

Sustainability Report

We nourish our future



RANA

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We nourish our future

Letter to the stakeholder.

It is with deep pride that we share our third Sustainability Report, a new and significant milestone in our journey toward an increasingly responsible growth model, in which ethics serve as the compass guiding our choices. This path is driven by strong values and built on three fundamental pillars: quality, innovation, environmental and social sustainability.

In 2024, we encountered complex challenges and profound transformations, both on a global scale and within our industry. Geopolitical tensions, climate crises and economic uncertainties have shaped an increasingly multifaceted environment. Nonetheless, it is precisely within these demanding circumstances that we have found renewed strength: by remaining steadfast in our principles, embracing change, and transforming every challenge into an opportunity for growth.

We chose to press forward, continuing to invest, innovate, and improve, driven by the belief that sustainability is not merely a goal, but a daily commitment founded on concrete choices, tangible actions, and a sense of responsibility toward the future.

Sustainability is a strategic compass that informs every aspect of our operations, from the selection of raw materials to production processes, from environmental stewardship to people's well-being. We nourish our future, the name of our sustainability plan, represents far more than just a program: it is a vision. It reflects our commitment to caring for the world around us, the regions in which we operate, the communities that inhabit them and the extended family we have built, made up of thousands of colleagues and millions of consumers who choose us every day across the globe.

We have always believed that people are the true engine of our company. That is why they are placed at the center of our actions: by recognizing individual talent, fostering an inclusive workplace, and supporting the growth of those who, with passion and dedication, contribute each day to making our vision a reality.

Innovation is equally embedded in our DNA: it enables us to listen to society and respond to its evolving needs with solutions that are increasingly responsible, safe, and efficient. To achieve this, we have developed a thoughtful strategy, one that fully acknowledges the direct and indirect impact of our activities and continually invests in enhancing our value chain.

The excellence of our products depends on ingredients sourced from a healthy planet, one whose natural resources are not infinite. We therefore consider responsible energy consump-

tion to be essential for a sustainable future, which is why we also invest in the adoption of renewable energy sources.

Our sustainability journey is constantly evolving. For us, success is not solely measured by metrics, but above all by our capacity to generate a positive and lasting impact for future generations. Through our We Nourish Our Future program, we reaffirm our role as a social stakeholder and remain firmly committed to supporting people and the communities in which we operate, while honouring our responsibility to the planet.

To all those who share our values and make this journey possible, through their work, ideas and the trust they place in us each day, goes my most sincere gratitude.

Gian Luca Rana
CEO Rana Group



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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 65 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.

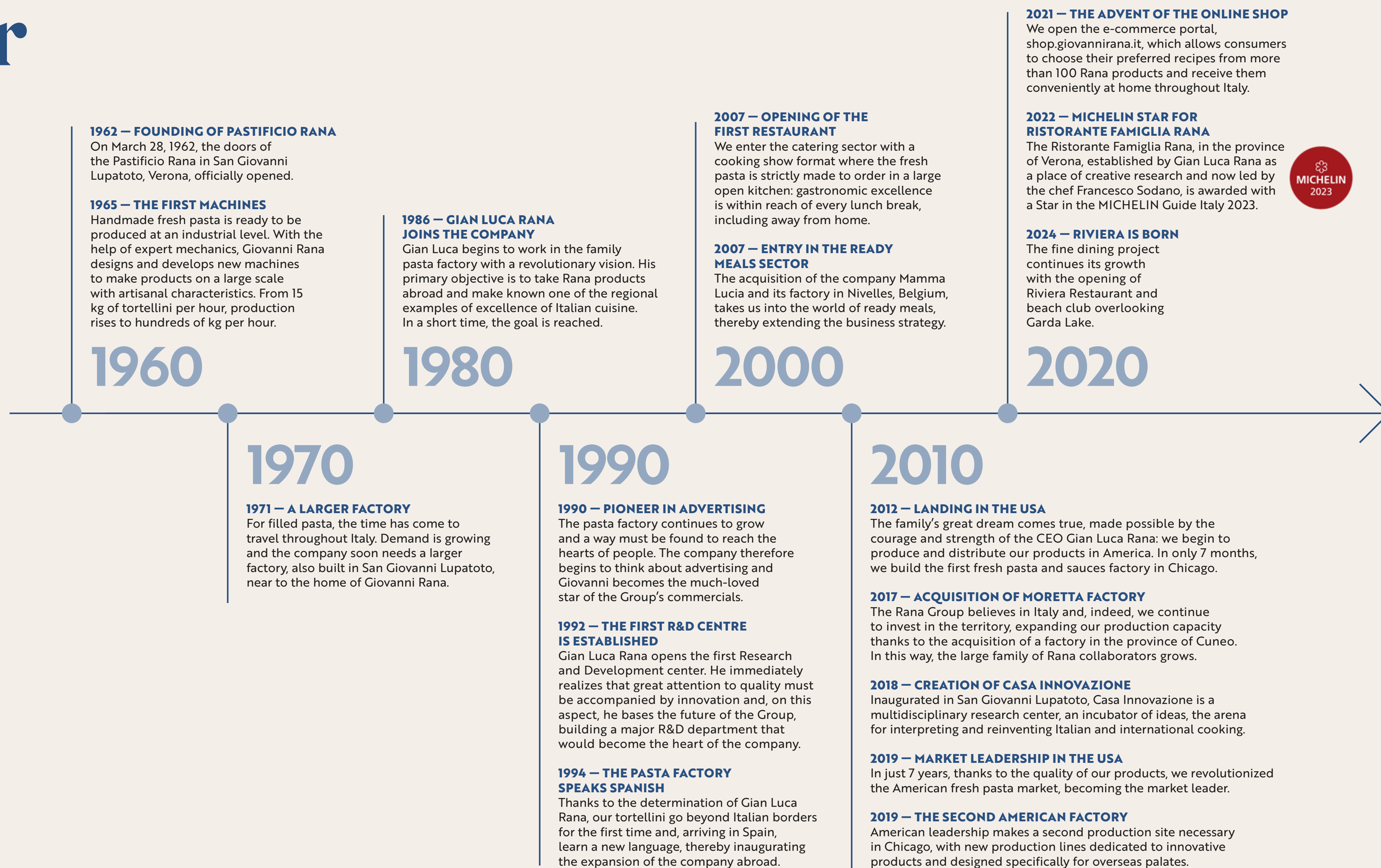
FEELING PART OF A FAMILY

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

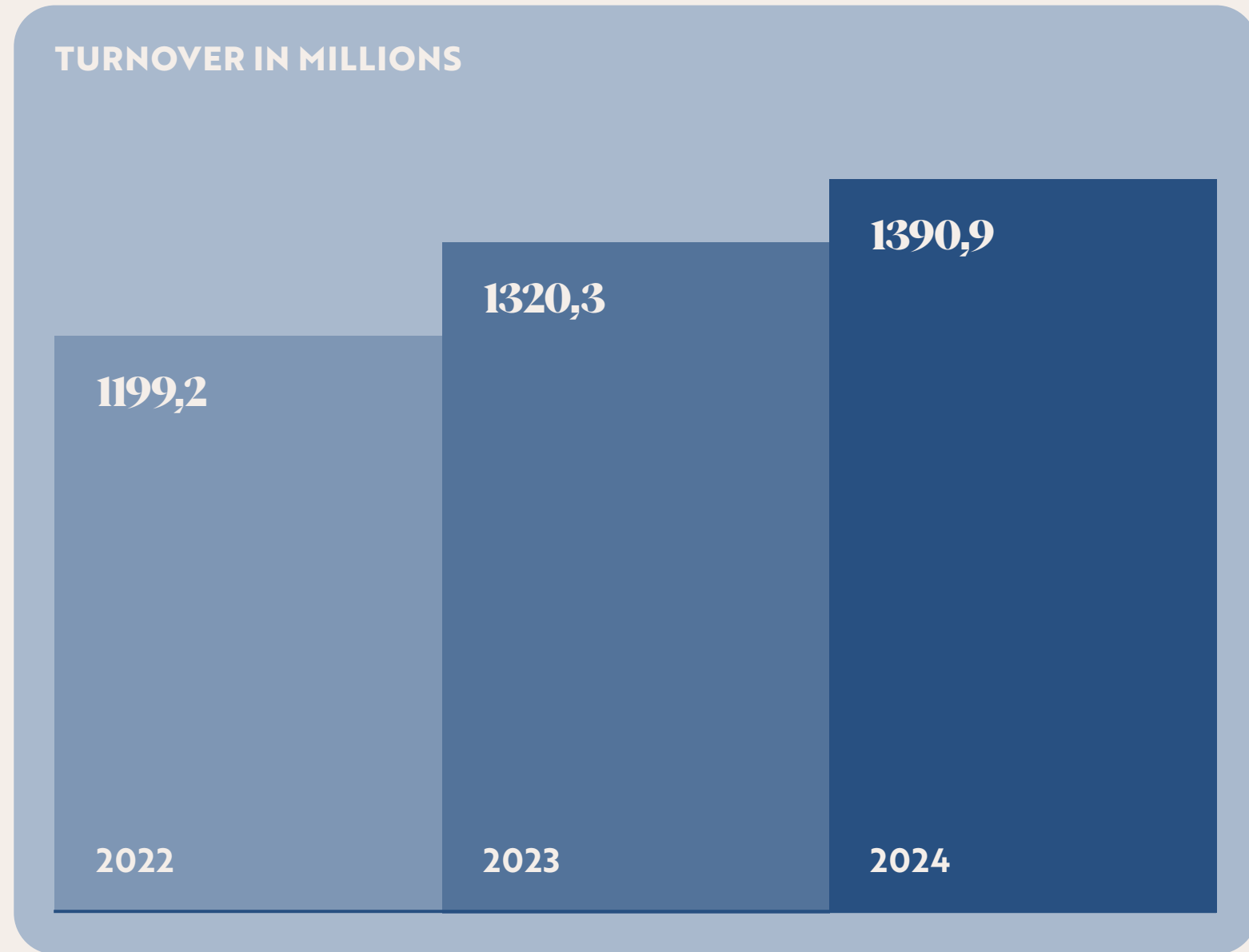
A journey of continuous evolution, to reach new goals together.

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

41% USA

34% EU+OTHERS

OUR PEOPLE

2024

3559

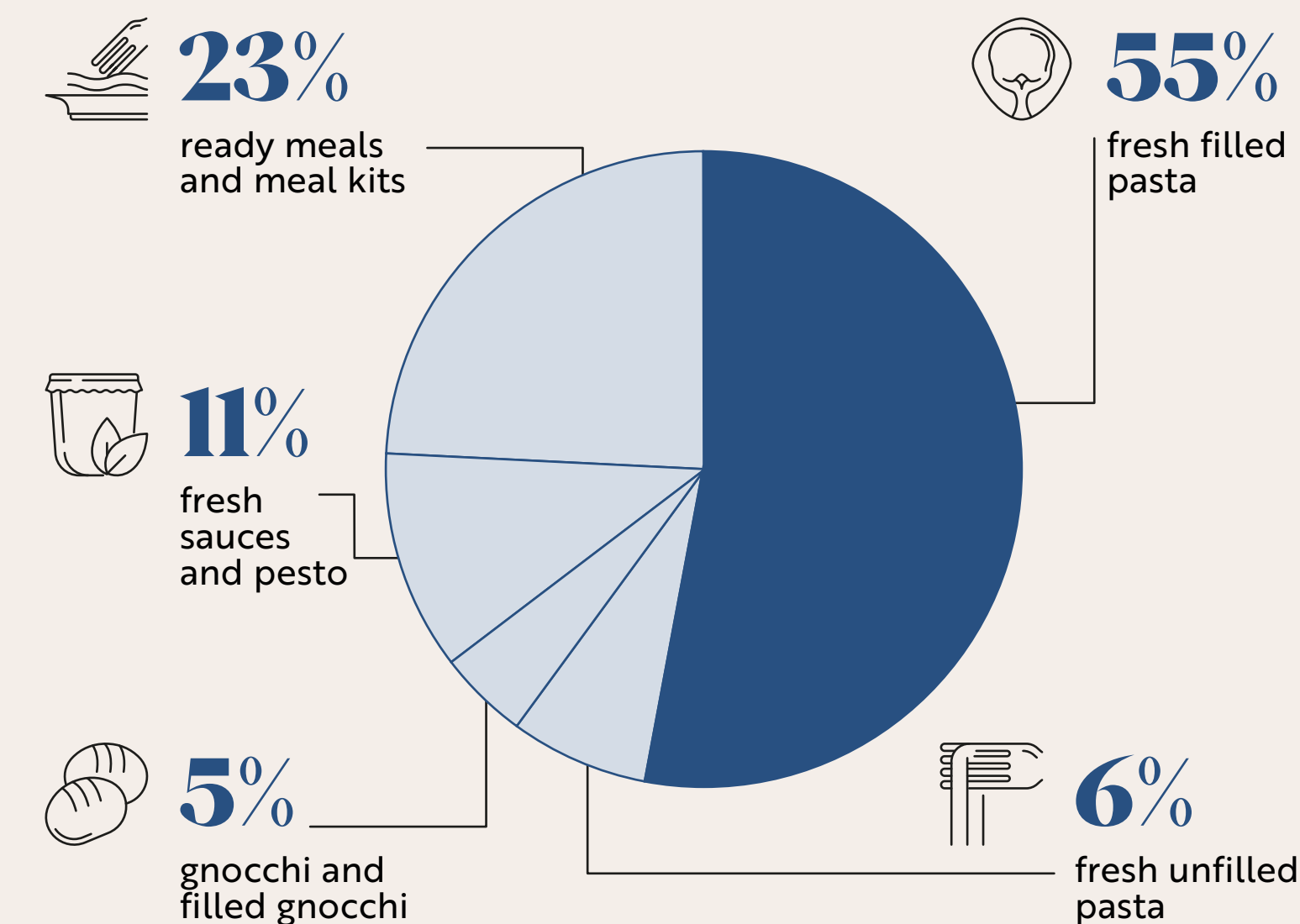
2023

3425

2022

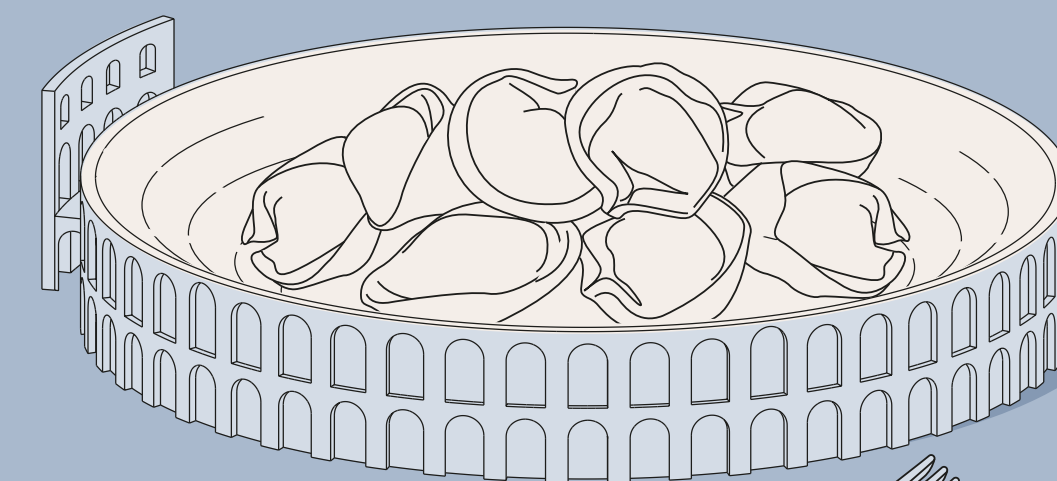
3080

BUSINESS AREAS

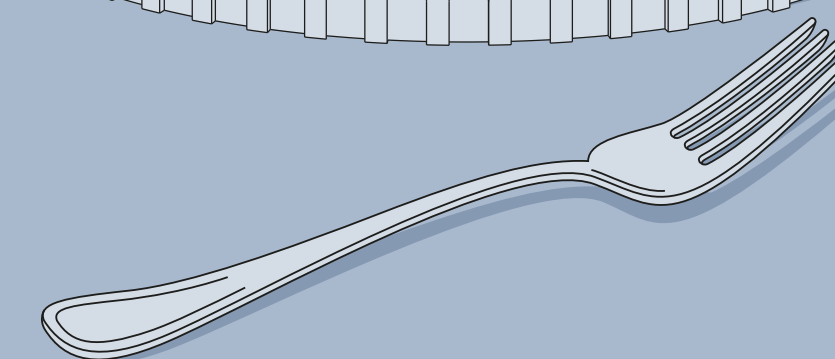


PRODUCTION VOLUMES

225.128
↑ TONS OF PRODUCTS SOLD IN 2022, ENOUGH TO ALMOST FILL THE WHOLE OF THE VERONA ARENA



1847
↑ Different SKUs



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 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 more than 290 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.



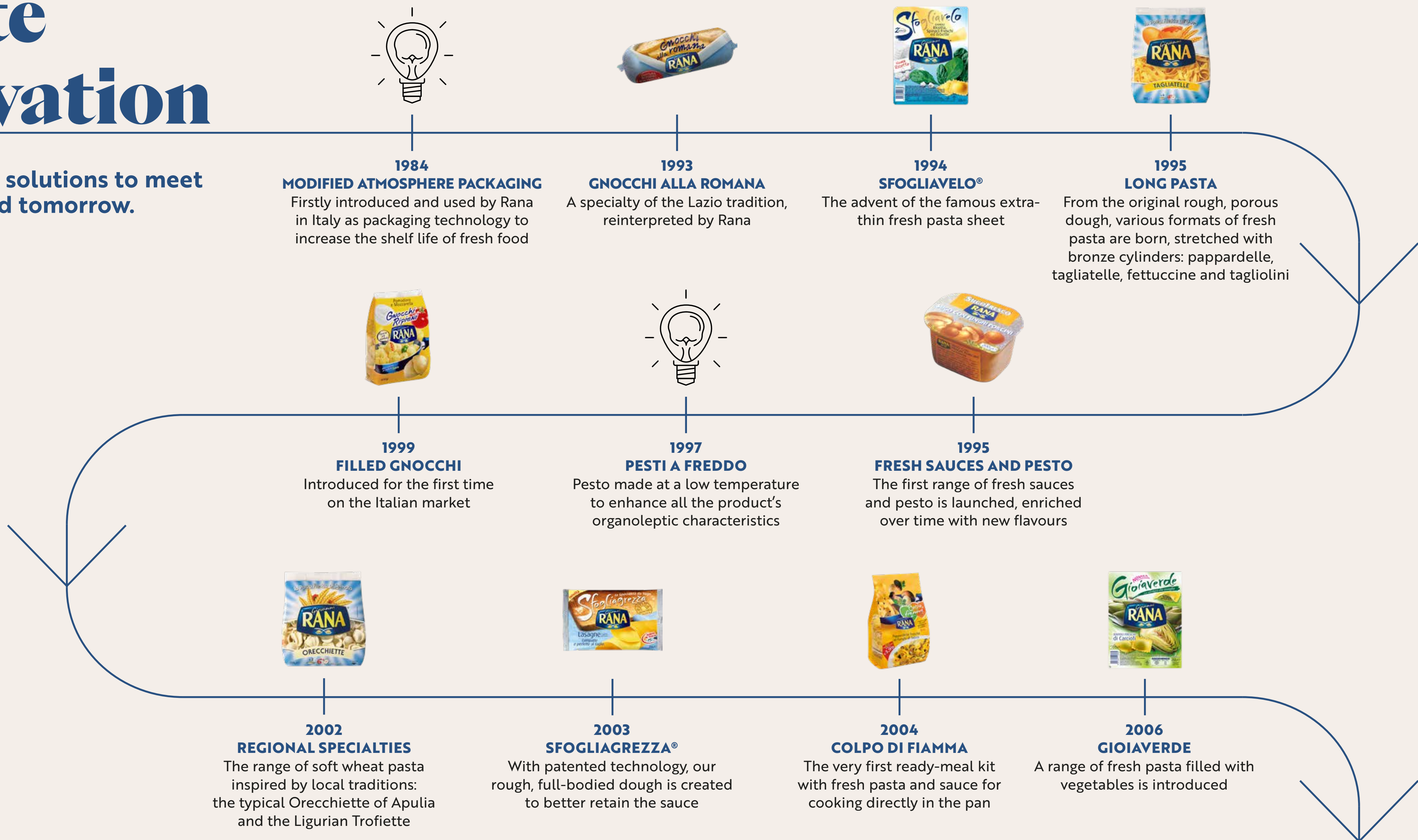
The taste of innovation

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!







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



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



2019

PASTA KITS IN EUROPE

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



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

RISOTTO KITS

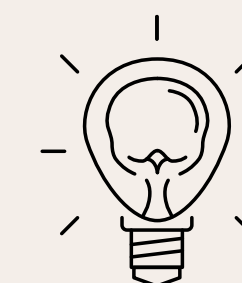
Even classic risotto can easily and quickly be prepared in the microwave, without renouncing the unique taste and creamy consistency



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



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

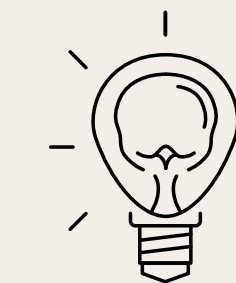
Thanks to the success of the Italian ranges of filled pasta in limited editions, the following were launched: the Encuentro gourmet line in Spain and, in North European countries, a Winter Edition, with ingredients dedicated to the cold season



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

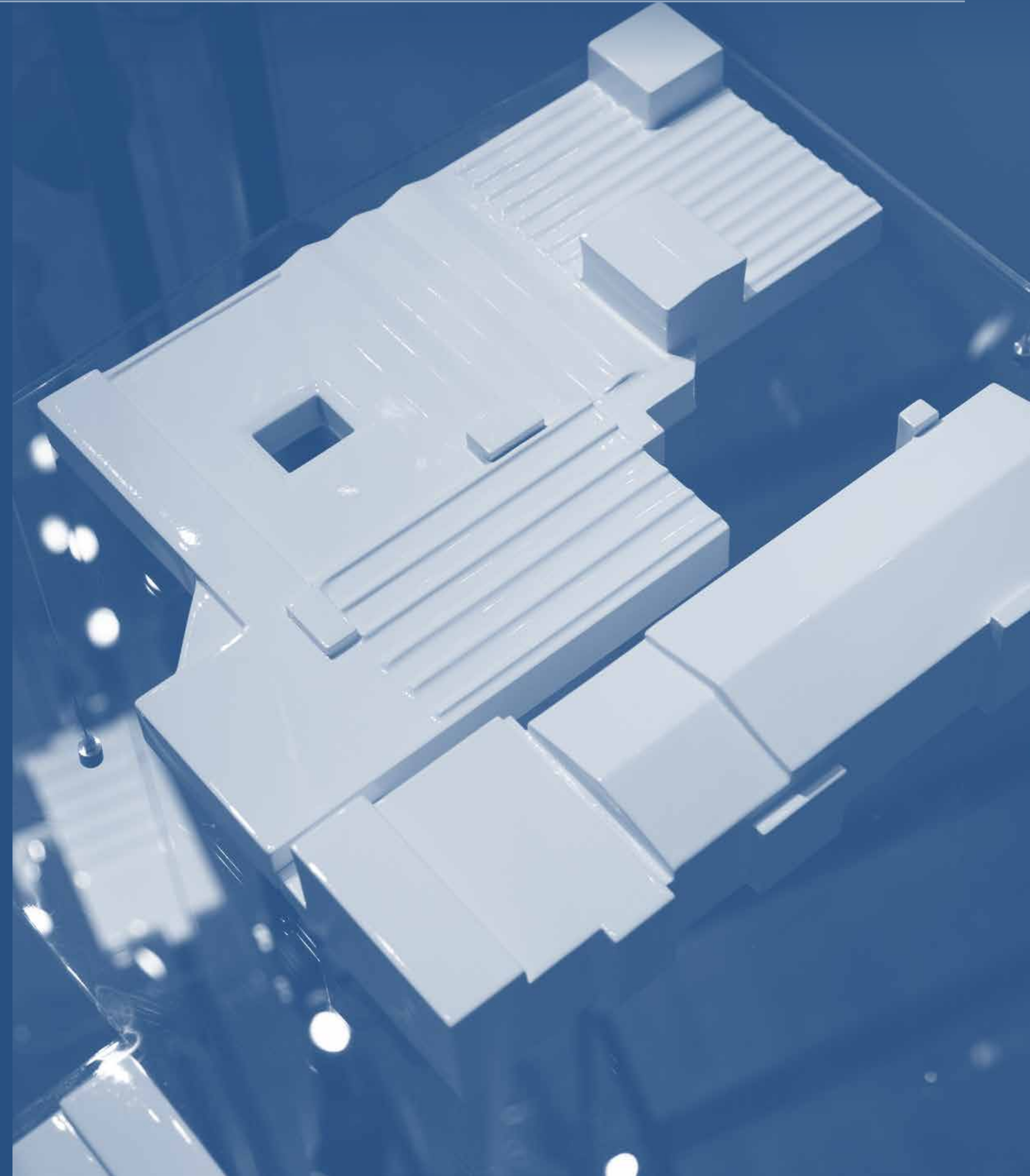


2024

THE FILLED PASTA REVOLUTION

A new, cutting-edge technology brings a whole new level of richness and creaminess to filled pasta. Whole, high-quality ingredients are now more visible and flavorful than ever. Introducing ravioli with pesto fillings – a bold new taste experience

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.

Training programs consisting of multiple sessions are continuously organized for collaborators, aimed at deepening knowledge of our Organizational, Management and Control Model (MOGC), GDPR and data processing topics, and digital security.

Participation in these courses exceeds 92%.

The implementation of the Code of Ethics and the MOGC is monitored by the Supervisory Body (OdV), an independent and autonomous entity responsible for control and reporting, in collaboration with the Internal Audit function.

Additionally, a whistleblowing system is in place, which uses an anonymous digital tool to allow all employees to report behaviors that violate company values and regulations or may constitute a legal infringement, as outlined in European Directive 2019/1937.

In pursuit of our ongoing commitment to ethical, fair, and transparent corporate governance, in 2022 we introduced a specific anti-money laundering policy aimed at preventing such criminal conduct.

No incidents of corruption were recorded in 2022, 2023, or 2024.

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 necessary to prevent the commission of the offenses laid down by the decree;
- **Traceability:** every operation, and the respective activities of verifi-

cation 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-

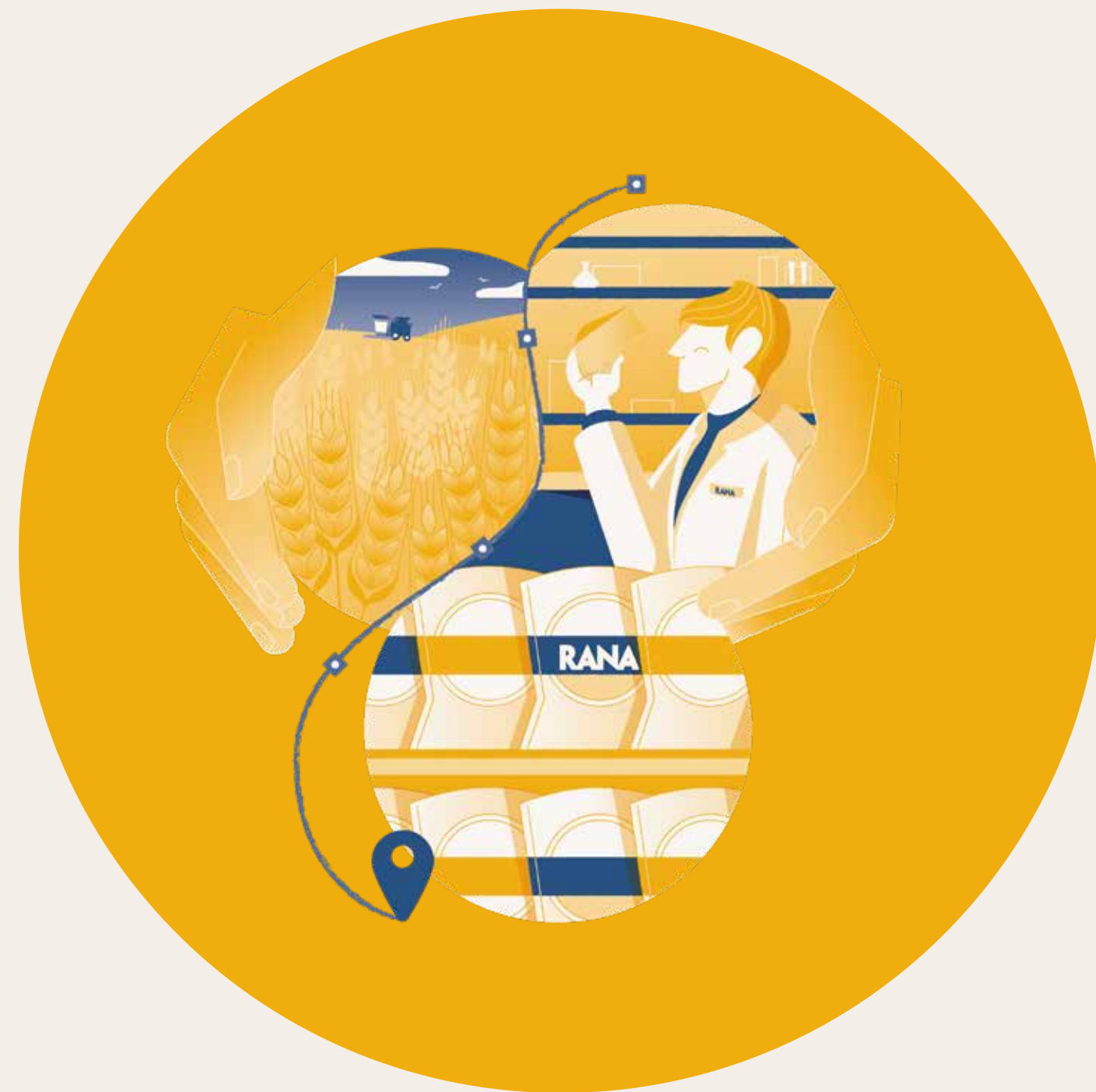
ability. This decision enabled us to reflect even further on the **fields of action and innovation on which we intend to focus, with the aim of building a better tomorrow for us and future generations.**

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



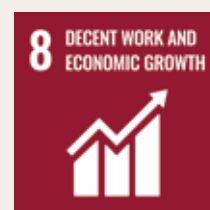
Intensifying collaboration with responsible suppliers, which practice sustainable agriculture techniques



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

1.3 million

ANNUAL TESTS ON INGREDIENTS, PRODUCTION PROCESSES AND FINISHED PRODUCTS

100%

CERTIFIED PRODUCTION FACILITIES

250k

ANNUAL TESTS IN EXTERNAL LABORATORIES ON RAW MATERIALS AND PRODUCTS

160k

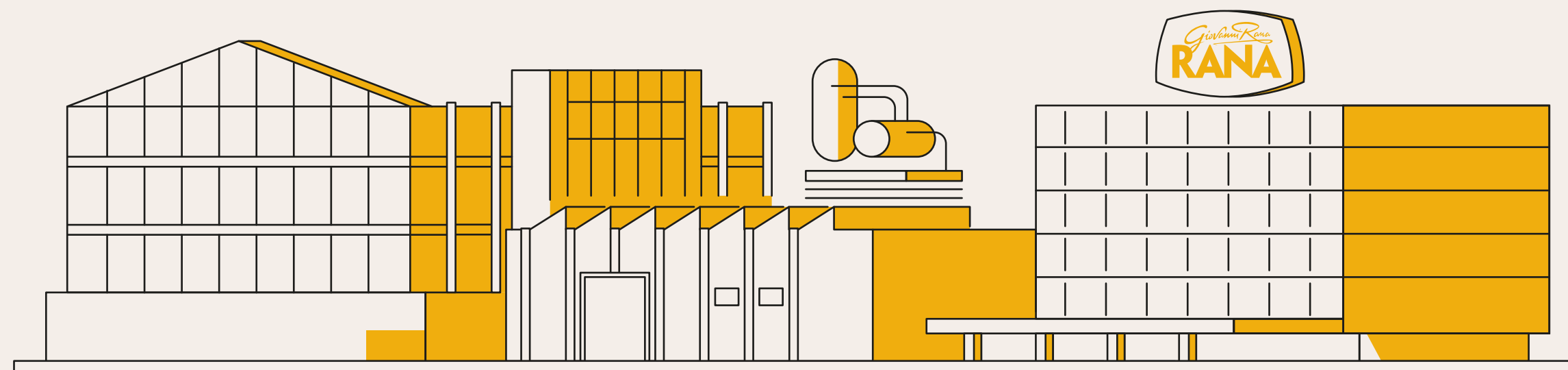
ORGANOLEPTIC TESTS PER YEAR

80

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



Food Safety

CERTIFICATED

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



VEGETARIAN

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 1,847 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.



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

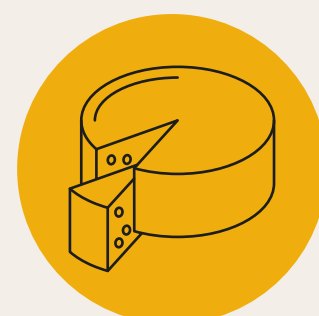
Quality without compromises is always the best.



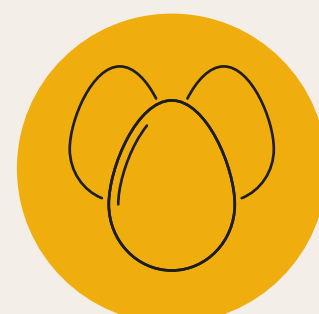
OUR CHOICES



Flours from selected soft wheat and durum wheat semolina, chosen according to high quality standards to give our pasta its unique softness, elasticity, and texture.



Whole pieces **Cheese** for greater control and to preserve flavor and freshness.



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.



Many **Vegetables** are prepared in-house by our personnel in the plant.

WE SAY NO



NO Palm Oil



NO Artificial flavors and colorants



NO GMO



NO Hydrogenated fats

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



Below

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 41% (siero di latte, latte, sale), spinaci 15%, siero di latte in polvere, crema di latte, formaggio grattugiato, olio di girasole, formaggio mascarpone, pangrattato (farina di grano tenero, acqua, sale, lievito), sale, aromi naturali, fibra di frumento, aglio. Pasta 40%: farina di grano tenero, uovo 30%, semola di grano duro.
Allergeni: vedi ingredienti evidenziati in grassetto. Può contenere **frutta a guscio, pesce, crostacei, molluschi, senape, soia, sedano.**
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.

Pasticificio 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	1052 kJ / 251 kcal
Grassi	11 g
di cui acidi grassi saturi	4,5 g
Carboidrati	25 g
di cui zuccheri	6,7 g
Proteine	11 g
Sale	1,1 g

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



250 g e

Our care for people and communities



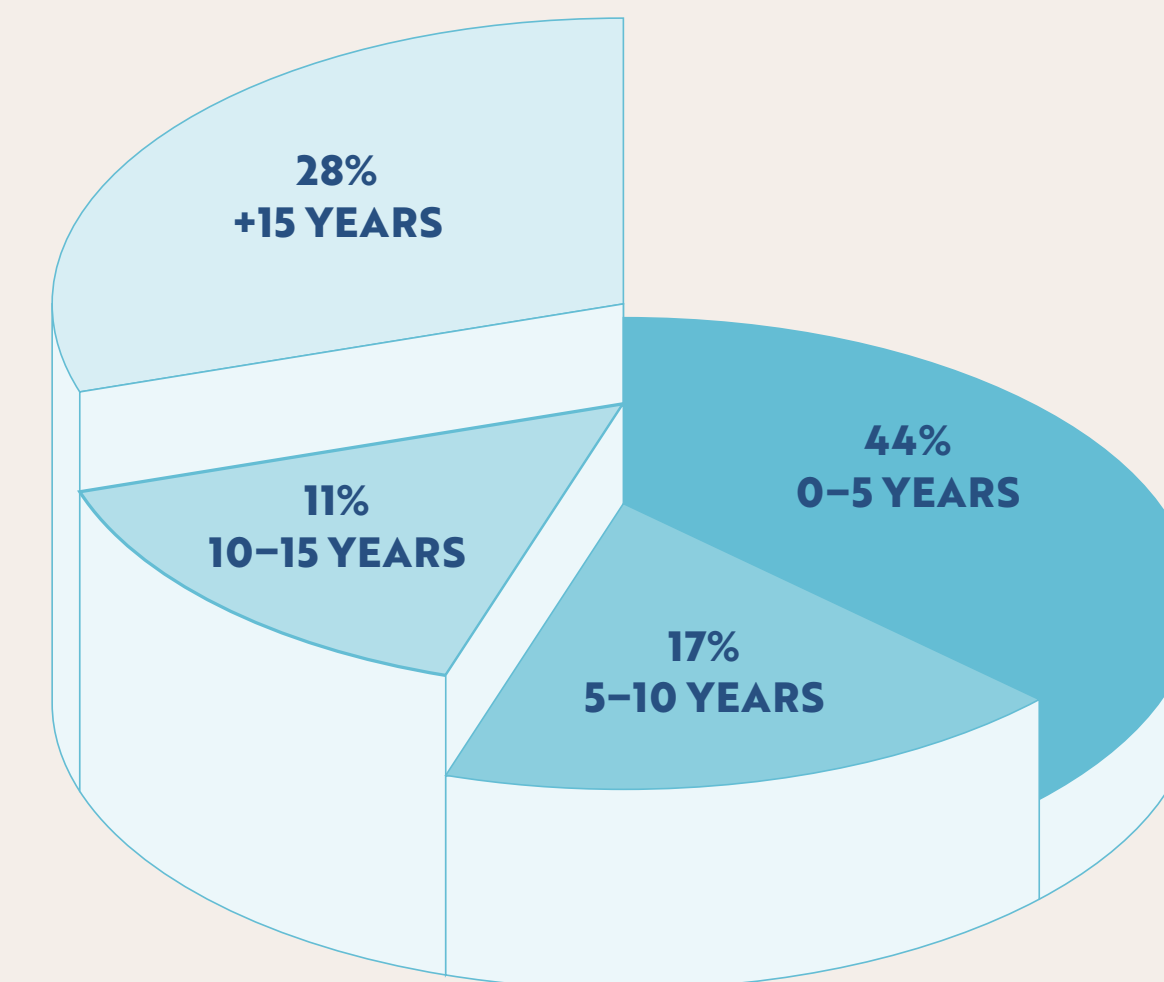
One big family

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 success 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 December 31, 2024, our Group has a total of 3,425 collaborators worldwide, including both direct employees and agency staff—a number that continues to grow thanks to the ongoing development of our business.

Of these, 57% are based in Italy, 26% in the USA and Canada, and the remaining 17% in Europe and the rest of the world. We are a global family united by the same passion and shared values. In everything we do, we bring a continuous commitment to ensuring a safe and stimulating work environment, along with ongoing opportunities for training and development.

These values of responsibility and dedication are fully reflected by our collaborators, whose strong sense of belonging is demonstrated by an average tenure of 10 years, a clear sign of deep commitment and passion.

We work daily with external professionals who are permanently based at our facilities and occasionally rely on temporary staff as a preliminary step toward a full employment contract. One of the distinctive features of our industry is the presence of work peaks due to product seasonality. To manage this, we make use of seasonal labor and external workers, employed through social cooperatives and staffing agencies.

AVERAGE LENGTH OF SERVICE IN THE COMPANY IS 10 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.

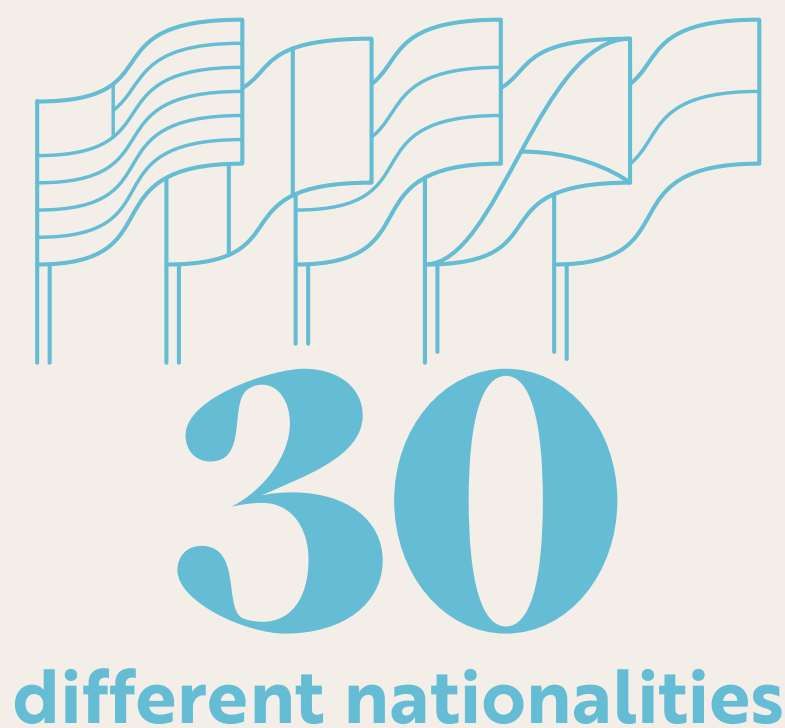
With over 3,000 employees in more than 10 countries, we are aware of the importance of involving everyone, listening and responding to their opinion and the great opportunity and responsibility that we have in making a positive impact on issues such as gender equality and inclusion of diversity among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



different nationalities



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.

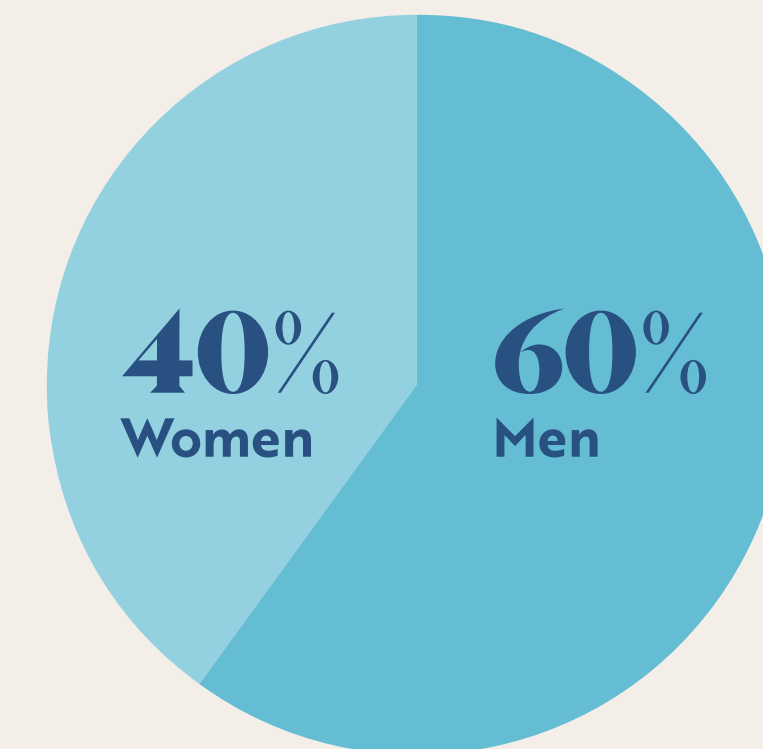
Consistent with current regulations and local legislation, we provide the opportunity for all employees to take full advantage of parental leave.

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 2024, 342 people joined our Group globally. Of these, 41% were women and 33% were under the age of 30, confirming our commitment to nurturing young professionals and recognizing the added value they bring to Rana.

The new hires in 2024 were mainly

located at our Italian sites (49%), while 45% joined our operations in the USA and the remaining 6% were hired at our European branches.

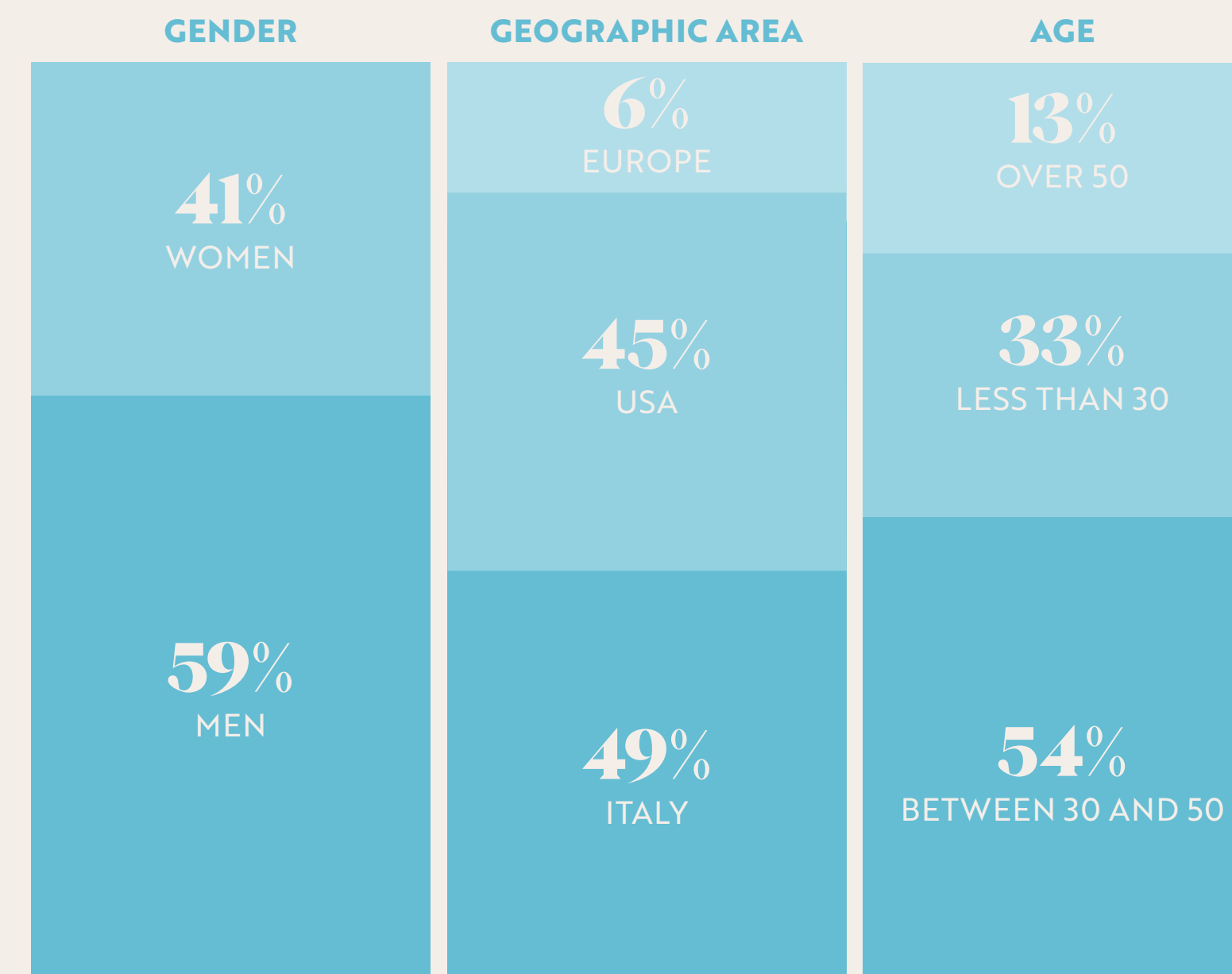
In the same year, 118 people left the Group.

With regard to parenthood, we are committed to ensuring that new mothers and fathers can fully experience this important time in their lives. At the same time, we strive to make their return to the Rana Group family as smooth and welcoming as possible.

Our high return-to-work rate after parental leave (100%) confirms that we are moving in the right direction.

+342

NEW RECRUITS IN 2024 OF WHOM:



Data referring to new hires in 2023

People's well-being

A motivating and stimulating workplace.

We believe in the unique value of each individual and consider it essential to offer them a workplace that enhances both their professional development and overall well-being. In doing so, we ensure continuous growth and constant improvement in who we are and what we do. This improvement occurs on multiple levels: the value of one's work, a sense of belonging, self-fulfillment, trust, and openness to change. A positive professional environment is not just about rewards, incentives, or benefits, but also about concrete actions that promote personal well-being. With this in mind, we have developed **Rana for You** (Rana per te), a program dedicated to our people that provides free access to top professionals, offering services such as legal advice and pediatric support. The plan also includes various benefits for

accessing tax and financial assistance, as well as insurance, sports and leisure, beauty, and wellness services. To safeguard the health of our employees, we have also established several agreements with local healthcare centers (through Fondo Fasa and Unisalute).

Over the course of the year, we introduced a brand-new and **free in-house dining service at our headquarters**, with the option of takeaway meals in the office. This initiative was launched with the aim of enhancing the daily well-being of our people by offering balanced meals in a welcoming environment designed to encourage connection and sharing.

This space also serves as a place for experimentation: our employees have the opportunity to preview innovative products and new recipes created by Rana chefs, which may eventu-

ally make their way onto supermarket shelves. The menus are seasonal, and every new dish is tested in a participatory way. The added value lies in the structured feedback collected from employees: opinions on taste, quality, portion size, and presentation feed a virtuous cycle of continuous improvement. It's a true co-creation process that leads to the development of dishes that not only delight the palate but also reflect the real needs of our corporate community.

With the same goal of creating spaces that bring people together, wherever we are, we also provide well-equipped, welcoming kitchens in our international branch offices. These spaces offer every comfort and are designed as true hubs for connection and culinary experimentation. We believe that the table is the ideal place for ideas to be

born and to grow: it's where tastes and experiences are shared, where people cook together and where genuine moments of exchange and inspiration take place. From an environmental and social responsibility perspective, we have also arranged for meals prepared for the in-house dining service that are not consumed during the day to be redistributed, allowing employees to take them home. In this way, we actively reduce food waste and strengthen the sense of community and mutual care that defines our approach to business.

Among the initiatives designed for our people, in 2024 we launched **CASARANA**, a special invitation born from the desire to celebrate each employee as part of the great Rana family. All our colleagues based in Italy were invited to take part in a unique experience

of togetherness, set in one of the symbolic hospitality venues of our Group: spaces designed to welcome with taste, warmth, and beauty, where well-being is expressed through attention to detail and the quality of time shared.

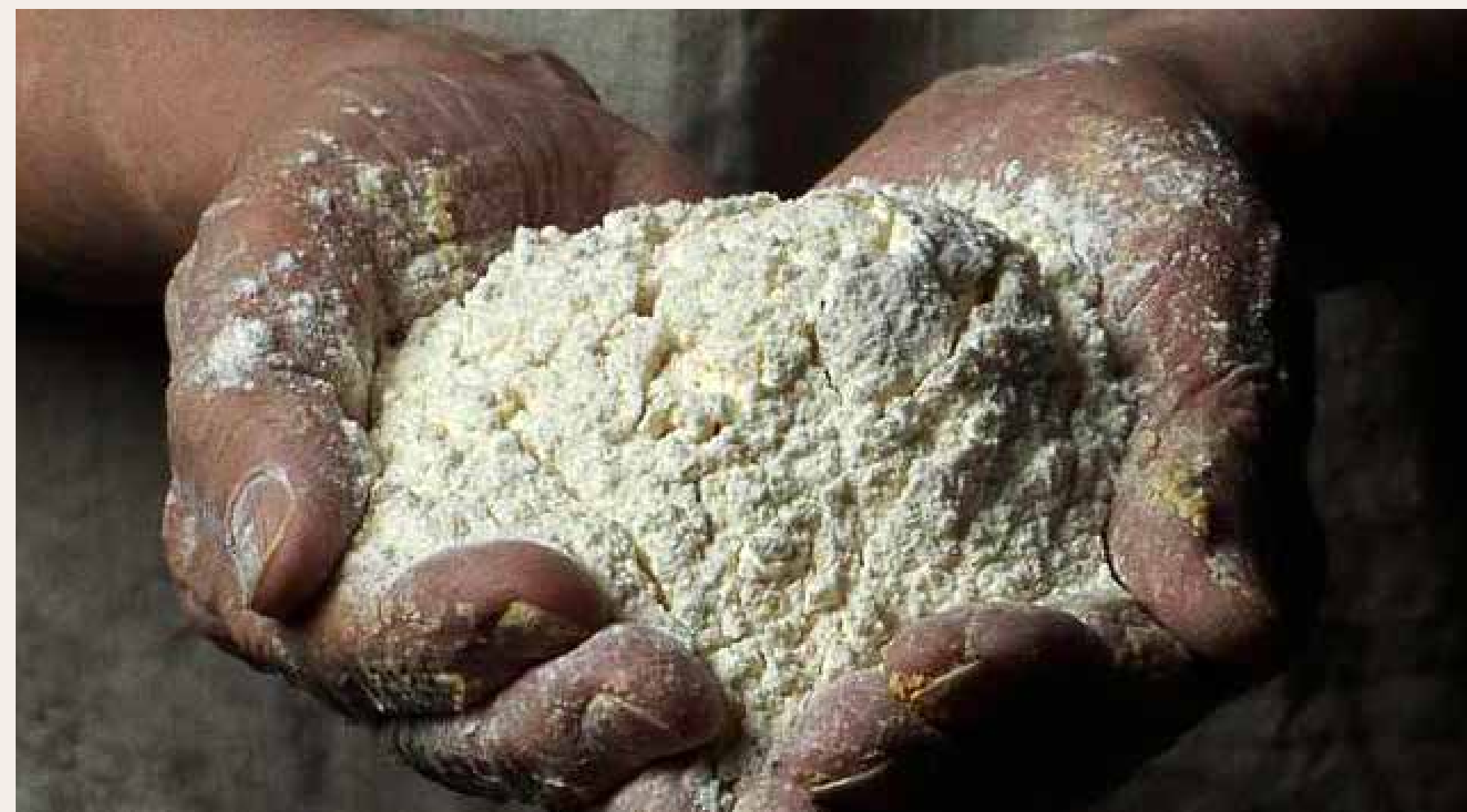
Welcoming each employee to these experiences is the **Family Table**, a symbol of genuine hospitality, where every person is valued not only for their professional role but for being part of a community. The invitation was designed to be shared with loved ones, turning a corporate gesture into a moment of affection and connection. CASARANA is much more than an experience, it is a tangible expression of how we define well-being within our Group: made of care, meaningful relationships, and the joy of coming together around a table that welcomes like a home.

DIALOGUE WITH TRADE UNIONS

We respect labor laws and workers' rights in all the countries where we operate.

We believe in the value of a solid, constructive and transparent relationship with trade unions, promoting ongoing dialogue and actively listening to the needs of our employees, with the aim of identifying shared solutions.

In Italy, we strengthen union relations through the national coordination of the Works Councils, organizing regular meetings for discussion and negotiation on matters common to all employees across our branches. This approach has led to the development and management of a national supplementary agreement.



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.**

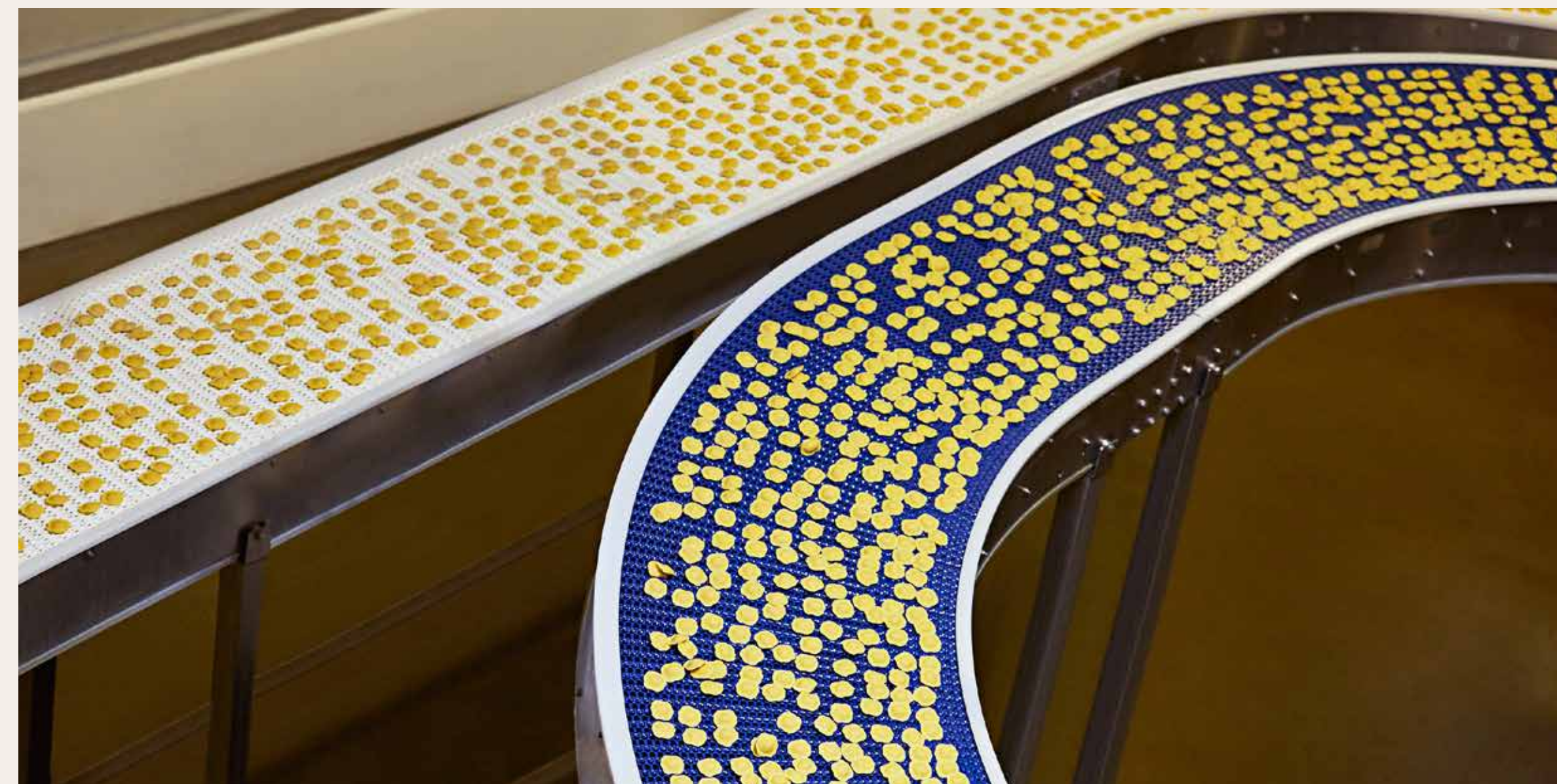
The countless decisions that the managers of each of our plants around the world are required to make every day are inspired by and linked to compliance of all applicable regulations in the area of safeguards and protection. In Italy, the guidelines are dictated by Decree Legislative Decree No. 81/08, 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 workplace accident rate—both minor and serious—decreased in 2024, demonstrating the strength of our commitment. No incidents resulting in

fatalities were recorded in 2022, 2023, or 2024.

The most common injuries reported involved hands or fingers, typically bruises, lacerations, or muscle strains. While these types of incidents are not considered severe, we have no intention of underestimating their importance. We remain committed to intensifying our efforts to promote a strong safety culture across all our workplaces.

	UNIT	2022	2023	2024
Number of hours worked	h	4,723,364	5.067.397	5.589.200
Rate of accidents at work	Accidents every 1,000,000 hours worked	13.97	14.80	12.88
Rate of accidents at work with serious consequences (excluding fatalities)	Accidents every 1,000,000 hours worked	1.48	1.78	1.07

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 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 workplace 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 when it comes to prevention, and since 2023, a new useful tool has been available to everyone: **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 is handled by the Rana Group in order to assess possible improvements to be implemented.

We believe it is essential to promote and build a shared culture of Health and Safety through dialogue and open discussion. That’s why we dedicate thousands of hours to training, implement improvements in response to feedback from our people, and conduct regular monitoring of workplaces and equipment.

April 28th marks an important milestone in our safety journey, in order to actively contribute to the ambitious goal of completely eliminating workplace accidents. In 2024, on the occa-

sion of World Day for Safety and Health at Work, we engaged the entire Rana workforce in practical and interactive first aid sessions, reminding everyone that when we commit to safety, we are not only protecting ourselves, but also our colleagues and loved ones.

Led by experienced professionals, the sessions provided essential procedures and guidelines for handling emergency situations, both in the workplace and in everyday life.

In-person participation reached 83% of the company’s workforce, and all those who were unable to attend have access to on-demand video lessons, with the opportunity to repeat the procedures demonstrated by the experts.



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 even before an economic one, capable of uniquely contributing to the development of the community. This is why we dedicate ourselves to our work every day with great passion: to create value and build a brighter future for everyone. We share a deep bond with our local area, from which we draw our values and our strength.

Driven by the desire to give back what we have received, we collaborate

with numerous associations and organizations, both locally and globally, to promote solidarity initiatives across various fields.

Rana Group and the Famiglia Rana Foundation work together to identify existing projects or create new ones that, in either case, generate meaningful benefits for the most vulnerable and marginalized individuals.

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 national or international reach, impacting thousands of people. In other cases, they respond to a unique and powerful call, capable of transforming the life of a single person and the world around them.

SOCIAL INCLUSION

Since 1962, we have been creating fresh products with the aim of bringing people together around the table to share moments of taste, connection and serenity. Guided by this principle, we have always been committed

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
3 MILLION FRESH
MEALS DONATED
IN 2024**

to improving access to food for those most in need, supporting local associations, non-profits, and charitable organizations operating in the communities where we are present.

In 2024, we donated **101,547 kg of fresh products** across Italy. Through our international branches, we contributed an additional **281,102 kg of product**, for a total of over **382,649 kg worldwide** — equivalent to more than **3 million fresh meals donated in 2024**.

Our commitment to communities

 But physical nourishment goes hand in hand with nourishment of the soul.

An important part of our commitment to the community is our **support for and promotion of Deaf Culture, with particular attention to the advancement of LIS, the Italian Sign Language.**

For this reason, we fund interpreting services, training courses for professionals, psychological support, and we actively promote the spread of bilingual education (LIS and Italian), which is fundamental to the psycho

social development of all children, especially Deaf children. In 2024, our commitment also took the form of support for the **8th National Festival of Deaf Theatre**, held in Verona at Teatro Ristori, on November 8-9, 2024. The event featured Deaf artists performing comedic, dramatic and musical works developed in harmony with their language and culture, in a spirit of integration and collaboration with hearing audiences. A wide range of artistic expressions were showcased on stage, all entirely in Sign Language:

from classical theatre to poetry, from comedy sketches to Visual Vernacular, enriched by special guests and hosted by the renowned Deaf poet Rosaria Giuranna. Participants had the chance to immerse themselves in a world of body language, expressive glances, and moving-hands performances that moved the audience and offered a new immersive perspective on Deafness. It was a unique opportunity to celebrate diverse talents and abilities, while creating a powerful moment of connection and cultural exchange.



RESTAURANTS AGAINST HUNGER

For the second consecutive year, from October 16 to December 31, 2024, Ristorante Famiglia Rana (awarded with a Star in the MICHELIN Guide Italy) took part in the "Restaurants Against Hunger" campaign. For every "Ricomincio da tre" tasting menu sold, a portion of the proceeds was donated to "Azione Contro la Fame" (Action Against Hunger), an organization that has been fighting the causes and consequences of hunger for over 40 years. Now in its 10th edition, the campaign is a major fundraising initiative that brings together the Italian restaurant industry, combining good food with solidarity. It helps support the humanitarian organization's work both in Italy and around the world. In Italy, the association supports vulnerable families in Milan and Naples, helping them regain financial independence through grocery vouchers and programs focused on nutrition education and job placement. Internationally, the organization runs projects to treat and prevent child malnutrition, provide families with access to clean water, food, and medical care, and combat the effects of climate change.



Our commitment to communities

On the occasion of **World Children's Day**, we took part in and contributed to the **third edition of TavolaRasa**, an event born from the collaboration between La Cucina Italiana and **UNICEF Italy**, aimed at raising funds to support the organization's global child protection programs.

United by a shared purpose, we believe it is essential to celebrate this day both through **UNICEF**, which is committed to ensuring every child a fair, healthy, and safe future, and through **La Cucina Italiana**, the historic culinary magazine that, on this occasion, celebrated its 95th anniversary by promoting conscious consumption, defending biodiversity, and fighting food waste.

As is now tradition, this year too we have chosen **to accompany the Christmas holidays with a gesture of solidarity**: inside the Christmas boxes sold on our e-commerce, we have included a complimentary **"Panda d'Oro"**, created in collaboration with the association **Round Table 36 Verona**, to support local organizations. In 2024, thanks to the pandoro donated by the Rana family, it was possible to support the activities of **Abio Verona ODV**.

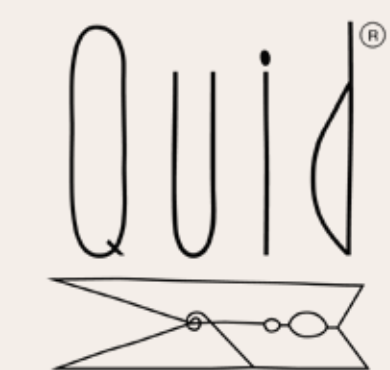
Since 1978, this association has provided invaluable assistance to young patients, helping them overcome the impact of hospitalization through play, listening, and smiles, in a child-friendly environment.

Driven by our ongoing commitment to promoting social inclusion, at Ristorante Famiglia Rana we have created a textile collection that brings together two key objectives: offering concrete job opportunities to people on the margins of society and highlighting the durability of the materials that nature provides us. For this project, we chose to collaborate with **Quid**, a **fashion social enterprise**, responsible and sustainable, dedicated to employing individuals from vulnerable backgrounds and those most at risk of social exclusion. Together with Quid, we produced tablecloths and napkins using high-quality fabrics, carefully crafted by skilled hands.

Adding to this initiative was the creative contribution of **designer Antonio Marras**, a longtime friend of the Rana family and someone deeply attuned to social issues. He generously shared his artistic vision by designing the new aprons and uniforms for the dining room and kitchen teams, contributing his talent and collaborating closely with Quid.

I SUONI DEI MIEI COLORI

Through the Fondazione Famiglia Rana, which has always been at the forefront of supporting deaf culture, we have long stood by a young deaf woman and artist, **Sofia Ines Musumano**. Born profoundly deaf, painting has become for her a unique dimension of communication and expression. Her technique does not come from the teaching of a master but is the truest response to an irresistible and necessary creative drive. She follows her own path, delivering a completely personal and unfiltered style, rhythmically attuned to her own time and perception of the world. Since Sofia was in middle school, we have supported her education and artistic journey by providing a constant interpreting service and offering courses and communication consulting. We promote her career as a painter across various fields, contributing to her teaching activities and organizing her solo and group exhibitions. In 2024, she held the exhibition **"The Sounds of My Colors"**, where her artworks were accompanied by the music of Roberto Barini: a union that breaks sensory barriers for a unique and evocative experience.



Our commitment to communities

HEALTH

Innovation is at the heart of our work and, in line with this principle, we believe that research plays a crucial role in scientific progress and that supporting it is essential for creating a better future for all.

With this aim, we have been supporting for years the **Advanced Geriatrics Course** organized by the Integrated Hospital Authority of Verona, now in its 34th edition, and we contribute to the association **Unipancreas**, which organizes the national conference for the prevention and treatment of pancreatic cancer, open to the public and also available via streaming.

But support for research also comes through good cuisine: by participating in the charity dinner **"Christmas on the Plate, Christmas in the Heart"** in support of the **AIRC Foundation Veneto Trentino-Alto Adige**, we wanted to contribute to raising awareness and funds for childhood cancer research, an effort the Foundation has been carrying out for years with 77 research projects and scholarships dedicated to this cause. At this event, executive chef Francesco Sodano of Ristorante Famiglia Rana, together with three other Michelin-starred chefs from Verona, created the menu for the evening held in Verona on November 25, 2024, at the Hotel Due Torri. The table represents an experience of learning, an investment in one's own health and that of the planet. These principles guide Chef Sodano's professional journey, who is always attentive, in creating his dishes, to the origin, quality, and simplicity of raw ingredients. Healthy lifestyles and balance with everything around us are, in fact, the first ingredients in cancer prevention.

In 2024, we joined the event **"Building the Future"**, organized by the Telethon Foundation with the aim of creating a fund to enable the production and distribution of advanced therapies for rare genetic diseases by the Foundation's researchers, therapies that pharmaceutical companies are withdrawing from for economic sustainability reasons.

This is a critically important initiative to ensure access to treatment for children who cannot rely on reimbursement.



Azienda Ospedaliera
Universitaria Integrata
Verona



Our commitment to communities

Always committed to promoting health and the physical and mental well-being of individuals and the community, we support the **association Alzheimer Verona ODV**, which organizes theatrical performances and charity events to raise funds for the many free services offered to vulnerable families. In 2024, we supported their concerts "Voice," a tribute to great Italian and international female voices; "40Fingers," an acoustic guitar quartet; and "Ama e Ridi," dedicated to the music of Fabrizio De André.

The aim of this initiative is to help the association in its mission to improve the quality of life for families, supporting home care for people with dementia through daily assistance and free services.

Preserving the dignity of the most vulnerable individuals is of fundamental importance to us, especially when it comes to elderly people with mobility issues or physical limitations that make a person vulnerable and dependent on others, even for simple daily needs. It is out of this principle of respect and gratitude toward the generations who built our present that we chose to donate **SYREN® hydro-molecular showers**, innovative devices that revolutionize hygiene for non-self-sufficient individuals, to two associations in the Verona area that provide both residential and home care. These are: **Fondazione Opera San Camillo**, which currently manages ten facilities across Veneto, Lombardy, Piedmont, Liguria, and

Emilia-Romagna; and **Fondazione Pia Opera Ciccarelli**, active in the province of Verona with ten facilities including care centers, day centers, and assisted living apartments, along with a network of home care services. The hydro-molecular showers donated by the Fondazione Famiglia Rana are cutting-edge tools that significantly improve hygiene standards, optimize the work of care staff, and uphold the dignity of those receiving care. They are specifically designed for people with reduced mobility and allow for bed-side showering using less than 500 ml of water, ensuring safety, comfort, and environmental sustainability.

Furthermore, for several years during the Easter season, we have contributed to the initiative **"With a Dove Cake, You Give Life"** promoted by ADOCES (Association of Hematopoietic Stem Cell Donors). The proceeds help fund scholarships for young doctors and biologists working at the AOUI hospital in Verona and are used to purchase medical-scientific equipment for the treatment of leukemia.



DIAMOCI UNA SCOSSA

Every year, around 60,000 people in Italy suffer cardiac arrest outside of healthcare facilities. The speed of intervention is crucial: acting within the first ten minutes can make the difference between life and death. It is therefore essential to invest in first aid training. Aware of this, the Fondazione Famiglia Rana renewed its commitment in 2024 alongside the Integrated University Hospital of Verona, supporting, for the second consecutive year, the educational program aimed at teaching young people cardiopulmonary resuscitation (CPR) techniques directly in schools. Thanks to the contribution of the Fondazione Famiglia Rana, during the 2024/25 school year, the "Let's Give Ourselves a Jolt" project quadrupled the number of students involved in Verona and its province, reaching over 6,000 participants. A total of 160 primary and secondary school classes were involved, along with 31 high schools, a significant expansion that actively promotes a widespread culture of first aid. Since the beginning of the project, approximately 13,000 students have been trained, tested, and retested after four months, 2,300 of whom are upper secondary school students certified in the use of AEDs (Automated External Defibrillators). This is a successful initiative with great social impact, a positive model that can be replicated in other communities as well.



Our commitment to communities

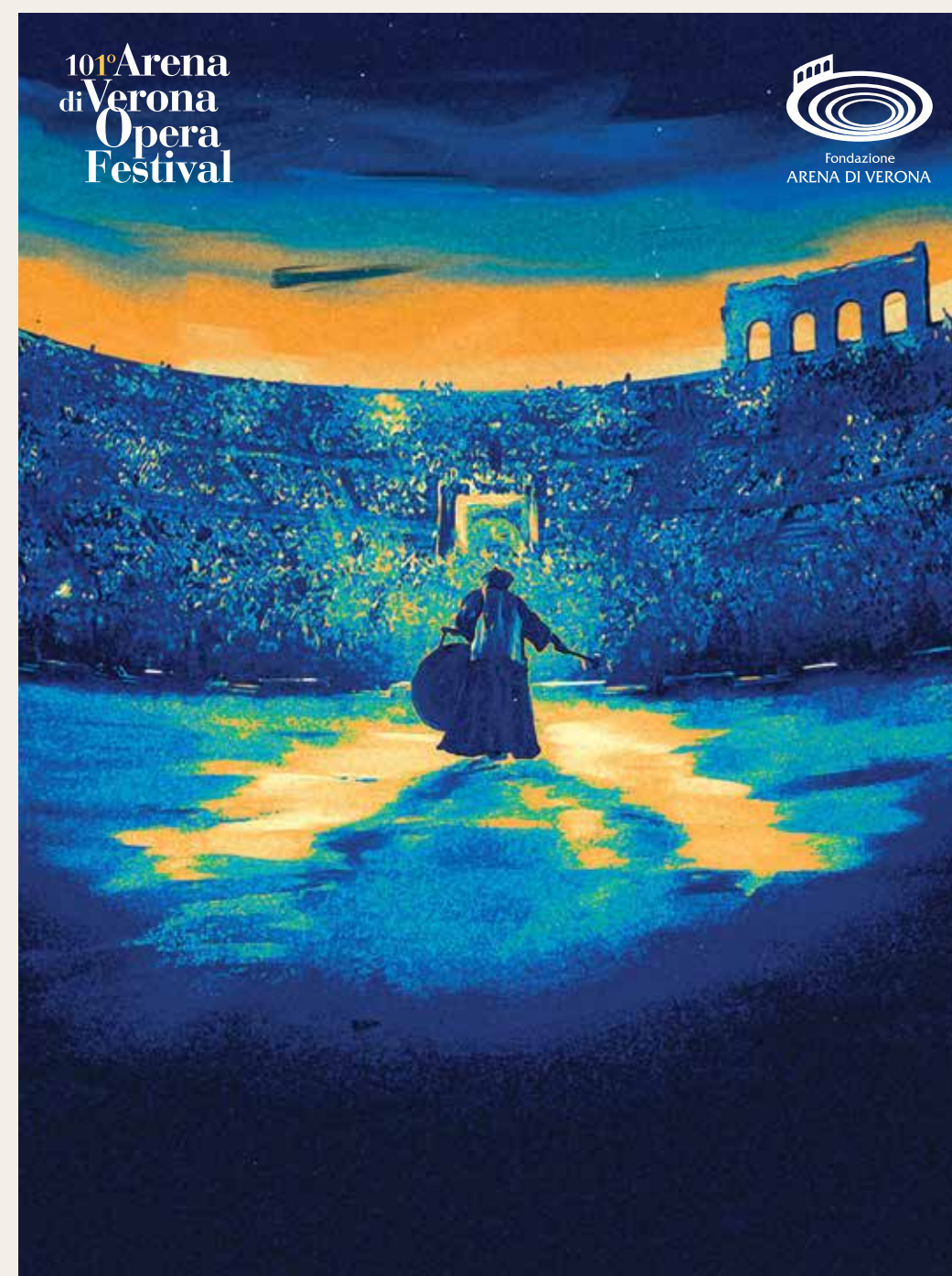
CULTURE

Culture is a source of nourishment that stimulates the entire social fabric, generating a positive impact across many other areas, from employment to education, as well as inclusion and urban regeneration. This is why we believe that promoting cultural heritage is a crucial value that must be pursued with strong commitment. As a company, we feel both the need and the responsibility to support this heritage, which makes our country unique in the world, and in particular, to contribute to the region where we were born and have grown on an international level. .

Since 2021, we have taken part in the corporate membership project **"67 Columns for the Arena of Verona"** in which Gian Luca Rana, acting as a patron, has actively supported the Opera and Symphony Foundation following the challenges brought about by the spread of Covid-19. His support has reaffirmed the importance of the Arena not only from an economic standpoint but, above all, from an ethical and social perspective. The initiative is inspired by the 67 pillars of the Arena's outer ring, which collapsed during the earthquake of 1117 and have been symbolically restored to their original place thanks to the support of 67 donors, driven by the passion and authority of its ambassadors and founders (the CEO of Pastificio Rana and the President of Gruppo Oniverse). In 2024, the project reached its fourth edition, raising a total of €7.6 million to support one of the most beloved and inspiring forms of artistic expression in our country: opera singing, which has recently been recognized by UNESCO as an Intangible Cultural Heritage of Humanity.

We also strongly believe in the importance of fostering knowledge and encouraging its sharing, as a means to promote social development and, in particular, to raise awareness among younger generations.

One project we are especially proud of was created in collaboration with the **Carlton Foundation and Palazzo Maffei Casa Museo**, with the aim of making art accessible to students. Starting in March 2023, we established a virtuous synergy between business and art, with a dual goal: to give as many students as possible the opportunity to engage with art and beauty, and to support schools in their educational mission. Thanks to our contribution, over the course of two years, 12,000 students of all school levels were able to visit, completely free of charge, the extraordinary collection of 650 works assembled by entrepreneur Luigi Carlton over sixty years of passion for art. The collection offers a continuous dialogue between the ancient and the contemporary, spanning more than 4,000 years of history.




Our commitment to communities

 The desire to support culture and beauty in all its forms, nurturing new talent and bringing art closer to an increasingly wide and diverse audience, is also what has driven our collaboration for the past four years with **OnDance, the Great Dance Festival conceived and directed by Roberto Bolle, and produced by Fondazione Roberto Bolle and Artedanza**. This Milan-based event transforms the heart of the city into an open-air stage, where workshops, open classes, dance parties, and talk shows take place. It's a celebration of the world of dance, aiming to spread and share the artistic, cultural, and human values this discipline embodies. A sharing of beauty that is not only aesthetic but also spiritual, social, and ethical. During the 2024 edition, we also awarded a scholarship to the dancer who, in the judgment of a jury composed of teachers,

choreographers, and the festival's artistic director, stood out as the most promising among the thirty-five selected talents.

These young artists, chosen from an initial group of 300 participants, had the opportunity to showcase their abilities during the OnDance workshop. Driven by our commitment to support the passion and artistic talent of young people, we also contributed to **Fondazione Roberto Bolle**, which awarded two scholarships to Edoardo Cinotti from the Ballet School of the Teatro alla Scala Academy in Milan and Jodin Cozzutti from the "Il Balletto" Dance School in Castelfranco Veneto, in recognition of their exceptional dedication. These two promising dance talents can now proudly continue their artistic education and pursue their love for this extraordinary art form.

 In 2024, we supported the **Soave Città del Libro Literary Festival**, in its 11th edition. The event, promoted by the SoaveCultura association in collaboration with the Municipality of Soave and under the patronage of the Province of Verona, offered four vibrant days filled with events and meetings featuring leading national and international authors. A significant part of the festival was dedicated to young school-aged readers, with reading workshops and author encounters designed to spark a passion for literature among children and teenagers. The festival has always championed cultural accessibility, offering free admission for all, in order to share culture as a common good.



FESTIVAL DEL FUTURO

- 6 editions, from 2019 to 2023
- more than 300 speakers and experts in technology, economics, finance, work, society, healthcare, geopolitics, nutrition, energy, and the environment
- 5,200 attendees in the auditorium
- 6 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% 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)	2022	2023	2024
Renewable material	24,391	28,365	30,948
Non-renewable material	7,657	7,125	7,782
Total packaging	32,048	35,491	38,731

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:



	RENEWABLE			NON-RENEWABLE		
	2022	2023	2024	2022	2023	2024
Plastic consumption (tons)	2,606	4,120	4,594	7,657	7,125	7,782

Globally, plastic usage has increased in line with higher production volumes. Of the total plastic used in our processes, 37% is recyclable.

Our journey toward recyclable and circular materials still faces important steps and challenges, but we remain firmly committed to advance our vision.

PLASTICA RICICLABILE

2024

37%

OF THE PLASTIC USED IN OUR PROCESSES IS RECYCLABLE

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)	2022	2023	2024
Natural gas	844,484	753,526	925,410
Fuel (diesel and petrol)	16,265	14,939	14,978
Purchased	481,740	514,517	489,473
From non-renewable sources	156,405	0	0
From renewable resources	325,336	514,517	489,473
Energy intensity GJ/tons	6.45	6.05	5.51

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

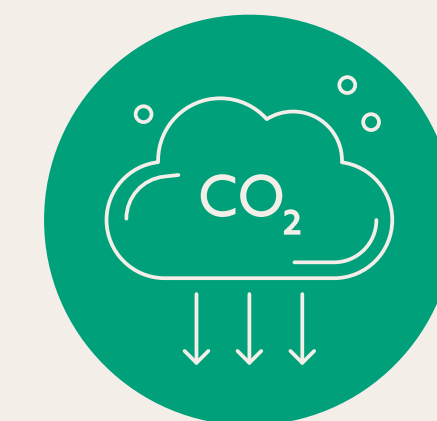
The Rana Group has invested 1.7 million euros to install a new photovoltaic system on the roof of the logistics center in San Giovanni Lupatoto, in the province of Verona, where the Group's headquarters are located.

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 according to EPA,

IPCC and GHG international standards. **Through the use of energy from renewable sources**, we have succeeded in reducing our emissions by 21% compared to 2020.

Moreover, thanks to innovation and process optimization, we achieved a **39% reduction in carbon intensity**, also 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	2022	2023	2024
Scope 1				
Fixed combustion sources	t CO _{2eq}	42,513	37,934	46,587
Mobile Sources	t CO _{2eq}	1,064	967	967
Purchased Gas	t CO _{2eq}	10,657	9,047	15,701
Totale Scope 1	t CO _{2eq}	54,234	47,948	63,255
Totale Scope 2 (Market-based)	t CO _{2eq}	19,524	0	0
Total Emissions	t CO _{2eq}	73,759	47,948	63,255
Carbon intensity	t CO _{2eq} /tons	0.35	0.23	0.281

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

-21%

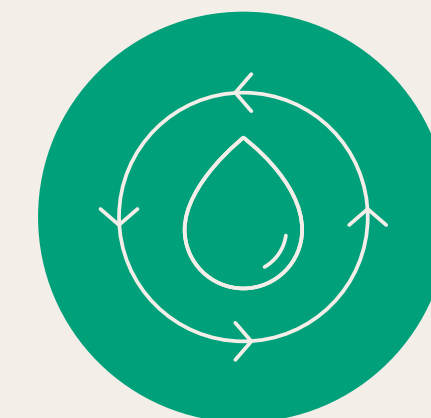
REDUCTION OF EMISSIONS COMPARED TO 2020

-39%

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 2022, 2023, and 2024 can be found in the table.

WATER WITHDRAWAL, DISCHARGE AND CONSUMPTION OF THE PRODUCTION PLANTS [ML]	2022	2023	2024
Withdrawal of water by source			
Surface water	309	374	423
Groundwater	728	749	695
Water network	342	347	298
Total withdrawal	1,379	1,470	1,416
Discharge of water by destination			
Surface water	263	283	278
Groundwater	190	251	252
Water network	394	381	404
Total discharged	847	915	934
Total water consumption	532	555	482
Water intensity (ML/tons)	2.56	2.62	2.14

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)	2022	2023	2024
Non-hazardous	20,572	20,730	25,731
Hazardous	38.3	106.3	351.9
Total	20,611	22,836	26,083
Amounts intended for recycling/recovery			
Non-hazardous	17,255	18,931	21,622
Hazardous	34	49	44
Total	17,289	18,980	21,622
Amounts disposed of/treated			
Non-hazardous	3,317	3,799	4,109
Hazardous	5	58	308
Total	3,322	3,867	4,418

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 re-used 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 partners in every country where we have production facilities to recycle our paper and cardboard, plastic, metal, and wood waste.

Organic waste from our U.S. facilities is repurposed as animal feed: in 2024, we diverted 7,326 tons of organic waste from landfills to the animal feed industry.

In Belgium and Italy, on the other hand, organic production waste is directed to the biogas supply chain: in 2024, we provided 6,767 tons of certified category 3 organic material for digestion and conversion into biogas.

Methodological note

The consolidated Sustainability Report has been voluntarily prepared by Pastificio Rana S.p.A. and is drawn up in accordance with the GRI Sustainability Reporting Standards 2021.

The data and information presented refer to the fiscal year starting on January 1 and ending on December 31, 2024. Comparative data for the two previous fiscal years have also been included, where relevant, to provide a broader view of the Group's performance over time.

The reporting scope, aligned with the data presented in the Consolidated Financial Statements as of December 31, 2024, includes the parent company Pastificio Rana S.p.A. and its subsidiaries: 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 Oceania PTY Ltd, Rana South America, Rana Meal Solutions Canada INC, Giovanni Rana Suisse AG, and Rana USA Inc, which includes Rana Real Estate LLC,

Rana Meal Solutions LLC, and Rana USA LLC.

The scope also covers 8 production sites—5 in Italy, 1 in Belgium, and 2 in the United States—as well as 2 logistics centers. Additionally, 22 restaurants located in Italy are included, unless otherwise specified.

For more details on objectives, indicators, and results achieved, or to share comments on this document, you can contact us at:

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 2024 and ending on 31 December 2024 with reference to the GRI Standards

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

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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