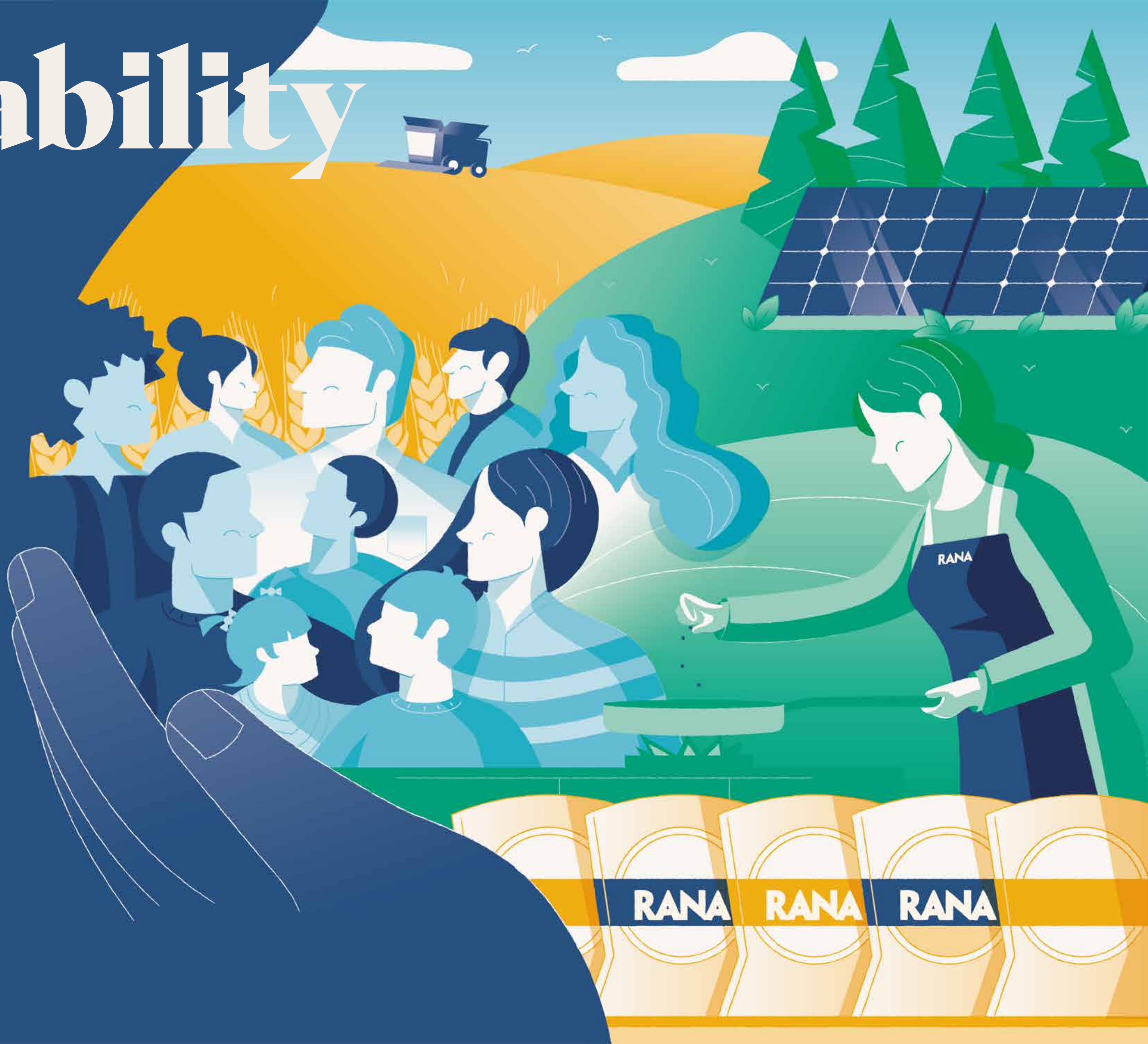


Sustainability Report

We nourish our future



RANA

RANA

RANA

RANA

We nourish our future

Letter to the stakeholder.

I am happy and proud to share our second Sustainability Report, an important and inspiring milestone in our journey towards promoting increasingly ethical and sustainable business choices and practices.

For us, doing business means taking on a great responsibility towards society: we feel called every day to contribute to the improvement of the social fabric, to discover new talents, and to create opportunities for them to emerge. Our sixty-two years of history are shaped by fundamental values such as passion, ethics, sustainability, and a constant commitment to innovation.

Since our founding in 1962, we have embraced innovation and charted surprising paths, both gastronomically and technologically, thus opening new avenues in the food sector, always driven by unstoppable energy.

Innovation and sustainability walk hand in hand on our journey: the former is vital and fosters the latter, improving the quality of our products, reducing energy consumption, and allowing us to quickly adapt to the diverse needs of consumers.

Our path from San Giovanni Lupatoto to the rest of the world has been marked by important and courageous

choices, and now the fruits of these choices naturally emerge from our Sustainability Report.

Sustainability permeates the entire horizon of our corporate identity: we feel responsible for preserving the planet for future generations, contributing to collective well-being, and supporting the local communities in which we operate.

We will continue to reflect on sustainability tirelessly, focusing our attention on key aspects where we feel we can contribute the most to shaping a better future for the next generations.

Our “We nourish our future” program is a fundamental pillar of this commitment, designed to care for the people and communities in which we operate, while respecting our planet.

I sincerely thank all the thousands of people who are an integral and irreplaceable part of the Rana family, who for over sixty years have dedicated themselves to promoting an engaging, responsible, and sustainable enterprise.

Gian Luca Rana
CEO Pastificio Rana



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The Rana family



Who we are

Ours is a story of love, respect and passion for goodness, taste and freshness that, the large Rana family has brought to the world's table, for more than 60 years, sharing it with an increasing number of people.

Our pasta factory embarked on the road to success in 1962 in San Giovanni Lupatoto, Verona, where our headquarter is still located. A journey in excellence and taste that skillfully combines tradition and innovation. Founded by the chairman **Giovanni Rana** when he was just over twenty years old, our business has been led for more than 35 years by the Chief Executive Officer, Gian Luca Rana. Thanks to his strategic vision, we have become **the world leaders in the production and marketing of fresh food products**: filled and unfilled pasta, gnocchi, sauces and ready meals. From a small family workshop in a little town in the province of Verona, our company has constantly grown. Thanks to filled pasta, our first great love, we reached markets where success seemed impossible, especially with a product so linked to local Italian gastronomic traditions.

The dream was achieved thanks to

the passion and vision of Gian Luca Rana who, over the years, extended the range to include other important categories that mirror the evolution in the lifestyles of consumers, such as ready meals and fresh sauces. Indeed, our CEO has always believed that **innovation, internationalization and the value of people are the fundamental drivers of success**.

We have always focused our commitment and investments on research and development and in the selection of the best raw materials with the aim of offering consumers only products of the highest quality and with a unique taste that constantly meet the needs of a market that is always evolving. These ingredients, together with the love for cooking and a wealth of experience, have allowed us to get Rana products known and appreciated, with a dynamic portfolio of more than 1,800 items, in

67 different countries in the world.

In 2007, the company also entered the catering sector with a cooking show format, where the dishes are prepared on the spot in a large, open kitchen. Currently, we have 22 restaurants distributed across Italy.

We remain a family company, a large family that shares the same values, made up of all those who collaborate and cook with us. Over these years, the creativity and passion for quality have not been static, on the contrary, they multiplied thanks to the work, talent and richness of the various points of view of every team member.



Our values and our mission

We are people who cook for people, with both our mind and our hearts. We are a big family united by the passion for what we do with love: creating innovative products of the very highest quality and a unique taste for all lovers of good cuisine. In our our everyday work, we are guided by our motto “Never Give Up” and by the values that we share with all team members.

QUALITY TRANSPARENCY INNOVATION FAMILY

PASSION AND COMMITMENT TO QUALITY AND EXCELLENCE

Our star ingredient has always been the passion we invest in everything we do, which translates into a **continuous search for excellence and better quality**. A shared choice that enables us to make unique products that we can be proud of every day.

TRANSPARENCY AND INTEGRITY

We have always been convinced that goodness and quality are not nurtured with secrets but with excellence. For this reason, we will never forego the integrity of our values, our conduct and our ingredients, **we are certain that always being transparent**, in everything we do and in our communication, is **one of the most important forms of respect and responsibility towards all our stakeholders**.

GUIDED BY INNOVATION TOWARDS THE FUTURE

We are pioneers, whose hands get inspired in the kitchen and whose eyes are turned to the future. Our history has its roots in an important domestic and artisan tradition: a solid base that has always driven us to improve. **We promote and implement innovation in products and processes in order to create value for the entire supply chain and the world around us**. We do this by dedicating time and resources to the study of patented technologies with a high level of automation and digitalization in order to meet the new consumption needs, anticipating the future.

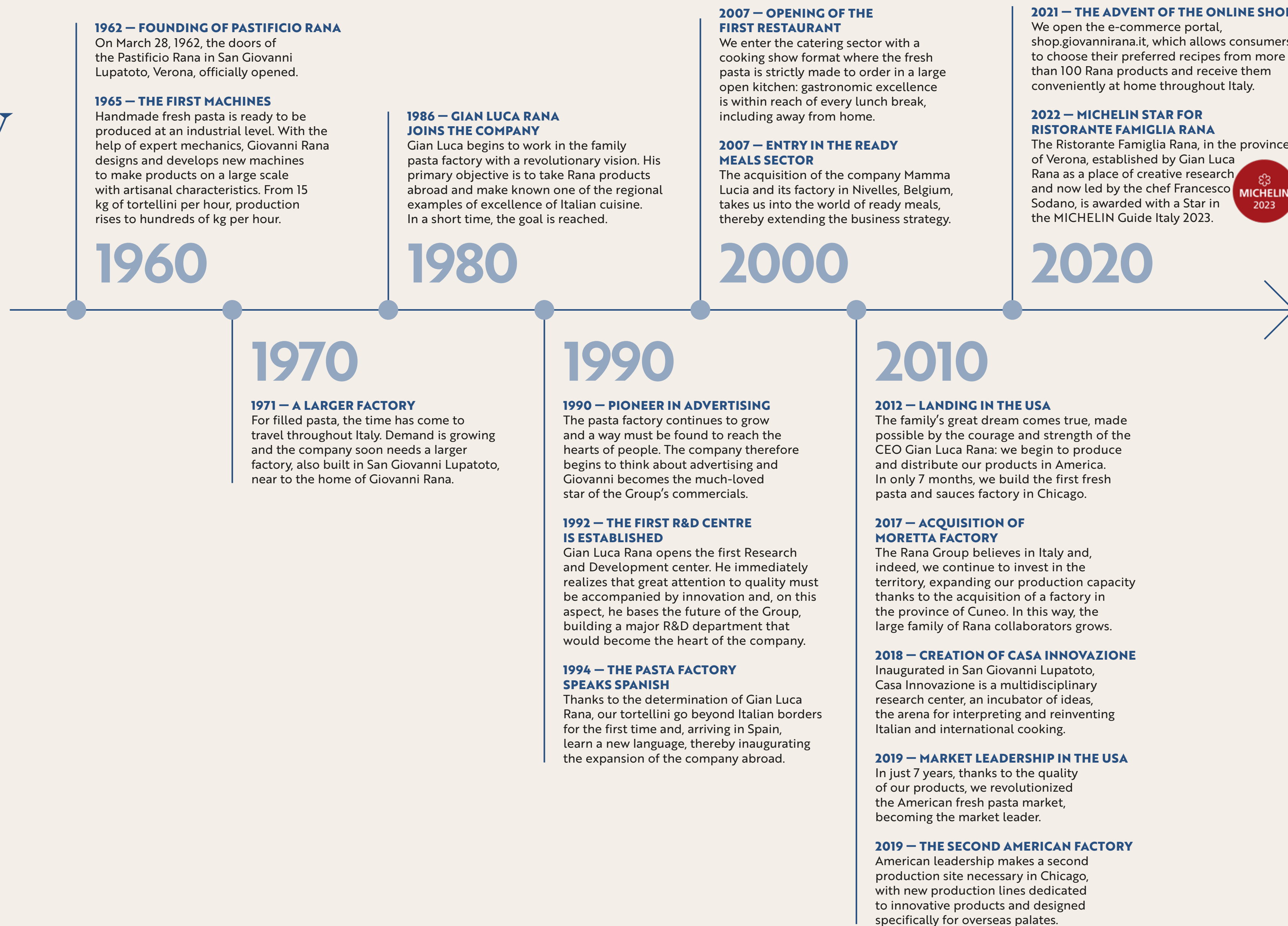
FEELING PART OF A FAMILY

We believe it is indispensable to **value the various points of view of all our colleagues, taking inspiration and enrichment from those who surround us**: this is how we make everyone part of our large, extended family. In the same way, every consumer has a hand in our recipes: indeed, our portfolio includes more than 1,800 items. They are created on the basis of the cardinal principle of customization. We love to adjust every recipe to the tastes of the intended market, inspired by local gastronomic traditions and the particular habits of our consumers in the world.

A sixty-year family history

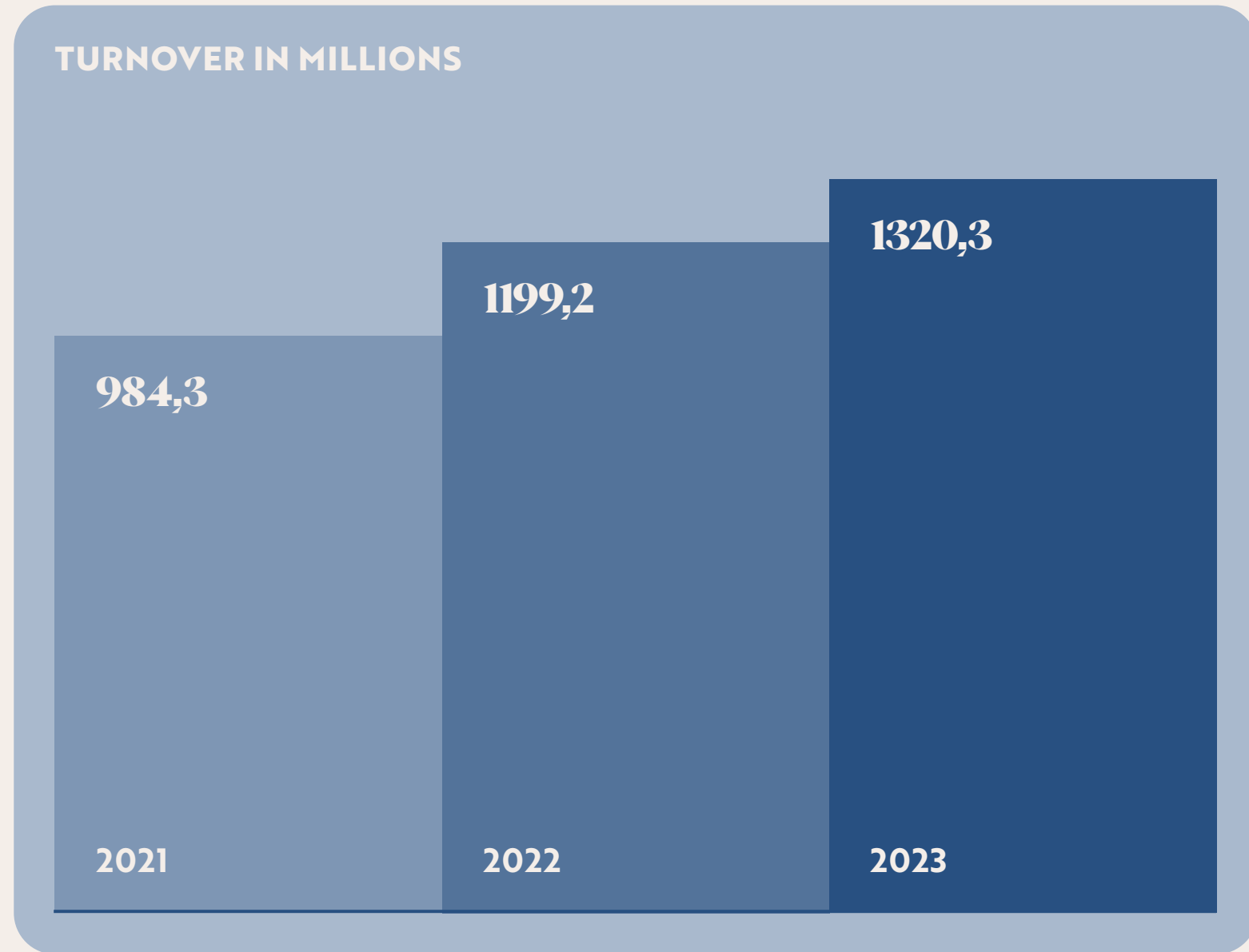
A journey of continuous evolution, to reach new goals together.

Our long journey began in 1962 at the height of the Italian economic boom when young Giovanni Rana, born in 1937, realized the potential of the historic moment and the rising demand for good products that were quick to prepare. So the small fresh pasta artisan became a cutting-edge entrepreneur. It was the beginning of a family history of excellence, a local business that became a global leader thanks to the vision of the CEO Gian Luca Rana, at the helm of the company for more than 35 years. Gian Luca has always put people and their value at the center and focused strategically on internationalization and innovation to take the Rana Group to future success.



Rana in numbers

The world's largest manufacturer of filled fresh pasta and the leading manufacturer of fresh ready meals in the USA.



TURNOVER BY GEOGRAPHICAL AREAS

25% ITALY

42% USA

33% EU+OTHERS

OUR PEOPLE

2023

3425

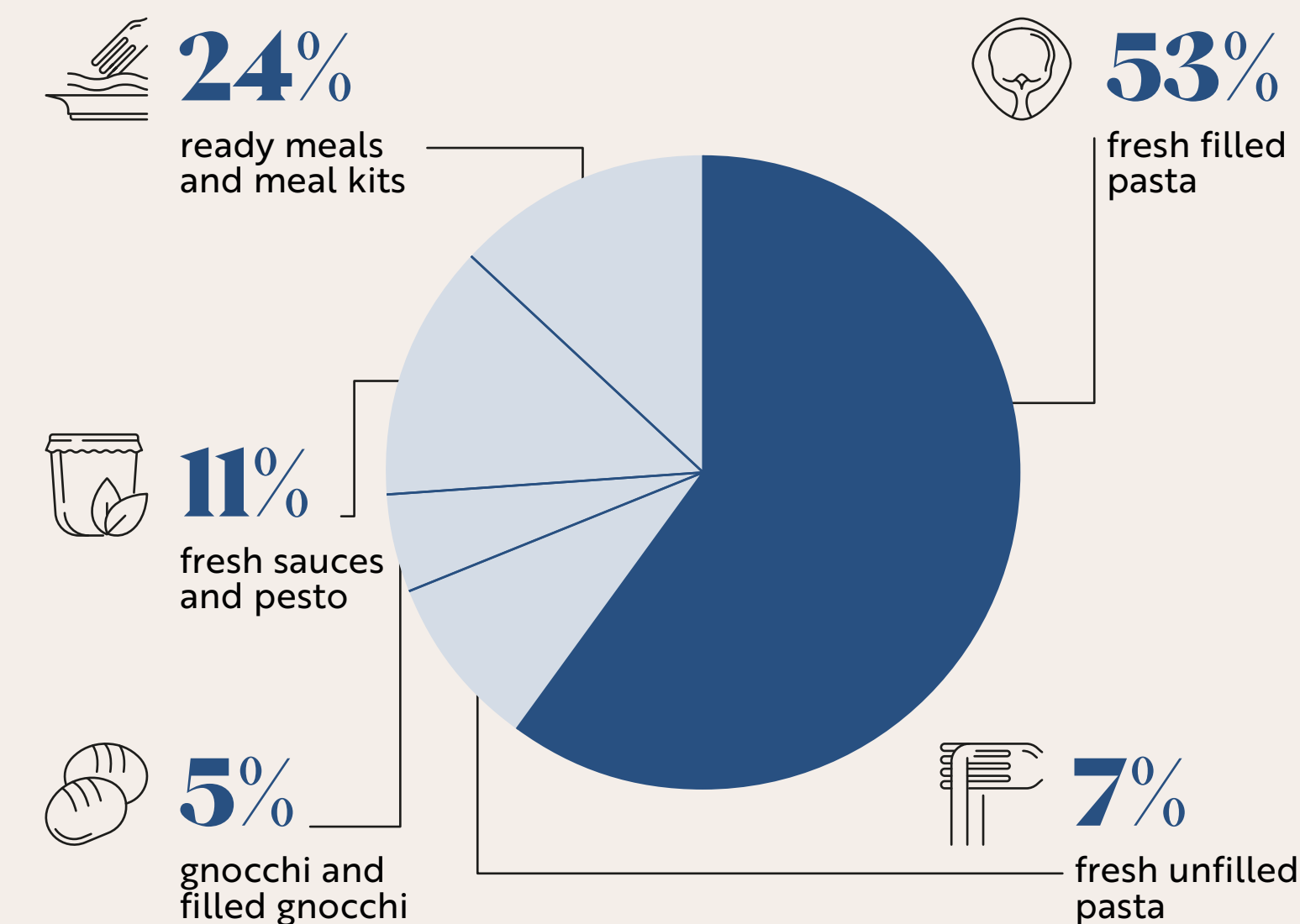
2022

3080

2021

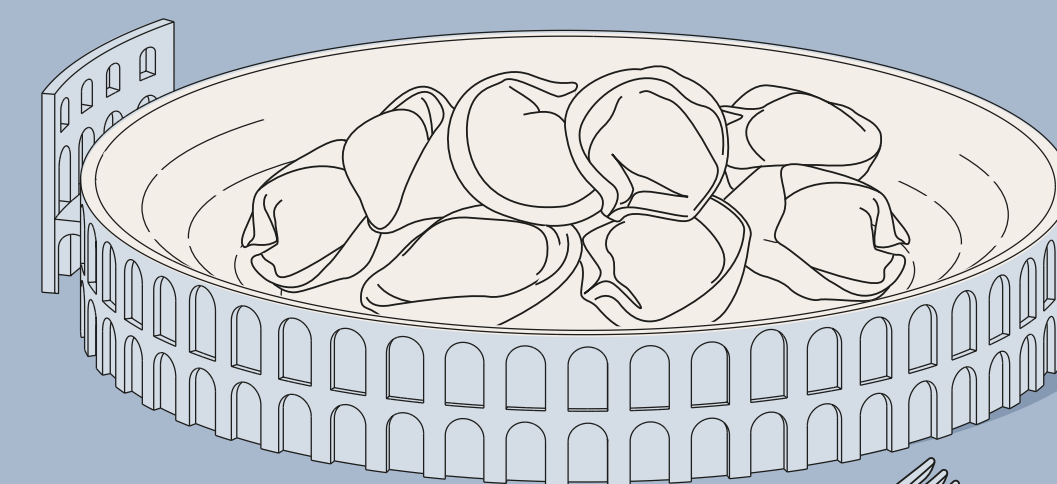
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BUSINESS AREAS

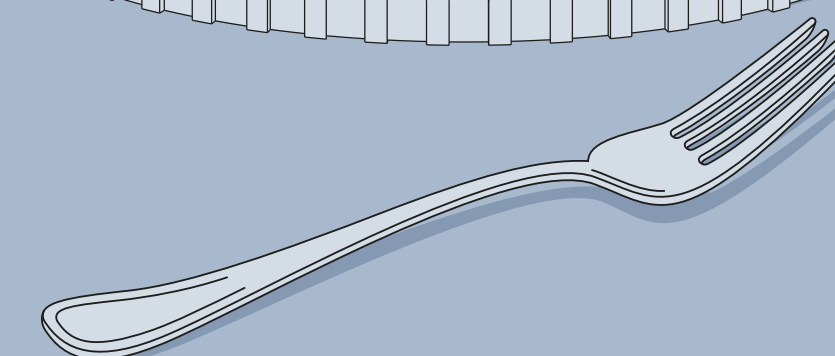


PRODUCTION VOLUMES

212,226
↑ TONS OF PRODUCTS SOLD IN 2022, ENOUGH TO ALMOST FILL THE WHOLE OF THE VERONA ARENA



1,875
↑ Different SKUs



Rana in the world

We are a global company that has made territoriality its strength.

8
PRODUCTION FACILITIES ●
IN WHICH OUR PRODUCTS ARE MANUFACTURED

2
R&D CENTER ●
IN ITALY AND IN US, IN WHICH OUR RECIPES ARE CREATED AND TESTED

2
LOGISTICS CENTERS ●
IN VERONA AND CHICAGO

Bartlett, Illinois, USA ●●●●●
2 production facilities
1 research center
1 logistics center

Nivelles, Belgium ●
1 production facility

68
THE COUNTRIES OF THE WORLD IN WHICH WE OPERATE

10
THE COUNTRIES WHERE OUR BRANCHES ARE BASED
Indicated in **bold**

Throughout Italy ●●●●●●●●●●
5 production facilities
1 research center
1 logistics center

- EUROPE**
 - Albania
 - Austria
 - Belgium**
 - Bulgaria
 - Cyprus
 - Croatia
 - Denmark
 - Estonia
 - Finland
 - France**
 - Georgia
 - Germany**
 - Greece
 - Ireland
 - Iceland
 - Italy**
 - Kosovo
 - Latvia
 - Lithuania
 - Luxembourg
 - Malta
 - Moldova
 - Montenegro
 - Norway
 - Holland
 - Poland
 - Portugal
 - United Kingdom**
- Czech Republic
 - Romania
 - Serbia
 - Slovakia
 - Slovenia
 - Spain**
 - Sweden**
 - Switzerland**
 - Ukraine
 - Hungary
- ASIA & OCEANIA**
 - Australia
 - China
 - South Korea
 - Japan
 - Hong Kong
 - Maldives
 - Malaysia
 - Myanmar
 - New Caledonia
 - New Zealand
 - Singapore
 - Thailand
 - Taiwan
 - Vietnam
- NORTH & SOUTH AMERICA**
 - Argentina
 - Brazil
 - Canada**
 - Chile
 - Ecuador
 - Messico
 - United States**
 - Uruguay
- MIDDLE EAST & AFRICA**
 - Armenia
 - United Arab Emirates
 - Jordan
 - Kuwait
 - Israel
 - Lebanon
 - Mauritius
 - Qatar
 - Saudi Arabia
 - Seychelles

Rana in Italy

Our future is rooted in our origins.

5
PRODUCTION FACILITIES ●

1
R&D CENTER ●

1
LOGISTICS CENTER ●



22

● RESTAURANTS INCLUDING:

1 RISTORANTE FAMIGLIA RANA
(1 Star MICHELIN Guide Italy 2023)

20 QUICK SERVICE
RESTAURANTS IN ITALY

1 RESTAURANT RIVIERA

Leadership in innovation

We invest in technology and research as the key to the sustainable development of our business.

Our attention is focused on the future: our corporate model is based on the ability to renew ourselves rapidly and explore new territories. We are continuously searching for product solutions, technologies and production processes that are increasingly at the cutting edge in order to improve quality and efficiency and thereby generate new awareness and value. Our aim is to anticipate and satisfy the constantly evolving needs of consumers and all stakeholders, investing in innovation as the key to the sustainable development of our business.

CASA DELL'INNOVAZIONE (HOUSE OF INNOVATION)

Casa dell'Innovazione was launched in 2018 by Gian Luca Rana to create an evolved research center that would be **a hub of excellence in the innovation of fresh products**. An incubator of ideas in which the individual and the world, knowledge and technology, past and future enter into dialogue to give rise to a **creative, multidisciplinary laboratory**.

Indeed, in this building, the architecture of which recalls the shape of a classic house, various corporate departments are accommodated, including Marketing Innovation, Research and Development, Purchase, Quality, Sustainability and Restaurants, which collaborate with each other, without distinction of role or

area of origin, in a shared creative process, part of the same family.

This virtuous circle of exchange and cooperation is also stimulated by a system of participation in the corporate profits, under which each member of the team receives variable remuneration based on the product's EBITDA, once the break-even point has been reached.

This is the beating heart of Rana Group, where we cultivate ideas and talent. The new collaborators of the various departments receive specific training here, thanks to tutors with many years' experience in our Group, who are very familiar with the corporate culture and skills. Many of these later continue their path in our American sites.

In Casa dell'Innovazione, where the

average age of new recruits in the last three years has been 30, **the focus is on the future, working every day on the development of the products of tomorrow**. We test our ideas in latest-generation kitchens, cooking and tasting all new recipes. A few yards away, a dedicated production line makes it possible to test the new products and a 3D printer enables prototype packaging to be created in a few hours.

We intervene directly in the design of new technological solutions, collaborating with highly specialized, trusted suppliers. **We have 296 patents and our production plants are furnished with a high level of automation and digitalization**, thanks to our continuous investments in latest-generation systems in terms of production and quality control.



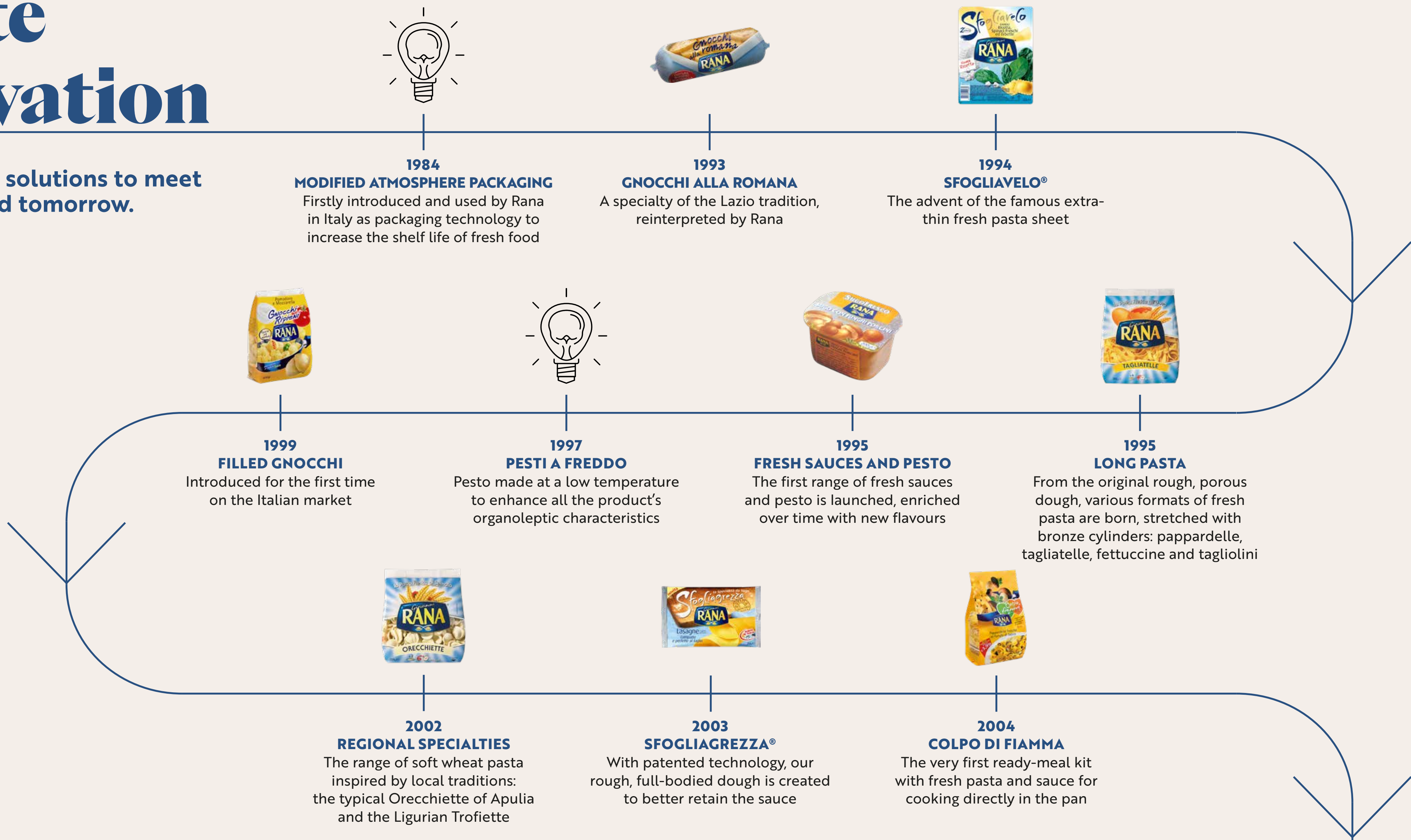
The taste of innovation

We create new consumer solutions to meet the lifestyles of today and tomorrow.

For more than 60 years, thanks to our creativity and ability to accommodate and anticipate the wishes of the consumers, we have brought new taste experiences to the tables of the whole world. **Our natural propensity for innovation has ensured that the changes in the markets and lifestyles become the driving force for creating new ideas, transforming the product concept into experiential consumer solutions.**

Moreover, the process of internationalization, launched by Gian Luca Rana 30 years ago, encouraged the development of cross-fertilization, giving greater impetus to our capacity to innovate. New markets, with different needs, are fertile soil for creating a system of exchanging ideas, thereby taking the technological development to an increasingly advanced level.

From fresh pasta to gnocchi, from fresh sauces to ready meals, from meal kits to the new consumer solutions of tomorrow: our journey continues!





2009 RANA DESSERTS
The first sweet chocolate ravioli are created



2008 READY MEALS
Our first fresh lasagne ready meals are launched



2007 PASTA BASES
Fresh pasta dough bases and pie dough (traditional and chocolate) are introduced, perfect to release creativity in the kitchen



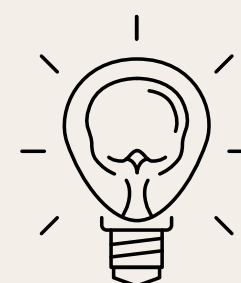
2006 GIOIAVERDE
A range of fresh pasta filled with vegetables is introduced



2011 GIOIABLU
The line of fresh pasta with fish-based fillings



2012 BAG PACKAGING
On entering the USA market, the classic plastic tray is worldwide replaced with a bag, reducing the use of plastic by 60%



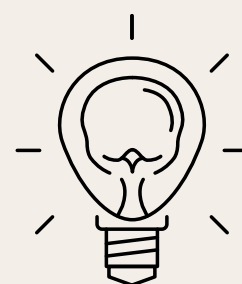
2012 NEW CREAMY FILLINGS
For the USA market, a new technology is developed for soft fillings in which the ingredients are in whole pieces



2012 NEW PATENTED MACHINE
A new super-thin, double-sheet pasta filling machine is introduced, which increases productivity and the percentage of the filling



2014 DUETTO
The launch of the original range that, in a single pack, combines two ravioli with different colors and tastes, skillfully combined to create a unique taste



2017 NEW TECHNOLOGY FOR FILLINGS
A production technology is patented to create tortellini with extra-creamy fillings



2017 SEASONAL PRODUCTS
"Seasonal" lines are launched in Europe with ingredients typical of the winter and summer seasons



2017 RICETTE DAL MONDO
A range of tortellini with fillings inspired by the world's most iconic recipes



2016 MEAL KITS IN THE USA
The first fresh pasta based kits are launched on the American market



2015 ORGANIC WHOLEMEAL LINE
The first organic range of wholemeal filled pasta is launched first in the USA and then in Europe



2017

TORTELLINI "SENZA SFOGLIA"

The record for the thinnest sheet of pasta is broken with a thickness of only 0.2 mm. The product is called "Senza Sfoglia" and is introduced in Rana restaurants



2018

EXPRESS PASTA COOKING

Patented system for cooking pasta without using boilers (Horeca channel)



2018

**THE EXPERIENCE IN THE KITCHEN
L'ESPERIENZA IN CUCINA**

A range of frozen fresh pasta dedicated to restaurants marks entry in the Food Service channel



2019

PAN-FRIED GNOCCHI

The advent of gnocchi that can be cooked directly in the pan: crispy outside and soft inside. A Gioiaverde range of gnocchi filled with vegetables is also added



2019

CHEF IN MICRO

Thanks to a proprietary technology, the introduction of the first range of fresh pasta that is not pre-cooked but cooked in the sauce, directly in the microwave



2021

RISOTTO KITS

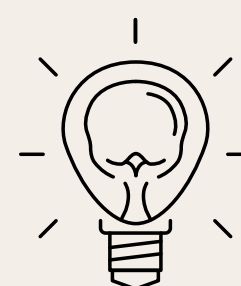
Even classic risotto can easily and quickly be prepared in the microwave, without renouncing the unique taste and creamy consistency



2020

CHOCOLATE RAVIOLI

The beloved Rana dessert returns in a limited edition: the delicious sweet ravioli



2019

FLASH SAUCES TECHNOLOGY

A pasteurization system is patented that enhances the ingredients of sauces both organoleptically and in texture



2019

PASTA KITS IN EUROPE

A kit is created for cooking a tasty, high-quality dish in the microwave in a few minutes



2019

GNOCCHI KITS

A complete kit in a single box for tasting gnocchi at their best in the pan, perfect as a starter or snack



2021

BOLOGNEW!

Launched in various categories of 100% vegetarian products, with meat analogue raw materials, BologNew! is an entirely vegetable ragù, prepared like a traditional Bolognese ragù



2021

LIMITED EDITIONS IN ITALY

New ranges of filled pasta are launched in limited editions in Italy: one dedicated to Giro d'Italia with typical recipes of Italian regions, and a gourmet one for the holidays, called Oro Rosso



2021

STARS AND STRIPES LASAGNE

Lasagne ready meals arrive in the USA, made with a patented and automated production line



2022

LIMITED EDITIONS IN THE WORLD

Thanks to the success of the Italian ranges of filled pasta in limited editions, the following were launched: the Encuentro gourmet line in Spain and, in North European countries, a Winter Edition, with ingredients dedicated to the cold season

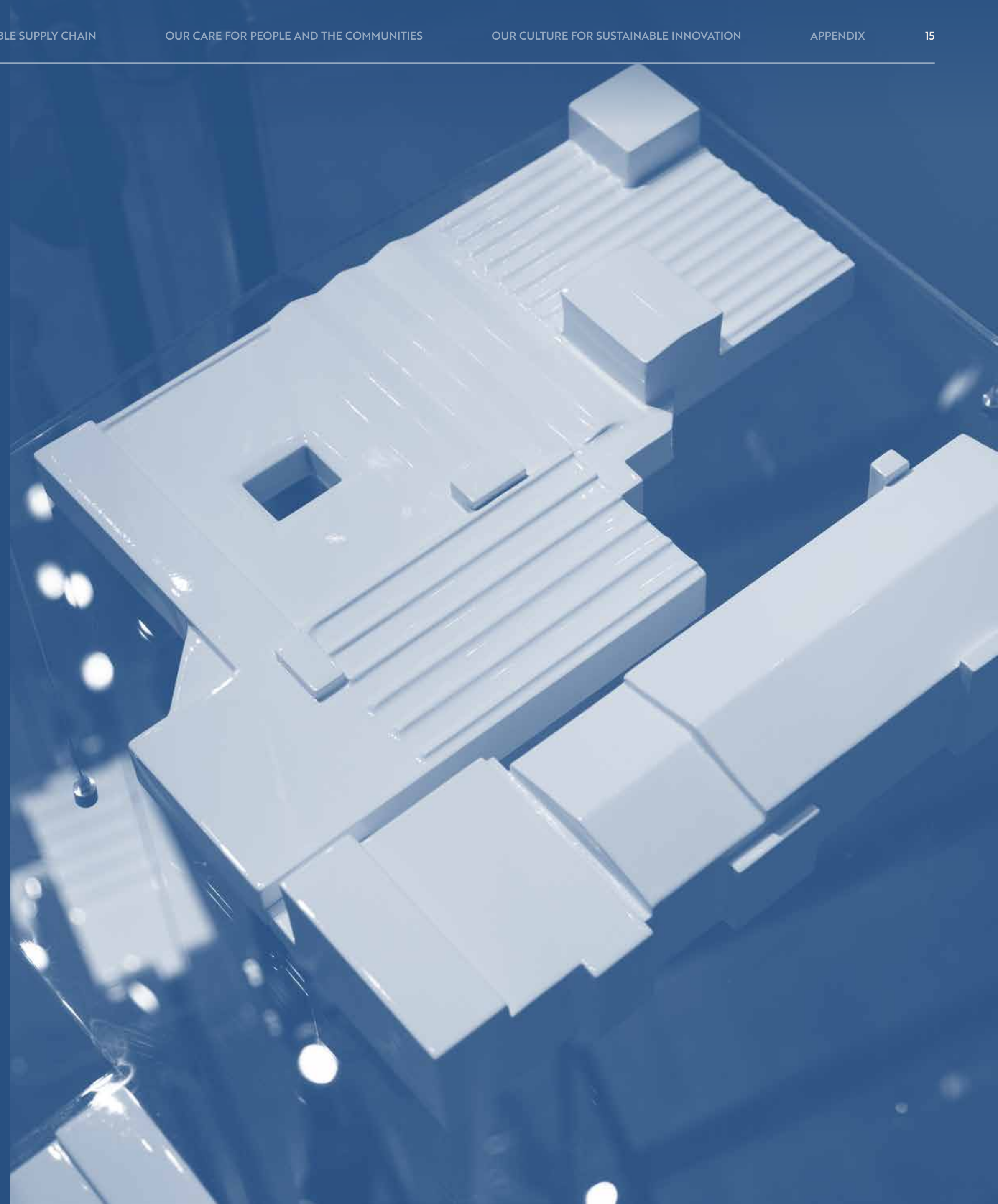


2023

ETHNIC MEAL KITS

Ethnic Ready Meal Kits are born in the U.S. and Spain, Inspired by global flavors: from Pad Thai to Chicken Enchilada, from Korean Noodles to Chicken and Coconut Curry. Ready in few minutes, these dishes offer a simple and tasty solution with restaurant quality.

Governance



Governance

Our governance model is aimed at ensuring transparency and responsibility in running the business, thanks to regulations, processes and behaviours that mirror the values of transparency, propriety, integrity and legality.

GOVERNANCE MODEL

Pastificio Rana S.p.A. is a joint-stock company under family ownership, the whose system of governance is shared between the following bodies:

- **Board of Directors (BoD)**, which decides the business's strategic direction and is made up of two members: the Chairman and the Chief Executive Officer.
- **Board of Auditors**, which supervises the observance of the law and proper administration. It is made up of three statutory auditors and two substitutes, appointed by the Shareholders' General Meeting and in post for three years.

The Chief Executive Officer directly selects the highest level of management and the officers based on the relevance of their expertise for the organization and their relationship with stakeholders. The Board of Directors,

the Chairman and the Chief Executive Officer, moreover, have the power to appoint holders of ordinary and special powers of attorney, whose limits of proxies are described in the documents lodged with the Verona Chamber of Commerce.

The organizational system is based on a division of the activities among the corporate departments, ensuring a clear and proper allocation of responsibilities, as well as a definition of skills and tasks assigned to each organizational structure.

ORGANIZATION, CONTROL AND MANAGEMENT MODEL LEGISLATIVE DECREE 221/01 AND CODE OF ETHICS AND CONDUCT

The values that characterize our daily work are defined in the Code of Ethics and Conduct. The document contains the conduct guidelines at the basis of

our relations with human resources, suppliers, commercial partners and all stakeholders, inspired by principles of diligence, clarity and honesty.

The Code of Ethics is an integral part of the **Model of Organization, Management and Control (MOGC) that we voluntarily adopted in 2016** in line with the provisions of Legislative Decree 231/01. The MOGC and its special parts were reviewed (in accordance with the new guidelines published by Confindustria in July 2021) and approved by our BoD during 2022.

The aim of the Model is to guarantee the utmost propriety and transparency in managing the corporate activities, as well as preventing the offenses under the decree, defining the regulations and procedures that must be respected by all intended recipients, such as the collaborators and third parties that operate on behalf or in the interest

of Pastificio Rana within the risk areas identified in accordance with Legislative Decree 231/01.

THE MOGC ALSO INCLUDES:

- The system of proxies and powers of attorney
- The procedural and internal control system
- The financial management control system
- The externalized processes
- The disciplinary system



Governance

The contents are conveyed to all collaborators through an information set supplied at the time of recruitment and a constant activity of differentiated training, in terms of contents and methods of dissemination, based on the intended recipients and the level of risk in the area in which they operate.

All programmes illustrate the principles of Legislative Decree 231/01, the elements that make up the Model and the conduct considered sensitive with reference to the commission of the offenses identified by the decree. In addition to this shared matrix, there is also personalized training with regard to the area of operations and the tasks of the individuals. In 2022, a training course was organized for collaborators involving ten meetings dedicated to the awareness and in-depth knowledge of our Model and GDPR and data processing issues. The participation rate on these courses was 92%. Continuing the training course in 2023, a series of six lectures was organized that aimed to

strengthen the Internal Control System (ICS), again within the scope of MOGC 231 and its special parts. The lectures covered the following topics: Culture, Compliance, Resilience, Risk, Awareness and Maturity.

The implementation of the Code of Ethics and the Model is monitored by the Supervisory Board (SB), an independent, autonomous body with control and information responsibilities, with the collaboration of the company's Internal Audit department. Moreover, there is a "whistle-blowing" system that provides an anonymous digital tool so that all the employees can report conduct that is detrimental to the values and company regulations and that could be a violation of the law, as laid down and indicated by the European Directive 2019/1937.

For the purpose of pursuing our constant commitment to ethical, correct and transparent management, we introduced a specific anti-money laundering policy in 2022 aimed at

preventing this type of offense. In 2021, 2022 and 2023, no episodes of corruption were recorded.

HOW WE RESPOND TO RISKS

Our organizational system, in carrying out the respective functions, mitigates risks by means of the following general control principles, laid out in the Model:

- **Separation of powers:** no one can autonomously manage an entire process; the authorization and signing powers must be defined in a way consistent with the assigned organizational responsibilities;
- **Transparency:** every operation must be justifiable, verifiable, consistent and congruent;
- **Adequacy of the in-house regulations:** the series of company rules must be consistent with the operations carried out and with the level of organizational complexity, and such as to ensure the controls nec-

essary to prevent the commission of the offenses laid down by the decree;

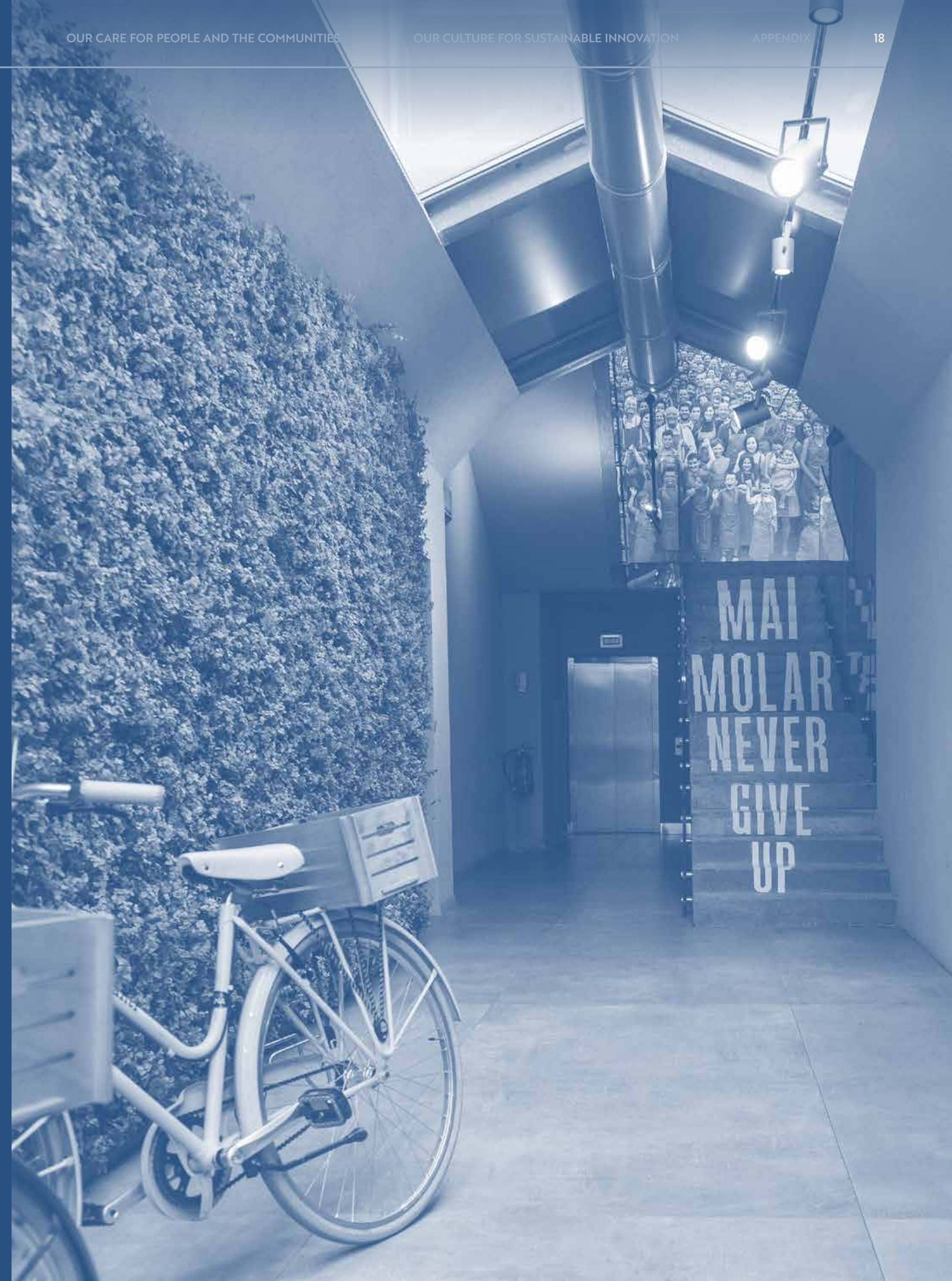
- **Traceability:** every operation, and the respective activities of verification and control, must be documented and the documentation must be properly archived.

FISCAL RESPONSIBILITY

The principles defined within our Code of Ethics are the basis of the management of the fiscal activity. We act responsibly and abide by the fiscal regulations of the countries in which we operate, maintaining conduct marked by the principles of propriety, transparency and collaboration with the Financial Administration.



Our sustainability journey



We nourish our future

We care about the planet and the communities in which we operate, focusing on an ethical and transparent value chain and on innovation as the key to sustainable development in order to reduce our impact on the environment.

As a family business, we are always inspired by the principles of ethics and sustainability: our daily decisions are based on these to ensure the health and solidity of the business, that, only in this way, can create long term value for the all the territories it reaches and for all the people, directly and indirectly involved in our project.

Aware of the profound global challenges facing everyone involved, **we decided to voluntarily draw up our first Sustainability Report** to share the non-financial activities of the Rana Group through the communication of transparent and structured sustain-

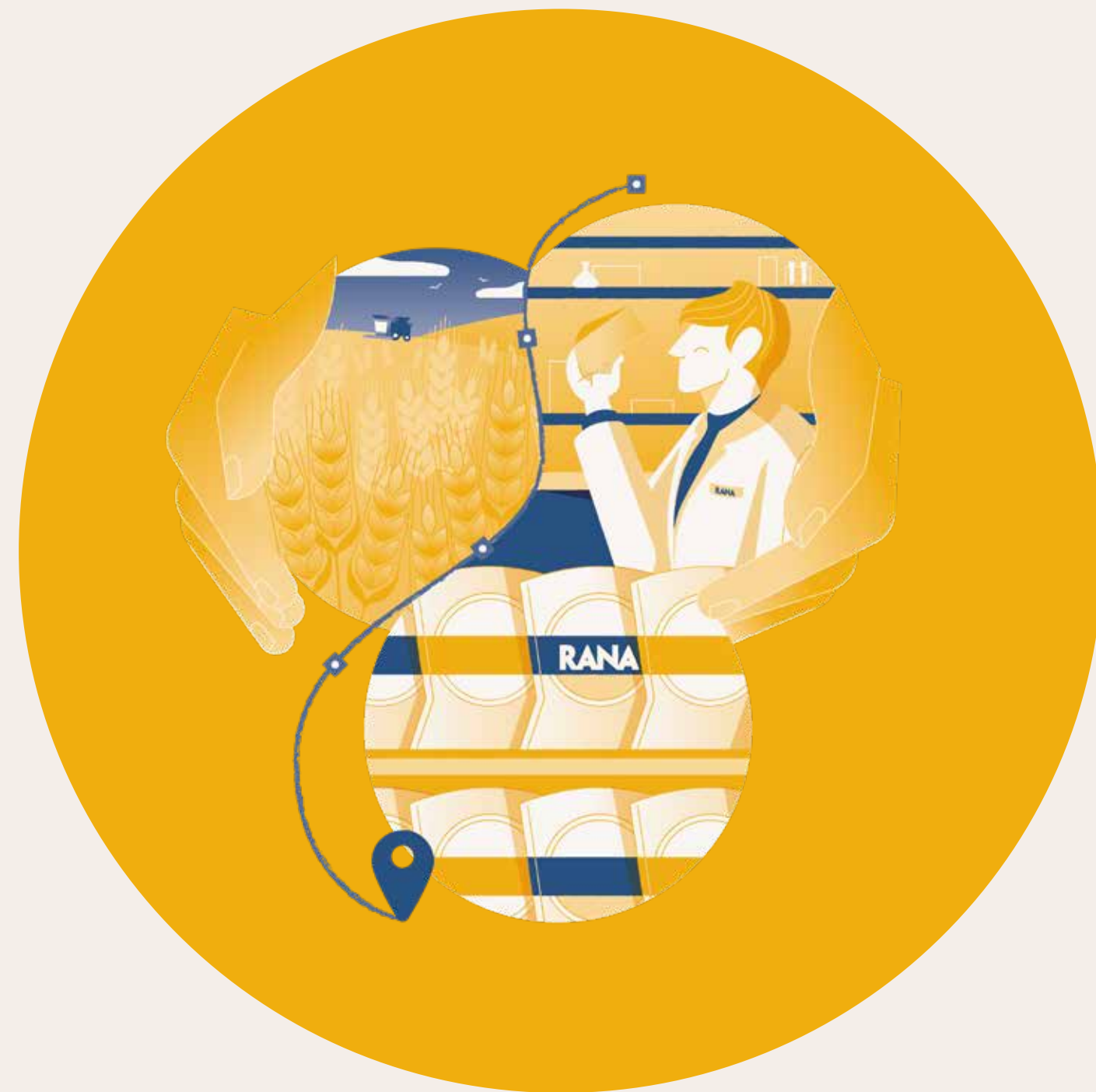
ability. This decision enabled us to reflect even further on the **fields of action and innovation on which we intend to focus, with the aim of building a better tomorrow for us and future generations.**

Through an in-depth, internal and external analysis, we have identified the areas in which we have the greatest impact and that are most consistent and significant for our business and for our stakeholders. We decided to give form to our commitments by drawing up a strategic corporate sustainability plan: "We nourish our future". We intend to continue to take care more and

more of the communities in which we operate, the people that bring them to life and the planet, relying on an ethical and transparent value chain and on innovation as the key to sustainable development. **"We nourish our future" is based on three key concepts, pillars, which, like a compass, guide us towards fundamental strategic areas to achieve our goals** for the future. This is how we aim to contribute in our way to achieving the Sustainable Development Goals defined by the United Nations (UN).



Our pillars of sustainability



Our approach to a responsible supply chain



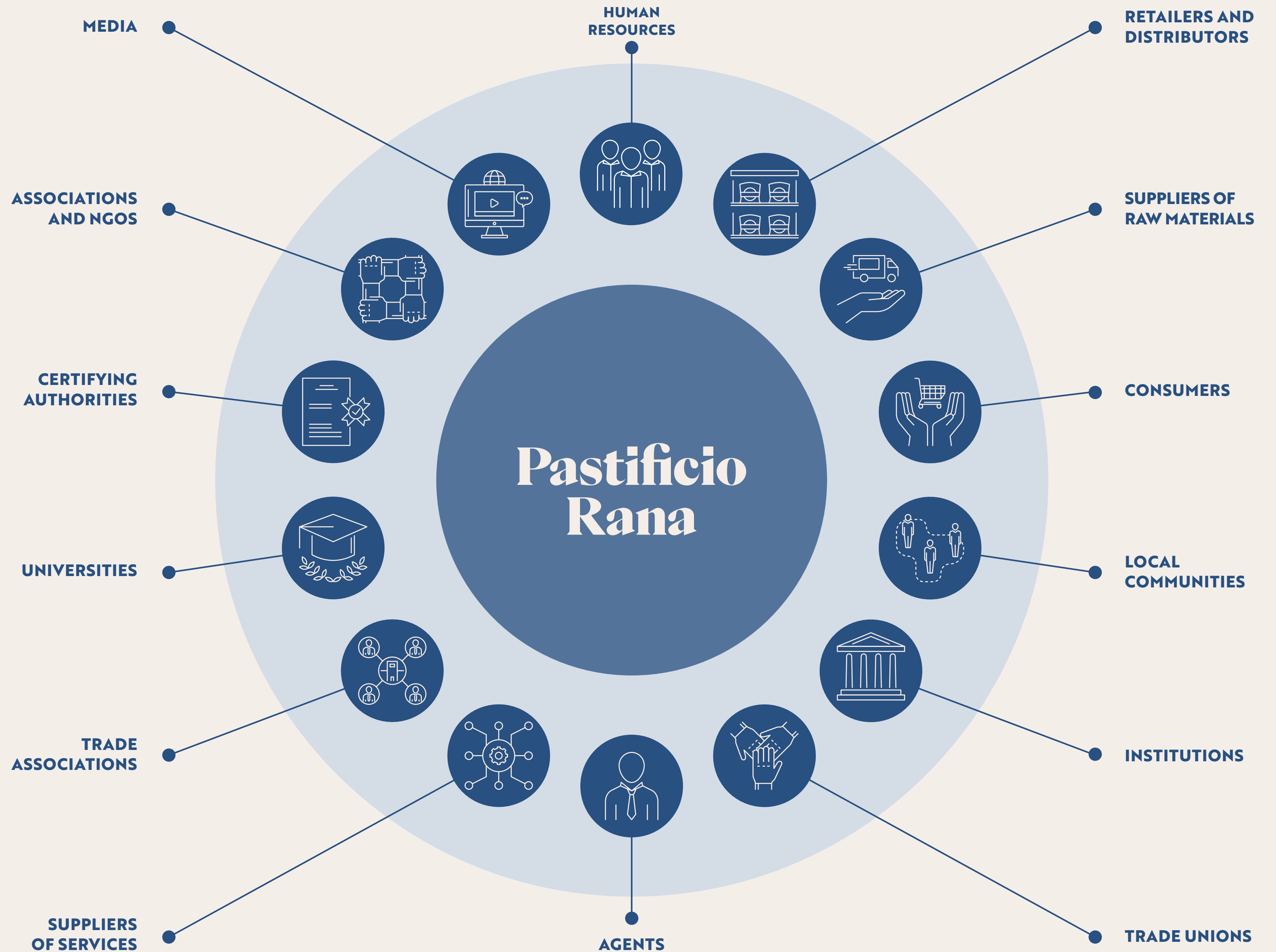
Our care for people and communities



Our culture for sustainable innovation

Our stakeholders

As a first step, we have identified the stakeholders, that is, the interest-bearers in the activities of the Rana Group.



Materiality analysis

To be successful in a continually evolving world, we must identify, respond and adapt to the sustainability issues that are most important for our stakeholders and for our company. Our sustainability strategy emerged from this analysis.

In reference to the GRI standards, the Rana Group defined its materiality analysis to identify its strategic social and environmental priorities in line with its business strategy and the Sustainable Development Goals defined by the United Nations.

During the first phase, the potential materiality issues were identified through a context analysis. The internal context was studied both with documentary analysis and through interviews with management. At the same time, we proceeded with a study of the external picture with reference to the needs of the agriculture and food sector, the risks and opportunities and the sustainability trends of companies similar to the Rana Group in terms of size, governance and plurality of stakeholders.

Subsequently, the potential materiality issues were brought to the at-

tention of those who spearhead the strategy and vision of the Group and to the attention of the internal representatives of the stakeholders. Following their evaluations, it was possible to reconcile the corporate needs, the priorities of stakeholders and the requirements of the market, thereby creating the list of the matters on which the economic, social and environmental performance of the Rana Group has the most significance. We then built the pillars of Rana's sustainability with the respective material issues.

Our approach to a responsible supply chain

Sustainable and responsible agriculture

Quality and responsible procurement

Availability of raw materials

Transparency and traceability of the supply chain

Responsible marketing and labelling

Our care for people and communities

Well-being and safety in the workplace

Diversity and inclusion

Talent development

Promotion of a healthy lifestyle and nutritional education

Our culture for sustainable innovation

Sustainability of the packaging

Energy and water efficiency

Emissions

Waste

The sustainable development goals

We are committed to contributing to the attainment of the SDGs (Sustainable Development Goals) defined by the United Nations.

Our approach to a responsible supply chain



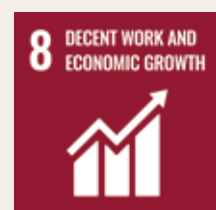
Intensifying collaboration with responsible suppliers, which practice sustainable agriculture techniques



Increasingly enhancing the transparency and traceability of the supply chain

Continuing to share with consumers an increasingly transparent communication of our products

Our care for people and communities



Promoting the well-being of our collaborators and constantly raising the levels of health and safety in the workplace



Always acting in favour of inclusion, promoting the professional growth of all the collaborators

Our culture for sustainable innovation



Using sustainable materials for packaging of our products

Reducing waste from procurement to production



Reducing the emissions in production and logistics systems

Improving the efficiency of water and energy management

Our approach to a responsible supply chain



Our principles

To offer only the best.

Creating safe, high-quality and tasty products is the primary objective of our work, which we have performed with dedication and passion for more than 60 years. A commitment of responsibility towards clients and consumers that translates into a constant search for excellence in order to offer only the best.

For us, quality means using carefully-selected, top-quality ingredients. Carrying out analysis on the entire supply chain, operating and developing highly specialized, avant-garde machinery able to respect the goodness of the raw materials, performing systematic verifications at every stage of the production cycle.

In order to guarantee all this, we have adopted a management system that lays down very strict measures and tests in all the areas of the procurement chain, in production and in logistics. Not only we do apply the provisions of the H.A.C.C.P.

(Hazard Analysis and Critical Control Points) system but we have added a further Rana control protocol to ensure the utmost level of safety of our products.

The raw materials are examined, both during selection and approval of the suppliers and at the time of acceptance at the production sites. **We perform more than 1 million tests a year but, for us, the "human factor" is fundamental. Indeed, we have a team of specialized tasters who daily perform a multisensorial evaluation of the samples of all the ingredients**, to ensure the required organoleptic correspondence. Furthermore, throughout every production phase, the assigned personnel carry out cooking tests before and after pasteurization, checking the consistency and integrity of the product.

Our factories are designed to ensure the creation of all the items in accordance with the strictest requirements of

quality and food safety. **Our production systems are the latest generation and include our proprietary technologies, developed specifically to meet Rana's high quality standards.** In addition, we use sophisticated equipment to prevent the presence of foreign bodies.

We also pay great attention to the air quality, which is constantly filtered in order to maintain high levels of purity during the various production phases through to the clean rooms, where the product is packed in a controlled atmosphere and we apply a system of absolute filtration.

Finally, once the products leave our factories, we make sure that the cold chain is maintained during transportation so that they arrive in the proper condition at the destination.

THE QUALITY IN NUMBERS

1.2 million

ANNUAL TESTS ON INGREDIENTS, PRODUCTION PROCESSES AND FINISHED PRODUCTS

100% 25k

CERTIFIED PRODUCTION FACILITIES

ANNUAL TESTS IN EXTERNAL LABORATORIES

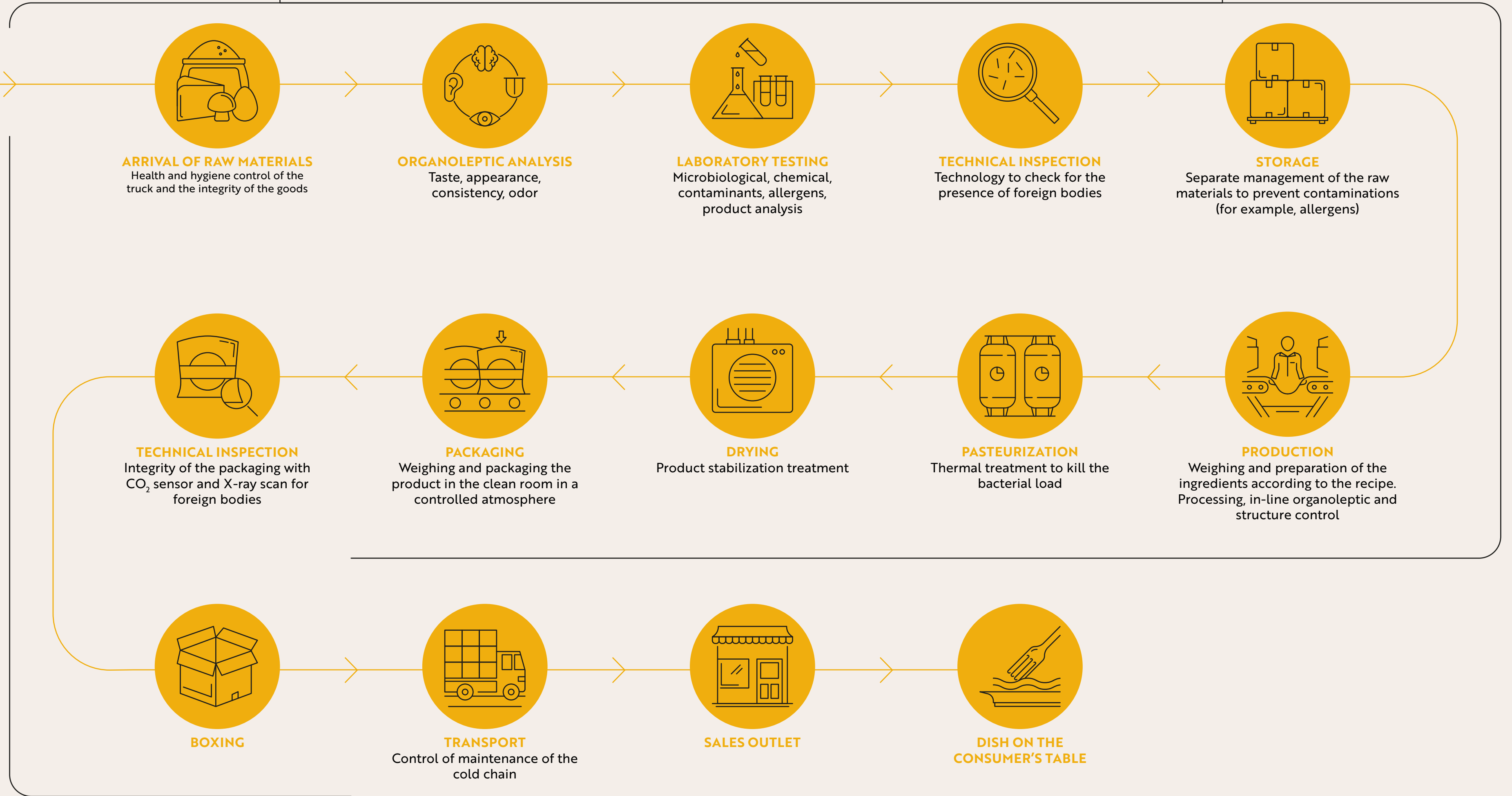
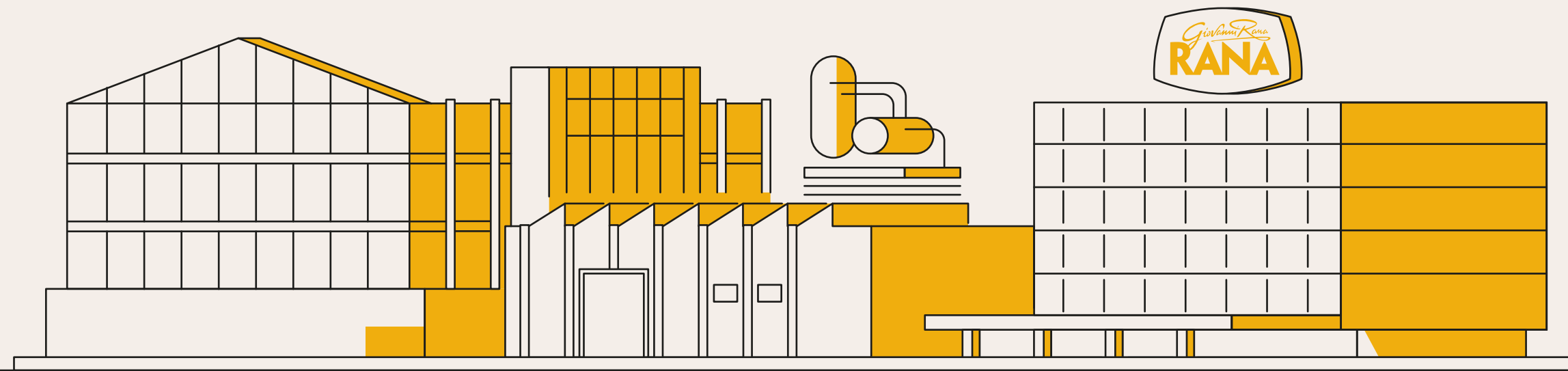
230k 80

ORGANOLEPTIC TESTS PER YEAR

PEOPLE ON THE QUALITY TEAM

The path of our quality system

From the field to the table, a guarantee of goodness and safety.



Certified quality and food safety

To guarantee our commitment to quality, we adopt voluntary certification in our production factories on matters of food safety, in accordance with the highest international standards in the sector.



IFS CERTIFICATION

The International Food Standard (IFS) is an international standard for the assessment of the compliance of the products and processes regarding the safety and quality of food. Recognized by the Global Food Safety Initiative (GFSI), its purpose is to reinforce, promote and control food safety along the entire supply chain and ensure compliance with the laws that regulate the sector.

Plant certification



BRC CERTIFICATION

The BRC Global Standard for Food Safety is one of the specific global standards for the safety of agricultural and food products. The demanded requirements refer to quality management systems, the HACCP methodology, a series of criteria including GMP (Good Manufacturing Practice), GLP (Good Laboratory Practice) and GHP (Good Hygiene Practice).

Plant certification



NO GMO CERTIFICATION

Global certification of food products with non-engineered ingredients (no Genetically Modified Organisms) along the entire supply chain and production process.

Product certification



ORGANIC CERTIFICATION

The Consortium for the Control of Organic Products (CCPB) and Quality Assurance International are the control and certification bodies of organic products that define the system of production, processing, labelling and their control and certification in the European Union and the United States.

Plant certification



V LABEL CERTIFICATION

V-LABEL® is an international brand for vegetarian and vegan products and services, distributed by V Label Italia, promoted and recognized by the Italian Vegetarian Association (AVI) and certified by CSQA.

Product certification

Raw materials

We only choose excellence.

Our offer includes 1,875 SKUs and to produce them we use more than 800 different ingredients, carefully chosen based on their organoleptic characteristics and their adherence to high standards of quality and food safety. A wealth of flavors that requires the availability of the raw materials during the entire year in order to ensure production continuity.

That's why we adopt a model of

global procurement management and supply chain control that allows us to plan, optimize and verify the flow of ingredients, including seasonality and proximity.

In this way, we can ensure the availability of the raw materials, in the quantity and quality that we require, guaranteeing the supply even under exceptional circumstances, such as natural calamities and political instability.



820
different ingredients

ITALIAN EXCELLENCE

We promote Italian excellence at the global level, including through the use of PDO and PGI ingredients, which we indicate not only on the label but also in the naming and graphics of the packages of our products distributed throughout the world. These ingredients are promoted and protected by recognized consortia with which we have collaborated for a long time.



TOGETHER FOR EXCELLENCE: THE BASIL PROJECT

We believe that, from the perspective of continuous improvement, the creation of partnerships is a reciprocally advantageous and inclusive way of guaranteeing responsible, quality procurement.

It was in this direction that, in 2021, we created a project of sharing best practices regarding the cultivation, cutting and washing techniques of basil, one of the most delicate raw materials in our production of pesto, which is distributed throughout the world. Three suppliers and producers of basil have signed up to the project.

For several years, moreover, we have worked in close collaboration with the Consortium for the Protection of the PDO Genovese Basil, using only basil of certified Ligurian origin for our pesto, in order to promote and enhance this great local excellence at the global level.



Our product manifesto

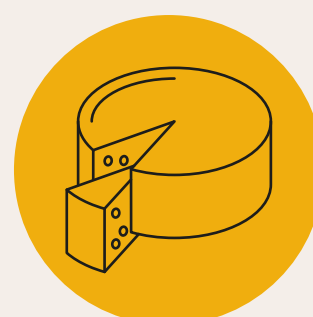
Quality without compromises is always the best.



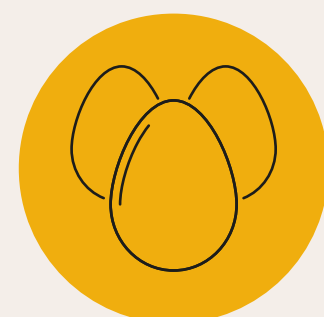
OUR CHOICES



Soft wheat **flour** and high quality durum wheat to give softness, elasticity and consistency unique to our pasta.



Only whole pieces of **cheeses**, for greater control and to keep the taste and freshness intact.



Class A fresh **eggs** from cage-free hens.



Whole pieces of **meat** for the visual recognition of the quality of the cut and to ensure the absence of mixed meats.



Unprocessed **vegetables**. The preparation is carried out by our personnel in the plant.

WE SAY NO



NO Palm Oil



NO Food gums



NO Artificial flavors and colorants



NO GMO



NO Hydrogenated fats



NO Anti-caking agents

Our suppliers: a choice of quality

We supervise the supply chain by establishing relationships of trust with our partners, which must guarantee the highest standards.

We are constantly committed to improving the promotion of transparency of the production processes along the supply chain and ensuring the traceability of the products and the raw materials.

We supervise all phases of our supply chain, starting with the scrupulous selection of our suppliers. **We are committed to collaborating with partners that guarantee our qualitative and food safety standards and we establish solid and long-lasting relationships with them based on values and trust.** A delicate and complex process considering the great richness and variety of the raw materials that we use, which involves contracts with more than 500 suppliers.

THE SELECTION CRITERIA FOR SUPPLIERS

Our criteria for the search, selection and qualification of suppliers are very strict and, before final approval, in-depth assessments, analyses and audit are conducted directly by our collaborators to confirm the safety of the raw materials and the working methods of our partners.

- ✓ Compliance with the legal regulations and HACCP
- ✓ BRC/IFS certification
- ✓ Provision of health protocols for the environment and people
- ✓ Adherence to the Rana Suppliers' Code of Conduct
- ✓ Compliance with Rana's requirements
- ✓ The application of Rana specifications for production processes and techniques of cultivation/rearing
- ✓ Compliance with the product's quality and safety requirements indicated in the technical specifications
- ✓ Acceptance of announced and unannounced audits by Rana personnel

THE SUPPLIERS' CODE OF CONDUCT

All our suppliers are required to adhere to and observe the Suppliers' Code of Conduct, which is inspired by the principles contained in the Rana Code of Ethics and Conduct and lays down requirements in terms of environmental matters, human rights and the protection of workers, in particular on issues of health and safety and equal treatment in the workplace, based on the Guidelines for Multinational Companies of the Organization for Economic Cooperation and Development (OECD), the Conventions of the International Labour Organization and on the 10 principles of the UN Global Compact.



ANIMAL WELFARE

All our suppliers of meat, fish and eggs are obliged to adhere to the Protocol on Animal Welfare, which includes the 5 freedoms established by the World Organization for Animal Health (WOAH). Our partners are therefore called on to respect the regulations in force and the standards laid down in the Rana protocol, ensuring the connection between the well-being and health of animals and the quality and safety of the food ingredients.

- 1 Freedom from thirst, hunger and malnutrition
- 2 Freedom from discomfort by having an adequate physical environment
- 3 Freedom from pain, injury and disease
- 4 Freedom to express normal behavior
- 5 Freedom from fear and distress

Responsible and transparent marketing

We promote clear communication to protect consumers.

Coherence, responsibility and transparency are the key words that guide our every action of marketing and communication. All the images and messages conveyed through the various communication channels, both on and offline, are carefully defined so that they are in line with the corporate values and always with respect for the individual.

With regard to responsible communication to the client, the labels and packaging also play a major role in conveying

clear and accurate information aimed at protecting the health of the consumer and facilitate their purchase choices. Everything shown on the label and the packaging complies with the legal prerequisites of the countries in which our products are sold (in 2023, no episodes of non-compliance were reported). Furthermore, this information enables the traceability of the product throughout the entire production process up to distribution in the sales outlets.

NAME
Product name with indication of the characterizing ingredients

COOKING TIME

NUTRITIONAL VALUES

ENVIRONMENTAL LABEL
Instructions for disposal

EAN
Barcode

EXPIRY DATE, BATCH AND PRODUCTION TIME

Front



Back



INGREDIENTS
Reported in descending order based on the quantities used

ALLERGENS
Shown in bold. Allergens present in the plant but not used for the recipe are also indicated

STORAGE METHOD
In the refrigerator

PRODUCTION PLANT

PASTA FRESCA ALL'UOVO CON RIPIENO A BASE DI RICOTTA E SPINACI.
Ingredienti: Ripieno 60%: ricotta 40% (siero di latte, latte, sale), spinaci 16%, formaggio mascarpone, siero di latte in polvere, crema di latte, formaggio Parmigiano Reggiano DOP*, pangrattato (farina di grano tenero, acqua, sale, lievito), olio di girasole, sale, aromi naturali, fibra di frumento, aglio. Pasta 40%: farina di grano tenero, uovo 30%, semola di grano duro.
*DOP: Denominazione di Origine Protetta.
Allergeni: vedi ingredienti evidenziati in grassetto. Può contenere frutta a guscio, pesce, crostacei, molluschi, sedano, soia, senape.
DA CONSUMARE ENTRO: VEDI RETRO DELLA CONFEZIONE.
Conservare in frigorifero a +4/6°C. Consumare entro 3 giorni dall'apertura. Prodotto confezionato in atmosfera protettiva. L'immagine ha solo lo scopo di rappresentare il prodotto.
MODALITÀ DI COTTURA: Cuocere in abbondante acqua salata bollente per 1 minuto, scolare e condire.

Pastificio RANA S.p.A. - Via Pacinotti, 25 - 37057 San Giovanni Lupatoto (VR), Italia. Prodotto nello stabilimento di: A - Via Pacinotti, 25 - 37057 San Giovanni Lupatoto (VR), E - Via Locatelli, 6 - 12033 Moretta (CN). La lettera che segue la data di scadenza indica lo stabilimento di produzione.

DICHIARAZIONE NUTRIZIONALE per 100 g

Energia	1064 kJ / 254 kcal
Grassi	11 g
di cui acidi grassi saturi	5,5 g
Carboidrati	28 g
di cui zuccheri	5,3 g
Proteine	10 g
Sale	1,1 g

COME DIFFERENZIARE
CONFEZIONE C/LDPE 81 RACCOLTA PLASTICA
Verifica sempre con il tuo comune



250 g e

Below

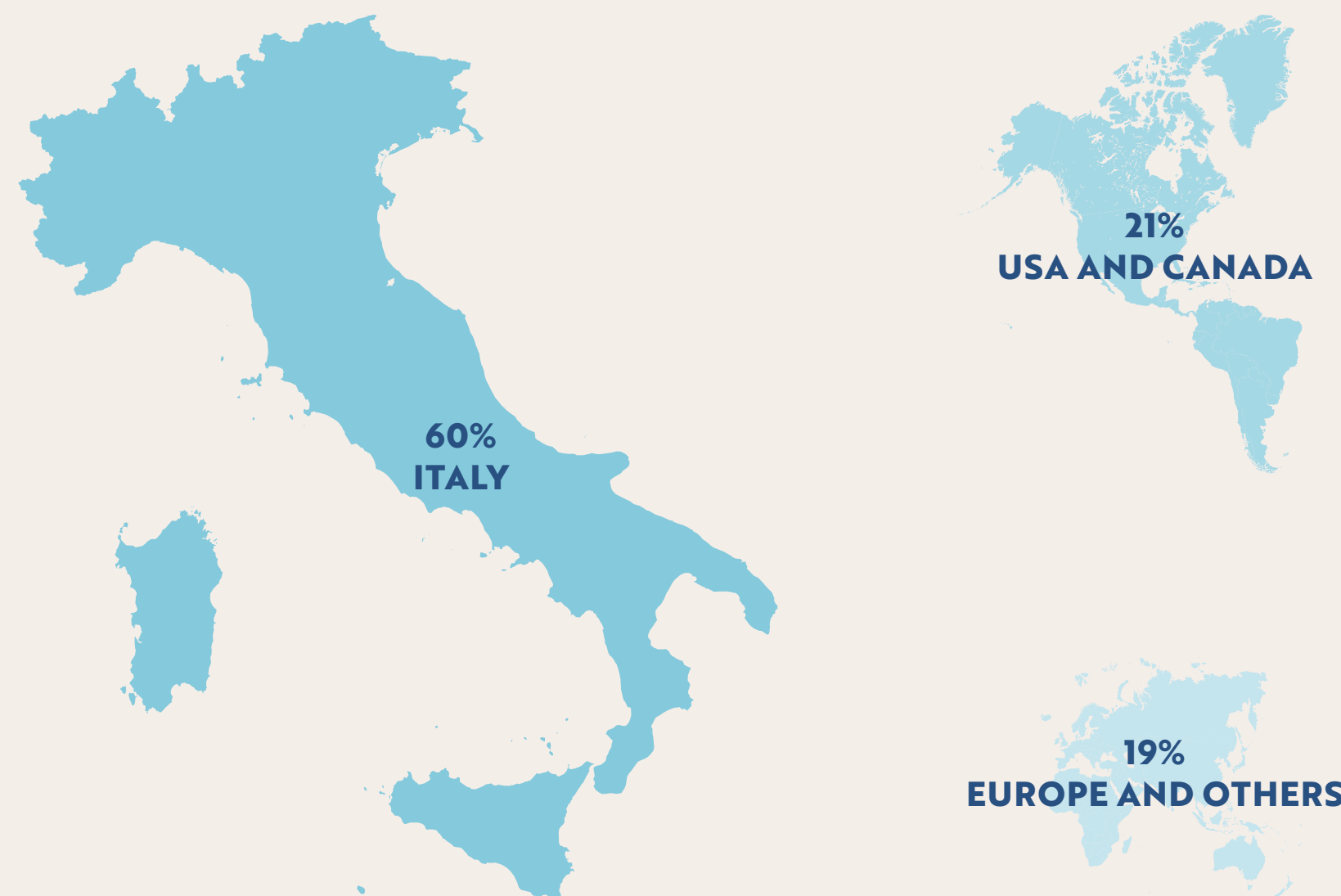
Our care for people and communities



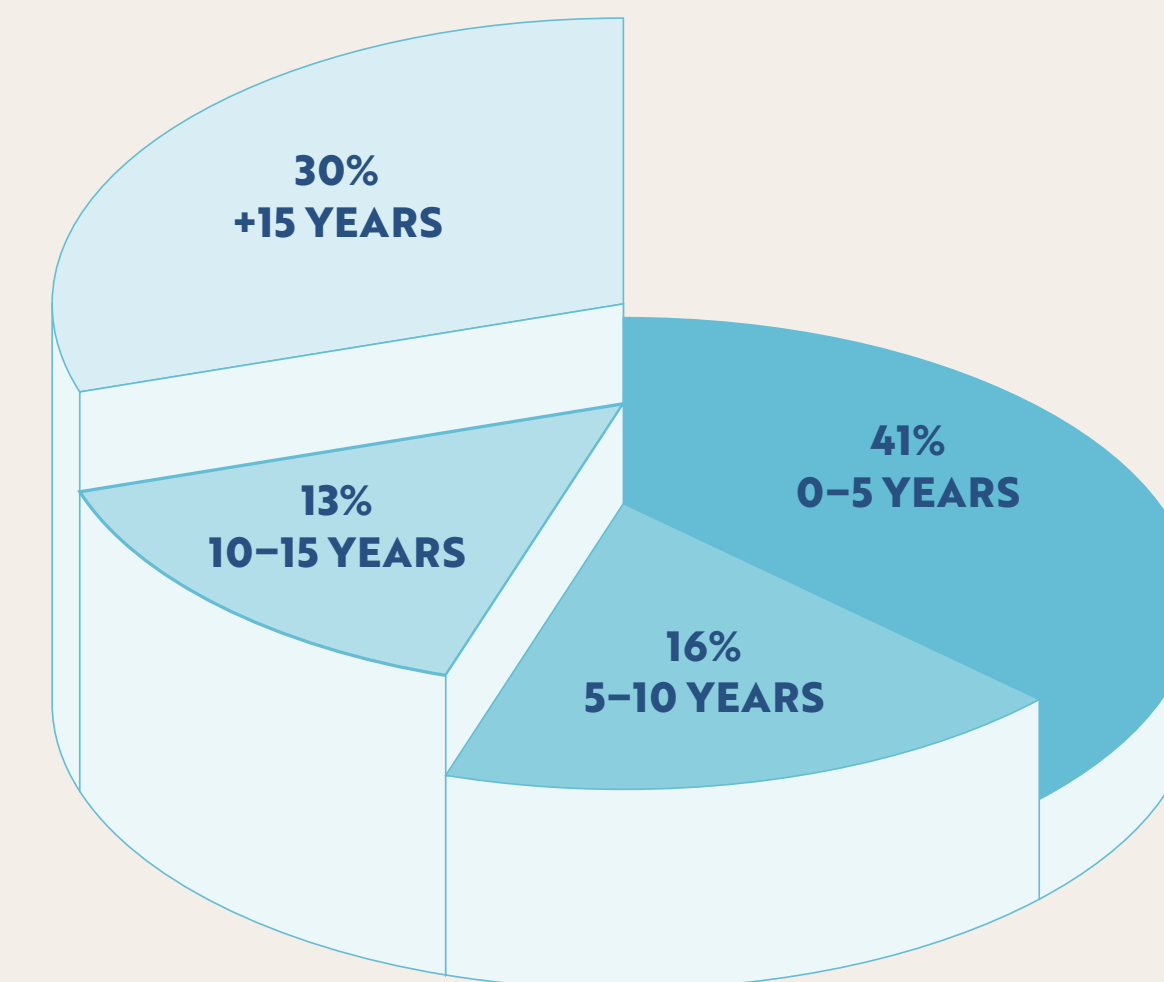
One big family

We invest in the human capital, we develop know-how and skills that generate value for the whole of society.

RANA PEOPLE BY GEOGRAPHIC AREA



COMPANY SENIORITY



We believe that every business is a social cell and that its purpose is to give a future perspective to its people. A positive economic balance is the basis that allows all our collaborators to cultivate their own approaches and the mission of our Group is to create the opportunities to enhance them. **Our commitment is focused on identifying and multiplying the talents of all those who are part of our big family and dedicate their work to the Group.**

The Rana story is made up of people who, for more than 60 years, have been enthusiastic about what they do with care every day. Each one of them is as fundamental for the suc-

cess of the company as the quality of our products. That's why we believe it is crucial to invest in the human capital, develop their know-how and skills in a safe, stimulating, and creative environment, embracing and promoting diversity. Creating know-how means generating value not only for the business but for the whole of society, for our collaborators and their families, for the future of all.

OUR EMPLOYEES

As of Dec. 31, 2023, there were 3,425 employees of our Group globally, including direct employees and contractors. This figure is always growing due to the continuous development of our business. Of these, 60% are located in Italy and 21% between the U.S. and Canada, the remaining 19% in Europe and the rest of the world. We are a global family sharing the same passion and values. We instill in every daily gesture an unwavering commitment to a safe and challenging environment, along with continuous opportunities for training and growth. These values of responsibility and

commitment are fully reciprocated by our employees, whose high tenure, an average of 11 years, reflects a deep passion.

We collaborate daily with external figures, professionals who work permanently in our offices, and we also occasionally resort to temporary employment, as a solution prior to a contract of employment. One of the peculiarities of the industry in which we operate are the peaks of work due to the seasonality of products. To handle this we resort to seasonal labor and outside workers, employed through social cooperatives and employment agencies.

AVERAGE LENGTH OF SERVICE IN THE COMPANY IS 11 YEARS

Respect and inclusion

We create a safe environment in which everyone can interact with dignity and honesty, promoting an inclusive culture able to transform diversity into a precious resource.

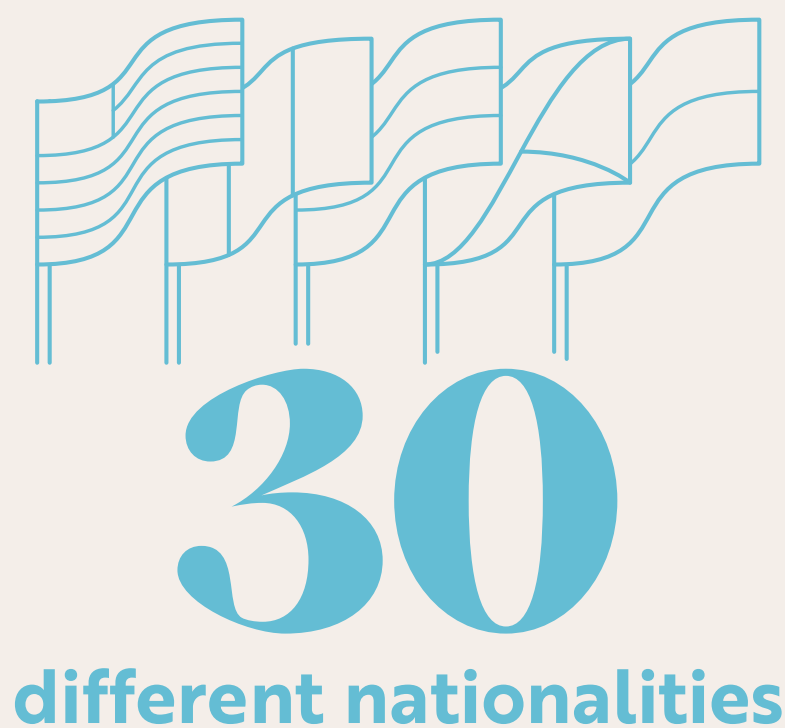
With over 3,000 employees in more than 10 countries, we are aware of the importance of involving everyone, listening and responding to their opinion and the great opportunity and responsibility that we have in making a positive impact on issues such as gender equality and inclusion of diversity among our people.

That's why we share the same values with our collaborators and we believe that a diversified and inclusive working group is fundamental for the long-term success of the company. **We continuously draw inspiration and enrichment from the multiplicity of cultures and viewpoints of each of the members of this great team. We value the difference, making every person part of the family, with respect and collaboration.** Indeed, only inclusivity can transform diversity into a precious resource.

We are committed to promoting an inclusive culture in which all our collaborators feel appreciated and treated in an equitable way. By cultivating their curiosity and their innate inclinations, we provide the means to obtain personal and professional success during their career in the company.

The presence of different talents makes Rana an innovative, multicultural and satisfying working environment. We create a climate in which everyone can interact with dignity, honesty and reciprocal respect. In recognizing the value of the daily work of our people, we are promoting team spirit, transparency, integrity and equality.

We ensure every day equal opportunities, prevent any type of discrimination in all phases of the professional career: from the selection process through the steps of professional



30 different nationalities



34% of managerial roles covered by women

growth to the end of the employment relationship.

We support the achievement of an ever-increasing level of gender balance, rewarding the abilities of each, and work to eliminate any gender pay gap globally. We also foster the integration of younger generations into the work environment, while enhancing the skills of those with many years' experience in our Group and who have internalized our culture, enabling them to work side by side. A true continuous migration of knowledge is thus put in place, **a generational interchange in which younger people and those with greater company seniority pool their privileged points of view.**

The Rana Group is predominantly a manufacturing company (58% of employees are employed in production), and the corporate population is made

up of people of about 30 different nationalities. The female presence within the Group accounts for 40% of the total, and as of today, 34% of our company's senior and middle managers are women.

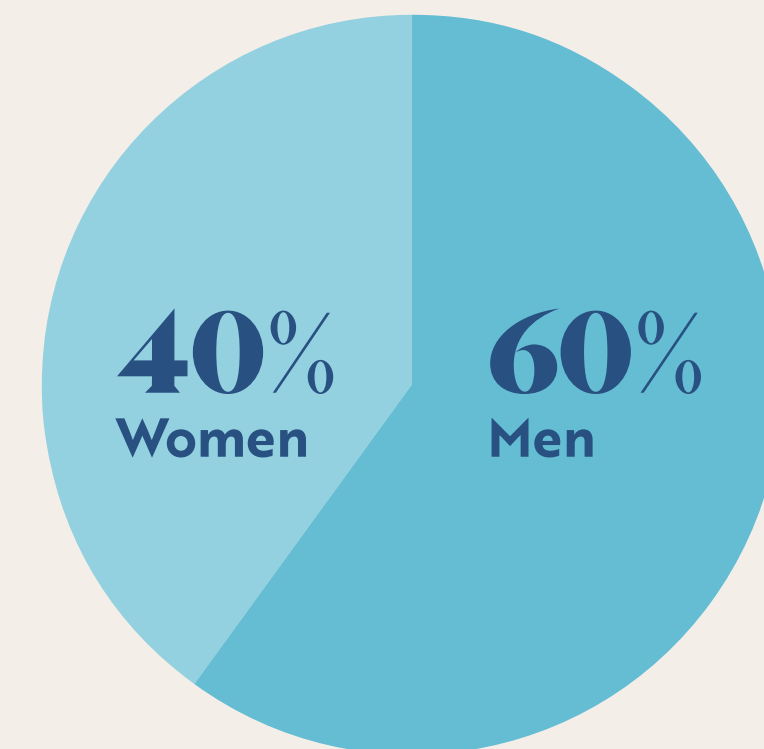
Consistent with current regulations and local legislation, we provide the opportunity for all employees to take full advantage of parental leave.

Promoting the professional growth of each person, valuing every talent concretizes a concept that we have always made our own: considering people as members of our family, regardless of ethnicity, gender, sexual orientation, religion, political views, and vulnerabilities (zero cases of discrimination were detected in 2023).

In relation to this issue, we ensure that our suppliers also approach diversity and inclusion in the same way we do. For example, in the United

States, each vendor is asked to fill out a Vendor Diversity Questionnaire that is aimed at understanding the percentage of minorities, women, and veterans within their workforce.

GENDER



Talent attraction

We generate opportunities for expressing, cultivating and enhancing the aptitude of all our employees.

For our company, one of the most relevant figures is employment: in 10 years the Rana population has quadrupled and continues to grow. This is the number that makes us most proud and gives meaning to every project and effort. **This is our greatest asset and challenge: we don't just create great products, we want to ensure a future for all the people who believe in this project and their families.**

We understand that employee management is at the heart of any successful company: attracting and retaining the best resources is critical to progress in any market. We believe that creating a motivating and stimulating work environment, where

people are able to express their value, can lead to the growth of our company and increased talent retention.

NEW HIRES

Our daily work is based on the pursuit of excellence and passion, values that we also look for in candidates who are being hired. Our selection process, which includes several evaluation paths, guarantees equal opportunities for admission, and each hiring proposal is decided on the basis of objective criteria related to the candidate's skills.

In selecting new resources, we evaluate profiles from time to time, with the intention of including and growing young talents who can look

forward to the future of our company, and at the same time also hiring older people with a great wealth of experience that can be shared in the company. Two worlds in connection that create a strong generational synergy.

In 2023, the number of people joining our Group globally is 219. Of these, 36% are women and 37% of the new resources are under 30 years old, confirming our desire to cultivate young professionals, recognizing the added value they bring to Rana.

New employees joining the company in 2023 are predominantly placed in our Italian sites (45%).

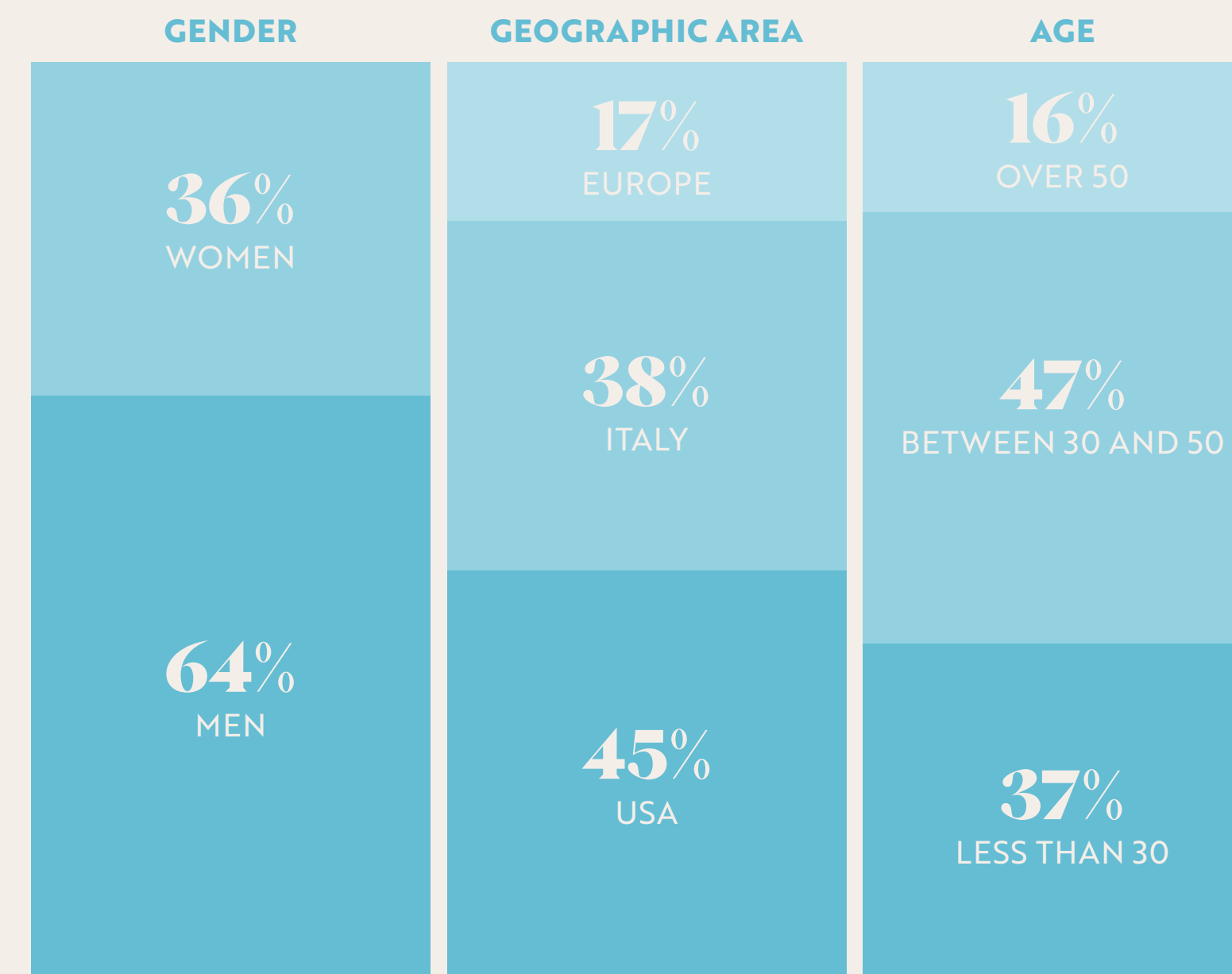
In the U.S., 38% of new hires were placed and the remaining 17% in European subsidiaries.

In the same year, 118 people left the Group, with an overall turnover rate of 20%.

On parenting, we are committed to ensuring that new mothers and new fathers can enjoy such an important time in their lives. At the same time, we want their reentry into the Rana Group family to be as smooth and enjoyable as possible. Our high rates of return to work after parental leave (99%) show us that we are headed in the right direction.

+219

NEW RECRUITS IN 2023 OF WHOM:



Data referring to new hires in 2022

People's well-being

A motivating and stimulating workplace.

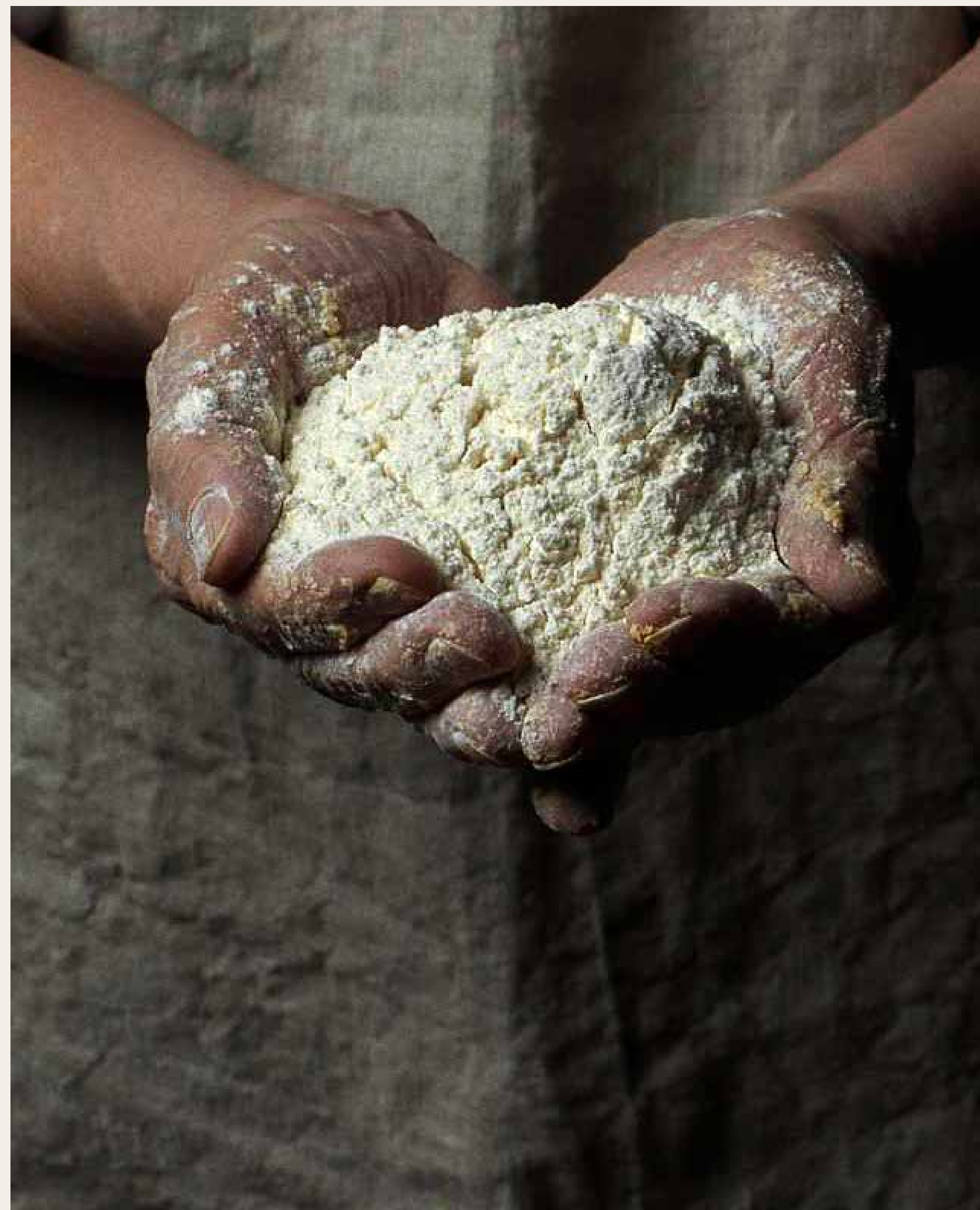
We believe in the precious value of individual people and we believe it is fundamental to offer them a workplace where they can improve their professionalism and well-being. In this way, we can guarantee continuous evolution and constant improvement of what we are and what we do. Improvement that works on several levels: the value of the work, belonging, self-fulfilment, trust and openness to change.

A favorable professional environment does not only mean bonuses, incentives or benefits but also concrete actions that favour personal well-being. In the light of this, we have developed "Progetto Dialogo", a programme of services dedicated to our people, which range from financial to fiscal assistance, from legal consultancy to child care, making the best professional services available at no cost. To protect the

health of our collaborators, moreover, we have put in place agreements with the territory's health centers.

THE DIALOGUE WITH THE SOCIAL PARTNERS

We comply with the labour laws and respect the rights of workers in the various countries in which we operate. We firmly believe in building a constructive and profitable relationship with the Trade Union Organizations, promoting dialogue between the parties and listening to the needs of our employees in order to find solutions of reciprocal benefit. In Italy, with the supplementary agreement signed in 2022, trade union relations were enhanced through the establishment and regulation of the National Coordination of the Amalgamated Union (RSU).



Health and safety

We protect our large family by sharing a culture of safety in all the workplaces.

The health and safety of all people who collaborate with us are at the center of the planning of every activities, a daily priority and a constant responsibility. Our will is **to offer all our employees an environment that is as safe as possible, healthy conditions and regular check-ups to improve health in the long term, with the ambitious goal of accidents zero.**

The countless decisions that the managers of each of our plants around the world are required to make every day are inspired by and linked to compliance of all applicable regulations in the area of safeguards and protection. In Italy, the guidelines are dictated by Decree Legislative Decree No. 81/08, translated and communicated by us through the Policy Corporate Policy for the Health and Safety of Workers. In Belgium, the management system

of risks and accidents follows the criteria and laws of both the "Code du bi-enetre" and of the "Règlement Général pour la protection au travail" (RGPT). Finally, in the United States, the federal laws applied to the management system of health and safety are in accordance with the Occupational Safety & Health Administration's (OSHA).

People's competencies are protected by the organization of recurrent training courses, as well as by the provision of adequate equipment during the performance of the activities assigned. The results of these measures are evaluated through processes of risk assesment, with a monitoring plan and periodically updated, both in accordance with regulatory changes and on the basis of quantification of risks. These processes follow a comprehensive strategy called SOBANE (Screen-

ing-Observation-Analysis-Experience), viz. a detailed analysis of the activities of the workers and their location, with operator feedback and continuous observation of the work during the course of operations carried out by managers and internal safety consultants.

Workers immediately report accidents, near-misses, and conditions working conditions hazardous to their health or safety to their supervisor, who records the incident through a computer system that has been specially developed to be always online and to notify cases to management. Upon receiving these reports, the Protection and Prevention Service proceeds with an investigation following the 5-WHY methodology, the interrogative technique iterative technique used to explore the cause-effect relationships of a particular problem. In the United



States, it is also possible to call anonymously OSHA directly. The Rana Group ensures health surveillance health surveillance for all employees who are required by current regulations and in accordance with the health protocol prepared by the medical director of each country. Our people also have the ability to request extraordinary examinations in case of need. In the United States United States we provide health checks annual (confidential and free of

charge) and Plans Flexible Health Benefits with freedom of choice based on the service desired. The indicators in the table tell our safety story regarding employees direct and administered.

The rate of workplace accidents (both without serious consequences and with serious consequences) decreased in the year 2022 and in 2023 (vs. 2021), demonstrating the extent of our commitment. There were no incidents

have been encountered that have led to fatalities during the years 2021, 2022 e 2023. The most common accidents recorded involve hands or fingers, typically hematomas, lacerations or muscle strains. Although these types of accidents are not serious, we have no intention of underestimating these numbers and we are committed to intensify our efforts to spread the culture of safety in all workplaces.

	UNIT	2021	2022	2023
Number of hours worked	h	4,346,947	4,723,364	5.067.397
Rate of accidents at work	Accidents every 1,000,000 hours worked	17.48	13.97	14.80
Rate of accidents at work with serious consequences (excluding fatalities)	Accidents every 1,000,000 hours worked	2.07	1.48	1.78

Rate of recordable accidents at work, calculated as: total number of recordable accidents/total number of hours worked*1,000,000
 Rate of accidents at work with serious consequences calculated as the total number of accidents at work with serious consequences/total number of employees)*1,000,000

Health and safety

April 28 marks the "World Day for Health and Safety at Work." established in 2003 by the International Labour Organization with the purpose of drawing attention to the importance of preventing workplace accidents and occupational diseases and the need for a collective commitment for the promotion of a concrete culture of safety.

For us at the Rana Group a the protection of the **health and safety of all people** who work with the company is a daily priority, a responsibility constant. With this in mind, we adhere with determination to the event, with the aim of raising awareness even more our entire community on this very important issue, which has always been at the center of our choices.

Preventing risk situations by creating an increasingly protected work-

place and healthy, is a common goal that requires the participation and involvement of everyone. A daily commitment shared both in the proper management of one's work activity and in communicating potential critical issues.

Each of us can make a difference in terms of prevention, and as of today a useful new tool: **the workplace safety app "SicuRana."**

The app, which can be downloaded to one's smartphone, allows you to report any anomalies related to safety and health in one's workstation workplace, in order to prevent situations that could cause an injury to themselves or their colleagues.

Each report will be taken up by the Rana Group, so as to assess possible improvements to be introduced.

28 APRILE 2023

FOR PASTIFICIO RANA, EVERYONE'S HEALTH AND SAFETY IS A PRIORITY AND A COLLECTIVE COMMITMENT.

We celebrated
"World Occupational Health and Safety Day"
with this gift designed for you: a **first aid kit**,
because protecting yourself is important at all times.

KIT PRIMO SOCCORSO

**EVERYONE OF US
CAN MAKE THE
DIFFERENCE
IN PREVENTING
INJURIES.
ON THE
WORKPLACE.**



Our commitment to communities

We believe that every business represents an important social unit that uniquely contributes to improving quality of life and collective well-being.

For us, running a business means, first and foremost, taking on a responsibility within civil society, creating a social commitment before an economic one, capable of uniquely contributing to the improvement of quality of life and collective well-being. This is why we dedicate ourselves to our work every day with great passion, to create value and build together a brighter future for everyone.

A deep bond connects us to our territory, from which we draw our values and strength. Driven by the desire to give back what we have received, we collaborate with numerous associations and organizations at both local and global level to promote

solidarity initiatives across various fields. **Rana Group and the Rana Family Foundation work together to identify existing projects and create new ones, both capable of generating benefits for the most vulnerable and marginalized people.** The activities we support are diverse in nature and fall within specific thematic areas such as social inclusion, culture, health, and research. Sometimes our initiatives have a national and international reach, spreading across thousands of individuals. In other cases, they respond to a unique and powerful call, capable of transforming the reality of a single person and the world around them.

SOCIAL INCLUSION

Since 1962, we have been creating fresh products with the intention of fostering moments of sharing, taste, conviviality, and serenity around the table. Based on this principle, **we are committed to facilitating access to food for people in greater need.**

In collaboration with Banco Alimentare, we have carried out several solidarity campaigns that have allowed us **to donate 14 million fresh meals over five years to those who cannot afford groceries:** a great achievement documented in every detail, step by step. For each project, we published the delivery slips of donated products on our website, so that each package could be

FONDAZIONE
FAMIGLIA
RANA

FAMIGLIA RANA FOUNDATION

Building on the legacy of the non-profit association Progetti Felicità, the Famiglia Rana Foundation was founded in 2010. It represents an additional step toward concretizing the charitable side of the entrepreneurship of Gian Luca Rana, CEO of Pastificio Rana, who views the company as a glue in the social fabric, aiming to improve the quality of life for the community. The Foundation's goal is to develop and promote social projects that focus on the dignity and value of the individ-

ual, coordinating solidarity activities with complete transparency, to build the well-being of both the person and the community. It supports projects in various fields: scientific research, prevention, culture, protection of the right to education, social integration, and assistance to fragile and marginalized people. A valuable focus is also placed on the enhancement of Deaf Culture, with special attention to the defense and diffusion of Italian Sign Language (LIS).



**MORE THAN
2.9 MILLION
FRESH MEALS
DONATED IN 2023**

transparently tracked from consumers' carts to the tables of those in need, thanks also to the widespread network of volunteers and charitable organizations of Banco Alimentare throughout Italy.

In 2023, we have also supported local non-profit organizations and charitable entities by donating 188,737 kg of fresh products across Italy. Through our overseas branches, we offered an additional 174,231 kg of product in 2023, **for a total of over 364,000 kg globally, resulting in approximately 3 million fresh meals donated in 2023.**

Our commitment to communities

SOCIAL INCLUSION

But in addition to physical nourishment, there is nourishment for the soul. To stand by young people in vulnerable situations and promote values we have always believed in, such as teamwork, dedication, and perseverance, **we have supported the ASD Buster Basket for several years by contributing to the "Suspended Basket" project.** This initiative, organized in collaboration with the social services of the City of Verona, allows economically or socially disadvantaged young people to access sports for free, offering them the opportunity to interact with peers and find in sports an extraordinary opportunity for dialogue and growth. In 2023, we also contributed to the purchase of a **vehicle to transport young athletes to BASKIN (BAS-Ketball INclusive) games**, a sport affil-

iated with EISI (Italian Inclusive Sports Body recognized by CONI), inspired by basketball. BASKIN allows disabled and able-bodied athletes to be part of the same team, playing together through a system of dedicated rules that make the game "inclusive." Driven by the same passion for sports and the desire to make it accessible to everyone, in 2023 we supported the **Vigasio ASD artistic roller-skating school**, which has long been a reference point for young people to challenge themselves and strive to achieve their goals. This school teaches **the discipline of roller skating to everyone, including children born with Down Syndrome, in order to help them find a passion, express themselves, and be an integral part of the team**, participating in events and competitions to showcase their artistic skills and achievements.

An important area of our community activities is **the support and promotion of Deaf Culture, with particular attention to the promotion of LIS (Italian Sign Language).** Our commitment includes funding interpreting services, training courses for operators, and psychological support, as well as promoting bilingual education (LIS and Italian), which is essential for the psychosocial development of all children, especially the deaf.

In 2023, this commitment also extended to supporting and promoting cultural events that allowed inclusion and enjoyment by a deaf audience. In February 2023, we sponsored the event **"I Poeti non dormono la notte"** ("The Poets Don't Sleep at Night"), a 24-hour poetry marathon held at the Elfo Puccini Theater in Milan, providing simultaneous LIS interpretation ser-

VICES to make poetry accessible even to those who "listen with their eyes." In the autumn of the same year, the Rana Foundation contributed to the realization of **"You Have to Be Deaf to Understand"**, a theatrical piece directed and performed by Diana Anselmo, presented in deaf-related venues in Milan, Lisbon, Edinburgh, and Stockholm. Inspired by the poem of the same name by Willard J. Madsen, a deaf professor of English literature, the performance conveys through the imaginative power of Visual Sign what being deaf meant for Madsen. The performance thus addresses the long-standing issue of translation, revealing how what often seems like an innocuous act can conceal linguistic chauvinism, phonocentrism, and cultural appropriation.



THE POETS DON'T SLEEP AT NIGHT

We have always believed that the worlds of entrepreneurship and culture are indissolubly linked through shared fundamental values such as passion, dedication, and creativity. For this reason, we support the artistic and cultural world, and alongside many friends and illustrious artists, we accepted the invitation of the organizer Francesca Alfano Miglietti to participate in "The Poets Don't Sleep at Night": a one-of-a-kind event that allowed culture and beauty to be shared. **An unprecedented 24-hour poetry marathon** held in February 2023 at the Elfo Puccini Theater in Milan, where we not only fed the "soul" with literary compositions but also the "body" by offering the entire audience tastings of fresh pasta during the intervals between performances. Additionally, with the involvement of the Fondazione Famiglia Rana, we provided a **simultaneous translation service in LIS (Italian Sign Language) to make poetry enjoyable and accessible even to those who "listen with their eyes"**.

Our commitment to communities

SOCIAL INCLUSION

In celebration of **World Children's and Adolescents' Day**, we participated in the TavolaRasa event organized by **La Cucina Italiana and UNICEF Italia** to raise funds in support of the organization's programs for protecting children worldwide. United by a common purpose, we believe it is essential to celebrate sustainability, both through UNICEF, which is committed to guaranteeing a fair, healthy, and safe future for every child, and through La Cucina Italiana, a historic culinary magazine that promotes conscious consumption, biodiversity preservation, and the fight against food waste.

During the Christmas holidays, as we have done for several years, we chose a gesture of solidarity we deeply believe in: in the boxes sold on our e-commerce platform, **we included**

a gift of a "Pan d'Oro" made in collaboration with Round Table 36 Verona, with the aim of supporting local associations. In 2022, the proceeds from the online purchase of the "Natale a casa Rana" (Christmas at the Rana Home) box helped **support the activities of Telefono Rosa**, a pioneering association in defending women's rights, which has been listening to, welcoming, rescuing, and supporting women victims of violence and abuse since 1988.

In 2023, thanks to the pandoro gifted by the Rana family, it was possible to **support the Più di un Sogno ETS Foundation, which has always been committed to supporting life projects for children, young people, and adults with intellectual disabilities:** a journey from birth to adulthood focused on cognitive develop-

ment, social and work inclusion, and an independent life. In addition to contributing to the Christmas campaign in collaboration with Round Table, we chose to further support the **"Ti affido un Sogno"** (I Entrust You with a Dream) project, promoted by the Più di un Sogno ETS Foundation, which **aims to support many Life Projects to ensure that each person with an intellectual disability follows a coordinated, integrated, and continuous path that places the needs of the individual and their family at the center.** Più di un Sogno accompanies people with disabilities from their first months of life to adulthood, striving together to achieve the greatest possible autonomy and personal realization for each person with Down syndrome and intellectual disabilities.

PAINTING WITH THE SOUL

Through the Rana Family Foundation, always at the forefront of supporting Deaf Culture, we chose to stand by a young deaf woman and artist, Sofia Ines Musumano. Born with profound deafness, for her painting has become an original dimension of communication and expression. Her technique does not stem from formal training but is a genuine response to an irresistible and necessary creative impulse. She follows her path, delivering a personal and unfiltered style, paced by her own time and perception of the world. Since Sofia was in middle school, we have supported her education and artistic journey by providing continuous interpreting services for her studies and offering communication courses and guidance.

We promote her career as a painter in various fields, supporting her educational activities and organizing her solo and group exhibitions.



Ti affido un Sogno

Quando la disabilità intellettiva è valore per la Comunità



Our commitment to communities

HEALTH

Innovation is at the heart of our work, and in line with this principle **we strongly believe that research plays a crucial role in scientific progress, and therefore it is essential to support it to create a better future for everyone.** Furthermore, we have always been committed to promoting the preservation of health and the psychophysical well-being of people and the community, both present and future.

With this purpose, the Rana Family Foundation sponsored and supported the **international congress IASGO (International Association of Surgeons Gastroenterologists Oncologists)**, which has over 1,700 members from more than 90 countries, held in Verona in September 2023. This important event allowed an international audience to discover one of Verona's extraordinary medical-scientific excellence in the fields of oncology and gastroenterology. The mission of IASGO is to globalize medical knowledge and skills through continuous medical education. During the congress, the world's leading experts shared the latest discoveries in the treatment of gastrointestinal diseases, aiming to improve patient care and quality standards, optimize early diagnosis pathways, personalize therapeutic interventions, and assess prognosis.

Conscious of the crucial role of research, we believe it is indispensable

to continuously contribute to various organizations engaged in medical-scientific fields such as: **Fondazione IEO-MONZINO ETS**, which supports research at the European Institute of Oncology and the Monzino Cardiology Center; the **Unipancreas association**, which organizes a national conference on the prevention and treatment of pancreatic cancer, available to the public both in-person and via streaming; and the **Alzheimer Verona ODV association**, which organizes theatri-

cal performances and events to raise funds to support free activities for fragile families. In 2023, in particular, we supported their "Ad Ali Spiegare" event and Christmas lunch, as well as the "Canto Libero" musical, held at the Teatro Romano in Verona to celebrate the 25th anniversary of the association. Through the iconic songs of Battisti and Mogol, the event celebrated all the volunteers who generously donate their time every day to accomplish an important charitable mission: improv-

ing the quality of life for families to promote home care for elderly people with dementia through daily support and free services.

With the aim of helping to improve people's quality of life, since 2019 we have actively **supported Smile House ETS Foundation, which takes care of children and young adults born with cranio-maxillofacial malformations and their families**, guiding them through a multidisciplinary care path from prenatal diagnosis to adulthood. Thanks to our support over the years, more than 20 surgeries have been performed, and we have contributed to the purchase of painkillers, operating tables, and equipment for medical stations necessary for surgeries. In 2023 we joined the Smile House International Training Program (SHITP), which aims to establish International Centers of Excellence dedicated to training healthcare professionals involved in the multidisciplinary diagnostic-therapeutic path of the Smile House project. During the year, we contributed to the training of a volunteer doctor from the Smile House center in Catania, who spent six weeks at the GSR Institute of Craniofacial Surgery in Hyderabad, India, engaging in theoretical and practical activities related to the treatment of cleft lip and palate.

For several years, during the Easter season, we have contributed to the initiative **"Con una colomba doni la**

DIAMOCI UNA SCOSSA

Every year, about 60,000 people in Italy lose their lives to cardiac arrest, and for many of them, timely rescue interventions make a radical difference. With this awareness, starting from the 2023/24 school year, the Fondazione Famiglia Rana enthusiastically joined the innovative educational projects "Diamoci una scossa" ("Let's Get a Move On") and "Un battito di mani" ("A Clap of Hands"), created by the **Azienda Ospedaliera Universitaria Integrata di Verona in collaboration with the University of Verona to bring cardiopulmonary resuscitation techniques into schools and certify students in the use of defibrillators.** With the contribution

of our Foundation, it was possible to double the number of students in training, making Verona the leading province in Italy for first aid education in schools.

This significant achievement was made possible through collaboration between the public and private sectors, and it reflects the commitment to spreading first aid culture among young people. In the last school year, more than 370 high school students were certified in the use of defibrillators, and over 460 elementary school children learned cardiopulmonary resuscitation techniques.

vita" ("With a dove, you give life") by ADOCES (Association of Hematopoietic Stem Cell Donors). The proceeds have been used to fund scholarships for young doctors and biologists working at the Azienda Ospedaliera Universitaria Integrata di Verona and to purchase medical-scientific equipment for leukemia treatments.

We have always been committed to **promoting women's health culture**, which is why we stand alongside the **GI.A.DA (Young Adolescents Adult Women) association**, focusing on prevention and timely intervention. The

association provides support and practical help to women from adolescence through open dialogue that covers all aspects of the female sphere, where the onset of certain conditions requires greater support and assistance. In 2023, we contributed to GI.A.DA's project for the purchase of laser therapy as a non-hormonal treatment for vulvovaginal atrophy in women affected by breast cancer undergoing hormone therapy.



Our commitment to communities

CULTURE

Culture is a wealth that stimulates the entire social fabric, creating a positive impact in many other areas, from employment to education, to inclusion and urban redevelopment. For this reason, **we believe that promoting cultural heritage represents a crucial value to be pursued with great commitment.** As a company, we feel the need and responsibility to support this heritage, which makes our country unique in the world, and to give our contribution, especially to the region that saw our birth and international growth.

Since 2021, we have taken part in the corporate membership project **“67 colonne per l’Arena di Verona” (“67 Columns for the Arena of Verona”)**, where **Gian Luca Rana, as a patron, has been at the forefront in supporting the Opera Foundation**, following the difficulties related to the spread of Covid-19, emphasizing not only on its economic importance but especially on its ethical and social one. The initiative is inspired by the 67 pillars of the external wall of the Arena, which collapsed during the 1117 earthquake and were virtually restored to their place thanks

to the support of 67 donors, driven by the enthusiasm and authority of its ambassadors and founders (the CEO of Pastificio Rana and the President of Oniverse Group). In its first three years, the project raised a record €4.5 million to support this international artistic and cultural excellence. In 2022, this ambitious collective project, aimed at enhancing one of the most iconic cultural and artistic assets of our country, received several awards: it was recognized by the Ministry of Culture as the best Art Bonus initiative of 2021, and it won the 9th edition of the “Cultura + Impresa Award” as the best fundraising project.

With the same commitment and conviction that protecting the past is essential for the future, in 2023 we chose to participate in the **FAI 200 Project (Fondo per l’Ambiente Italiano - Italian Environment Fund)**. A group of patrons that provides strong and practical support to an extraordinary project: effectively safeguarding the most beautiful, vulnerable, and hidden parts of our country by financing the Foundation’s recapitalization fund. The Italian landscape and cultural her-

itage, protected and promoted by FAI, represent some of the greatest social assets of our country. For this reason, we believe it is essential and exciting to continue educating to instill awareness and responsibility for a change that depends on all of us.

In this area, another project we are particularly proud of was born in **collaboration with Palazzo Maffei Casa Museo, with the goal of making art accessible to students.** Starting in March 2023, this virtuous synergy between business and art has made the Verona-based House Museum an increasingly prominent reference point in the education of young generations and a remarkable example among Italian museums for social engagement. The shared goal of Rana and the Carlon Foundation is twofold: on one hand, to give as many students as possible the chance to approach art and beauty; on the other, to support schools in their educational mission. Thanks to Rana’s contribution, over 3,700 students from all school levels have visited the extraordinary collection of more than 600 works, collected by entrepreneur Luigi Carlon over

60 years of passion for art, free of charge. The project, which continues during the 2023/24 school year, includes guided tours and educational workshops led by specialized guides who offer various thematic narratives.

In **celebration of the 700th anniversary of Dante Alighieri’s death**, Verona has mobilized to honor the great poet and his close ties to the city where he lived during his exile. In this regard, **“Dante: Prophet of Hope” represents one of the most innovative initiatives aimed at passionately involving young people in reading the Divine Comedy.** This is why we decided to support it in the 2022 edition dedicated to Inferno, the 2023 edition focused on Purgatory, and the 2024 edition centered on Paradise. It is a highly immersive digital journey that showcases the various Dantean cantos. What makes this experience unique is its guides: 40 high school students from Verona, trained in the exhibition content through PCTO (Paths for Transversal Skills and Orientation) activities, enabling them to present it to their peers and all visitors.



MEETINGS AT THE MUSEUM: THE CULTURE OF THE TABLE

On the occasion of the exhibition **“Oro Bianco. Tre secoli di porcellane Ginori” (“White Gold. Three Centuries of Ginori Porcelain”)**, the Poldi Pezoli Museum in Milan hosted **a series of four meetings dedicated to the culture of the table and culinary tradition** from October 2023 to February 2024. In these meetings, four different authors engaged in dialogues with Angela Frenda, editorial director of Cook, the food magazine of Il Corriere della Sera. This project was realized thanks to Gian Luca Rana’s passion for the table, as CEO of Pastificio Rana and founder of the Famiglia Rana restaurant, awarded a 1-star rating in the 2023 Michelin Guide. It was precisely the restaurant’s Verona team, on location for the event, that curated the tastings at the end of the meetings. These four encounters narrated how table settings, the very design of objects, and the art of hospitality are integral to the magic of conviviality, sublimated by the 60 extraordinary Ginori pieces on display, representing an art that travels between eclecticism and exoticism.



FESTIVAL OF THE FUTURE

- 5 editions (from 2019 to 2023)
- 317 speakers and experts in technology, economics, finance, work, society, healthcare, geopolitics, nutrition, energy, and the environment
- 4.2 million views via streaming and social media platforms of the Festival

Sharing knowledge is essential to thinking about and creating a sustainable tomorrow. Always oriented towards this vision, in 2019 **Gian Luca Rana contributed to the establishment of the Festival del Futuro (Festival of the Future)**, an important moment of discussion on innovation aimed at **inspiring entrepreneurs, professionals, and students in tackling the global challenges of the coming decades through the lens of innovation.** The event, promoted by Harvard Business Review Italia, Eccellenze d’impresa, and Gruppo Athesis, takes place annually in Verona, attracting a large audience from all over Italy. During the event, experts and prominent figures from various disciplines discuss major future trends: from technology to science, from economics to climate change, from nutrition to health, decoding the key trends and the opportunities they offer.

Our culture for sustainable innovation



Defending the environment

The natural resources are source of life and are not unlimited, that's why we avoid waste and invest in innovation and in the efficiency of our supply chain.

The product quality that sets us apart is supported every day with materials and ingredients that come from a healthy planet. Unfortunately, the effects of human consumption and the growing demand for energy, land and water irreparably affect the environment that surrounds us. Our future, and the future of society, depend on our choices every day and their impact on climate change.

As a company, our actions embrace the fields of environmental management and include innovation in various areas of our value chain, such as energy, water and waste management.

Today, economic competitiveness is directly linked to sustainable innovation and the corporate strategies are pervasive in every aspect. A reasoned environmental approach makes it possible to mitigate and anticipate the risks arising from direct and indirect operations, as well as identifying the opportunities for growth and innovation. Sustainability brings with it the great advantage of focusing attention on the efficiency of the production process and the supply chain, cutting costs where possible and generating a virtuous circle of investments and innovation.

The management strategy of the direct and indirect impact of our operations focuses innovation in the following areas:

CIRCULAR DESIGN OF THE PACKAGING

The packaging becomes the basis of new value creation, supporting the transition to a circular economy.

FIGHTING CLIMATE CHANGE

Reduction of the emissions in the field of production and the logistics systems.

ENERGY AND WATER MANAGEMENT

Increase in the supply of energy from renewable sources, energy efficiency and responsible management of the water resources.

WASTE MANAGEMENT

Transition to a circular economy where the waste is valued and recovered and does not become the source of pollution.



Sustainability of the packaging

We believe in circularity of production and are committed to using renewable materials.

Single-use and unsustainable packaging is the main source of waste and is one of the causes of strain on the relationship between humans and the planet. The driving force behind the transition to sustainable, environmentally friendly packaging today is people and their growing awareness that the waste created by packaging fills landfills and pollutes our seas.

In the face of this transition movement toward sustainable packaging, the Rana Group designs its innovation strategy around the cornerstone of sustainable packaging. At Rana, we strongly believe in the circularity of our production, and our primary and secondary packaging do not differ. For several years already, we have been working to develop products made of recyclable materials with increasing percentages of recycled content. Our focus is primarily on paper and plastic, the materials we use most to store and transport our products. By their

very nature, Rana Group’s fresh products require high protective barriers, making the transition a challenge from which we, however, are not backing down. In 2023, our production has increased and consequently so has our consumption of materials and packaging. However, the desire to reduce our impact on the planet has guided us to make conscious choices from product development through purchasing to production. Our efforts have paid

off: **80% (+4% compared to 2022) of all materials we use to package and ship our products are sustainable, as they are recyclable or compostable.** We use paper from forests that are properly managed according to the principles of forest management responsibility and chain of custody, certified by the Forest Stewardship Council (FSC). In addition, the cartons we use to transport products to our customers are made from recycled paper.

MATERIAL (tons)	2021	2022	2023
Renewable material	22,530	24,391	28,365
Non-renewable material	7,260	7,657	7,125
Total packaging	29,790	32,048	35,491

80%
OF ALL THE MATERIALS WE USE TO PACKAGE AND SHIP OUR PRODUCTS ARE SUSTAINABLE



Sustainability of the packaging



We are proud of our efforts but we still have a long way to go and our annual improvements: however, we still need to address the 20% of non-recyclable plastics. This great opportunity to rethink some of the elements gives us the impetus to continue innovating

and exploring the market for solutions in single-material recyclable plastics, bioplastics and compostable plastics, to come full circle to the circular economy we have set as our goal. And the results are starting to show: Globally, between 2022 and 2023,

plastic use increased as did production volumes. Despite this, we have managed to increase the percentage of recyclable plastics relative to global plastic use: in 2022, 25% of plastics were recyclable while, by 2023, we have moved to 37% recyclable plastics, a 12% improvement. The path on the recyclability and circularity of our materials still has major steps and challenges ahead, but we are determined to pursue our belief.

	RENEWABLE			NON-RENEWABLE		
	2021	2022	2023	2021	2022	2023
Plastic consumption (tons)	2,098	2,606	4,120	7,260	7,657	7,125

RECYCLABLE PLASTIC

2022

25%

2023

37% (+12%)

Energy

We believe that responsible energy consumption is essential for a sustainable future.



The efficient use of energy is central to our strategy for the responsible consumption of natural resources and the reduction of emissions. Each of our products has an intrinsic energy content, determined by the production and pasteurization processes. Therefore, we are committed to closely monitoring these consumptions and dedicating efforts to their optimization and reduction.

We invest in the modernization of our production facilities and the implementation of new technologies to improve energy efficiency in production. **An important study, the result of close collaboration between our technicians and external partners, has produced what are now the most efficient machines on the market for the production of fresh filled pasta, with low energy consumption**, productivity tripled compared to the market bench-

mark, reduced production waste, and smaller dimensions.

Additionally, over the years, investments have included the installation of high-efficiency pasteurizers, heat recovery systems, the modernization of burners, and the installation of high-performance boilers. For an energy-intensive company like ours, it is essential to conduct periodic energy audits that allow us to capture the state of our progress and take the time to reflect and study solutions and investments for the continuous improvement of energy use in our processes.

Renewable energy sources play a central role in our supply strategy: All our plants worldwide purchase electricity exclusively from renewable sources with guarantees of origin certificates. Globally, 100% of the electricity purchased comes from certified renewable resources.

TOTAL ENERGY CONSUMPTION OF THE ORGANIZATION (GJ)	2021	2022	2023
Natural gas	716,792	844,484	753,526
Fuel (diesel and petrol)	15,744	16,265	14,939
Purchased	439,875	481,740	514,517
From non-renewable sources	137,125	156,405	0
From renewable sources with guarantee of origin	302,750	325,336	514,517
Energy intensity GJ/tons	5.95	6.45	6.05

Energy intensity calculated as: energy consumption/quantity of finished product

100%

OF THE OVERALL PURCHASED ELECTRICITY COMES FROM CERTIFIED RENEWABLE SOURCES WITH GUARANTEE OF ORIGIN

We focus on solar energy

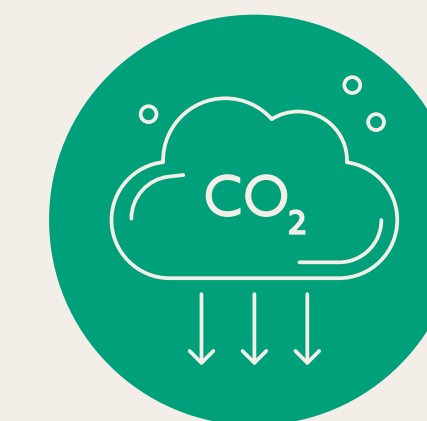
The Rana Group has invested 1.7 million euros to install a new photovoltaic system on the roof of the logistics center in San Giovanni Lupatoto, in the province of Verona, where the Group's headquarters are located.

The efficient use of energy is central to Rana's strategy related to responsible resource consumption and emissions reduction. This plant transforms the sun's rays into 1.5MWh of clean energy each year, with the goal of covering 30% of the energy needs of the San Giovanni Lupatoto logistics center.



Emissions

We are aware of our role in the process of decarbonization and that’s why we are fighting against climate change.



Measuring and reducing emissions play a central role in the fight against climate change, helping to reduce risks across the entire value chain. At Rana, we understand that every choice we make has an impact on the world around us and that industry plays a key role in the global decarbonization pathway and in achieving the goals set by the Paris Agreement. This path is constantly evolving and it is crucial to support it with timely and reliable data. We have therefore calculated our emissions ac-

ording to EPA, IPCC and GHG international standards. **Through the use of energy from renewable sources, we have managed to decrease our emissions by 36% compared to 2020.** In addition, through innovation and process efficiency, we have achieved a **48% decrease in carbon intensity, again compared to 2020.** Our journey, however, is far from over; in fact, we are just at the beginning. The principles of environmental sustainability guide our choices and the direction of our investments.

	UNITS	2021	2022	2023
Scope 1				
Fixed combustion sources	t CO _{2eq}	36,085	42,513	37,934
Mobile Sources	t CO _{2eq}	1,032	1,064	967
Refrigerant gas	t CO _{2eq}	7,303	10,657	9,047
Totale Scope 1	t CO _{2eq}	44,420	54,234	47,948
Totale Scope 2 (Market-based)	t CO _{2eq}	17,118	19,524	0
Total Emissions	t CO _{2eq}	61,537	73,759	47,948
Carbon intensity	t CO _{2eq} /tons	0.31	0.35	0.23

Carbon intensity calculated as: greenhouse gas emissions/quantity of finished product.

-36%

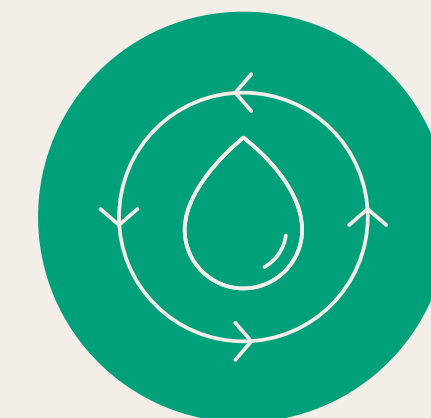
REDUCTION OF EMISSIONS COMPARED TO 2020

-48%

REDUCTION OF GREENHOUSE GAS EMISSION PER TON OF FINISHED PRODUCT COMPARED TO 2020

Water

We pay great attention to the use of water in our production processes and we aim to constantly reduce our consumption.



Water is a limited commodity, among the most precious for the sustenance of life, which must be protected for the common benefit. In our plants, water is mainly used for washing machines, ensuring the highest and most stringent hygienic standards, and for pasteurization processes that ensure the safety of the final product. In all our plants worldwide, water withdrawal and discharge operations are carried out with full respect for the environment and local regulations. Withdrawal points vary from plant to plant. In Italy and Belgium, the water used is drawn mainly from wells and in a minority share from aqueducts, while in the United States the

water comes from Lake Michigan. Once used, the water resource is purified and controlled so that it has all the correct parameters to be discharged and become reusable again.

Realizing the vital importance of water, we do not withdraw or discharge the resource from water risk areas, as defined by the WWF Water Risk Filter Tool. In addition, all water withdrawn and discharged is soft, that is, with a dissolved solids content $\leq 1,000$ mg/l. Information on water resource use by source and consumption of the Rana Group in the years 2021, 2022, and 2023 can be found in the table.

WATER WITHDRAWAL, DISCHARGE AND CONSUMPTION OF THE PRODUCTION PLANTS [ML]	2021	2022	2023
Withdrawal of water by source			
Surface water	259	309	374
Groundwater	604	728	749
Water network	331	342	347
Total withdrawal	1,194	1,379	1,470
Discharge of water by destination			
Surface water	218	263	283
Groundwater	121	190	251
Water network	409	394	381
Total discharged	748	847	915
Total water consumption	447	532	555
Water intensity (ML/tons)	2.27	2.56	2.62

Water intensity (ML/tons) calculated as: water intensity/quantity of finished product

Waste

We are guided by a circular approach based on the prevention and reuse of waste.



83%

OF THE RANA GROUP'S WASTE FOLLOWS THE VIRTUOUS CYCLE OF RECYCLING OR RECOVERY

Responsible waste management enables a circular economy approach, extending the life of the primary resources and reducing human impact on the environment.

In our sector, the issue of waste is

of fundamental importance for the fight against food waste and, in Rana, we take care of all the waste produced at our plants. Our waste management philosophy follows a precise hierarch: ↓

PREVENTION Our lines are designed to prevent the generation of waste	REDUCTION When that proves impossible, we try to produce the least amount of waste possible		
	REUSE We make use of the waste produced by giving it new life		RECYCLING Our waste becomes material for new products
	RECOVERY Waste is converted into energy	DISCHARGE Disposal of waste in landfill	

WASTE PRODUCED (TONS)	2021	2022	2023
Non-hazardous	17,975	20,572	20,730
Hazardous	43.8	38.3	106.3
Total	18,019	20,611	22,836
Amounts intended for recycling/recovery			
Non-hazardous	15,381	17,255	18,931
Hazardous	34	34	49
Total	15,415	17,289	18,980
Amounts disposed of/treated			
Non-hazardous	2,594	3,317	3,799
Hazardous	10	5	58
Total	2,604	3,322	3,867

We daily receive a vast amount of ingredients that are packaged in protective materials and so every pallet generates waste. **From the arrival of the raw materials, we manage waste responsibly:** the boxes and the packaging plastic are differentiated and shipped to recycling centers, while the pallets are reused for outgoing logistics or sent to recycling companies.

The ingredients are combined and shaped to create the finish product. During the shaping of the pasta, a lot of waste is created: we have devised an automated system of recovery to take it back to the kneading machines where it becomes pasta again, ready to be shaped.

We collaborate with external companies in every country where we have production plants in order to arrange the recycling of our paper and cardboard, plastic, metal and wood waste. Organic waste from our plants in the United States is reused as animal food: in 2023 we diverted 5,546 tons of organic waste from landfill to the animal food industry (4,658 tons in 2022). In Belgium and Italy, on the other hand, organic waste from production is directed to the biogas production chain: in 2023 we provided 6,955 tons of category 3 certified organic product for digestion and conversion to biogas (7,233 in 2022).

Methodological note

The consolidated Sustainability Report was prepared voluntarily by Pastificio Rana S.p.A. and is prepared with reference to the GRI Sustainability Reporting Standards 2021.

The data and information presented refer to the fiscal year beginning January 1 and ending December 31, 2023. Comparative data for the previous two fiscal years, when relevant, have also been reported to show the Group's performance over a broader time frame.

The reporting scope, in line with the data presented in the Consolidated Financial Statements as of December 31, 2023, includes the parent company Pastificio Rana S.p.A. and its companies Rana Nordics AB, Giovanni Rana Uk LTD, Rana France S.a.s, Rana Hispania S.a.u, Mamma Lucia s.a., Giovanni Rana Deutschland GmbH, Rana Meal Solutions Canada INC, Giovanni Rana Suisse AG and Rana USA Inc, which merges Rana Real Estate LLC, Rana Meal Solutions LLC

and Rana USA LLC. The scope also includes 8 production sites, including 5 in Italy, 1 in Belgium and 2 in the United States, as well as 2 logistics centers. Also included are 22 restaurants located in Italy (unless otherwise indicated).

For more details on objectives, indicators and results achieved or for comments on this document, you can send a request to: sustainability@rana.it



GRI Index

The Rana Group has reported the information referred to in this index of the GRI contents for the period beginning on 1 January 2023 and ending on 31 December 2023 with reference to the GRI Standards.

GRI INDICATOR 2021		DESCRIPTION OF THE INDICATOR	SECTION OF THE REPORT	
General Disclosures	GRI 2-1	Organizational details	Who We Are	
	GRI 2-2	Entities included in the organization’s sustainability reporting	Methodological note	
	GRI 2-3	Reporting period, frequency and contact point	Methodological note	
	GRI 2-6	Activities, value chain and other business relationships	Who We Are The taste of innovation	
	GRI 2-7 ❶	Employees	One big family	
	GRI 2-8	Workers who are not employees	One big family	
	GRI 2-9	Governance structure and composition	Governance	
	GRI 2-10	Nomination and selection of the highest governance body	Governance	
	GRI 2-22	Statement on sustainable development strategy	Letters to the stakeholders	
	GRI 2-28	Membership associations	Our commitment to the community	
	GRI 2-29	Approach to the involvement of the stakeholders	We nourish our future	
	GRI 2-30 ❷	Collective bargaining agreements	Well-being of people	
	Anti-corruption	GRI 205-2	Operations assessed for risks related to corruption	Governance
		GRI 205-3	Confirmed incidents of corruption and actions taken	Governance
Taxes	GRI 207-1	Approach to tax	Governance	

❶ The breakdown by professional category and age is not available. The Group is committed to adding this in future financial years.

❷ Reporting only in qualitative terms.

Indice GRI

GRI INDICATOR 2021		DESCRIPTION OF THE INDICATOR	SECTION OF THE REPORT	
Marketing and labeling	GRI 417-1	Requirements for product and service information and labeling	Responsible and transparent marketing	
	GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	Responsible and transparent marketing	
	GRI 417-3	Incidents of non-compliance concerning marketing communications	Responsible and transparent marketing	
Health and safety of the customers	GRI 416-2	Incidents of non-compliance concerning the health and safety of products and services	The path of quality	Certified quality and food safety
Diversity and equal opportunity	GRI 405-1 ^③	Diversity of governance bodies and employees	Respect and inclusivity	
Non-discrimination	GRI 406-1	Incidents of discrimination and corrective actions taken	Respect and inclusivity	
Occupational health and safety ^④	GRI 403-1	Occupational health and safety management system	Health and safety	
	GRI 403-2	Hazard identification, risk assessment and incident investigation	Health and safety	
	GRI 403-3	Occupational health services	Health and safety	
	GRI 403-4	Worker participation, consultation and communication on occupational health and safety	Well-being of people	
	GRI 403-5	Worker training on occupational health and safety	Health and safety	
	GRI 403-6	Promotion of worker health	Health and safety	Training and development
	GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Health and safety	
	GRI 403-8	Workers covered by an occupational health and safety management system	Health and safety	
	GRI 403-9	Work-related injuries	Health and safety	

^③ The breakdown by professional category and age is not available. The Group is committed to adding this in future financial years.

^④ Information refers to the manufacturing plants of the Rana Group in Italy, Belgium and USA.

Indice GRI

GRI INDICATOR 2021		DESCRIPTION OF THE INDICATOR	SECTION OF THE REPORT
Employment	GRI 401-1 ⁵	New employee hires and employee turnover	Attraction of talent
	GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Well-being of people
	GRI 401-3	Parental leave	Attraction of talent
Training and education	GRI 404-1 ⁶	Average hours of training per year per employee	Training and development
Energy	GRI 302-1	Energy consumption within the organization	Energy
	GRI 302-3	Energy intensity	Energy
Water and effluent ⁷	GRI 303-1	Interactions with water as a shared resource	Water
	GRI 303-2	Management of the impact linked to water discharge	Water
	GRI 303-3	Water withdrawal	Water
	GRI 303-4	Water discharge	Water
	GRI 303-5	Water consumption	Water

⁵ The breakdown by professional category and age is not available. The Group is committed to adding this in future financial years.

⁶ The breakdown of the average training hours per gender and category is not available. The Group is committed to adding this in future financial years.

⁷ The information refers to the Rana Group's production plants in Italy, Belgium and the USA. Water consumption of offices, restaurants and logistics centers is excluded due to the insignificant quantity.

Indice GRI

GRI INDICATOR 2021		DESCRIPTION OF THE INDICATOR	SECTION OF THE REPORT
Emissions	GRI 305-1	Direct (Scope 1) GHG emissions	Emissions
	GRI 305-2	Energy indirect (Scope 2) GHG emissions	Emissions
	GRI 305-4	GHG emissions intensity	Emissions
Waste [Ⓢ]	GRI 306-1	Waste discharge by quality and destination	Waste
	GRI 306-2	Waste by type and disposal method	Waste
	GRI 306-3	Significant spills	Waste
	GRI 306-4	Transport of hazardous waste	Waste
	GRI 306-5	Water bodies affected by water discharges and/or runoff	Waste
Materials	GRI 301-1	Materials used by weight or volume	Sustainability of the packaging
	GRI 301-2	Recycled input materials used	Sustainability of the packaging

[Ⓢ] The information refers to the Rana Group's production plants in Italy, Belgium and the USA. The quantity of waste of offices, restaurants and logistics centers is excluded due to the insignificant quantity.

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