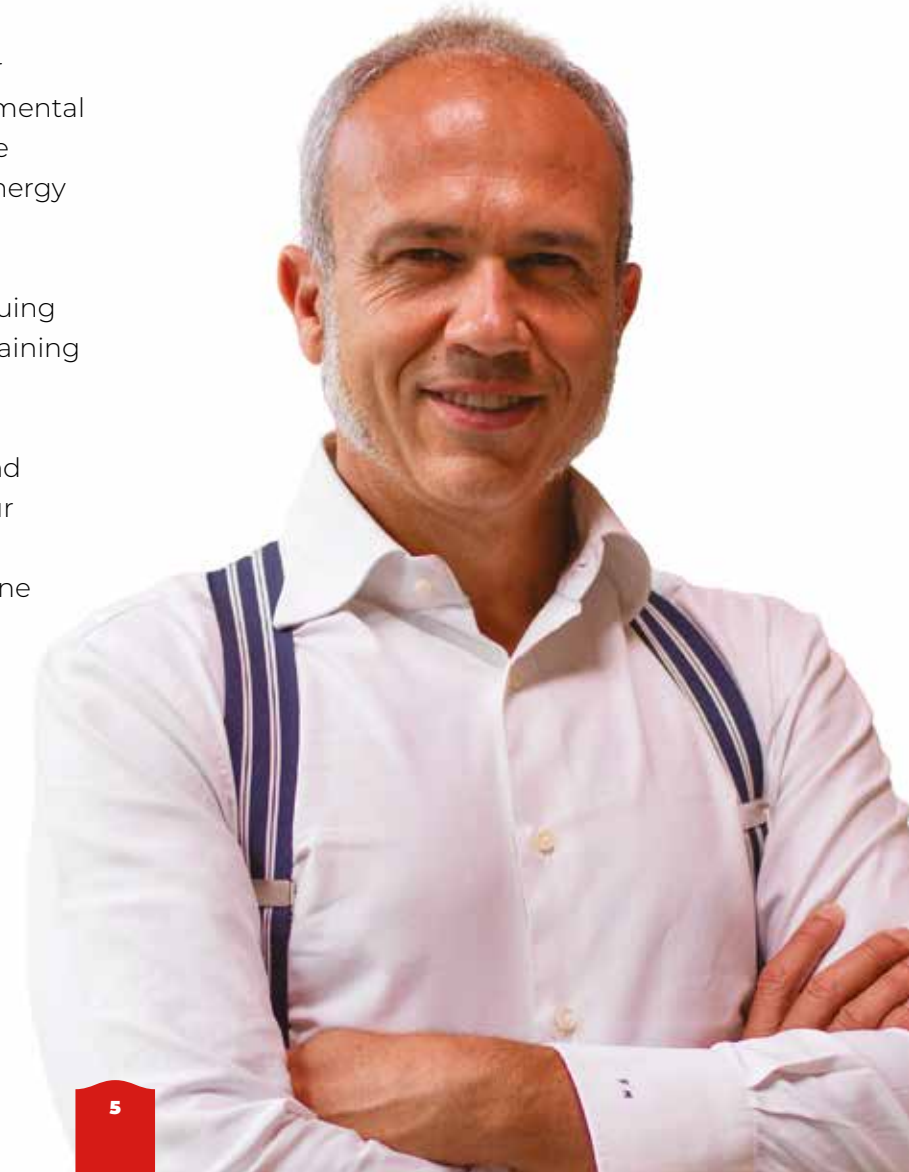
The year was characterised by very different climatic conditions in the northern and

southern Italian supply chains. In the north, yields in the field were below average due to the constant rainfall, while the south experienced a period of extreme drought. The upshot of this was a longer and more challenging harvest season, requiring an extraordinary effort on the part of the Company and resulting in a substantial increase in the number of harvest days and significantly lower levels of industrial efficiency in terms of the quantity of tomatoes arriving per day. This had consequences on our energy and water consumption, as shown by our environmental performance indicators. Despite this, we continued our efforts to optimise the energy and water efficiency of our plants.

We remain strongly committed to pursuing continuous improvement and to maintaining the transparency of our sustainability practices. Looking ahead, we intend to strengthen our stakeholder relations and to take every opportunity to improve our environmental performance and our contribution to social responsibility, in line with our strategic objectives.

Please take your time to carefully read through this report and thank you once again for your continued support.

*Francesco Mutti*







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## ABOUT *Mutti*

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# 1.1

## THE COMPANY

Mutti S.p.A. (hereinafter also “the Company” or simply “Mutti”) 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 Mutti in Basilicanova, near Parma, Mutti began **processing 100% Italian tomatoes** in 1899. In 2024, it processed 561,000 tonnes of tomatoes (including those processed

by Instafactory) and recorded a statutory turnover of **€703 million**, up 13% from the previous year (€620 million) and double the figure of five years ago.

These figures are 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.



### The Mutti logo

**SOLO POMODORO**, to highlight both our area of specialisation and our close connection with the raw material. **MUTTI**. The Mutti family name, which stands out to confirm our pact with generations of quality-conscious consumers. **THE TWO LIONS** standing face-to-face, guarding the **gold medal** we won in Rome in 1911, symbolising excellence. **PARMA**, representative city of a far larger area synonymous with the finest Italian tomatoes.



*over* **125 YEARS** of history



Present in over **100 countries**



European market leader with a **15.1% market share**



Exports account for around **59% of turnover**



Net sales of **€ 703 million**



**561,000 tonnes** of raw materials processed



**600+ employees** at our plants and offices



*over* **1,250** seasonal workers

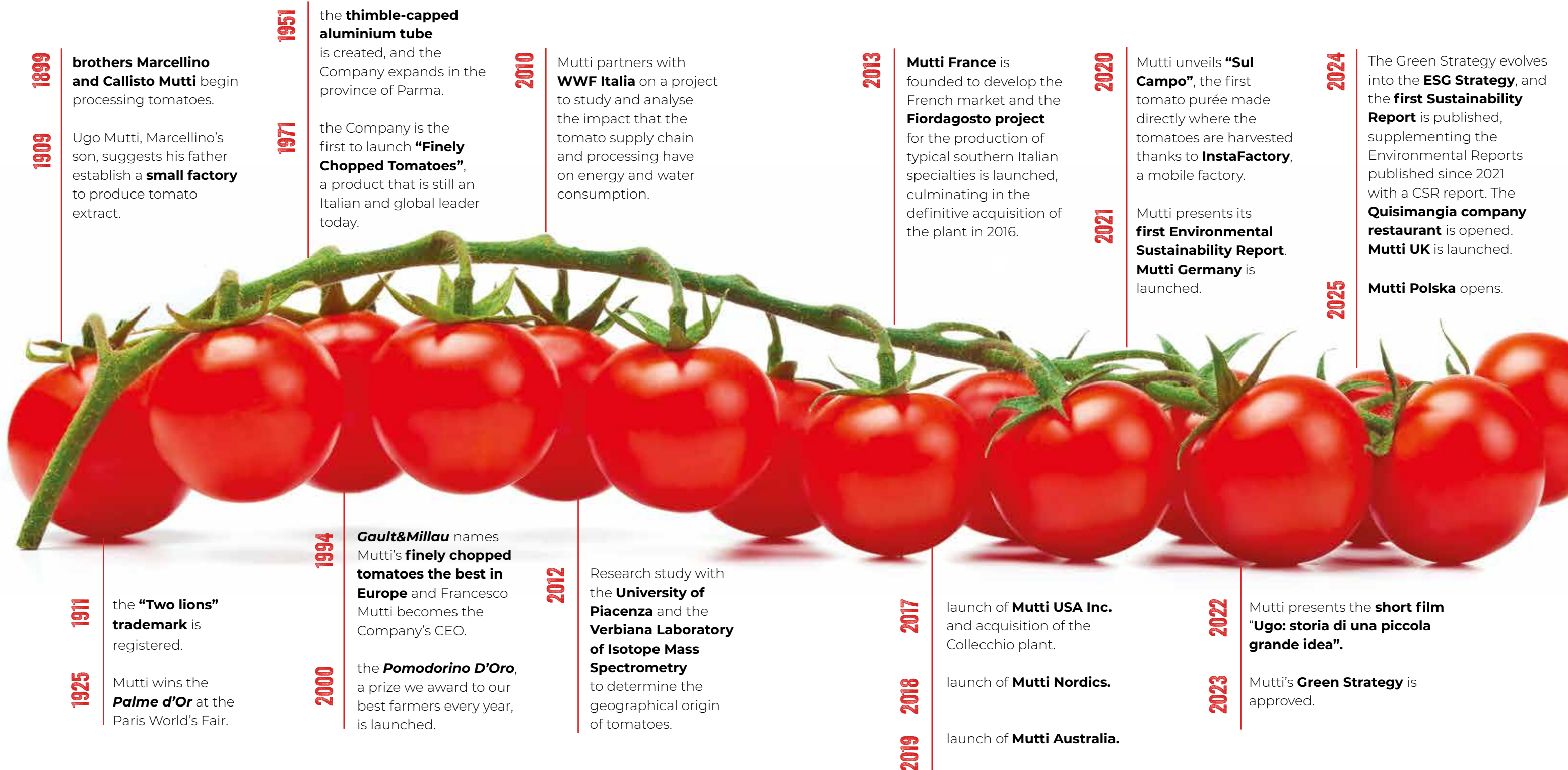


# 1.2

## OUR HISTORY

Our story begins in Emilia-Romagna, a region and land known for its excellent tomatoes. The Mutti family has been devoted to processing Italian tomatoes for over 125 years, pursuing a strong and sweeping business concept based on changing the value chain

of the tomato, cornerstone of Italian food culture. Thanks to our dedication, tenacity, spirit of innovation and a quality policy that takes meticulous care of every last detail, we have built the Mutti of today.



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 five occasions. It should be noted that during the year one director resigned and was replaced.

- 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 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	30 - 50	No	No	19/04/2024

Our Governance method does not currently include processes for evaluating members on sustainability issues and in 2024 no specific

measures were taken for directors to improve their expertise and knowledge in sustainable development.





## Responsible GOVERNANCE

Acting according to the principles of ethics and integrity is a fundamental requirement for conducting business responsibly.

The **Mutti Code of Ethics** represents and defines our modus operandi which, going beyond all applicable regulations, is based on completely transparent and honest relationships, respect for people, and a commitment to the local community. At Mutti we are convinced that the way you act is more important than the results you achieve, and this is one of our greatest strengths.

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 not only through the adoption of a Code

of Ethics but also by adopting a **Code of Conduct**, both of which are published on the website and shared with all internal and external workers. Finally, the **Supplier Code of Conduct** was added in 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 maintained since the birth of our reality. 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, active since 2019 and further improved in 2024. 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 2024, 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 2024.

## Risk MANAGEMENT SYSTEM

Mutti has adopted a risk management model that maps all 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 to establish effective management plans.

A summary of this assessment is presented annually to the Board of Directors.

A preliminary assessment of the financial effects associated with sustainability issues was carried out in 2024. The analysis aimed to identify the main risks and opportunities related to environmental, social and governance aspects that could significantly affect the Group's financial situation. Such risks may arise along the entire value chain, upstream to downstream.

In the course of 2025, the Group plans to update its Risk Universe to include the risks that emerged as part of the materiality analysis carried out in 2024, which aims to ensure a broader and more synergic view of risk management, including aspects related to sustainability.



## Remuneration POLICIES

Set up within the Board of Directors, a **Remuneration Committee** consisting of two non-executive directors is tasked with determining the variable part of the CEO's salary.

The Company's variable remuneration policies for management figures 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. Currently, the remuneration procedure has not yet been formalised, but the Company continues to work on it with the aim of implementing it in the coming years.





# 1.3.1

## Sustainability GOVERNANCE

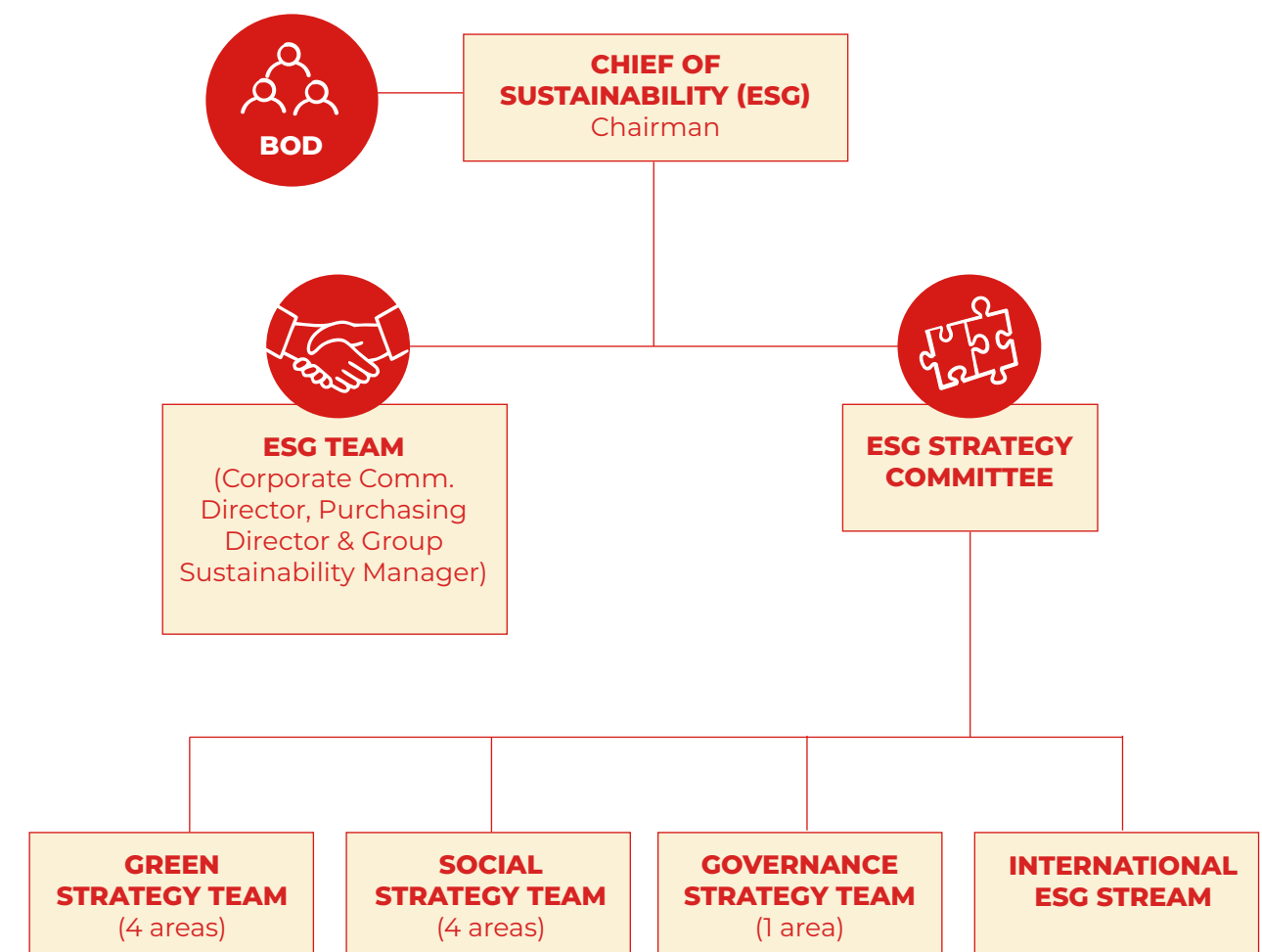
In light of the increasing importance of sustainability issues globally, we have defined an integrated governance model that transversally oversees the economic, environmental and social aspects of our operations.

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. Initially focused on the environmental management part and then extended during 2024 to social and governance aspects, the governance model 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 Sustainability (ESG)** and is responsible for approving the objectives and actions proposed by the ESG 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 ESG Strategy Committee, meeting with it three times a year to assess the progress of the strategy and reporting back to the Board of Directors.

The **ESG Team**, consisting of the Corporate Communication Director, the Purchasing Director and the Group Sustainability Manager is tasked with supporting the Chief of ESG in defining the 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.



The **ESG Strategy Committee**, consisting of all Directors who report to the CEO and of the Group Sustainability Manager, is tasked with proposing actions and measures to develop the strategy and coordinating the implementation of all necessary activities through the ESG Strategy Teams (whose members are appointed by the Committee).

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, we have included a progressive commitment to a climate-neutral economy in our **Articles of Association**.





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## OUR PRESENCE *in Italy and around the world*

The historic headquarters of our company are located in **Montechiarugolo**, in the province of Parma, home of the Fratelli Mutti farm which in 1899 also began to branch out into tomato processing.

In subsequent years, our company also grew through two important **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 absorbed in Mutti S.p.A., whose plant in **Collecchio** (province of Parma) has a production capacity of over 300,000 tonnes/year.

In addition to the 3 production plants, there is also a warehouse near the Montechiarugolo headquarters: the Red Store, the main hub of Mutti's distribution network and the nerve centre for exports to the main European and overseas markets.

This facility has storage space for around 75,000 pallets and covers a surface area of 40,000 m<sup>2</sup>, the same size as eight football pitches.

A new logistics hub, the Lions Store, larger than the previous one and close to Parma, will be opened in 2025.

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

### Headquarter



**MONTECHIARUGOLO**  
Mutti s.p.a.

### Production

**OLIVETO CITRA**  
Fiordagosto s.r.l.

**MONTECHIARUGOLO**  
Mutti s.p.a.

**COLLECCHIO**  
Mutti s.p.a.

### Branches in the world





# 1.5

## OUR PRODUCTS

*Mutti's mission is very clear: to elevate one of Italy's most iconic fruits, the tomato.*

The Company transforms only **top-quality tomatoes**, purchased exclusively from farmers who uphold the principles of integrated production; in addition, it also requires compliance with the principles of the Mutti Agricultural Product Specifications. All these principles include respect for the environment, protection of the properties of the soil and respect for workers.

As a further confirmation of the attention devoted to the Quality and Food Safety of our products, it is attested that during the reporting year there were no incidents of non-compliance with regulations, which caused a sanction or a penalty or a warning, non-conformity with voluntary codes

We **only process Italian tomatoes**, and we believe that protecting Italian products is a must.

To this end, in 2012 we funded a research project to establish a method for identifying the geographical origin of tomatoes (box at side).

Following on from this research, in 2024 we launched a new project, in collaboration with SGS, to map tomato samples from different Italian regions using isotopic analysis.

The aim of this activity is to build a tool capable of scientifically identifying the

geographical provenance of tomatoes by progressively feeding the map also with new samples from non-IT geographical areas.

Starting with a single raw material, the tomato, Mutti has expanded its product offering over the years by combining its highly specialist expertise with its innate capacity for innovation.



Alongside the **Indispensables**

- Regular, Double and Triple tomato paste
- Peeled tomatoes
- Tomato purée
- Finely chopped tomatoes
- Chopped datterino tomatoes

over time we have expanded our range with many other products, including sauces, pesto and fresh soups.

In addition, as a further confirmation of the attention given to the regulations on labelling, we confirm that during 2024 we had only one episode of non-compliance which was limited to a warning.



## *The geographical origin of the tomato*

In 2012 we funded a research project to identify the geographical 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.





# 2



## SUSTAINABILITY *for Mutti*

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# 2.1

## VALUES

*The Mutti family has been at the helm of the Company for over **125 YEARS**, a path founded on values such as **INTEGRITY, TRANSPARENCY AND RESPONSIBILITY***

The same values on which the Company's Vision and Mission have been built and defined.



### VISION

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



### MISSION

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

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.

#### 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.

#### QUALITY:

one of our main goals is to provide our consumers with the best possible products, constantly striving to improve our production standards.

#### 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.

#### 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.

#### 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

Sustainability is an integral part of a broader corporate strategy that embraces, supplements and reinforces the core values on which Mutti's identity and way of doing business are based.

This approach is centred on principles such as respect for the environment and people, as well as a strong sense of responsibility towards nature and the communities in which we operate. Throughout its history, Mutti has always adopted a sustainability-oriented approach. In recent years, the Company has also defined a sustainability strategy and implemented a governance model to make it as effective and solid as possible.

The environmental strategy was defined and approved in 2023; in 2024, the process of integrating it with social and governance issues began, with the sustainability governance model also updated for the same reason.

To identify which issues to highlight in this Report, in 2023 we conducted our first materiality analysis to establish, in the

opinion of our stakeholders and senior management, the priority impacts on the main sustainability topics generated by the Company's activities. This process was updated in 2024 to take account of any new requirements and expectations.

Against the backdrop of the ever-changing regulatory environment, in 2024 the Group launched a preparatory analysis based on the new European Sustainability Reporting Standards (ESRS) introduced by EU Directive 2022/2464 (Corporate Sustainability Reporting Directive), adopted by the European Parliament on 10 November 2022 and published in the Official Journal on 16 December 2022.

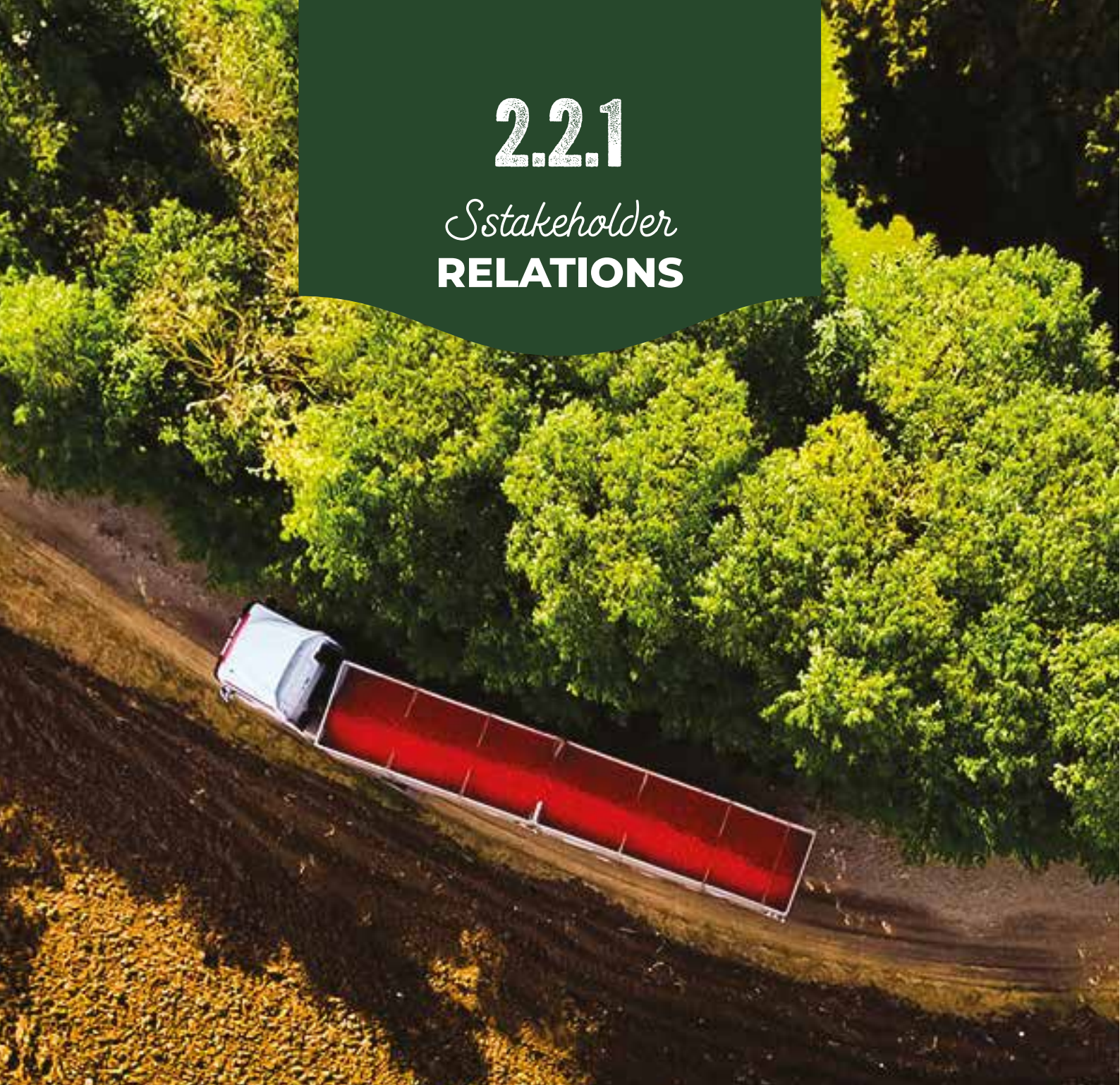
Also, in light of the publication of the Omnibus Package, which aims to streamline and simplify sustainability reporting requirements for EU companies and harmonise existing regulatory frameworks, the Group will continue to monitor regulatory developments to promptly adapt its sustainability reporting as and when necessary.





# 2.2.1

## *Stakeholder* RELATIONS



**Our achievements and successes are the product of a network of relationships that we have carefully and responsibly constructed with all the stakeholders with whom we constantly interact during our activities.**

We are acutely aware of the impact that every decision we make, no matter how big or small, can have on people, socio-economic contexts and the environment in which we operate. From this awareness stems our ongoing commitment to act with integrity and transparency, adopting behaviour and business practices that reflect our high standards of responsibility and respect towards all our stakeholders.





Stakeholder category	Method of engagement
Consumers	<ul style="list-style-type: none"> <li>Website</li> <li>Social media</li> <li>Continuous dialogue through customer service channels</li> <li>Factory visits (Imprese Aperte)</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Continuous dialogue with business contacts and development of partnership projects</li> <li>Company visits during campaign</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Annual climate survey</li> <li>Availability of Model 231 reporting channels (e.g. Whistleblowing channel)</li> <li>Internal communication channels (Intranet, Digital Signage, Newsletters)</li> <li>ERG “We Mutti”</li> <li>Meetings with the CEO</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> <li>Involvement of farmers in data collection activities for environmental purposes</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> <li>Partnership with Le Village to support local Start ups</li> </ul>
Shareholders	<ul style="list-style-type: none"> <li>BoD</li> <li>Periodic Business Strategy meetings</li> </ul>

Stakeholder category	Method of engagement
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> <li>Supplier Day</li> </ul>
NGOs	Participation in initiatives and collaborations with WWF Italia
Associations/Companies that carry out environmental or circular economy activities	CO2alizione, SUSDEF, TOO GOOD TO GO.
Institutions	Collaboration with municipalities with support for local initiatives
Certification Bodies	Certification such as ISO 14001, ISO 45001, SA 8000, ISO 22005
Trade Associations	Centromarca, Unionfood, Anicav
Universities and Public/Private Research Institutions	<ul style="list-style-type: none"> <li>University of Parma</li> <li>SSICA - Experimental Station for the Food Processing Industry</li> <li>AGRIFOOD - CLAN National Technology Cluster</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>

**Familiarising our stakeholders with the Company and sharing our values and our business approach with them is a mission for us.**

To this end, during the months of the tomato season, but not only, the **Red Tour** project aims to acquaint our stakeholders with the Company's history, values and processes through guided tours of the Montechiarugolo plant and the fields of some of our farmers that also offer an insight into the tomato harvesting process.

These tours are possible thanks to the **MuttiVoices**, our knowledgeable and passionate Mutti tour guides. In 2024 a total of 71 tours were conducted involving more than 470 people from Italy and abroad.



**Another moment of sharing and transparency with our supply chain was Supplier Day, organised for the first time in 2024.**

This special day welcomed packaging and ingredient suppliers to discuss relevant topics such as sustainability, innovation and the partnership.

The event was also an opportunity to present our recent partnership with **EcoVadis**, a global platform that enables our suppliers, through the completion of specific

questionnaires, to manage ESG risk and compliance, achieve their corporate sustainability goals, and promote large-scale impacts by fostering improvements in corporate sustainability performance and the value chain.





## 2.2.2

### Materiality ANALYSIS

To identify the reporting areas in Mutti's Sustainability Report, we conducted an impact materiality analysis 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 analysis for 2024 was updated based on the approach adopted the previous year in line with GRI 3 - Material topics 2021, and conducted via the following steps:

1. **Understanding and assessment of the context** in which Mutti operates and identification of relevant stakeholders;
2. Based on this context, **identification of the 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. These impacts, according to the categorisation of the GRI, can make a positive or negative contribution to sustainable development. This contribution can also be current (i.e. it already occurs, with certainty) or potential (there is a high probability that it will occur);

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.**

In addition, as mentioned above, the Company has integrated, on a preliminary basis, some of the potential future reporting requirements of the European Sustainability Reporting Standards (ESRS). In particular, the impact materiality analysis has been extended through the identification and assessment of relevant impacts along the entire value chain, mapping the main activities and actors involved.

Furthermore, in 2024 an initial assessment was performed on the financial effects associated with sustainability risks and opportunities that may affect the Company's

situation, with the aim of progressively aligning with regulatory developments in this area. This process was developed in line with the risk management system already in place at Group level, applying the same assessment methodologies. The magnitude of the risks and opportunities, as well as their probability of occurring, was determined through the involvement of the "risk owners" of the various areas of interest.

This assessment process made it possible to identify several priority risks and opportunities. In the environmental sphere, both physical and transitional risks related to climate change were highlighted, as were opportunities related to possible mitigation strategies. These were joined by other material issues such as the protection of biodiversity and the responsible management of water resources. In the social sphere, the risks related to the health and safety of employees and workers in the value chain, as well as quality and food safety aspects, were identified as priorities.

The methodology of the materiality analysis will be gradually refined in the next few reporting periods also based on best practices on the market and the continuous evolution of applicable regulations.



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

IMPACTS	Material topics	Impacts	Nature of impacts	Group involvement
ENVIRONMENTAL	Energy consumption and emissions	Energy consumption	Negative / Actual	Directly and through its business relations
		Generation of direct and indirect GHG emissions (Scope 1 and 2)	Negative / Actual	
		Generation of indirect GHG emissions (Scope 3)	Negative / Actual	
		Generation of other significant air emissions	Negative / Actual	
	Responsible water resource management	Water resource consumption	Negative / Actual	Direct
		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
		Sustainable farming practices	Positive / Potential	
	Circular economy	Recycling and reuse of waste and industrial symbiosis activities	Positive/ Potential	Direct
		Impacts during the product life cycle	Negative / Actual	
	Responsible supply chain	Creation of a sustainable and certified supply chain	Positive / Potential	Directly and through its business relations
		Depletion of natural resources	Negative / Potential	Direct
		Creation of a local and environmentally aware supply chain	Positive / Potential	Directly and through its business relations

IMPACTS	Material topics	Impacts	Nature of impacts	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
	Ethics and integrity	Negative impacts on people and economic systems generated by unethical business conduct	Negative / Potential	Directly and through its business relations
SOCIAL	Occupational health and safety	Injuries in the workplace	Negative / Actual	Direct
	Diversity, equity and inclusion	Discrimination in terms of responsibility, compensation and career advancement	Negative / Potential	Direct
		Cases of human rights violations within the organisation and its value chain	Negative / Potential	Directly and through its business relations
	Employee welfare	Employee satisfaction and welfare	Positive / Actual	Direct
		Development and enhancement of workers' skills through training activities	Positive / Potential	
		Inadequate working conditions and remuneration	Negative / Potential	
		Strengthening of relations with trade unions and trade associations	Positive / Actual	
	Food quality and safety	High quality products	Positive / Actual	Direct
		Food safety	Negative / Potential	
	Local communities	Creation of jobs	Positive / Actual	Direct
	Responsible communication	Deceptive advertising and marketing strategies	Negative / Potential	Direct





## Our VALUE CHAIN

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3



# 3.1

## OUR BUSINESS

model

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

Emilia-Romagna, home and headquarters of Mutti, is an excellent tomato growing area, where agricultural experience and expertise are deeply rooted.

Our company recognises the crucial importance of agriculture within the 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.

Our value chain consists of a structured series of phases and actors, in which everyone plays an essential role. The relationships established along the supply chain are characterised by a constant commitment to collaboration and continuous improvement, elements that guide the reciprocal growth path of all the actors involved.



### UPSTREAM

VALUE CHAIN ACTIVITY	STAKEHOLDERS
<b>TOMATO CULTIVATION</b>	<i>Farmers</i>
<b>SUPPLY OF GOODS AND SERVICES</b>	<i>Suppliers</i>
<b>PRODUCTION OF PACKAGING AND OTHER MATERIALS</b>	<i>Suppliers</i>
<b>INBOUND LOGISTICS</b>	<i>Third-party operators</i>



### OWN OPERATIONS

VALUE CHAIN ACTIVITY	STAKEHOLDERS
<b>TOMATO PROCESSING</b>	<i>Employees / External workers</i>
<b>PASTEURIZATION AND FILLING</b>	<i>Employees / External workers</i>
<b>PACKAGING, LABELING AND STORAGE</b>	<i>Employees / External workers</i>
<b>RESEARCH AND DEVELOPMENT</b>	<i>Employees / Universities and public/private research institutions</i>
<b>MARKETING AND COMMUNICATION</b>	<i>Clients / Consumers</i>
<b>QUALITY CONTROL, WASHING AND SELECTION OF TOMATOES</b>	<i>Employees / External workers</i>



### DOWNSTREAM

VALUE CHAIN ACTIVITY	STAKEHOLDERS
<b>OUTBOUND LOGISTICS</b>	<i>Third-party operators</i>
<b>PRODUCT DISTRIBUTION</b>	<i>Customers</i>
<b>CONSUMPTION</b>	<i>Consumers</i>
<b>WASTE DISPOSAL</b>	<i>Third-party operators</i>



## 3.1.1

### PRODUCTION

*process*

Mutti products stand out for their superior quality and exclusive use of tomatoes as the main ingredient.

The main steps in the production process, once the raw materials arrive, are:

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

Part of the tomatoes processed in the field are stored in aseptic conditions they can be processed during the rest of the year for products that do not require direct packaging.



## 3.1.2

### *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 2024, as in 2023, we allocated over **€10 million** to investments to innovate production and further improve the Group's quality, efficiency and safety performance.

One tangible and significant example of our commitment to innovation is **InstaFactory**, a mobile factory developed and patented by the 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. 2024 marked the fifth consecutive year of operation of InstaFactory, confirming it as one of the most significant examples of innovation in our Company. 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 R&D to ensure that our processing methods remain at the cutting edge, contributing to the progress and growth of our Company at the same time.

Nowadays, talking about **innovation** inevitably involves a discussion of **artificial intelligence**, a powerful and versatile technology that is revolutionising every aspect of our lives.

In the 2024 season, an AI-based device was used at all plants; introduced at the coring stage (quality control during the acceptance of tomatoes at the entrance to the facilities). When the raw tomato, representative of the load, is placed on the sorter, the machine takes a high-res photograph and processes it in real time, showing the operator the qualitative condition of the sample, highlighting the defects and enabling a rapid assessment of their extent. If it detects a defect (a rotten, green, scarred tomato, etc.), it reports it to the operator, showing it on a screen and projecting it onto the sorter itself. At this point, the operator will assess whether the tomato is defective and whether it should be discarded.



The “innovative” aspect of this system compared to others lies in its ability to learn. The device therefore does not just rely on the images provided but continues to “learn” over 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, pesto, and “Sul Campo” tomato puree.

Our increasingly intense innovation activities have also produced **Mutti Soups** (tomato based and marketed in the “chilled” segment) and **Vegan Bolognese**, a ragù with 100% vegetables ingredients.

To ensure an authentic and satisfying culinary experience, every product has been carefully developed to maintain the Company’s high-quality standards. This continuous quest for innovation and diversification reflects our commitment to responding to the evolving needs of the market and lovers of good food.



## Mutti SOUPS

With the launch of its soups, Mutti enters the fresh products market for the first time; authentic, rich and flavoursome products, made with the best tomatoes, to meet the expectations of the most demanding consumers.

Constantly evolving and attentive to the dynamics of the market, in 2024 Mutti introduced its **single-serving format**, a decision driven by the growing market preference for more practical solutions than the traditional double portion. The “on-the-go” consumption of soups is becoming increasingly popular, making the larger format less functional. Added to this is the growing awareness of the importance of reducing food waste. In fact, the single-serving format aims to limit the risk of food



waste, promoting a more conscious and responsible approach to consumption.

Mutti’s fresh soups were elected **product of the year for 2024**.

## Mutti RAGÙ

This 100% vegetable ragù was developed as a tasty sauce suitable for all consumers, not just vegans and vegetarians; with yellow peas as its main protein source, it stands out for its simple and authentic ingredients,

and its unique and innovative technology.



Mutti ragù was named **product of the year for 2025**.

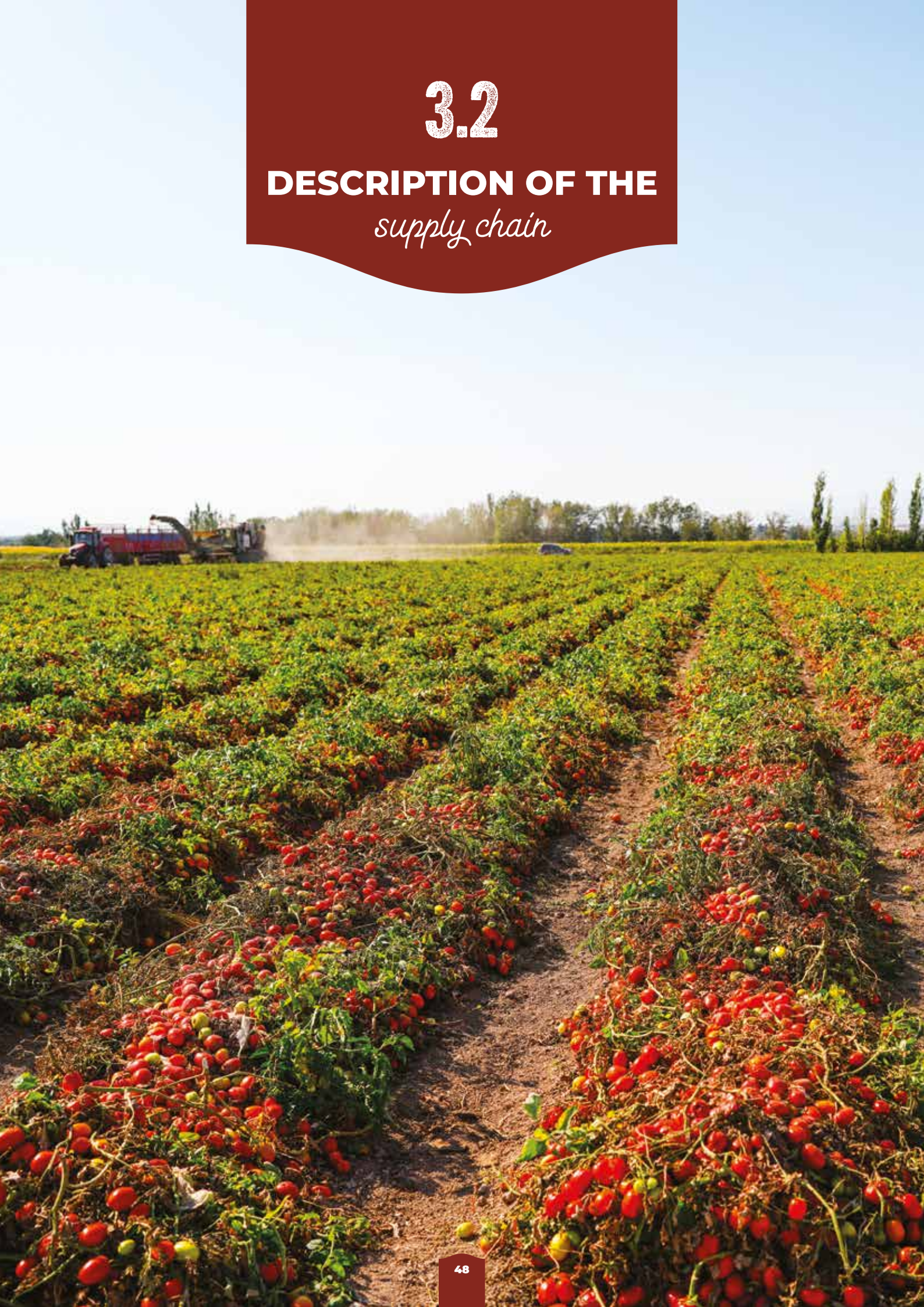
The product also won the 2024 **European Innovation for Sustainability Award**, presented at the conclusion of the *European Innovation for Sustainability Summit* in Rome; the award went to the most sustainable product of those proposed by the prestigious companies that participated at the summit.



## 3.2

### DESCRIPTION OF THE

#### *supply chain*



## 3.2.1

### OUR RELATIONSHIP

#### *with our farmers*

Our supply chain is based on a strong network of long-term relationships with the farmers who supply our tomatoes. These bonds, product of constant dialogue and a shared vision, have been consolidated over the years thanks to relationships based on mutual trust and respect, fundamental elements for guaranteeing the quality and continuity of the supply chain. We have chosen to establish long-term but non-exclusive partnerships because we know that the success of the harvest is influenced by climatic variables that are difficult to predict and that require a high degree of adaptability, the difficult 2024 season a case in point.

To mitigate the risks associated with procurement in our industry, we involve a large network of farmers in both northern and southern Italy: in 2024 we collaborated with approximately **800 families of farmers**. This approach allows us to manage business risks more effectively by spreading our tomato procurement across a broad and heterogeneous supplier base.

Furthermore, in 2024 about 65% of the tomatoes we purchased in northern Italy came from producers in **Emilia-Romagna**, while 90% of the tomatoes processed in the south were grown in **Puglia**. In general, in 2024 the average distance between the farms and our plants was about **110 km**, guaranteeing local supply lines and reducing the environmental impact of transport.

Our entire production cycle, bedrock of our business, is inspired by the “law of freshness”, a key principle which guides every stage of the process, respecting the natural rhythms of the land and preserving the intrinsic properties of the tomato. This approach requires meticulous and integrated planning, from sowing to harvesting and subsequent processing, with the aim of taking action just when the fruit reaches its peak freshness and ripeness. Only this way is it possible to appreciate the organoleptic characteristics of the tomato to the full and guarantee maximum quality throughout the supply chain.

The cultivation stage is therefore crucial; through our **Mutti Sustainable Agricultural Product Specifications**, which suppliers are required to sign, we define the requirements and characteristics that our tomatoes must possess, as well as the best technical-agronomic practices to use. 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 decision support systems (DDS) and localised irrigation methods, sustainable farming techniques and environmental control measures.



## THE *Mutti* POMODORINO D'ORO AWARD

Like every year, in 2024 we **rewarded the commitment and dedication** of the families of farmers with whom we collaborate to highlight the quality of the production chain, particularly important in a year like 2024 in which the adverse weather conditions caused serious problems during the tomato processing season.

This 25<sup>th</sup> "Pomodorino d'Oro" awards was a unique opportunity to celebrate the real players in the supply chain and, for the first time, the awards for the northern and southern varieties were combined in a single event, symbolising the unity of the supply chain.

Our commitment goes far beyond simply guaranteeing the quality of the end product: we ensure that our production processes meet the criteria of the **UNI 11233** standard on integrated production systems in the agri-food supply chain, guaranteeing best farming practices in the use of pesticides, fertilisers and irrigation water.

Although we do not have direct control over the activities of our farmers, we are committed to positively shaping their conduct. When entering into contracts, we emphasise the importance of complying with the **principles of the SA8000 standard**, for which we ourselves are certified. For us, respect for human and labour rights is a top priority. We strongly condemn the use of forced or child labour and actively promote freedom of association, trade union representation, safe and healthy workplaces, and fair remuneration. 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, but they are also 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 by our **ISO 22005** certification on tomato traceability.

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.

In Southern Italy, where tomato harvesting can still be done manually, Mutti has exclusively practiced mechanical harvesting for almost 10 years, the only exception being the San Marzano PDO tomato whose product specifications requires that it be harvested by hand. This product represents a very low percentage of Mutti's processed tomatoes (<0.5%) 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 2024, 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.



## INNOVATION *in the supply chain*

Innovation and technological upgrades are key prerequisites for ensuring sustainability throughout the supply chain.



### NO TRACE OF PESTICIDE INTEGRATED PRODUCTION TRIAL 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 0.001 mg/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 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.



### POMODORO.NET

This DSS (Decision Support System) 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. Thanks to this system, which has been undergoing trials for several years, in 2024 it was possible to collect valuable information on tomato growing activities from a group of farmers representative of our supply chain to calculate their environmental impact, and in particular their carbon and water footprint.



### BIORISTOR IOT SENSORS

In the area of innovation, certainly deserving of mention is our commitment to supporting research into solutions to make agriculture more resistant to the effects of the climate crisis, such as high temperatures and long periods of drought.

A few years ago, we decided to invest in an innovative technology which uses sensors to monitor the health and water stress of the tomato plant: inserted in the stem, the sensor measures sap flow in real time and is able to understand in advance when the plant needs watering and how much. It is estimated that on average this technology will reduce water consumption by up to 45% compared with conventional methods.

The sensor is called Bioristor and it is the product of a collaboration with the National Research Council Institute of Materials for Electronics and Magnetism (Imem-Cnr).

For Mutti, the Bioristor trial began on a handful of plants in 2019; in the 2024 season, we decided to increase our investment in the CNR project by involving a production field in Foggia, a particularly water-sensitive area where we grow our plum tomato.



#### VARIETAL RESEARCH

One of the innovation goals we have set ourselves is that of strengthening and improving, from a scientific and measurable point of view, the selection of our raw material par excellence, the tomato. In 2024, an in-depth analysis was carried out on the thousands of pieces of data on the tomatoes processed over the years to select the best varieties. In 2025 these will be tested in the fields where our Instafactory is located to monitor the responses of the different varieties, also in terms of sustainability and resilience to climate change, to the same cultivation methods.

To test some varieties in environments with stressful conditions, we are also conducting some variety trials in Sicily, where the very high temperatures and lack of water make it difficult to grow tomatoes in open fields. In particular, in Sicily our variety trials will be conducted using a cultivation method better suited to the climate: direct sowing in the field which, by producing deeper roots, guarantees plants that are more resistant to water stress.



#### WATER FOOTPRINT CALCULATION

We have been working with WWF Italia since 2010 to improve agricultural policies and practices. In 2024, the Water Footprint calculation was updated to monitor trends in water use and define recommendations for the more sustainable use of resources. We selected a representative heterogeneous sample of suppliers to whom we submitted a primary data collection protocol developed together with WWF Italia.

Thanks to this activity we have been able to update Mutti's water footprint, an important step in improving our knowledge and awareness and measuring our performance over time.



## 3.2.2

### THE VALUE CHAIN: *efficiency and responsibility for a sustainable future.*

With regard to other supply chains, in a context of increasing market complexity and dynamism, we have adopted a series of structured practices aimed at optimising the management of our suppliers. These actions aim not only to strengthen the efficiency of our processes, but also to ensure full alignment with the highest ethical and sustainability standards.

As part of this approach, our suppliers are required to complete detailed **self-assessment questionnaires** and to sign the Supplier Code of Conduct approved in 2023 in confirmation of their commitment to adopting responsible conduct.

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 have adopted the SAP Ariba platform to centralise and efficiently organise data on our suppliers, using it to manage the new supplier qualification process and monitor the questionnaires and performance of our business partners to enable 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, in 2024 we entered into a partnership with **EcoVadis**, a platform for assessing the ESG performance of companies and the supply chain.

We began the process by involving direct material suppliers, with the aim of gradually extending the use of the platform to all of the company's suppliers; to date, 64% of direct suppliers have a sustainability rating on EcoVadis. This solution will allow us to carry out more in-depth and structured assessments of our suppliers' performance to manage our supplier base in an increasingly virtuous manner.

ecovadis







# 4

## Mutti's approach to ENVIRONMENTAL SUSTAINABILITY

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We have been monitoring our environmental performance for several years, communicating it to our stakeholders since 2021. In 2023, we decided to make our commitment to sustainability more transparent and structured through the **definition and implementation of the Green Strategy**, which helps guide our ongoing efforts to mitigate our impact on the environment.

In addition, in 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 guide the

transition towards a low impact food system that protects ecosystems while effectively 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, also in areas not involved in tomato growing;



### TRANSFORMATION

Includes tomato selection, washing, sorting, processing, filling, packaging and final pasteurisation;



### TRANSPORT AND DISTRIBUTION

This considers the transportation of the tomato from the fields to the processing plants and the handling and distribution of the product by road, sea, rail and intermodal transport;



### PACKAGING PRODUCTION AND END-OF-LIFE

this includes the production of packaging (glass, tinplate, metal vats, cardboard boxes, etc.), its transportation to processing plants and its end-of-life (landfill, incineration, 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 water footprint through efficient water management that facilitates 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;

## COMBATING *climate change*

Aware of the urgent nature of the climate crisis and its direct impact on our business, we recognise that we have a responsibility to actively contribute to meaningful change. The global issue of climate change requires us to make a tangible commitment, and for us this means taking targeted action to effectively tackle this worldwide phenomenon.

For several years we have monitored our Scope 1 and Scope 2 greenhouse gas emissions; in 2024, we consolidated the Company's Scope 3 calculation, which was made for the first time in 2023. We believe that the ongoing assessment and the full understanding of our impacts are key factors for devising an effective strategy and embarking on a path of continuous improvement.



## 4.2.1

### ENERGY CONSUMPTION *and emissions*<sup>1</sup>

Energy consumption is an extremely relevant factor in the canned tomato supply chain, mainly due to the concentration and pasteurisation processes typical of the sector.

For this reason, we focus a lot of attention on monitoring our consumption and continuously optimising our production processes.

Over the years we have already introduced several 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, once the steam is condensed into water that is still hot, it is reintroduced into the process 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.

A number of modifications were made to the Montechiarugolo purification plant in 2024. More specifically, two new agitators were installed to optimise the functioning of the plant out of season, guaranteeing better management of the “with or without” oxygenation phases and lower electricity consumption. Last year we consolidated a saving of around 15,000 kWh, which can be further increased in the coming year. The thermal recovery of condensation from tomato evaporation continued. Thanks to this innovative energy-saving operation to recover heat from the evaporated water from the tomato, more than 1.2 million kWh(t) has been saved, the equivalent of around 130,000 sm<sup>3</sup>.

Energy efficiency measures at the **Collecchio plant**, which is equipped with a photovoltaic system, include the mechanical vapour recompression (MVR) falling film evaporator, which enabled a reduction in methane consumption of around 600,000 sm<sup>3</sup> during the 2024 season, with a consequent significant reduction in CO<sub>2</sub>e emissions.

The thermal recovery of condensation from tomato evaporation also continued here, producing savings of approximately 887,000 kWh(t), or 96,000 sm<sup>3</sup>.

The **Oliveto Citra plant** has also adopted numerous energy efficiency initiatives: the thermal recovery of condensation from tomato evaporation generated savings of approximately 1.055 million kWh(t), or around 115,000 sm<sup>3</sup>.

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

1- The quantitative data on energy consumption and Scope 1 and Scope 2 emissions presented in this paragraph refers to the Group's production plants and foreign sales offices, with the exception of energy intensity, which is calculated using the consumption data of plants only.



**THE 3 PRODUCTION PLANTS**  
*have an environmental management system certified*  
*according to* **ISO STANDARD 14001:2015**

As of 2024, the consumption of our foreign sales offices, which contribute to the company's energy consumption albeit to a small extent, is also included in the energy consumption. This consumption was estimated according to the volume of the occupied spaces and amounts to approximately 2% of the Group's total consumption.

Total energy consumption increased by 4% compared to the previous year (on a like-for-like basis, i.e. without considering

the additional consumption of the sales offices, with which the increase rises to 6%). This reflects the increased complexity and duration of the 2024 tomato season, which resulted in the more intensive use of machinery and a reduction in efficiency due to downtimes and longer overall processing times. In this context, the self-consumption of energy produced by the Montechiarugolo plant's cogenerator came to 25,877 GJ in 2024, slightly down compared to the previous year (-2%).

Energy consumption	unit	2023	2024
<b>Total non-renewable combustible fuel energy consumption</b>	<b>GJ</b>	<b>669,019</b>	<b>693,040</b>
Natural gas	GJ	661,732	685,453
Diesel (for heating or production processes)	GJ	1,658	3,409
Diesel (vehicles for company use)	GJ	1,511	810
Diesel (mixed-use vehicles)	GJ	3,055	2,378
Petrol (mixed-use vehicles)	GJ	1,063	990
<b>Total electricity consumption</b>	<b>GJ</b>	<b>116,134</b>	<b>142,433</b>
Electricity purchased from non-renewable sources	GJ	111,788	137,219
Self-produced and consumed photovoltaic electricity	GJ	5,328	6,939
Photovoltaic electricity sold	GJ	982	1,726
<b>Total energy consumption</b>	<b>GJ</b>	<b>785,153</b>	<b>835,473</b>

Overall, the quantity of finished product increased slightly compared to 2023. The energy intensity index, calculated as the ratio between the energy consumption of

production sites and the quantity of finished product, remains consistent with that of the previous year.

Plant	KPI	unit	2023 <sup>2</sup>	2024
Montechiarugolo	Total energy consumption / product	GJ/tonne	1.92	1.94
Collecchio	Total energy consumption / product	GJ/tonne	2.00	2.01
Fiordagosto	Total energy consumption / product	GJ/tonne	1.87	1.84
<b>Total plants</b>	<b>Total energy consumption / product</b>	<b>GJ/tonne</b>	<b>1.94</b>	<b>1.96</b>

Unlike in 2023 when no refrigerant gas refills were performed, in 2024 we noted the

presence of an F-gas deriving from plant maintenance.

Refrigerant gases	unit	2023	2024
R448A	Kg	0	45

2- The figure for 2023 has been restated following a refinement of the calculation method. For the previous figure, please see the 2023 Sustainability Report.



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

CO <sub>2</sub> e emissions	unit	2023	2024
<b>Direct emissions (SCOPE 1)</b>	<b>tonnes CO<sub>2</sub>e</b>	<b>39,217</b>	<b>41,151</b>
Natural gas	tonnes CO <sub>2</sub> e	38,677	40,525
Refrigerant gas leaks	tonnes CO <sub>2</sub> e	0	62
Diesel (for heating or production processes)	tonnes CO <sub>2</sub> e	123	254
Diesel for company vehicles	tonnes CO <sub>2</sub> e	112	60
Diesel fuel (Fleet)	tonnes CO <sub>2</sub> e	226	177
Petrol (Fleet)	tonnes CO <sub>2</sub> e	78	73
<b>Indirect emissions (SCOPE 2)</b>	<b>tonnes CO<sub>2</sub>e</b>		
Electricity purchased from non-renewable sources (Location-based)	tonnes CO <sub>2</sub> e	8,319	10,650
Electricity purchased from non-renewable sources (Market-based)	tonnes CO <sub>2</sub> e	14,191	17,638
<b>Total emissions Scope 1 + Scope 2 - (Location-based)</b>	<b>tonnes CO<sub>2</sub>e</b>	<b>47,536</b>	<b>51,800</b>
<b>Total emissions Scope 1 + Scope 2 - (Market-based)</b>	<b>tonnes CO<sub>2</sub>e</b>	<b>53,408</b>	<b>58,788</b>

**Note:** The methodology used to calculate Scope 1 emissions entails the use of the emission factors published in 2024 by ISPRA for combustible fuels and the use of the emission factors published in 2024 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. 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) (sources: AIB - European Residual Mixes 2023; Australian National Greenhouse Accounts Factors 2024; Emission Factors for Greenhouse Gas Inventories 2024) 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 (sources: ISPRA - Atmospheric GHG emission factors in Italy's national electricity sector and in the main European countries 2023; Australian National Greenhouse Accounts Factors 2024; Emission Factors for Greenhouse Gas Inventories 2024; Terna 2019)

The slight increase in consumption is reflected in the trend of CO<sub>2</sub>e emissions, which are slightly up for both Scope 1 and Scope 2 emissions. Comparing the emissions

produced to the finished product, we can see that the emission intensity index remains in line with the previous year's values, with a proportional increase in finished product.

Plant	KPI	unit	2023	2024
Montechiarugolo	Total emissions / product	tonnes CO <sub>2</sub> e / tonnes	0.12	0.13
Collecchio	Total emissions / product	tonnes CO <sub>2</sub> e / tonnes	0.14	0.15
Fiordagosto	Total emissions / product	tonnes CO <sub>2</sub> e / tonnes	0.13	0.13
<b>Total plants</b>	<b>Total emissions / product</b>	<b>tonnes CO<sub>2</sub>e / tonnes</b>	<b>0.13</b>	<b>0.14</b>

In 2024, we extended our emissions reporting for the Montechiarugolo, Collecchio and Fiordagosto plants to include emissions of pollutants such as NO<sub>x</sub>, particulate matter,

carbon monoxide and NH<sub>3</sub>. In particular, in 2024 there was a 15% decrease compared to the levels observed in 2023.

Other significant air emissions	unit	2023	2024
NO <sub>x</sub>	tonnes	26.36	20.78
Particulate Matter (PM)	tonnes	0.02	0.00
Carbon monoxide (CO)	tonnes	0.65	2.26
NH <sub>3</sub>	tonnes	0.00	0.02
<b>Total</b>	<b>tonnes</b>	<b>27.03</b>	<b>23.07</b>



## 4.2.2 LOGISTICS

The goal of Logistica Mutti is to oversee a distribution network that can meet the needs of customers while flexibly managing resources and warehouse space on the basis of **highly seasonal** production flows shaped by the tomato processing season; all this with an increasingly strong emphasis on sustainability when choosing the right transport and distribution network alternatives.

Logistics processes are a key aspect of all of the organisation's activities, from the reception and management of packaging through to the delivery of the finished product to customers.

Logistics does not fall under the direct control of the Company as we do not have our own fleet for transport activities but rely on third-party operators to manage our logistics network; nevertheless, conscious of the sector's impact in terms of CO<sub>2</sub>e emissions, we are constantly taking steps to identify the least impactful ways of transporting our finished product.

First of all, 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 our environmental impact. Furthermore, our products are moved from the warehouses only after they are sold, which means we do not introduce extra goods into the logistics flow.

We constantly strive to increase **vehicle loads** and **optimise the routes** of our products. The Mutti road transport fleet consists of **EURO 5 and 6** vehicles.

We are constantly seeking to **reduce the mileage** of our road transport per tonne of product shipped, wherever possible using vehicles with lower environmental impact, such as **intermodal transport**: truck and train, truck and ship.

**New routes** were introduced in 2024 to join those already converted in previous years: reduction in km of the first mile of the Parma-Poland route; launch of the Parma-Oliveto Citra route during the tomato season; improvement of the Parma-Sweden route with the last mile covered using Bio-LNG.

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 other routes. 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 **pallet pooling** project continues which, unlike a traditional pallet exchange process between supply chain operators, allows for more efficient management of the pallets used because it avoids empty trips. This reduces the flow of vehicles and, consequently, the quantity of atmospheric emissions.





## 4.2.3 Calculation of SCOPE 3 EMISSIONS

Starting with the organisation's 2023 **LCA analysis**, which made it possible to calculate the Company's environmental profile and identify priority actions, relevant inventory data was collected to update the profile for 2024. The results of the analysis made it possible to compare and monitor environmental performance trends over the Company's entire life cycle in relation to the year 2023.

Compared to the previous year, in this update the **calculation of Scope 3**, already complete with all the impact categories defined by the ISO 140641 standard, has been refined; in particular, in relation to purchased tomatoes, the Company launched partnerships to collect and monitor data on agricultural activities from a representative sample of farmers. This made it possible to make the modelling of the activity more representative and to characterise the environmental impact of tomato cultivation with primary data collected in the field.

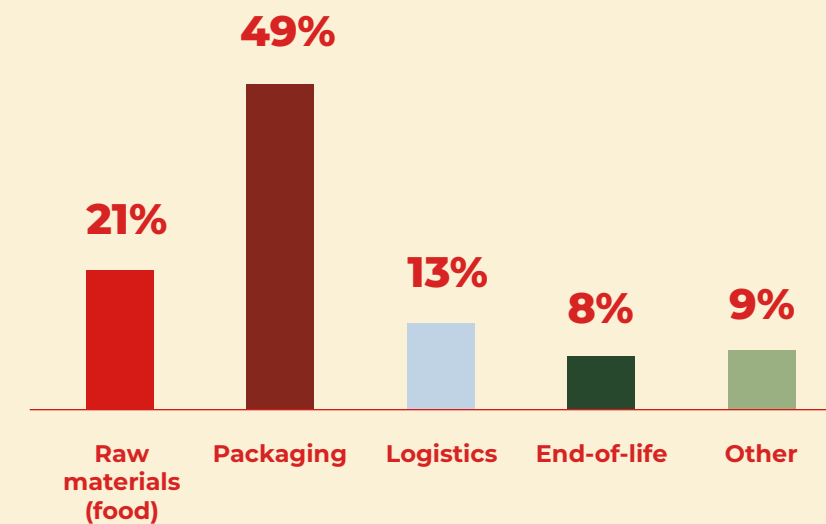
The results of the **multi-indicator LCA analysis**, processed and interpreted according to the methodology recommended by the European Commission<sup>3</sup>, provided the most relevant environmental impact categories for the entire value chain. In particular, for the environmental category of climate change, the **most impactful activities** were **raw material production** (about 70% of total Scope 3) and **distribution** (about 13%).

Of the raw materials purchased, tomato production accounts for about 28%, while packaging production, particularly metal and glass packaging, accounts for the remaining 70%. Energy recovery treatments and the recycling of end-of-life packaging materials generate environmental benefits for the Company (avoided emissions), totalling almost 10% of the total Scope 3 impact.

In terms of logistics, the biggest impact is connected with the transportation of the finished product by road, even though this form of travel only constitutes a small part of total transport.

3- Commission Recommendation (EU) 2021/2279 of 15 December 2021 on the use of the Environmental Footprint methods to measure and communicate the life cycle environmental performance of products and organisations. Annex 3 to 4

## Climate Change PERCENTAGE OF CONTRIBUTION



From a quantitative point of view, Mutti's Scope 3 climate-changing emissions measure just under 445,000 tonnes of CO<sub>2</sub>e. If we add this amount to the scope 1 and scope 2 emissions (location-based approach) seen in the previous paragraphs, we obtain an Organisation **Carbon Footprint** of almost 500,000 tonnes of CO<sub>2</sub>e, of which scope 3 accounts for 90%.

This analysis confirmed the snapshot already taken in 2023 and allowed us to identify the most relevant environmental issues and activities for climate change, but also for the 6 other impact categories found to be among the most relevant for the Company's life cycle, which - for this reason - have been included in the Company's climate strategy and are the subject of mitigation projects.





## 4.3

### THE PROTECTION OF *water resources*

Water is an essential resource for our activities, and we are fully aware of its value as a common good. Considering its limited availability, it is essential to protect it and use it responsibly.

That is why we feel it is our duty to manage it carefully and to actively work to conserve it and reduce waste.



## 4.3.1

### WATER WITHDRAWALS *and water quality*<sup>4</sup>

Water plays an essential role in our production plants where it is used in multiple tomato processing stages, including the transportation of the raw material, washing operations, as well as the plant cooling activities necessary to ensure the efficiency and continuity of the production cycle.

It is used during the unloading of tomatoes from the trucks and their subsequent transportation 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 **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 to monitor water consumption, in some cases on a monthly basis, in other cases continuously.

Most of the water used is withdrawn from wells (1997.53 ML), while the amount of water taken from the public network is marginal (52.16 ML). In 2024, there was a slight decrease of 4% in water withdrawals related to water-stressed areas compared to the previous year, while for all withdrawal areas there was an increase of 9% compared to 2023.

In 2024, **a major project** was launched at the Montechiarugolo plant **to reduce the water consumption** of the evaporators and the Aseptic Filling department. The savings, amounting to approximately 50,000 m<sup>3</sup> of water, were achieved by improving the adiabatic cooling systems of the aseptic sterilisers and replacing the technical water used by the evaporators with water recovered from other company processes.

<sup>4</sup>- The quantitative data on water withdrawals and consumption presented in this section refers to the Group's production plants.



Withdrawal point	unit	2023		2024	
		From all areas	From areas with water stress	From all areas	From areas with water stress
<b>Groundwater (total)</b>	<b>ML</b>	<b>1,837</b>	<b>135</b>	<b>1,998</b>	<b>127</b>
Freshwater ( $\leq 1000$ mg/l total dissolved solids)	ML	1,837	135	1,998	127
Other types of water ( $>1000$ mg/l total dissolved solids)	ML	-	-	-	-
<b>Third-party water resources (total)</b>	<b>ML</b>	<b>46</b>	<b>25</b>	<b>52</b>	<b>26</b>
Freshwater ( $\leq 1000$ mg/l total dissolved solids)	ML	46	25	52	26
Other types of water ( $>1000$ mg/l total dissolved solids)	ML	-	-	-	-
<b>Total water withdrawals</b>	<b>ML</b>	<b>1,884</b>	<b>160</b>	<b>2,050</b>	<b>153</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>).



Water discharges by destination	unit	2023		2024	
		From all areas	From areas with water stress	From all areas	From areas with water stress
<b>Surface water (total)</b>	<b>ML</b>	<b>1,483</b>	<b>-</b>	<b>1,649</b>	<b>-</b>
Freshwater ( $\leq 1000$ mg/l total dissolved solids)	ML	1,483	-	1,649	-
Other types of water ( $>1000$ mg/l total dissolved solids)	ML	-	-	-	-
<b>Third-party water resources (total)</b>	<b>ML</b>	<b>150</b>	<b>149</b>	<b>174</b>	<b>174</b>
Freshwater ( $\leq 1000$ mg/l total dissolved solids)	ML	150	149	174	174
Other types of water ( $>1000$ mg/l total dissolved solids)	ML	-	-	-	-
<b>Total water discharges</b>	<b>ML</b>	<b>1,632</b>	<b>149</b>	<b>1,823</b>	<b>174</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>).

Analysing the ratio of water withdrawal volumes to the quantity of finished product produced, there was a 5% increase compared to reporting year 2023, indicating a more

intensive use of water resources per product unit. Similarly, water discharge volumes also increased by 8%, suggesting a direct correlation with higher water withdrawals.



## 4.3.1

Plant	KPI	unit	2023 <sup>5</sup>	2024
Montechiarugolo	Water withdrawals / product	m <sup>3</sup> /tonnes	4.52	4.92
Collecchio	Water withdrawals / product	m <sup>3</sup> /tonnes	5.48	5.72
Fiordagosto	Water withdrawals / product	m <sup>3</sup> /tonnes	3.14	2.72
<b>Group</b>	<b>Water withdrawals / product</b>	<b>m<sup>3</sup>/tonnes</b>	<b>4.71</b>	<b>4.94</b>

Plant	KPI	unit	2023 <sup>6</sup>	2024
Montechiarugolo	Water discharges / product	m <sup>3</sup> /tonnes	4.05	4.49
Collecchio	Water discharges / product	m <sup>3</sup> /tonnes	4.52	4.73
Fiordagosto	Water discharges / product	m <sup>3</sup> /tonnes	2.93	3.09
<b>Group</b>	<b>Water discharges / product</b>	<b>m<sup>3</sup>/tonnes</b>	<b>4.09</b>	<b>4.40</b>

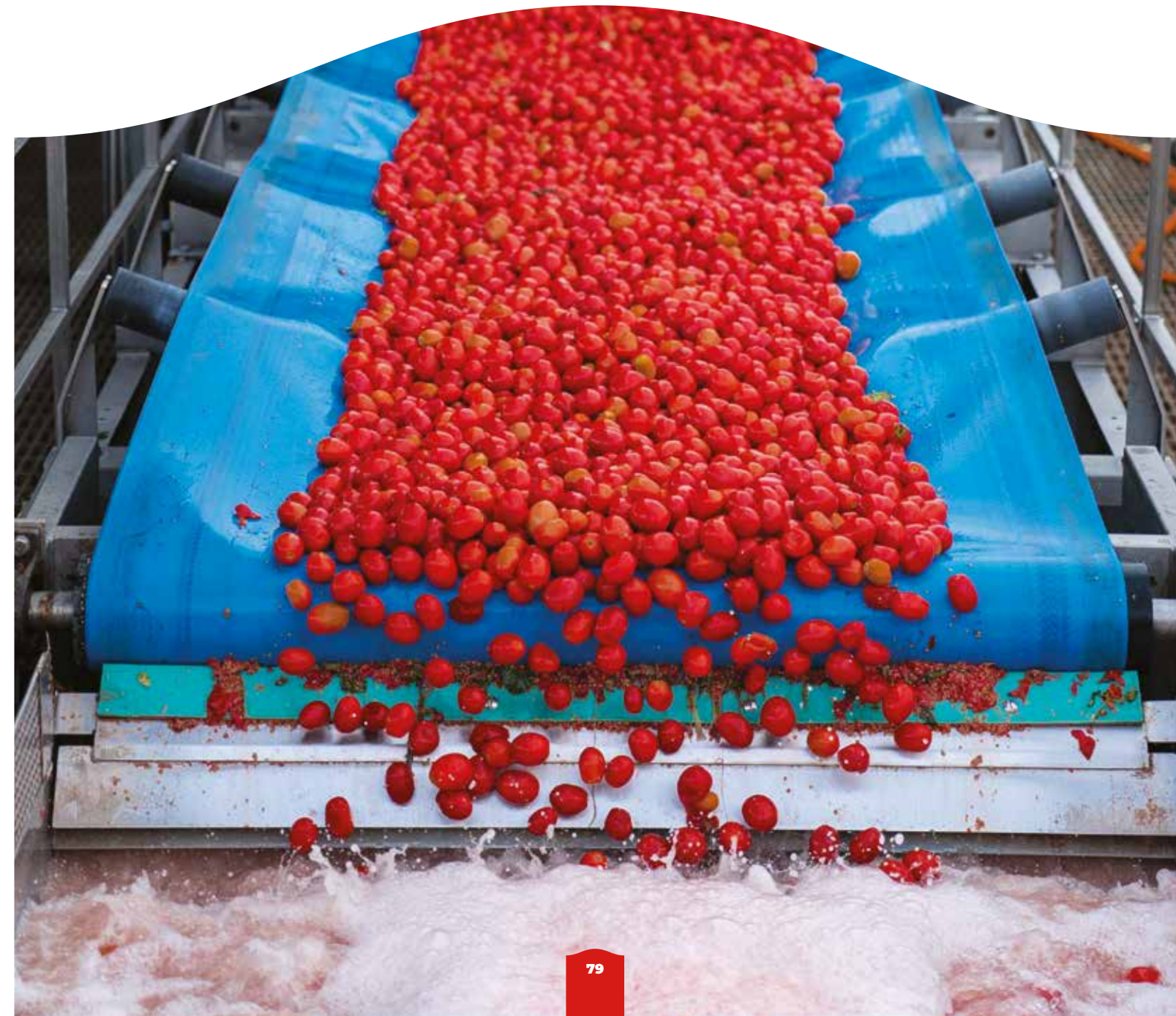
5- The figure for 2023 has been restated following the refinement of the calculation method. For the previous figure, please see the 2023 Sustainability Report.

6- The figure for 2023 has been restated following the refinement of the calculation method. For the previous figure, please see the 2023 Sustainability Report.

During the year there was an increase in water withdrawals and discharges compared to 2023, reflecting the increased use of the resource in production processes. This increase is mainly attributable to a production phase in which the plants were constantly under-saturated due to the adverse weather situation and the consequent shortage of

tomatoes; a negative result emphasised by the longer duration of the season compared to the previous year.

Despite this trend, Mutti remains steadfastly committed to optimising its water consumption.





## 4.3.2

### PROTECTING

*biodiversity*

Protecting biodiversity is a priority for Mutti and closely connected with our awareness of the role that we, as a business, play with regard to the environment. In fact, our activities inevitably interact with natural ecosystems. It is precisely for this reason that we try to work in harmony and with respect for the natural environment that surrounds us.

To this end, we decided to launch a **long-term ecosystem restoration and redevelopment project**, incentivising measures to rebuild habitats and preserve biodiversity. In 2024, the first step of an ecological redevelopment project in the areas around the Montechiarugolo factory and company headquarters was completed. The project concerns the agroecological redevelopment of a large piece of farmland spanning about 15 hectares to render it arable; the objective was to increase its permeability and ecological functionality so it can be used as a habitat for birds, small mammals, amphibians and entomofauna, pollinating insects in particular. At the same time, the aim was to increase the soil's ability to absorb surface runoff, mainly of meteoric and irrigation origin, and minimise the soil erosion caused by said runoff.

In total, more than 1,100 trees, 6,800 shrubs and 2,370 metres of multi-row hedges and ditches were planted to create wet habitats.

This commitment to protecting habitats and preserving biodiversity also includes the **monitoring** of the surrounding biodiversity, carried out by means of a direct survey of the wildlife based on observation and listening.

To this end, a Biodiversity Site Assessment was conducted at the Montechiarugolo (PR) production site with the aim of assessing the impacts of the company's activities on ecosystems by analysing the state of local biodiversity.

The study was carried out using a technical-scientific approach developed by a third-party company, integrating double materiality analysis tools, satellite monitoring and IoT sensors to examine the state of the surrounding biodiversity and the presence of pollinators.

The analysis showed that the site, like many industrial sites, is located in an area classified as an intensive land-use system, characterised by high anthropogenic pressure and limited biodiversity. Land cover consists mainly of artificial surfaces, agricultural fields and, to a lesser extent, natural areas and reservoirs.

Following a double materiality approach, both ecosystem dependencies (such as pollination and soil quality) and environmental impacts generated by the company's activities were assessed. The monitoring activities included remote analysis, using satellite imagery and data processing using Artificial Intelligence (AI), and on-site analysis, through eight IoT devices for monitoring wild pollinators, analysing parameters such as the frequency and quantity of measurements.

The study was conducted on three scenarios: 2019, 2022 and 2024. The results of the 2019 analysis showed a low quantity of pollinators compared to the control area, a low to medium nectar producing potential and a land-use index below the reference values but still better than other similar sites. The natural regeneration measures launched in 2022 and extended in 2024 have helped improve the conditions of the site. In particular, the planting of native species and the installation of pollinator habitats have increased the floral availability and ecological quality of the area.

This project is an innovative example of how biodiversity can be integrated in business sustainability, not only helping to protect the environment, but also increasing operational resilience.



## 4.4 CIRCULAR *economy*

In terms of the circular economy, we promote the **optimisation of resource consumption and the reduction of waste**; production waste from our activities, for example, is

utilised in other production chains and we are committed to finding increasingly sustainable and circular alternatives.



## 4.4.1 SUSTAINABLE *packaging*

On our path to achieving more responsible business management processes, we attribute great importance to sustainable procurement and the evaluation of our suppliers.

At the same time, we are intensifying our efforts to promote and support circular economy projects.

For this reason, we are focused on purchasing **packaging with sustainable characteristics**, pursuing the following goals:

-  Reduction of the weight of materials.
-  Increase in the number of components made from recycled materials.
-  Use of recyclable solutions where possible.
-  Responsible procurement of raw materials (e.g. paper from sustainably managed forests);
-  Identification of 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 24% of the total packaging purchased, and **glass** packaging, which accounts for 65% of the total.

As regards **paper** and **cardboard**, 95% of the volume of material we purchased in 2024 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, an LCA was conducted on our main packaging materials to map the impact profile of our product packaging and therefore enable us to make informed choices and take tangible impact reduction measures.

In 2024 we launched two initiatives that aim to make more efficient use of resources. The first is focused on **reducing 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 with recycled PET now used for plastic tube trays.

A significant step forward in the area of packaging innovation was achieved with the introduction of the **new Lion Jar** (a glass jar for sauces), the product of in-depth R&D work.

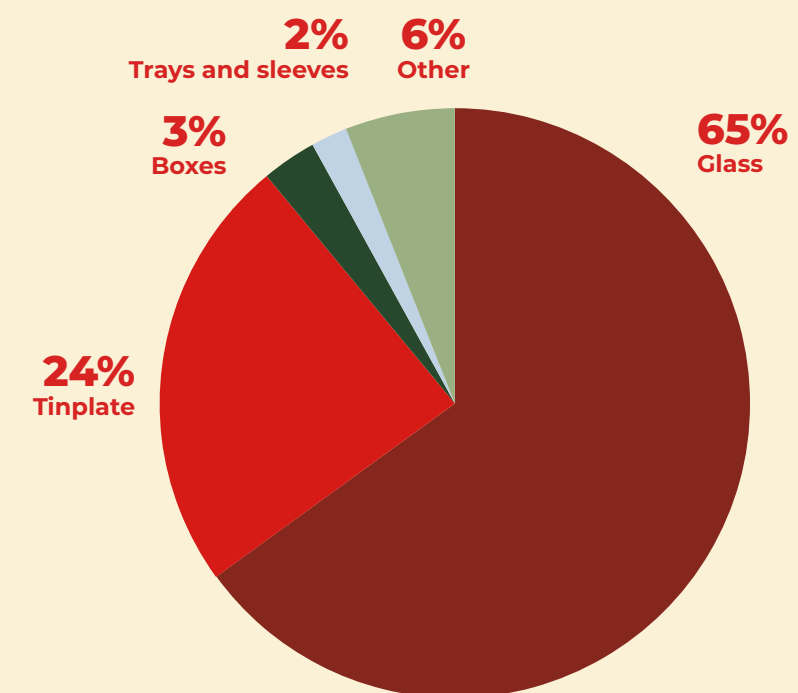
The Lion Jar was designed to reduce environmental impact. By optimising the production process, it was possible to reduce the amount of glass used and therefore lower CO<sub>2</sub>e emissions at the packaging stage. A comparative analysis on environmental impact confirmed that the redesigned jar will reduce CO<sub>2</sub>e emissions by at least 7%, with potential savings of up to 13% for the two larger jars which account for 70% of the Mutti sauces range.

In addition, the new paper label with crafted texture further promotes the use of high-quality natural ingredients, a hallmark of Mutti.

Another initiative launched in 2024 as part of the Company's ongoing commitment to more sustainable packaging was the elimination of PFAS from product packaging materials, a move that pre-empted the future provisions of EU Regulation 2025/40, which will apply from 2026. This decision reflects Mutti's desire to reduce the environmental impact associated with these substances, known for their high polluting potential.

The graphic below provides a breakdown of the main packaging materials purchased

### *Packaging materials* (% IN TONS)





## 4.4.2

### MANAGEMENT OF *waste and by-products* <sup>7</sup>

In our production plants we adopt an approach aimed at minimising the amount of waste we generate, 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 scraps from the transformation process, packaging materials and residues from maintenance on production lines.

Generated waste by type and disposal method	unit	2023		2024	
		Non-hazardous	Hazardous	Non-hazardous	Hazardous
<b>EWC 020305</b> Sludge from on-site treatment of effluents	tonnes	6,045	0	6,866	0
<b>EWC 020301</b> Sludge from washing, cleaning, peeling, centrifuging and separation operations	tonnes	2,554	0	4,626	0
<b>EWC 020304</b> waste unsuitable for consumption or processing	tonnes	3,294	0	3,720	0
<b>EWC 150104</b> Metal packaging	tonnes	795	0	1,529	0
<b>EWC 150106</b> Mixed material packaging	tonnes	1,821	0	1,704	0
Other types of waste	tonnes	3,674	18	3,781	20
<b>Total waste generated</b>	<b>tonnes</b>	<b>18,184</b>	<b>18</b>	<b>22,226</b>	<b>20</b>

7- The quantitative data on waste production presented in this section refers to the Group's production plants

Total weight of waste not directed to disposal		2024	
Recovery operations	unit	Onsite	At a site
<b>Hazardous waste</b>			
Preparation for reuse	tonnes	0	15
Recycling	tonnes	0	0
Other recovery operations	tonnes	0	1
<b>Non-hazardous waste</b>			
Preparation for reuse	tonnes	0	12,102
Recycling	tonnes	0	6,582
Other recovery operations	tonnes	0	284
<b>Total</b>	<b>tonnes</b>	<b>0</b>	<b>18,984</b>

Total weight of waste directed to disposal		2024	
Disposal method	unit	Onsite	At a site
<b>Hazardous waste</b>			
Incineration (with energy recovery)	tonnes	0	2
Incineration (without energy recovery)	tonnes	0	0
Disposed at landfill sites	tonnes	0	0
Other disposal operations	tonnes	0	2
<b>Non-hazardous waste</b>			
Incineration (with energy recovery)	tonnes	0	0
Incineration (without energy recovery)	tonnes	0	0
Disposed at landfill sites	tonnes	0	0
Other disposal operations	tonnes	0	3,258
<b>Total</b>	<b>tonnes</b>	<b>0</b>	<b>3,261</b>



In 2024, there was an increase in the amount of waste generated. This increase in waste also reflects the complexity and longer duration of the tomato season.

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 2024, 15% of these by-products were used for biogas production, while the other 85% were used for animal feed.

By-products by type of reuse	unit	2023	2024
Total by-products	tonnes	20,607	26,885
Biogas production	tonnes	2,291	4,034
Animal feed	tonnes	18,316	22,851

In addition, the collaboration with TomaPaint, launched in 2023 and aimed at the recovery of by-products from tomato processing, such as peel and seeds, continued over the past year. **TomaPaint** is a start-up that specialises 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, for example our cans. The

first cans coated with cutin bioresin paints were produced and trialled in 2023, with this activity continuing in 2024.

The collaboration with TomaPaint continues with the aim of developing packaging solutions that include a significant amount of bioresin, promoting an increasingly sustainable approach within the production chain.



# 5



## Mutti's social RESPONSIBILITY APPROACH

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# 5.1

## FOCUS

on people

Mutti's success is built on the dedication and motivation of its workers. As such, we are committed to ensuring that every individual feels valued for their contribution, acknowledging their talent, expertise and professionalism while helping them to achieve their complete professional and personal fulfilment.

As of 31 December 2024, **the Company had 604 employees**, whose daily contribution, carried out with commitment and responsibility, is fundamental for our growth. This figure is up 21% compared to the previous year, reflecting the continuing expansion of the Company in Italy and abroad. Our organisation consists of various operating sites, including the Italian head office, the three production sites in Montechiarugolo, Collecchio and Oliveto Citra, the Red Store warehouse, and the seven international sales offices. There was a total of 114 employees at head office in 2024, while 360 employees worked at the three production sites, 296 of whom manual workers. In 2024, 65 people worked at our active international branches in France, Germany, Sweden, the UK, the US and Australia, an increase of 27% over the previous year. 95% of employees at 31/12/2024 were 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 rest of the employees at the international sites were contracted in accordance with local legal systems, which independently and specifically regulate the working conditions, rights and duties of workers, reflecting the economic, cultural and social characteristics of each national context.

Our business follows a seasonal cycle, with activities peaking between July and September/October during the months of the tomato season. This was also the case in 2024 when the season finished slightly later than usual, at the end of October. During this period, it is necessary to hire temporary staff to ensure the continuity and efficiency of the tomato transformation process. This seasonal phase therefore requires a temporary increase in our workforce, which inevitably leads to an increase in temporary contracts. At the peak of the 2024 campaign the seasonal workforce numbered **1,258 employees**, with an annual average figure (FTE) of 337 seasonal employees.

Since the protection and welfare of our employees is at the heart of our corporate philosophy, we are committed to guaranteeing a safe, inclusive and respectful working environment. To this end, at Montechiarugolo and Collecchio we have implemented a Management System that conforms to high standards of safety and professional ethics, as attested by our **SA8000:2014** certification; in 2025 a process will be launched to extend this certification to the Fiordagosto plant. Through this Management System, we reaffirm our ongoing commitment to improving our working conditions and providing the necessary resources to guarantee a safe working environment that respects the rights of every individual.

Consistent with this vision, in 2019 we launched the **"Mutti Listening Line"**, an anonymous whistleblowing channel, accessible via our website, which allows employees to confidentially and promptly report any incorrect behaviour in the company setting. Designed to foster safe communications and help maintain a respectful working environment, this system was further improved in 2024.



### SA 8000:2014

Aimed at protecting the rights of workers and their welfare within organisations, the **SA 8000:2014** standard represents the international benchmark in corporate management. As well as defining 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. This approach reinforces a sense of belonging and responsibility among employees, fostering constructive and inclusive dialogue and creating a more collaborative working environment.

In addition, it also requires companies to make a concrete commitment to guaranteeing respect for human rights, managing industrial relations fairly and supporting local communities. Adopting this approach not only contributes to the creation of an ethical and fair working environment, it also promotes sustainable and socially and economically responsible development.

For us, the welfare of our people is a priority which translates into tangible actions to improve the quality of working life. Every initiative is supported with the necessary resources to foster a positive environment attentive to the daily needs of our workers. This was also the thinking behind the opening of the **“Quisimangia” company restaurant** in 2024, further evidence of the importance we place on our people.

Developed on the site of an old inn, the project stands out for various innovative aspects and for embodying the company's founding values, which in this instance are translated into an exclusive form of welfare for its employees.

Integrating elements of sustainability and circularity, the building recycled production by-products to create the resin from which the interior floors are composed. Energy savings have also been maximised by introducing new environmental control technologies.

In addition, around the restaurant, covering an area of more than a hectare, there is a garden dedicated exclusively to plants and products of local origin.

In July 2024, to coincide with the start of the tomato processing season Mutti adopted the **car pooling** management app UP2GO. Workers can use this platform to make their home-work commute more sustainable by offering or requesting lifts from colleagues who take the same route and can also accumulate credits to receive monthly rewards.

In 2024 the use of this app enabled us to **avoid** almost **5,000 kg of CO<sub>2</sub>** emissions.



## Employees

Total number of employees by contract type (permanent and fixed-term) and by gender

Headcount	As at 31 December 2023			As at 31 December 2024		
	Men	Women	Total	Men	Women	Total
<b>ITALY</b>						
Permanent	276	154	430	309	175	484
Fixed-term	11	8	19	28	25	53
On-call contract	-	1	1	1	1	2
<b>Total</b>	<b>287</b>	<b>163</b>	<b>450</b>	<b>338</b>	<b>201</b>	<b>539</b>
<b>OUTSIDE ITALY</b>						
Permanent	25	22	47	31	29	59
Fixed-term	2	2	4	1	4	5
<b>Total</b>	<b>27</b>	<b>24</b>	<b>51</b>	<b>32</b>	<b>33</b>	<b>65</b>
<b>GROUP</b>						
Permanent	301	176	477	340	204	543
Fixed-term	13	10	23	29	29	58
On-call contract	-	1	1	1	1	2
<b>Total</b>	<b>314</b>	<b>187</b>	<b>501</b>	<b>370</b>	<b>234</b>	<b>604</b>



New hires and turnover

Total number of employees by type of employment (full-time or part-time) and by gender						
Headcount	As at 31 December 2023			As at 31 December 2024		
	Men	Women	Total	Men	Women	Total
ITALY						
Full-time	282	143	425	335	183	518
Part-time	5	19	24	2	17	19
On-call contract	-	1	1	1	1	2
Total	287	163	450	338	201	539
OUTSIDE ITALY						
Full-time	27	24	51	31	32	63
Part-time	-	-	-	1	1	2
Total	27	24	51	32	33	65
GROUP						
Full-time	309	167	476	366	215	581
Part-time	5	19	24	3	18	21
On-call contract	-	1	1	1	1	2
Total	314	187	501	370	234	604

Recruitment and turnover rates by gender and geographical area								
Number and rate of new hires and turnover by gender and geographical area <sup>8</sup>	2023				2024			
	Incoming		Outgoing		Incoming		Outgoing	
	no.	%	no.	%	no.	%	no.	%
ITALY								
Men	31	10%	19	6%	54	17%	21	7%
Women	10	6%	7	4%	28	12%	7	3%
Total	41	9%	26	5%	82	15%	28	5%
OUTSIDE ITALY								
Men	8	3%	5	2%	6	2%	4	1%
Women	9	5%	10	6%	17	7%	6	3%
Total	17	4%	15	3%	23	4%	10	2%
GROUP								
Men	39	13%	24	9%	60	19%	25	8%
Women	19	11%	17	11%	45	20%	13	6%
Total	58	12%	41	10%	105	19%	38	7%

8 - 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.

## Recruitment and turnover rates by age group and geographical area

Number and rate of new hires and turnover by age group and geographical area <sup>8</sup>	2023				2024			
	Incoming		Outgoing		Incoming		Outgoing	
	no.	%	no.	%	no.	%	no.	%
<b>ITALY</b>								
< 30 years	16	21%	2	3%	34	41%	7	9%
30 – 50 years	21	7%	16	6%	40	12%	14	4%
> 50 years	4	3%	8	7%	8	6%	7	2%
<b>Total</b>	<b>41</b>	<b>9%</b>	<b>26</b>	<b>5%</b>	<b>82</b>	<b>15%</b>	<b>28</b>	<b>5%</b>
<b>OUTSIDE ITALY</b>								
< 30 years	2	3%	2	3%	2	2%	-	0%
30 – 50 years	14	5%	11	4%	16	5%	6	2%
> 50 years	1	1%	2	2%	5	4%	4	3%
<b>Total</b>	<b>17</b>	<b>4%</b>	<b>15</b>	<b>3%</b>	<b>23</b>	<b>4%</b>	<b>10</b>	<b>2%</b>
<b>GROUP</b>								
< 30 years	18	24%	4	6%	36	44%	7	9%
30 – 50 years	35	12%	27	10%	56	17%	20	6%
> 50 years	5	4%	10	10%	13	10%	11	8%
<b>Total</b>	<b>58</b>	<b>12%</b>	<b>41</b>	<b>10%</b>	<b>105</b>	<b>19%</b>	<b>38</b>	<b>7%</b>





## 5.1.1

### OCCUPATIONAL

*health and safety*

*The company is dedicated to guaranteeing all of its workers a safe and healthy working environment.*

Mutti strictly complies with national and international occupational health and safety regulations and has developed 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 first way we address the issue of occupational health and safety is 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, in 2024 we delivered a total of **14,529 hours of training** on occupational health and safety.

In 2024 we also began a process of improving our workplace safety culture. This initiative, which goes by the name of **"Zero Heroes"**, stems from the conviction that safety cannot be reduced to the simple transmission of rules and procedures. Instead, it must actively involve all corporate functions in the process of cultural change with the aim of increasing the awareness of every single worker. Only in this way is it possible to achieve a better and safer working environment.

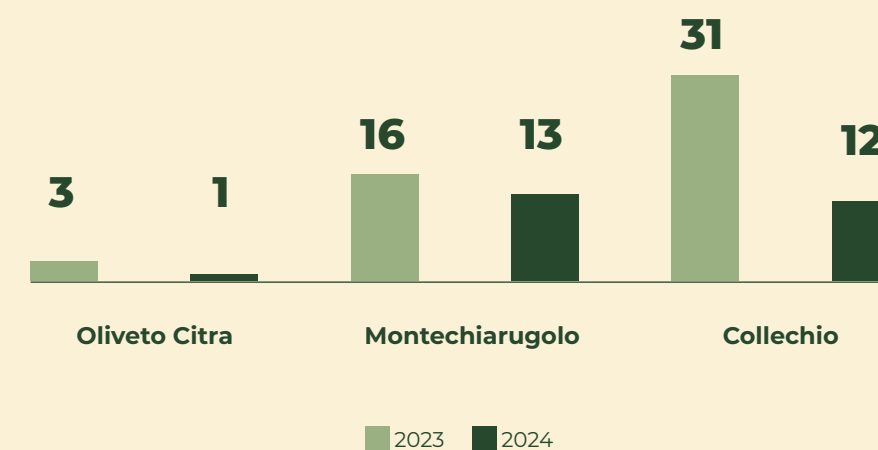
Thanks also to this latter activity, there was a decrease in injuries at production sites in 2024.

The group injury frequency rate **fell by 52%** from 34.99 in 2023 to 16.73 in 2024.

One high-consequences injury<sup>9</sup> was recorded in 2024 but the employee is expected to resume their role.

### *Employee work-related injuries*

**BY PLANT**



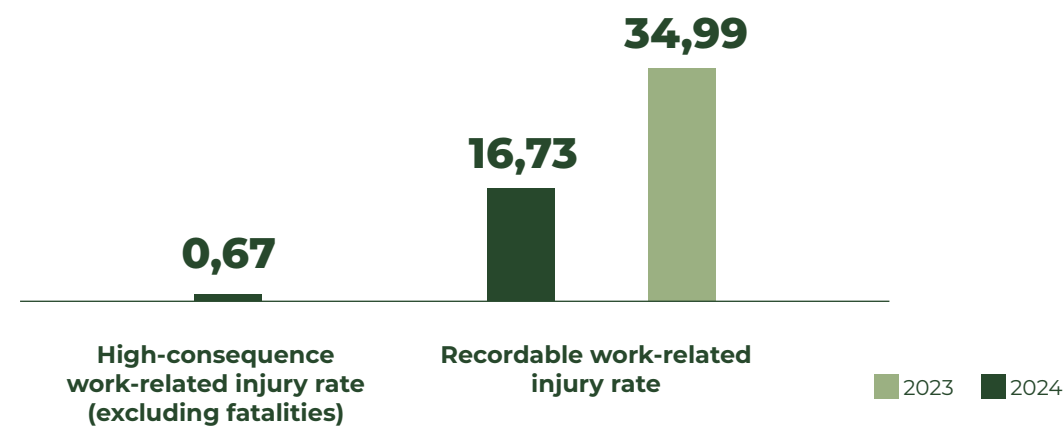
Sprains and contusions, occurring at production plants, are the most frequent types of injuries. This is followed by eye injuries, various wounds and crushing.

<sup>9</sup> - IThe GRI defines a "high-consequence" injury as: "A work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months."



## 5.1.1

### Injury RATES



Injury rates <sup>10</sup>		
	2023	2024
Work-related fatal injury rate	-	-
High-consequence work-related injury rate (excluding fatalities)	-	0.67
Recordable work-related injury rate	34.99	16.73

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

10 - 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 1,493,885 hours were worked in 2024, an increase of 5% compared to the 1,428,862 hours worked in 2023.

## 5.1.2

### TRAINING AND performance assessment

In 2024, **3,127 hours** of training were provided to Mutti employees. Compared to the previous year, there was a reduction in the number of hours dedicated to technical training, a consequence of the significant involvement of the majority of staff in the **Business Transformation** process that affected the entire organisation and will continue in 2025. This comprehensive re-analysis of processes actually has a strong training impact even if it is not formally accounted for.

When defining the training plan for the year, as well as considering the Company's priorities, we also take account of the specific needs of employees and functions. Indeed, during the performance management process, we collect feedback and suggestions

from people and their managers to establish training needs at both individual and team level. 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.

The training plan implemented in 2024 prioritised courses focused on developing soft skills and transversal initiatives aimed at all Company functions.





## Technical training across all functions

Courses were delivered to enhance technical skills that can be used in different business contexts and by multiple resources in the different Company 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 second edition was held in January 2024 and structured over 4 training days.



**EXCEL COURSE:** Designed for both beginners and more advanced users, this training course is aimed at employees with different levels of seniority and from various Company functions. Introduced in 2023 to meet the training needs highlighted by the Performance Management process, it was also held 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. A wide range of individual and group courses was offered to employees of different functions in 2024. At the same time, the Fluentify platform was launched to promote the consolidation of English language skills also in international branches.



**TRAINING PROGRAMME:** In 2024, a pilot training project for trainees and junior profiles was launched to develop an array of different skills. The programme also includes topics related to the world of ESG sustainability.



**MODEL 231 TRAINING COURSE:** A training programme specifically dedicated to Model 231 was launched in 2024, initially aimed at junior levels in the Company. Designed to raise awareness and train staff on the principles and regulations of Model 231, this course represents an important corporate compliance initiative. The training plan continued in 2025 and was extended to the entire company population.



## Soft skills training

The main training activities aimed at enhancing the professional and personal development of our employees, focusing on improving team dynamics, communication and leadership skills within the company, include:



**PEOPLE MANAGEMENT COURSE:** this course involved shift managers, maintenance coordinators and Operations managers from the production plants, as well as office staff. Designed to provide advanced people management skills, the course covered topics such as effective communication, feedback management, stress management, delegation skills and goal setting.



**LIBERAMENTE PROJECT:** launched in May 2022, the LiberaMente project continued in 2024. This project aims to provide accessible training to 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). Held by an experienced trainer, 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, emotional management, critical thinking, and creative thinking.



**LEADERSHIP/EXECUTIVE DEVELOPMENT:** introduced in 2024, the leadership development course consists of several training tracks, including General Management, Operations Management track and Executive Development.



**360 FEEDBACK DEVELOPMENT PROJECT:** this course was held in 2024 to promote the professional development of our employees. The programme includes several structured sessions to guarantee comprehensive and constructive feedback: Feedback 360, Report, Individual meeting with Assessor, Meeting with HR and Manager.



**COACHING:** An individual coaching programme consisting of customised sessions was introduced in 2024 to help support professional and personal development.



**MENTORING:** a structured mentoring programme for employees was developed in 2024 with three training sessions dedicated to both Mentors and Mentees. The course also includes two intermediate sessions to check in and monitor progress.

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

Role	2023			2024		
	Average hours Men	Average hours Women	Average hours Total	Average hours Men	Average hours Women	Average hours Total
Executives	47	84	53	16	2	14
Middle Managers	45	44	45	10	5	8
Office workers	22	34	28	11	6	8
Manual workers	5	9	6	2	1	2
<b>Total</b>	<b>15</b>	<b>27</b>	<b>20</b>	<b>6</b>	<b>4</b>	<b>5</b>

<sup>11</sup> - The training hours provided do not include health and safety training hours, which are reported in the specific paragraph.



## 5.1.2

We strongly believe in the importance of enhancing and developing the skills of our employees. For this reason, we monitor their performance and provide suggestions to foster professional growth within the Company. In 2024, 43% of male employees and 54% of female 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 year after the tomato season, 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.

Percentage of employees receiving regular performance and career development reviews				
Role	2023		2024	
	Men	Women	Men	Women
Executives	72%	80%	100%	100%
Middle Managers	71%	60%	100%	100%
Office workers	88%	82%	85%	79%
Manual workers	22%	9%	16%	8%
<b>Total</b>	<b>46%</b>	<b>55%</b>	<b>43%</b>	<b>54%</b>

## 5.1.3

### DIVERSITY *and inclusion*

Promoting a professional environment where everyone feels that his or her individual qualities are recognised, respected and valued is a key priority for us. With this in mind, we work non-stop to create an inclusive environment where diversity is seen as an asset.

The Mutti Code of Ethics formalises this 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.

Once again, no episodes of discrimination were recorded in 2024.

In 2024 we continued our collaboration with **Next**, an association that promotes

and develops labour inclusion projects throughout Italy. The mission of the association is to provide education on welcoming, guiding, training and supporting the integration into the working world of people who find themselves in difficulty and socially disadvantaged.

In 2024, 14 people were hired thanks to the support of the Next Association (10 in 2023). In addition, for the fourth consecutive year we were awarded the “*Welcome. Working for Refugee Integration*” prize sponsored by the **UNHCR (United Nations High Commissioner for Refugees)**, which promotes the integration of refugees in the labour market, confirmation and recognition of our efforts to create an increasingly inclusive work environment.



In addition, we continue to monitor the main diversity indicators we regard as significant for our sector: 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.

Up to 31 December 2024, women represented 39% of the total number of employees within the organisation, while in terms of professional categories they represented 14% of the Board

of Directors, 29% of manual workers, 55% of office workers, 35% of middle managers and 15% of executives. In this regard, the Company is considering adopting a Gender Equality Management System.

As far as the “under 30” age group is concerned, this represented 20% of the population at the end of 2024. This figure is slightly up compared to the previous year. Young people mainly perform the roles of office worker (25% of the total) and manual worker (20% of the total).

Employees by role and gender						
Percentage	as of 31 December 2023			as of 31 December 2024		
	Men	Women	Total	Men	Women	Total
Executives	83%	17%	100%	85%	15%	100%
Middle Managers	68%	32%	100%	65%	35%	100%
Office workers	44%	56%	100%	45%	55%	100%
Manual workers	74%	26%	100%	71%	29%	100%
<b>Total</b>	<b>63%</b>	<b>37%</b>	<b>100%</b>	<b>61%</b>	<b>39%</b>	<b>100%</b>

Employees by role and age group								
Percentage	as of 31 December 2023				as of 31 December 2024			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0%	57%	43%	100%	0%	52%	48%	100%
Middle Managers	0%	77%	23%	100%	0%	79%	21%	100%
Office workers	25%	63%	12%	100%	25%	60%	15%	100%
Manual workers	18%	55%	28%	100%	20%	53%	28%	100%
<b>Total</b>	<b>18%</b>	<b>59%</b>	<b>23%</b>	<b>100%</b>	<b>20%</b>	<b>57%</b>	<b>23%</b>	<b>100%</b>

Employees belonging to protected categories (percentage)						
Percentage	as of 31 December 2023			as of 31 December 2024		
	Men	Women	Total	Men	Women	Total
Executives	0%	0%	0%	4%	0%	4%
Middle Managers	0%	0%	0%	0%	0%	0%
Office workers	4%	7%	5%	1%	5%	3%
Manual workers	6%	4%	6%	5%	3%	5%
<b>Total</b>	<b>4%</b>	<b>5%</b>	<b>5%</b>	<b>4%</b>	<b>4%</b>	<b>4%</b>



# 5.2

## RELATIONSHIP WITH *local area and community*

Our decisions have always been shaped by our commitment to making an active contribution to the growth of the social and economic fabric and to supporting the training of local skills, operating in accordance with ethical and sustainable principles.

This commitment can be traced right back to when the business was founded in 1899 and our deep synergy with the land and the community in which we operate was created.

We were born and raised in an area with a strong agri-food tradition, a land to which we are deeply grateful and to which we feel obliged to actively help protect and develop. To this end, we maintain a constant and constructive dialogue with representative associations and organisations committed to improving civil, social, environmental and cultural conditions, participating in collaborative projects and partnerships aimed at creating shared value.

Mutti was once again sponsor of **Parma Calcio's Training Centre** in Collecchio in 2024, 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 that supports innovation and accelerates the growth of start-ups by creating networks with companies to promote and develop Open Innovation projects.

In terms of the partnerships launched with start-ups in the area, during the year the Company began a collaboration with **Food & Flavours** focused on recovering the by-products of tomato processing. More specifically, this project aims to identify effective processes for the purification of tomato peel - naturally rich in valuable nutrients - to remove any residues accumulated during cultivation.



The ultimate goal is to make a material until now regarded as waste suitable for consumption, highlighting its value from a circular economy perspective.

Another initiative aimed at recovering and utilising production waste is the collaboration with **Value for food**, a research group involving various local organisations. The aim of this project is to identify effective solutions to transform by-products such as tomato peel into useful resources.

We continue to form part of **CO2alizione**, a collaborative alliance of businesses committed to decarbonisation which promotes innovation, the exchange of ideas, strategies, good practices and instruments based on solid scientific foundations. In 2024 the first CO2alizione Report was presented and published, collating data from member companies and containing highlights and best practices from the community that can inspire CO2alizione companies but also other businesses.

We also continued to participate, as ordinary members, in the **KilometroverdeParma** Forestry Consortium, demonstrating our tangible commitment to fighting climate change and protecting biodiversity.

In particular, in 2024 we joined the "Adopt a roundabout" initiative which, involving the recovery of a roundabout in the city of Parma enriched with more than 100 shrubs, including evergreen species and flowering plants such as dog rose, forms part of a cultural transformation and visibility project aimed at improving the urban landscape and raising community awareness on sustainability.

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 2024 we renewed our partnership with **Rummo** to support the activities of **Banco Alimentare** in Emilia-Romagna and Lombardy: 40 tonnes of Rummo pasta and 40 tonnes of Mutti sauces were donated for an equivalent of 400,000 hot meals. The food was offered during Easter week to 60,000 people in need through local charitable organisations and canteens affiliated with Banco Alimentare Emilia-Romagna and Banco Alimentare Lombardy.

All the activities of our partnership with Banco Alimentare have enabled us in 2024 to avoid emissions of around 330 tons of CO<sub>2</sub> and 440 thousand cubic meters of water.

In the course of 2024, we donated over 300 tonnes of products.

Finally, through our collaboration with **Too Good To Go**, we prevented over 250,000 products from going to waste in 2024, the equivalent of over 100 tonnes of perfectly good food!

For the fifth consecutive year Mutti took part in the **Food Farm 4.0** charity campaign. By bringing together schools and companies in the area, Food Farm is the first training centre that is able to train 500 students a year by

giving them the opportunity to experience life at a food production plant; Food Farm is economically self-sufficient thanks to the sale of products, including ready-made sauces, made by the students themselves with the help of Mutti's know-how and quality tomatoes. Part of the proceeds from the sale of the products goes to important local charity projects.

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.





# 6



## APPENDIX

<b>6.1</b>	Methodological Note	118
<b>6.2</b>	GRI Content Index	120



# 6.1

## METHODOLOGICAL

### Note

This document is the second Mutti Group (hereinafter also “Mutti”) Sustainability Report prepared on a voluntary basis. The purpose of this document is to report and communicate our environmental, social and economic sustainability performance in 2024 (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 impact materiality analysis carried out in 2023 and then updated in 2024, 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 scope of economic and financial data and information.

In order to compare data over time and evaluate the Group's business performance, a comparison with the figures for financial year 2023 is shown wherever possible. Furthermore, in order to correctly represent performances and ensure the reliability of the data, the use of estimates has been limited as much as possible and indicated wherever applicable. 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>

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





# 6.2

## GRI

### Content Index

Statement of use		The Mutti S.P.A Group has reported the information cited in this GRI content index for the period 1 January 2024 - 31 December 2024 with reference to the GRI Standards.			
GRI 1 adopted		GRI 1: Foundation – 2021			
Relevant GRI industry standards		N/A			
GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			OMITTED REQUIREMENTS	REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2 – General disclosures – 2021 version	2-1 Organizational details	8-9			
	2-2 Entities included in the organisation's sustainability reporting	118			
	2-3 Reporting period, frequency and contact point	118			
	2-4 Restatements of information	118			
	2-5 External assurance	118			
	2-6 Activities, value chain and other businesses relationships	20-23, 42-56			
	2-7 Employees	95-96			
	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	12-15			
	2-10 Nomination and selection of the highest governance body	12-13			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			OMITTED REQUIREMENTS	REASON	EXPLANATION
GRI 2 – General disclosures – 2021 version	2-11 Chair of the highest governance body	12-13			
	2-12 Role of the highest governance body in overseeing the management of impacts	18-19			
	2-13 Delegation of responsibility for managing impacts	18-19			
	2-14 Role of the highest governance body in sustainability reporting	18-19			
	2-15 Conflicts of interests	12-15			
	2-16 Communication of critical concerns	15			
	2-17 Collective knowledge of the highest governance body	12-15, 18-19			
	2-18 Evaluation of the performance of the highest governance body	12			
	2-19 Remuneration policies	16-17			
	2-20 Process to determine remuneration	16-17			
	2-21 Annual total compensation ratio		a-b	Confidentiality Constraints	The disclosure has not been reported for reasons of confidentiality. Mutti has no public disclosure of remuneration and is not subject to any regulatory obligation.
	2-22 Statement on sustainable development strategy	4-5			
	2-23 Policy commitments	12-16, 18-19, 49-51, 92-93			
	2-24 Embedding policy commitments	12-16, 18-19, 49-51, 92-93			
	2-25 Processes to remediate negative impacts	18-19, 27-28			
	2-26 Mechanism for seeking advice and raising concerns	15			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			OMITTED REQUIREMENTS	REASON	EXPLANATION
GRI 2 – General disclosures – 2021 version	2-27 Compliance with laws and regulations	12-13, 15			
	2-28 Membership associations	109, 112-114			
	2-29 Approach to stakeholder engagement	30-33			
	2-30 Collective bargaining agreements	92			
MATERIAL TOPICS					
GRI 3 – Material Topics –2021 version	3-1 Process to determine material topics	36-39			
	3-2 List of material topics	38-39			
MATERIAL TOPIC: ETHICS AND INTEGRITY					
GRI 3: Material Topics 2021	3-3 Management of material topics	12-19, 38-39			
GRI 205: Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	15			
GRI 206: Anti-competitive behaviour	206-1 Legal actions for anti-competitive behaviour, antitrust, and monopoly practices	15			
MATERIAL TOPIC: ENERGY CONSUMPTION AND EMISSIONS					
GRI 3: Material Topics 2021	3-3 Management of material topics	38-39, 60-73			
GRI 302: Energy	302-1 Energy consumption within the organization	66			
	302-3 Energy intensity	67			
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	68			
	305-2 Energy indirect (Scope 2) GHG emissions	68			
	305-3 Other indirect (Scope 3) GHG emissions	72-73			
	305-4 GHG emissions intensity	69			
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	69			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			OMITTED REQUIREMENTS	REASON	EXPLANATION
MATERIAL TOPIC: RESPONSIBLE WATER RESOURCE MANAGEMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics	38-39, 74-75			
GRI 303: Water and effluents	303-1 Interactions with water as a shared resource	74-75			
	303-2 Management of water discharge-related impacts	74-75			
	303-3 Water withdrawal	76			
	303-4 Water discharge	77			
MATERIAL TOPIC: BIODIVERSITY PROTECTION AND PROMOTION					
GRI 3: Material Topics 2021	3-3 Management of material topics	38-39, 80-81			
GRI 304: Biodiversity	304-1 Operational sites owned, leased managed in, or adjacent to, protected areas and areas of high biodiversity value outside to protected areas	80-81			
MATERIAL TOPIC: CIRCULAR ECONOMY					
GRI 3: Material Topics 2021	3-3 Management of material topics	82-88, 38-39			
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	86-88			
	306-2 Management of significant waste-related impacts	86-88			
	306-3 Waste generated	86			
	306-4 Waste diverted from disposal	87			
	306-5 Waste directed to disposal	87			
MATERIAL TOPIC: RESPONSIBLE SUPPLY CHAIN					
GRI 3: Material Topics 2021	3-3 Management of material topics	20-23, 38-39, 41-56			
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	49			



GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			OMITTED REQUIREMENTS	REASON	EXPLANATION
<b>GRI 308: Supplier Environmental Assessment</b>	<b>308-1</b> New suppliers that were screened using environmental criteria	56			
<b>GRI 414: Supplier Social Assessment</b>	<b>414-1</b> New suppliers that were screened using social criteria	56			
<b>MATERIAL TOPIC: EMPLOYEE WELL-BEING</b>					
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	38-39, 92,103-108			
<b>GRI 404: Training and education</b>	<b>404-1</b> Average hours of training per year per employee	107			
	<b>404-3</b> Percentage of employee receiving regular performance and career development reviews	108			
<b>MATERIAL TOPIC: DIVERSITY, EQUITY AND INCLUSION</b>					
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	109-110, 38-39			
<b>GRI 405: Diversity and Equal Opportunity</b>	<b>405-1</b> Diversity of governance bodies and employees	13, 111			
<b>GRI 406: Non-discrimination</b>	<b>406-1</b> Incidents of discriminations and corrective actions taken	109			
<b>MATERIAL TOPIC: HEALTH AND SAFETY AT THE WORKPLACE</b>					
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	38-39, 100			
<b>MATERIAL TOPIC: HEALTH AND SAFETY AT THE WORKPLACE</b>					
<b>GRI 403: Occupational Health and Safety</b>	<b>403-1</b> Occupational health and safety management system	100			
	<b>403-2</b> Hazard identification, risk assessment, and incident investigation	100			
	<b>403-4</b> Worker participation, consultation, and communication on occupational health and safety	100			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			OMITTED REQUIREMENTS	REASON	EXPLANATION
<b>GRI 403: Occupational Health and Safety</b>	<b>403-5</b> Worker training on occupational health and safety	100			
	<b>403-6</b> Promotion of worker health	100			
	<b>403-7</b> Prevention and mitigation of occupational health and safety impacts directly linked by businesses relationships	100			
	<b>403-8</b> Workers covered by an occupational health and safety management system	100			
	<b>403-9</b> Work-related injuries	100-102	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: Material Topics 2021</b>	<b>3-3</b> Management of material topics	22-23, 38-39			
<b>GRI 416: Customer Health and Safety</b>	<b>416-2</b> Incidents of non-compliance concerning the health and safety impacts of products and services	22			
<b>GRI 417: Marketing and Labeling</b>	<b>417-2</b> Incidents of non-compliance concerning products and service information and labeling	22			
<b>MATERIAL TOPIC: LOCAL COMMUNITIES</b>					
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	38-39, 92, 112-114			
<b>GRI 401: Employment</b>	<b>401-1</b> New employee hires and employee turnover	97-98			
<b>MATERIAL TOPIC: PROMOTION OF MADE IN ITALY</b>					
<b>GRI 3: Material Topics 2021</b>	<b>3-3</b> Management of material topics	22-23			

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