

Sustainability Report

We nourish our future



RANA

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We nourish our future

Letter to the stakeholders.

Dear Readers,

since its foundation, the Rana Group has been driven by the desire to build, especially what was not there before, to tread unbeaten paths, and to chart new horizons. For over thirty-five years, I have had the honor of leading this family and this company, constantly nurturing a spirit that perfectly reflects my identity as a man of action and innovation. I am therefore grateful for the journey that is now materializing, as it has allowed us to formalize to the set of values that have been encompassed within everyone's choices throughout the great journey that has taken us from San Giovanni Lupatoto to all corners of the world.

For me, being in business has always

meant having a role of responsibility within society: the entrepreneur has the task of contributing to the development of the social fabric, identifying talents, and creating conditions for them to emerge. As a Group, we are aware of the global challenges we are facing, so we have decided to gather and promote all the principles through which our company has been built day by day. Thus, the first "Sustainability Report" is born.

We are a family-owned company, united by strong values and founded on ethics and sustainability, the cornerstones of our sixty-one years of history, which have made our business healthy, robust, with constant global growth, always driven by the desire to revolutionize the dynamics

of our industry. We will continue to dedicate an increasingly larger and deeper space to reflect on all aspects of sustainability, focusing together on the areas of action that are the key to building a better future for the next generations.

Thanks to this compass, we have given life to "We Nourish Our Future", a strategic sustainability path through which we carry out projects and actions aimed at taking care of the people and the communities where we are present, while respecting the planet.

We embark on this journey as a family - thousands of protagonists - always the lifeblood of our successes. We proceed together guided by our spirit of innovation, seen as the key to sustainable devel-

opment, by our passion for the quality of our raw materials, and by our ethical and transparent value chain, for a responsible supply chain. In this way, the Rana Group will continue to contribute to collective well-being, creating value for people, supporting culture and the community.

"We Nourish Our Future" is an extraordinary milestone in the journey and history of all of us, forever inspired by the will to do our best.

Gian Luca Rana
CEO Pastificio Rana



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The Rana family



Who we are

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

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

The dream was achieved thanks to

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

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

67 different countries in the world.

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

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.

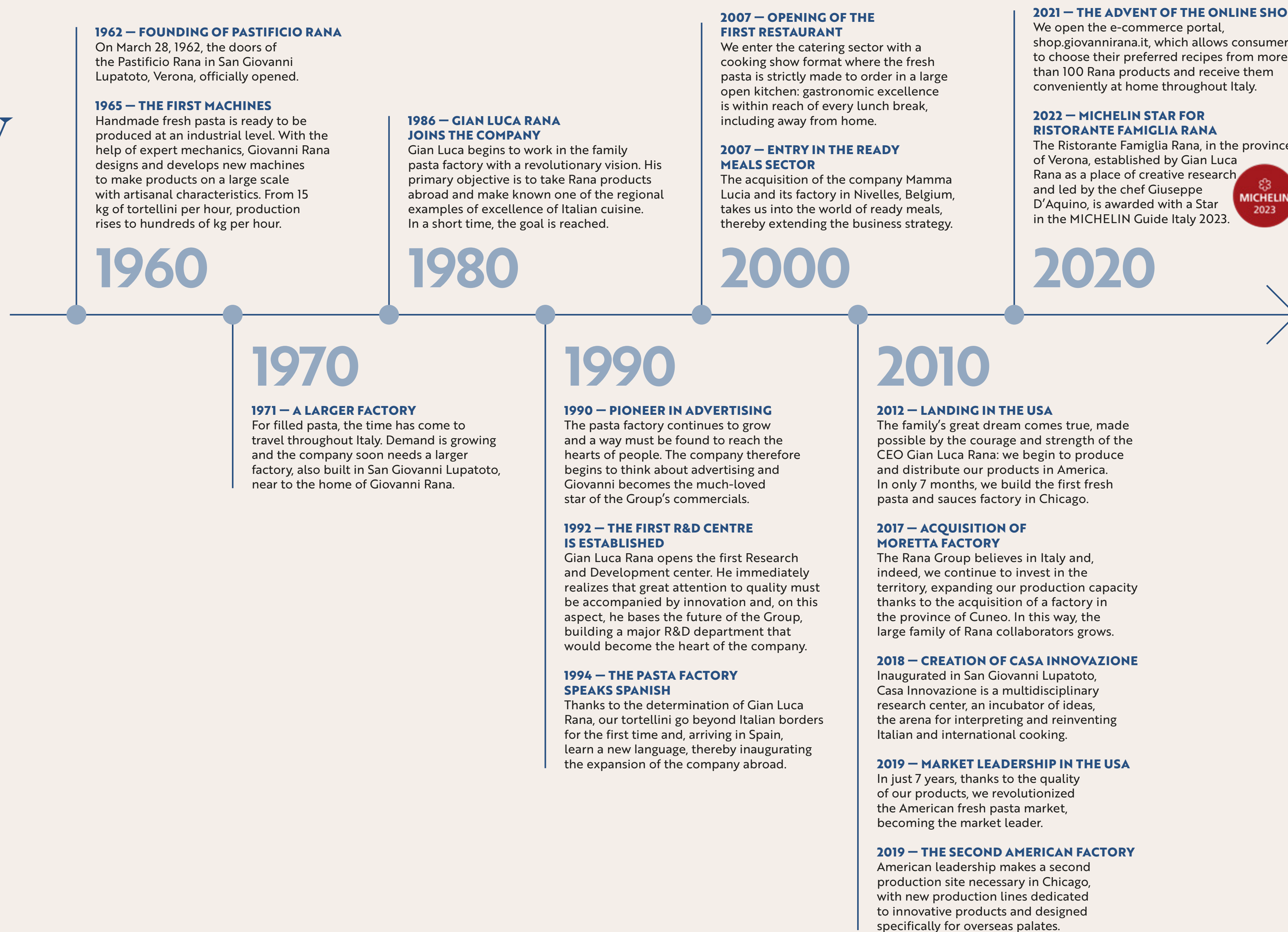
FEELING PART OF A FAMILY

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

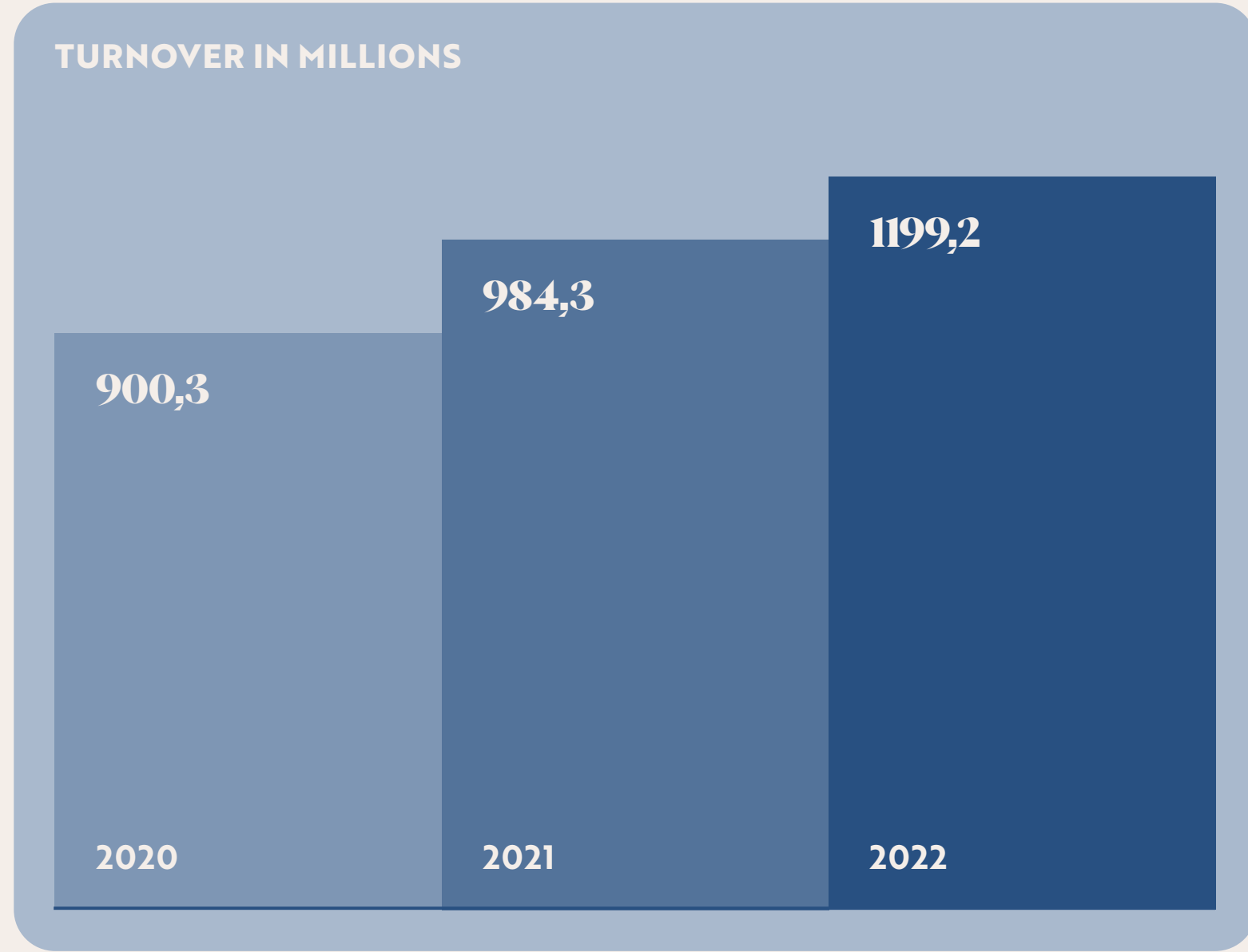
A journey of continuous evolution, to reach new goals together.

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

28% ITALY

40% USA

32% EU+OTHERS

OUR PEOPLE

2022

3080

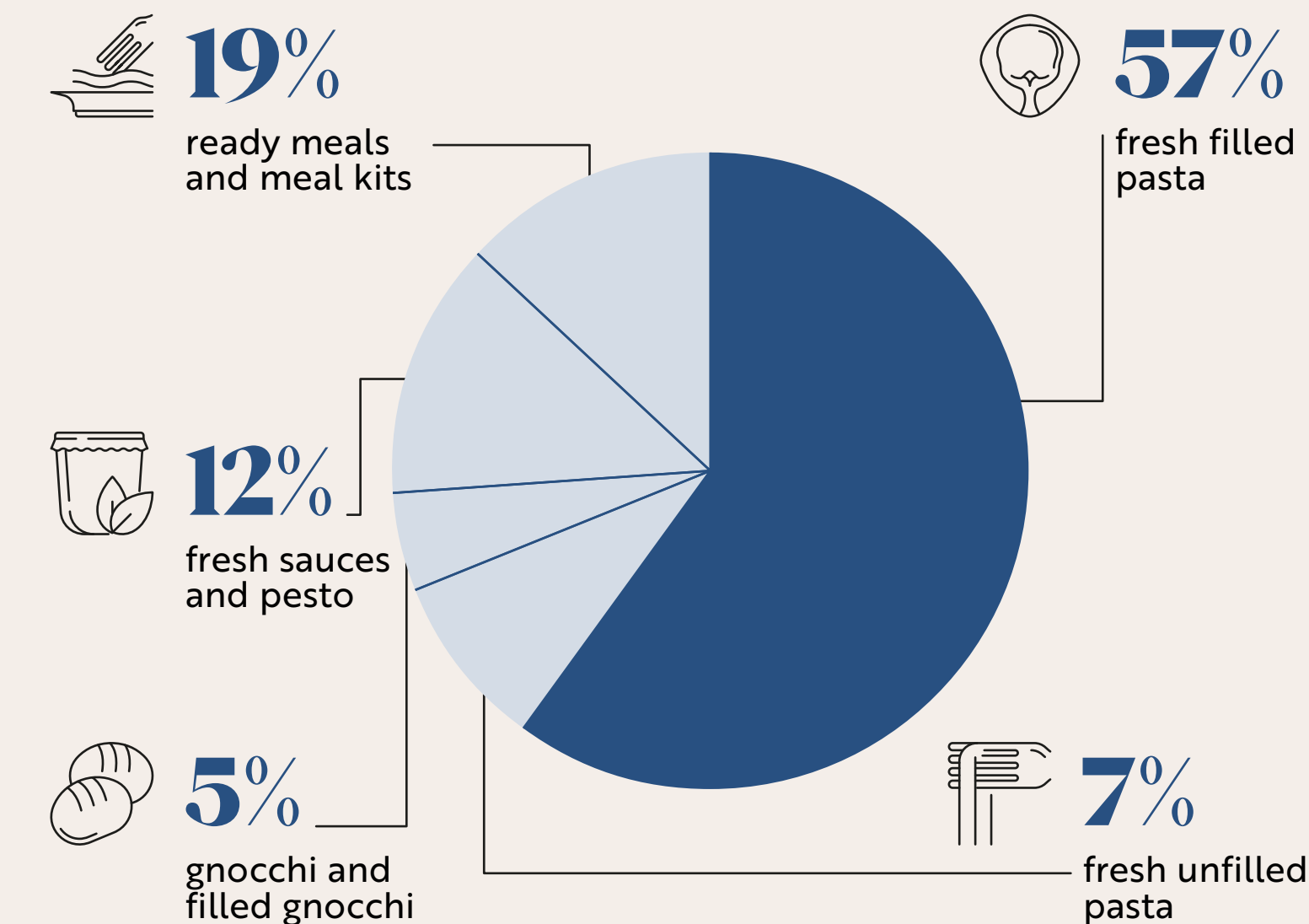
2021

3057

2020

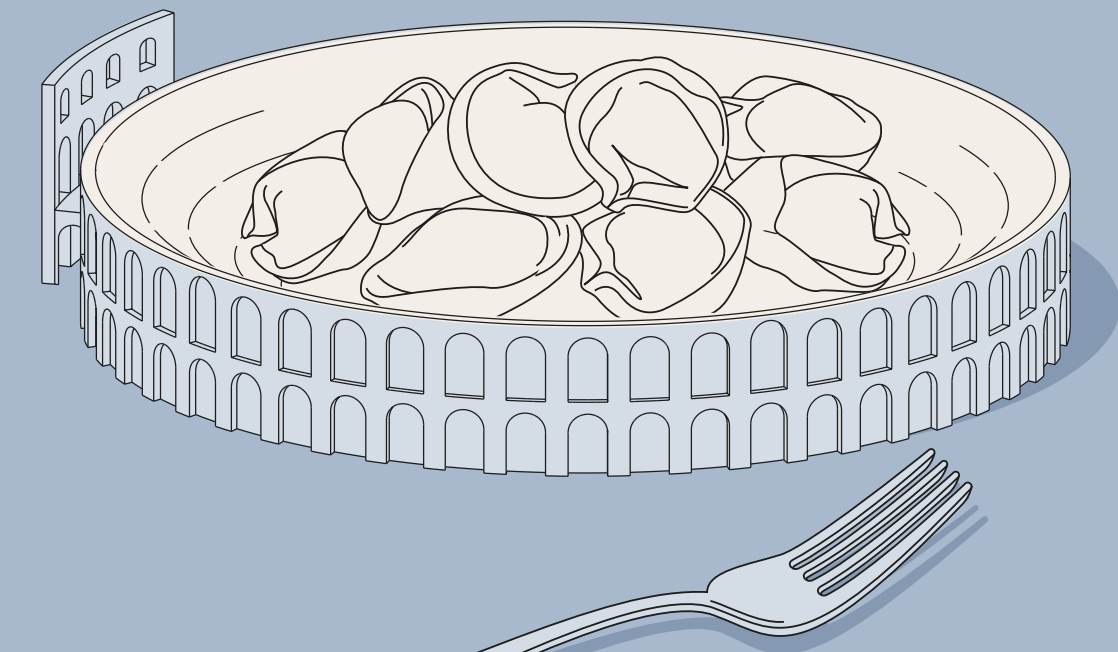
2861

BUSINESS AREAS



PRODUCTION VOLUMES

208,001
↑ TONS OF PRODUCTS SOLD IN 2022, ENOUGH TO ALMOST FILL THE WHOLE OF THE VERONA ARENA



1,824
↑ Different SKUs

Rana in Italy

Our future is rooted in our origins.

5
PRODUCTION FACILITIES ●

1
R&D CENTER ●

1
LOGISTICS CENTER ●



23

● RESTAURANTS INCLUDING:

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

**21 QUICK SERVICE
RESTAURANTS IN ITALY**

1 IN BERLIN

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

In Casa dell'Innovazione, where the

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

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



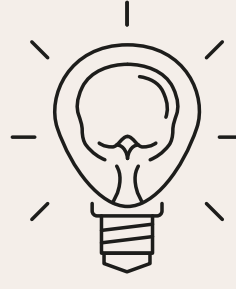
The taste of innovation

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

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

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

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



1984

MODIFIED ATMOSPHERE PACKAGING

Firstly introduced and used by Rana in Italy as packaging technology to increase the shelf life of fresh food



1993

GNOCCHI ALLA ROMANA

A specialty of the Lazio tradition, reinterpreted by Rana



1994

SFOGLIAVELO®

The advent of the famous extra-thin fresh pasta sheet



1999

FILLED GNOCCHI

Introduced for the first time on the Italian market



1997

PESTI A FREDDO

Pesto made at a low temperature to enhance all the product's organoleptic characteristics



1995

FRESH SAUCES AND PESTO

The first range of fresh sauces and pesto is launched, enriched over time with new flavours



1995

LONG PASTA

From the original rough, porous dough, various formats of fresh pasta are born, stretched with bronze cylinders: pappardelle, tagliatelle, fettuccine and tagliolini



2002

REGIONAL SPECIALTIES

The range of soft wheat pasta inspired by local traditions: the typical Orecchiette of Apulia and the Ligurian Trofiette



2003

SFOGLIAGREZZA®

With patented technology, our rough, full-bodied dough is created to better retain the sauce



2004

COLPO DI FIAMMA

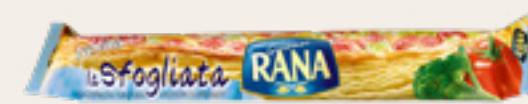
The very first ready-meal kit with fresh pasta and sauce for cooking directly in the pan



2009
RANA DESSERTS
The first sweet chocolate ravioli are created



2008
READY MEALS
Our first fresh lasagne ready meals are launched



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



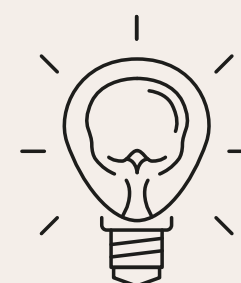
2006
GIOIAVERDE
A range of fresh pasta filled with vegetables is introduced



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



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



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



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



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



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



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



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



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



2017

NEW TECHNOLOGY FOR FILLINGS

A production technology is patented to create tortellini with extra-creamy fillings



2017

TORTELLINI "SENZA SFOGLIA"

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



2018

EXPRESS PASTA COOKING

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



2018

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

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



2019

PAN-FRIED GNOCCHI

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



2020

CHOCOLATE RAVIOLI

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



2019

FLASH SAUCES TECHNOLOGY

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



2019

PASTA KITS IN EUROPE

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



2019

GNOCCHI KITS

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



2019

CHEF IN MICRO

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



2021

RISOTTO KITS

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



2021

BOLOGNEW!

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



2021

LIMITED EDITIONS IN ITALY

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



2021

STARS AND STRIPES LASAGNE

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

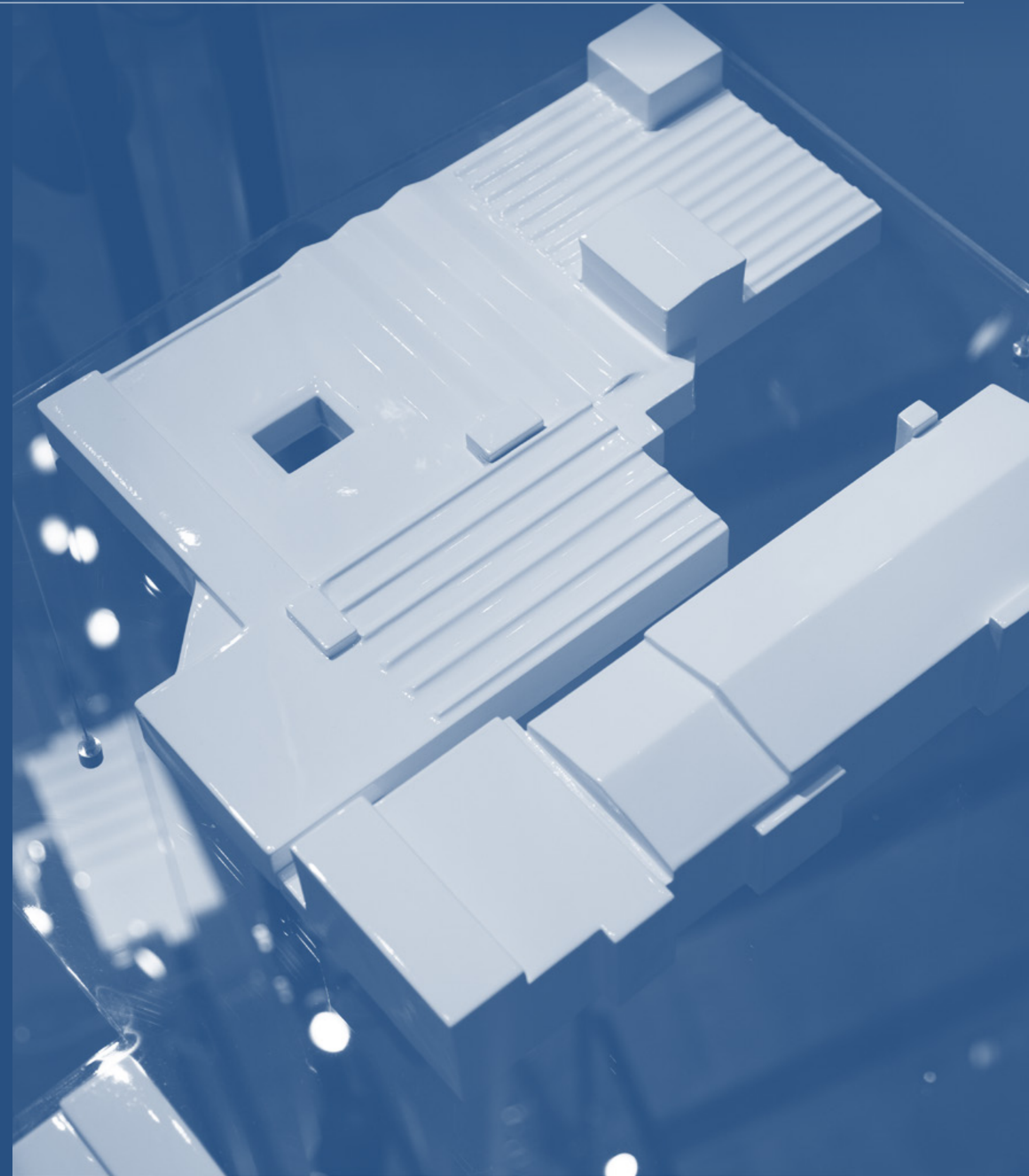


2022

LIMITED EDITIONS IN THE WORLD

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

Governance



Governance

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

GOVERNANCE MODEL

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

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

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

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

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

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

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

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

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

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

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

THE MOGC ALSO INCLUDES:

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



Governance

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

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

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

For the purpose of pursuing our constant commitment to ethical, correct and transparent management, we introduced a specific anti-money laundering policy in 2022 aimed at preventing this type of offense. In 2020, 2021 and 2022, no episodes of corruption were recorded.

HOW WE RESPOND TO RISKS

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

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

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

FISCAL RESPONSIBILITY

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



Our sustainability journey



We nourish our future

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

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

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

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

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

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



Our pillars of sustainability



Our approach to a responsible supply chain



Our care for people and communities



Our culture for sustainable innovation

Our stakeholders

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



Materiality analysis

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

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

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

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

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

Our approach to a responsible supply chain

Sustainable and responsible agriculture

Quality and responsible procurement

Availability of raw materials

Transparency and traceability of the supply chain

Responsible marketing and labelling

Our care for people and communities

Well-being and safety in the workplace

Diversity and inclusion

Talent development

Promotion of a healthy lifestyle and nutritional education

Our culture for sustainable innovation

Sustainability of the packaging

Energy and water efficiency

Emissions

Waste

The sustainable development goals

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

Our approach to a responsible supply chain



Intensifying collaboration with responsible suppliers, which practice sustainable agriculture techniques



Increasingly enhancing the transparency and traceability of the supply chain

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

Our care for people and communities



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



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

Our culture for sustainable innovation



Using sustainable materials for packaging of our products

Reducing waste from procurement to production



Reducing the emissions in production and logistics systems

Improving the efficiency of water and energy management

Our approach to a responsible supply chain



Our principles

To offer only the best.

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

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

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

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

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

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

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

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

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

THE QUALITY IN NUMBERS

1.2 million

ANNUAL TESTS ON INGREDIENTS, PRODUCTION PROCESSES AND FINISHED PRODUCTS

100% 23k

CERTIFIED PRODUCTION FACILITIES

ANNUAL TESTS IN EXTERNAL LABORATORIES

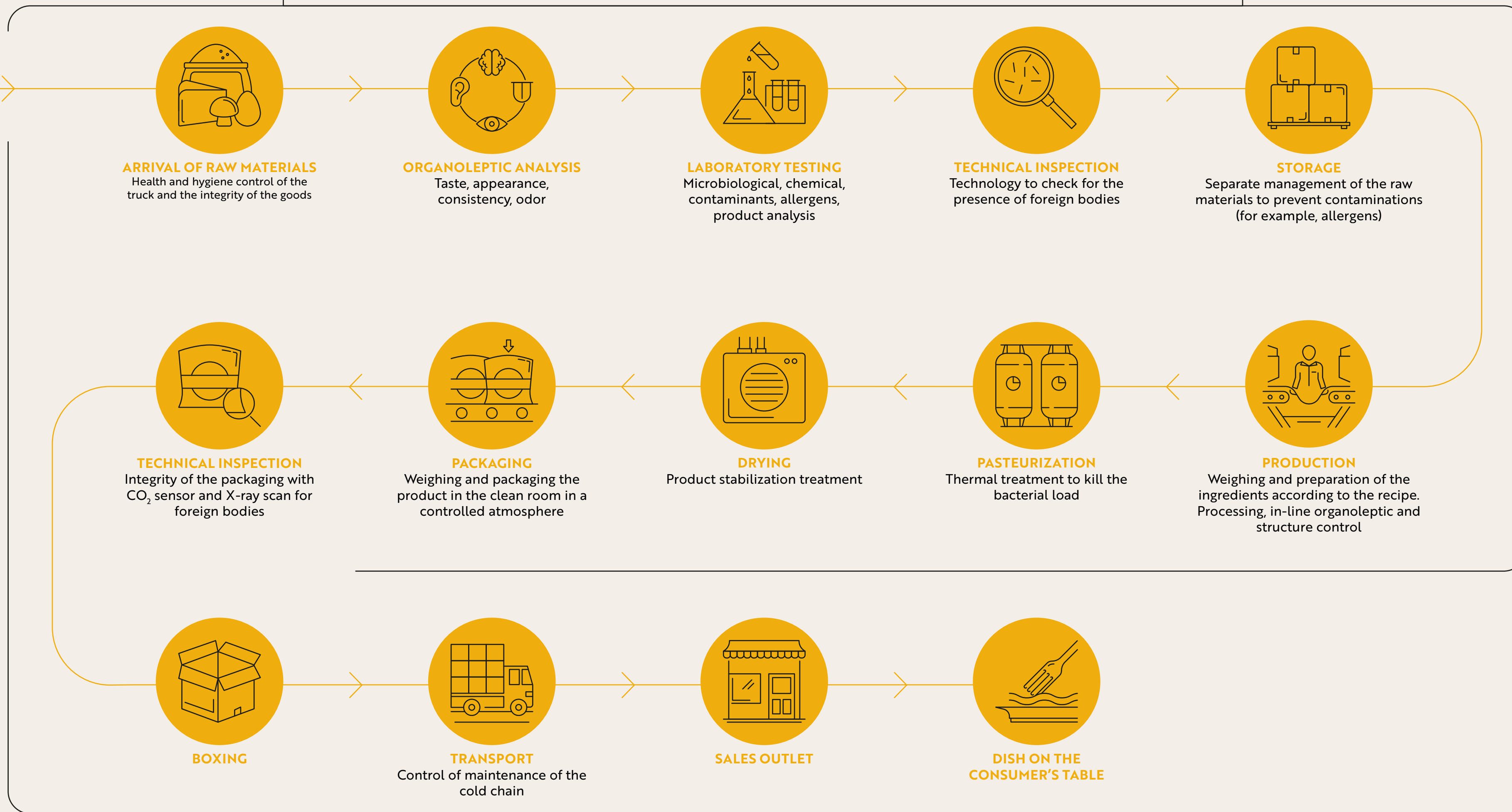
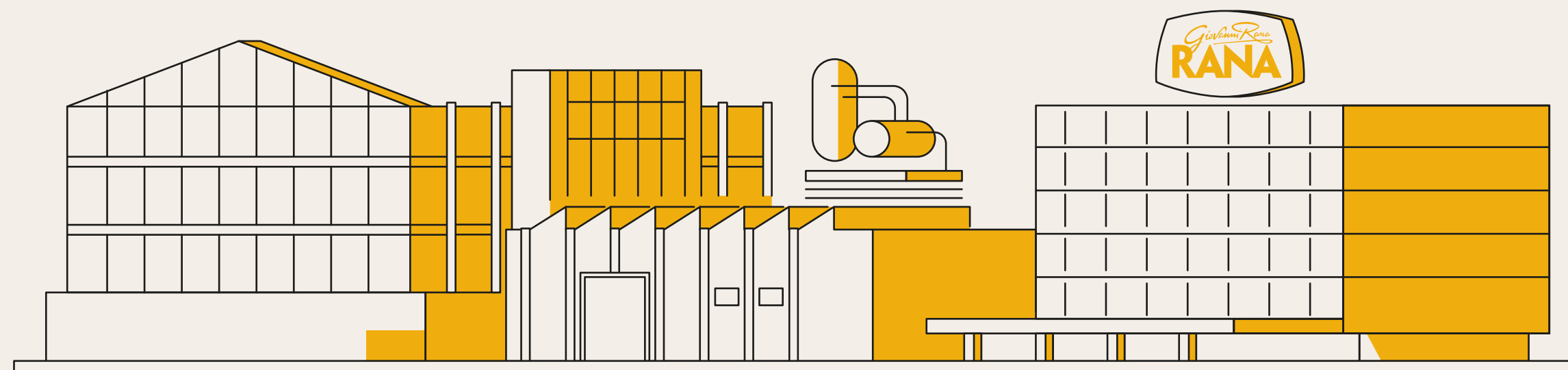
2000k 80

ORGANOLEPTIC TESTS PER YEAR

PEOPLE ON THE QUALITY TEAM

The path of our quality system

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



Certified quality and food safety

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



IFS CERTIFICATION

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

Plant certification



BRC CERTIFICATION

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

Plant certification



NO GMO CERTIFICATION

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

Product certification



ORGANIC CERTIFICATION

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

Plant certification



V LABEL CERTIFICATION

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

Product certification

Raw materials

We only choose excellence.

Our offer includes 1,824 SKUs and to produce them we use 820 different ingredients, carefully chosen based on their organoleptic characteristics and their adherence to high standards of quality and food safety. A wealth of flavors that requires the availability of the raw materials during the entire year in order to ensure production continuity.

That's why **we adopt a model of global procurement management and**

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

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



820
different ingredients

ITALIAN EXCELLENCE

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



TOGETHER FOR EXCELLENCE: THE BASIL PROJECT

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

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

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



Our product manifesto

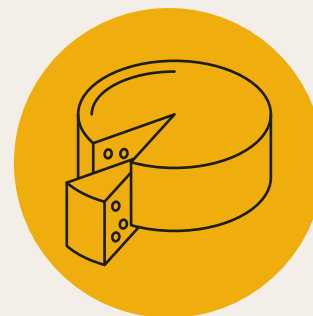
Quality without compromises is always the best.



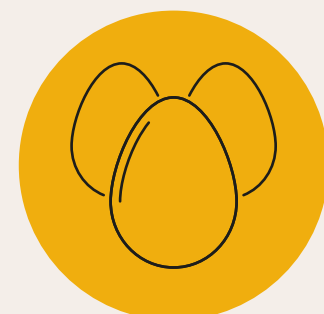
OUR CHOICES



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



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



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



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



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

WE SAY NO



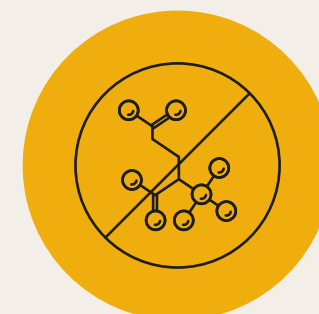
NO Palm Oil



NO Food gums



NO Artificial flavors and colorants



NO Glutamate



NO GMO



NO Hydrogenated fats



NO Anti-caking agents

Our suppliers: a choice of quality

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

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

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

THE SELECTION CRITERIA FOR SUPPLIERS

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

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

THE SUPPLIERS' CODE OF CONDUCT

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



ANIMAL WELFARE

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

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

Responsible and transparent marketing

We promote clear communication to protect consumers.

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

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

clear and accurate information aimed at protecting the health of the consumer and facilitate their purchase choices. Everything shown on the label and the packaging complies with the legal prerequisites of the countries in which our products are sold (in 2022, no episodes of non-compliance were reported). Furthermore, this information enables the traceability of the product throughout the entire production process up to distribution in the sales outlets.

NAME
Product name with indication of the characterizing ingredients

COOKING TIME

NUTRITIONAL VALUES

ENVIRONMENTAL LABEL
Instructions for disposal

EAN
Barcode

EXPIRY DATE, BATCH AND PRODUCTION TIME

Front



Back



INGREDIENTS
Reported in descending order based on the quantities used

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

STORAGE METHOD
In the refrigerator

PRODUCTION PLANT

RICOTTA E SPINACI

PASTA FRESCA ALL'UOVO CON RIPIENO A BASE DI RICOTTA E SPINACI.

Ingredienti: Ripieno 60%: ricotta 45% (siero di **latte**, **latte**, sale), spinaci 20%, fibre vegetali (di mais e patata), olio di girasole, siero di **latte** in polvere, **formaggio** mascarpone, pangrattato (farina di **grano** tenero, acqua, sale, lievito), amidi, sale, fiocco di patate, **aglio**, **noce moscata**, aromi naturali (contengono **latte**, **frumento**). 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**, **sedano**, **soia** e **senape**.

DA CONSUMARE ENTRO: VEDI RETRO DELLA CONFEZIONE.

Conservare in frigorifero a +4/6°C. Consumare entro 3 giorni dall'apertura. Prodotto confezionato in atmosfera protettiva. L'immagine ha solo lo scopo di rappresentare il prodotto.

MODALITÀ DI COTTURA: Cuocere in abbondante acqua salata bollente per 2 minuti, scolare e condire.

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

250 g e

COME DIFFERENZIARE
CONFEZIONE PLASTICA
Verifica sempre con il tuo comune

DICHIARAZIONE NUTRIZIONALE per 100 g

Energia	1021 kJ / 243 kcal
Grassi	7,8 g
di cui acidi grassi saturi	2,2 g
Carboidrati	32 g
di cui zuccheri	5,6 g
Proteine	9,6 g
Sale	1,4 g

MISTO
Imballaggio da fonti gestite in maniera responsabile
FSC® C136152

Below

Our care for people and communities



One big family

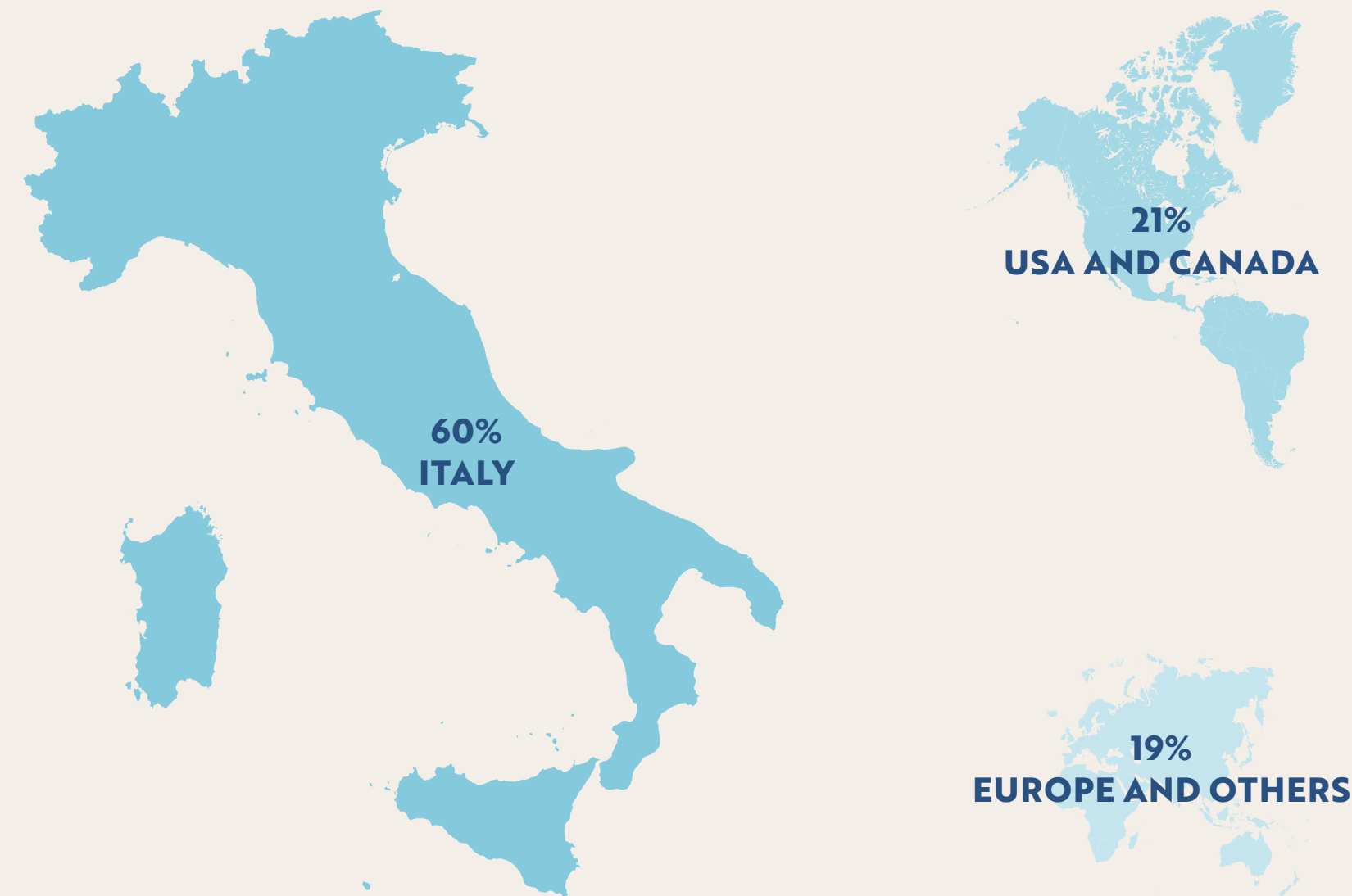
We invest in the human capital, we develop know-how and skills that generate value for the whole of society.

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

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

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

RANA PEOPLE BY GEOGRAPHIC AREA



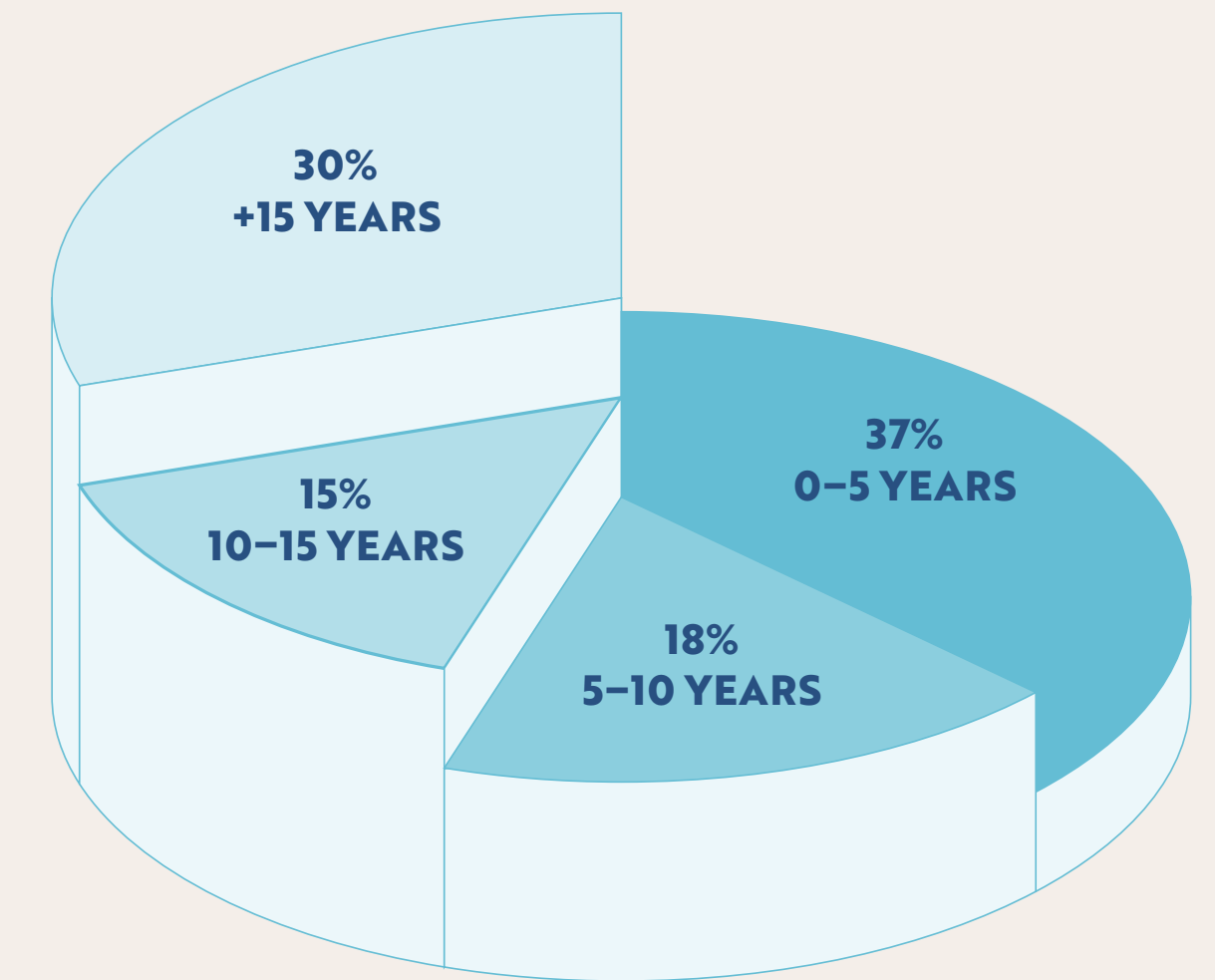
OUR PEOPLE

On 31 December 2022, those collaborating with our Group at the global level numbered 3,080, including direct and contracted employees. That number is growing thanks to the continuous development of our business. Of these, 60% are located in Italy and 21% in the USA and Canada, with the remaining 19% in Europe and the rest of the world. We are a global family that shares the same passion and the same values. In every daily action, we pursue our constant commitment to ensuring a safe and stimulating environment, together with continuous opportunities for training and growth. These val-

ues of responsibility and commitment are fully reciprocated by our collaborators, whose long ties to the company, on average 12 years, mirror a deep passion.

We collaborate every day with external figures, professionals who operate permanently in our bases, and we occasionally also make use of interim work, prior to recruitment. A peculiarity of the sector in which we operate are work peaks due to the seasonal nature of the products. To manage this aspect, we make use of seasonal and outside workers, employed through social cooperatives and labour agencies.

COMPANY SENIORITY



AVERAGE LENGTH OF SERVICE IN THE COMPANY IS 12 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 attainment of an ever greater level of balance between genders, rewarding the ability of each person, and we are working to eliminate any gender pay gap at the global level. We also favour the integration of the younger generations in the workplace, at the same time enhancing the skills of those who have many years' experience in our Group and who have internalized our culture, enabling them to work side by side. In this way, **a continuous migration of knowledge is implemented, a generational interchange in which the youngest and those with greater seniority in the company share their privileged viewpoints.**

The Rana Group is a manufacturing organization (64% of employees are employed in production) and the

company workforce is made up of people of around 30 different nationalities. The number of women in the Group amounts to 40% of the total and, currently, 34% of the senior and middle managers of our company are women.

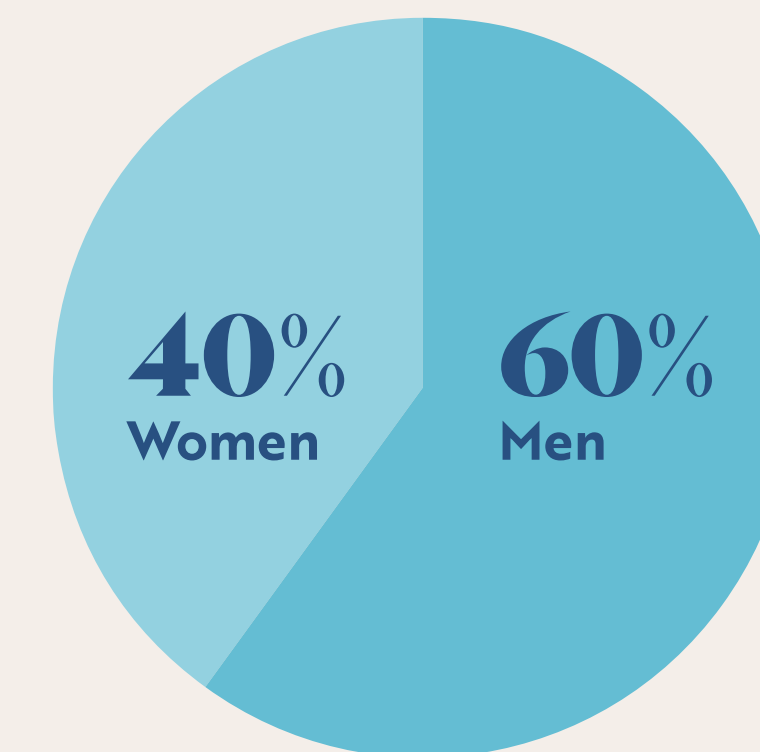
Consistent with the current regulations and local legislation, we provide the possibility for all employees to take full advantage of parental leave.

Promoting the professional growth of each person, enhancing each talent is the manifestation of a concept that we have always made our own: considering people as members of our family, regardless of ethnicity, gender, sexual orientation, religious belief, political opinions, and vulnerabilities (no cases of discrimination were reported in 2022).

With regard to this issue, we also ensure that our suppliers approach

diversity and inclusion in the same way we do. For example, in the United States, each supplier is requested to compile a Vendor Diversity Questionnaire aimed at understanding the percentage of minorities, women and veterans in their workforce.

GENDER



SOCIAL COOPERATIVE WORK CENTER

In 2022, in agreement with the Veneto Region, we signed an important convention with the Social Cooperative Work Center San Giovanni Calabria for the integration in our structure of disabled workers. We decided to support this cooperative which, since 1975, has worked to generate employment opportunities that create the conditions for the self-fulfilment and well-being of everyone. In this way, value is placed on the desire to take an active role in the world of work by people in situations of psychophysical and social disadvantage.

As part of a tutoring project, people who have joined our Group work in the e-commerce division, making the various types of boxes ordered online by our consumers.

Talent attraction

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

For our company, one of the most significant figures regards employment: in ten years, the Rana workforce has quadrupled and continues to grow. **This is the number of which we are most proud and that gives meaning to every project and effort. This is our greatest resource and challenge: we do not limit ourselves to creating excellent products, we want to ensure a future for all those who believe in this project and their families.**

We are aware that the management of the collaborators is at the heart of every successful company: attracting and retaining the best resources is fundamental in order to make headway in any market. We are convinced that

creating a motivating and stimulating workplace in which people can express their value can lead to the growth of our business and greater loyalty on the part of the talent.

NEW RECRUITS

Our daily work is based on the search for excellence and passion, values that we also seek in the candidates at the recruitment phase. Our selection process, which involves various phases of assessment, ensures equal opportunities of admission and any recruitment offer is decided on the basis of objective criteria regarding the skills of the candidate.

In the choice of the new resources,

we assess the profiles with the intention of hiring and growing young talent who can look to the future of our business and, at the same time, we also recruit older people with great wealth of experience that can be shared in the company. Two connected worlds that create a powerful generational synergy.

In 2022, 147 people joined our Group around the world. Of these, 42% are women and 28% of the new resources are younger than 30 years old, in confirmation of our willingness to cultivate young professionals, recognizing the added value that they bring to Rana.

The new collaborators who joined the company in 2022 are mainly located at our sites in Chicago (69%). Italy

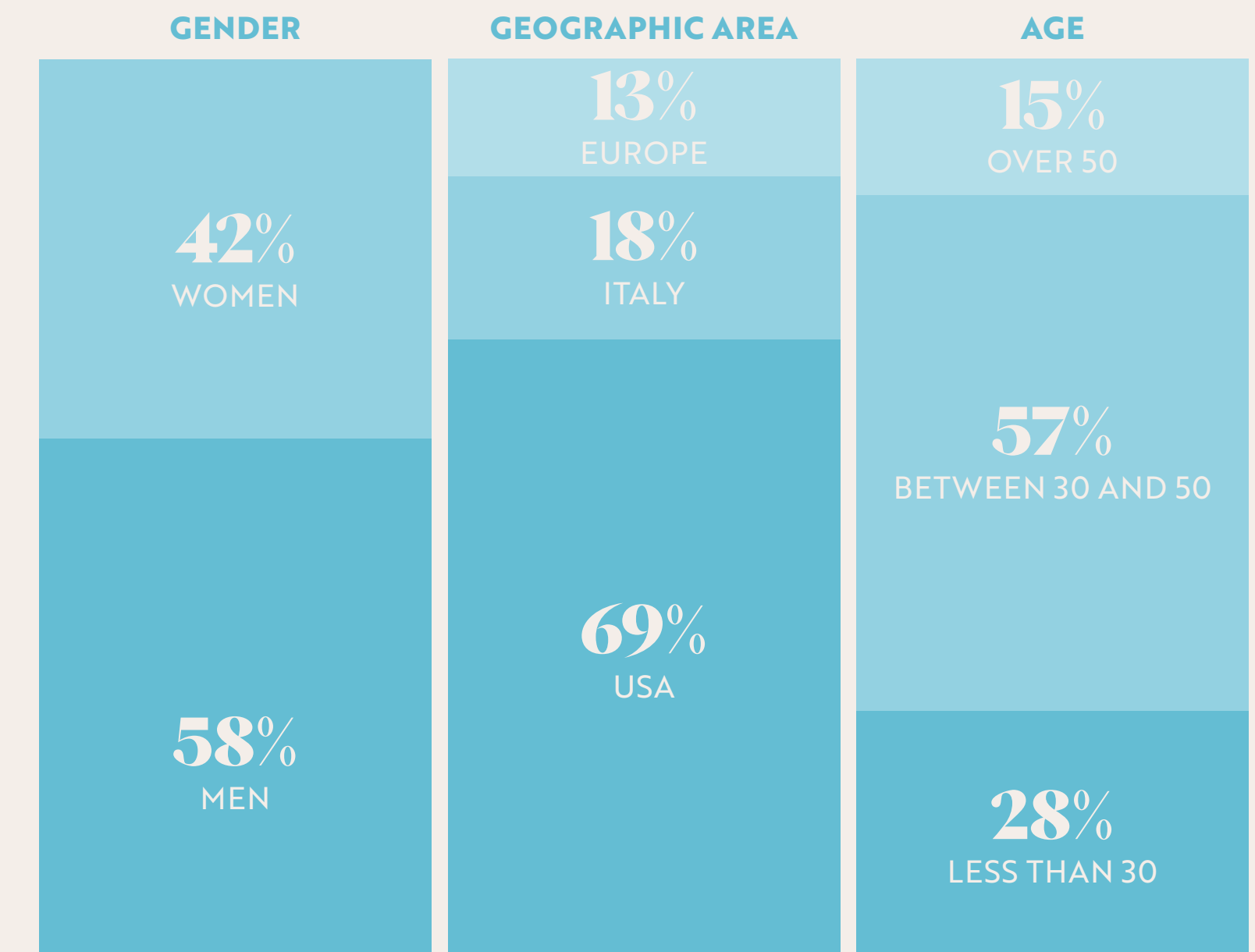
took on 18% of the new recruits and the remaining 13% are working in European branches.

In the same year, 150 people left the Group, with an overall turnover rate of 18%.

Regarding parenthood, we are committed to ensuring new mothers and fathers can enjoy this important time in their lives. At the same time, we want to make their return to the Rana Group family as easy and pleasant as possible. Our high return-to-work rates after parental leave (96%) demonstrate that we took the right direction.

+147

NEW RECRUITS IN 2022 OF WHOM:



Data referring to new hires in 2022

Training and development

We believe in the strategic importance of the constant professional and personal growth of our team.

Creating new jobs is crucial but it is not enough. **Talented people, once identified, are cultivated by investing in professional training but also nurturing the dreams and emotions that give value to the person, not only to the work.** To do this, it is necessary to create the right conditions to facilitate growth, especially among the youngest, guiding them in finding their professional identity, sometimes in a maieutic way, even discovering attitudes and qualities that they did not know they had. It is also **indispensable to recognize the creativity and the contribution of each person to the development of the company. Feeling part of a shared project but, at the same time, being recognized as an individual who has a unique value.**

With the growing internationalization of our company and the evolution of our business model, it is fun-

damental to preserve and protect our know-how, experience and the distinctive skills that we have accumulated during our history, at the same time developing new abilities through continuous learning.

We believe in the strategic importance of constant growth, both professional and personal, of our people. That's why we consider the training activity fundamental in order to foster the development of our personnel and organization, consolidating the individual skills and, at the same time, disseminating our values and our strategy.

Every year, we plan training courses for the various corporate departments, aimed at acquiring the main elements of professionalism and updating the skills acquired. In 2022, the courses involved the R&D teams, marketing, catering, administration, commercial, IT,



PR, quality, production, logistics, acquisitions, CRM, human resources and general management.

In every factory and office, the personnel receive training on health, safety, hygiene and quality. All training courses (both in-house and outside the company headquarters) are conducted while the employees are on duty, so that their participation is always fully remunerated.

We constantly guarantee access to training funds, such as, for example, those of Fondimpresa in collaboration with Confindustria, organizing courses aimed at developing the IT and digital skills of our collaborators, as well as literacy and language courses for the reinforcement of transversal, strategic linguistic skills in an increasingly global corporate context and aimed at the future.

In total, **around 25,000 training**



hours were delivered in 2022, more than 15 hours per employee on average.

EXTERNAL COLLABORATIONS

For several years, we have collaborated with training institutes, schools, universities and business schools. We organise training and exchange days with our teams, students and teachers. We periodically organize visits to our production sites and our Casa Innovazione creative hub, and we take part personally in university lecture halls, as speakers in conferences and meetings, in which we share our corporate case histories regarding the fields in which we stand out (food technology & engineering, communication and marketing, food quality and safety).

The following are among the universities with which collaborate: Milan Polytechnic, MIP School of Management,

Università Cattolica del Sacro Cuore, Tor Vergata University, Milan State University, San Raffaele University of Milan, Florence University, Parma University, SDA Bocconi School of Management and Verona University.

In addition, since 2003 we have supported IULM, the free university of languages and communication, as the partner of the Executive Master's in Business Communication.

In some of our departments, we have listened to and trained high school students regarding work experience projects, as well as university students who have completed internships in our company, in the specific department regarding their study courses.

People's well-being

A motivating and stimulating workplace.

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

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

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

THE DIALOGUE WITH THE SOCIAL PARTNERS

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

SUPPLEMENTARY NATIONAL AGREEMENT 2022 – 2025 SIGNED IN ITALY

In 2022, we signed, in agreement with the social partners, the new supplementary contract in Italy, valid for the four years 2022/2025, which ensures uniform conditions for all people who are part of the Rana Family at the national level. We have held discussions and worked with the trade unions in a constructive way to achieve this important result, which is part of a wider context in which collaborators are adequately supported in tackling the challenges of the near future. The new supplementary contract, in fact, is based on one of the fundamental values of the Rana Family: taking care of our people by improving the organization of the work and corporate efficiency.

That's why we decided to work

on productivity with an approach aimed at favouring the well-being of our employees and the awareness of the culture of safety within our Group. In this way, a process was undertaken aimed at harmonizing the treatment in the various sites, including the values of bonuses and luncheon vouchers, with special attention to the working hours, in order to more effectively reconcile living and working times. With regard to the important issue of safety in the workplace, additional training and information opportunities have been introduced, as well as paid leave dedicated to activities of the Workers' Health and Safety Representative. Finally, we distributed petrol coupons to all employees in Italy.



Health and safety

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

The health and safety of all the people who collaborate with us are at the center of the planning of every activity, a daily priority, and a constant responsibility. We are determined **to offer all our collaborators the safest possible environment, conditions of well-being and periodic controls to improve health in the long term, with the ambitious goal of zero accidents.**

The countless decisions that the managers of all our factories in the world are obliged to take every day are inspired and linked to compliance with all the applicable regulations in the field of care and protection. In Italy, the guidelines are dictated by Legislative Decree No. 81/08, translated and communicated by us through the Corporate Policy on the Health and Safety of Workers. In Belgium, the system of managing risks and accidents follows the criteria and laws both of the "Code du bien-etre"

and the "Règlement Général pour la protection au travail" (RGPT). Finally, in the United States, the federal laws applied to the system of managing health and safety are in accordance with the Occupational Safety & Health Administration (OSHA).

People's skills are protected by organizing regular training courses and the provision of adequate equipment during the performance of the assigned activities. The results of these measures are evaluated through risk assessment processes, with a plan that provides monitoring and periodic updating, both based on regulatory variations and the quantification of the risks. These processes follow a global strategy called SOBANE (Screening, Observation, Analysis, Experience), that is, a detailed analysis of the activities of workers and their workstations, with the operator's feedback and continu-

ing observation of the work during the course of the operations conducted by managers and in-house consultants on safety.

Workers immediately report accidents, near-misses and hazardous working conditions for their health or safety to their supervisors, who records the occurrence through an IT system that was specifically developed to always be available and for reporting cases to the management. On receiving these reports, the Protection and Prevention Service proceeds with an investigation, following the 5-WHYs method, the iterative interrogative technique used to explore the relationship of cause and effect of a particular problem. In the United States, it is also possible to call OSHA directly and anonymously.

The Rana Group ensures health surveillance for all collaborators, as required by the current regulations and



in accordance with the health protocol provided by the Chief Medical Officer of each country. Our people also have the option of extraordinary examinations where needed. In the United States, we provide annual health checks (confidential and free), flexible Health Benefit Plans with freedom of choice based on the desired service and, in 2020, we made available 2 cycles of anti Covid-19 vaccine to all the personnel. The indi-

cators in the table show our history of safety with regard to direct and contract employees.

The rate of accidents at work with serious consequences fell in 2021 and 2022 (compared to 2020), demonstrating the extent of our commitment. Conversely, the rate of minor accidents in the workplace slightly increased in 2021 before falling in 2022. No fatal accidents occurred in 2020, 2021 and 2022.

The most common accidents recorded concerned hands or fingers, typically hematomas, lacerations, or muscle strains. Although these types of accidents are not serious, we have no intention of underestimating these numbers and undertake to intensify our efforts to disseminate a safety culture in all the workplaces.

	UNIT	2020	2021	2022
Number of hours worked	h	4,017,790	4,346,947	4,723,364
Rate of accidents at work	Accidents every 1,000,000 hours worked	14,68	17,48	13,97
Rate of accidents at work with serious consequences (excluding fatalities)	Accidents every 1,000,000 hours worked	2,49	2,07	1,48

Rate of recordable accidents at work, calculated as: total number of recordable accidents/total number of hours worked*1,000,000

Our commitment to communities

We believe that every businesses represents an important social cell that contributes to progress and collective well-being.

For us, doing business means, above all, taking a role of responsibility in society, leading to a more social than economic commitment, able to contribute to progress and collective well-being. That's why we dedicate ourselves every day to our work with passion in order to create value and build a better future together for everyone.

A profound bond unites us to our territory, from which we draw our values and our strength. Driven by the wish to give back as much as we have received, we collaborate with numerous associations and organizations at the local and global levels, promoting initiatives of solidarity in support of issues that we hold particularly dear.

With the aim of generating shared development, the Rana Group and the

Rana Family Foundation work together to identify existing social projects and create new ones. The various activities that we support come within fields of specific issues such as social inclusion, culture, health and research. Sometimes, the initiatives on which we focus have national and international impact by means of their dissemination by thousands of individuals. In other cases, they respond to a unique and unrepeatable call that can transform the reality of a person and the world that surrounds them.

SOCIAL INCLUSION

Since 1962, we have been making fresh products with the aim of creating opportunities for sharing, taste, conviviality and serenity around the table. On

the basis of this principle, **we undertake to favor the access to food for the people most in difficulty.**

In collaboration with the food bank (Banco Alimentare), in Italy we implemented various solidarity campaigns, which enabled us in 2021 to donate more than 6 million plates of fresh pasta to those who could not afford it. Combined with our limited edition products "Chocolate Ravioli" and "Rana Giro d'Italia", the initiatives have involved consumers in a simple and effective gesture of sharing. For each package purchased from the two ranges, we donated a fresh product to the Banco Alimentare which, through its volunteers and its charitable structure, distributes foodstuffs throughout Italy. Our collaboration **with Banco Alimen-**

FONDAZIONE
FAMIGLIA
RANA

FAMIGLIA RANA FOUNDATION

Taking up the legacy of the Progetti Felicità non-profit association, the Rana Family Foundation was established in 2010. It is a further element of the entrepreneurial solidarity of Gian Luca Rana, CEO of Pastificio Rana, who considers the company to be the glue in the social fabric and who intends to improve the quality of life of society.

Indeed, the aim of the Foundation is the development and promotion of social projects that place the dignity and value of the individual at the center, coordi-

nating the activities of solidarity with complete transparency in order to ensure the well-being of the individual and the community. It supports projects in various fields: scientific research, prevention, culture, protection of the right to education, social integration, support for fragile and marginalized people. A precious focus is also represented by the appreciation of Deaf Culture, with particular attention to the defence and dissemination of the Italian Sign Language.



**MORE THAN
2.5 MILLION
FRESH MEALS
DONATED IN 2022**

tare goes back a long way: **in 5 years, we have donated 14 million fresh dishes**, a major milestone documented step by step. Indeed, delivery notes for each project have been published on our website in order to be able to follow every package to its destination, from the consumer's cart to the tables of families who struggle with food insecurity, in the most transparent way. Throughout 2022, moreover, we supported local non-profit associations and charities, donating more than 147,000 kg of fresh products to them throughout Italy. Through our branches abroad, meanwhile, we donated 176,695 kg of product in 2022 for a total of more than 323,000 kg globally.

Our commitment to communities

SOCIAL INCLUSION

In order to be at the side of young people in situations of fragility and promote the values we have always held dear, such as teamwork, dedication and the determination to never give up, since 2020 we have supported the ASD Buster Basket by contributing to the **"Suspended basket"** project. The initiative, organized in collaboration with the social services of the Municipality of Verona, enables children in difficult conditions, for economic or social reasons, to access sports, offering them the opportunity to play against their contemporaries and find an opportunity for growth in sport and healthy competition. In 2022, furthermore, we signed up for the purchase of a **vehicle to take the children to matches of BASKIN (BASKet INclusivo)**, a sport affiliated to EISI (Italian Inclusive Sport Organization recognized by the Italian Olympic Committee) which

is inspired by basketball, in which disabled and able-bodied athletes form part of the same team and play together, through a system of dedicated rules that make the match "inclusive".

An important area of our activity in favour of the community is the **support and appreciation of Deaf Culture**, with particular attention to the **promotion of LIS, the Italian Sign Language**. Our commitment has led us to fund interpretation services, training courses for operators and psychological support. For several years, we have also supported ENS Verona (National Deaf Organization) and the non-profit social cooperative 'Il Treno', which regards bilingual education (LIS and Italian) as fundamental in the psychosocial development of all children, especially the deaf. In 2022, we also contributed to staging **Sign Cafè, the International Conference on Sign Language**, which was held at the Ragusa site of Catania

University. The workshop, organized by Adam Schembri of Birmingham University, was focused on cognitive and functional approaches to the linguistics of signs, involving 18 speakers with the participation of 350 people from 11 different countries.



SUPPORT FOR THE PEOPLE OF UKRAINE

Soon after the eruption of the crisis in Ukraine, we mobilized in support of refugees and the weakest subjects hit by the conflict. As a first step, we collected essential goods and involved the Italtrans Spa transport company in delivering the goods to the humanitarian organizations that operate on the borders with Ukraine. As a result, in concert with the competent authorities, three trucks left in March 2022 from the Rana Logistics Centre in San Giovanni Lupatoto in support of the Ukrainian population.

We also contributed to the collections managed by the associations in our territory: Malve of Ukraine, the Ukraine Association in Verona, through which we donated hygiene products for the refugees; and the association Betania ODV, with which we have collaborated for many years in support of long-distance adoptions and which coordinated an extraordinary collection.



PAINTING WITH THE SOUL

Through the Rana Family Foundation, always in the front line supporting deaf culture, we chose to work alongside a young woman and deaf artist, Sofia Ines Musumano.

Having suffering from profound deafness from birth, art for her has become a new dimension of communication and expression. Her technique is not derived from the teaching of a master but the truest response to an irresistible and necessary production. She follows her own path, giving us an absolutely personal style without filters, marked by the rhythm of her time and her perception of the world.

Since Sofia attended middle school, we have supported her training and artistic career, assisting her in her studies with a constant interpretation service and offering her communication courses and consultancy. We are promoting her career as a painter in various fields, contributing to her teaching activity and the organization of her solo and collective exhibitions. In 2022, in particular, we also supported the exhibition of her works at the former church of Sant'Antonino in Ragusa Ibla, organized on the occasion of the International Conference on Sign Language.

Our commitment to communities

HEALTH

Innovation is at the center of our work and, in line with this principle, we believe that the contribution to scientific research is indispensable for the purpose of ensuring the well-being of the present and future community.

This year, for the winter festivities, we chose to give away the typical Christmas dessert, a "Pan d'Oro", inside a special box on sale in our e-commerce channel, created in collaboration with the Round Table 36 Verona association. In 2021, the proceeds from the desserts were donated to the Oncology Department of the Ospedale Sacro Cuore di Negrar (Verona), in order to support research for the treatment and prevention of breast cancer. With the free Pandoro from the Rana family, in 2022 the online purchase of the "Rana Christmas at home" box was also transformed into a gesture of sharing

and solidarity: the revenues made it possible to support the activities of **Telefona Rosa**, a pioneer association in the defence of the rights of women, which, since 1988, has listened, welcomed, aided and supported female victims of violence and abuse, offering psychological and legal support, in addition to activities of linguistic-cultural mediation.

Furthermore, in the Easter period, we contributed to the initiative "Give life with a dove" (a dove-shaped Easter cake) of ADOCES, the Association of Hemopoietic Stem Cell Donors. The proceeds were used to fund six study bursaries for young doctors and biologists operating at the Integrated University Hospital of Verona and to buy medical and scientific equipment for the treatment of leukemia.

Still with the aim of contributing to the improvement of the quality of life,

since 2019 we have been actively supporting **Smile House Fondazione ETS**, a foundation that assists children and young adults born with cranio-maxillofacial malformations obtain surgery and specialist medical treatments from prenatal diagnosis to adulthood. With our support over the years, more than 20 surgical operations have been carried out and we have contributed to the purchase of painkillers, operating tables and equipment for medical stations that are required for the operations. In 2022, in particular, we backed a foundation project aimed at surgery and medical assistance for patients from low-income countries, so without the possibility of being treated by specialist doctors in suitable facilities. We supported the costs of the treatment project (which includes the costs of medicine, cultural mediation, hospital fees, transfers, food and lodg-

ings for families accompanying very young patients) for children who have undergone operations in Italy.

With the great attention we always pay to the youngest children, we have been at the side of **Fondazione Mente**, which works to create adequate, functional spaces for learning and entertaining minors with neurodevelopmental disorders – with a particular focus on the autistic spectrum – at the same time supporting their families, offering them personal free time. We also contributed to the collection of funds for the A(i)uTiamo project, which aims to improve the quality of life of users through their relationship with nature, in the search for autonomy but also through therapies with the aid of animals and agricultural and sensorial activities.



A CAMPAIGN OF AWARENESS ABOUT VIOLENCE AGAINST WOMEN

Much has been done but there is still a lot to do to make people aware and increase everyone's knowledge of the phenomenon of violence against women. With the goal of promoting a culture of recognizing reciprocal freedom and reciprocal respect, we signed up to an ambitious campaign of awareness promoted by the Verona South Rotary Club. Between 2021 and 2022, in fact, a rich program was rolled out of meetings open to the public, with notable female guests from the national and international scene. To mention only a few, they ranged from the astrophysicist Sandra Savaglio to the Olympic gold medallist Sara Simeoni, from the captain of the women's

team of Hellas Verona to the Iraqi economist Tehani Saleh, from the head of missions operating abroad of Doctors without Borders, Ilaria Rasuo, to the Secretary-General of the Global Compact Network Italia, Daniela Bernacchi. The initiative ended with an extraordinary event at the Teatro Ristori of Verona, a performance by Almar'À, which in Arabic means "women with dignity", an all-women orchestra made up of 13 women of 8 nationalities playing Mediterranean Arab music. Contributing to this initiative was important to reinforce the message, in which we firmly believe, that a society free of violence and gender stereotypes is a better society.

Our commitment to communities



CULTURE

Culture is a legacy that stimulates the whole social fabric, producing a positive impact in numerous other fields, from employment to education, inclusion and urban redevelopment. That's why **we believe that promoting the cultural heritage is a value to be safeguarded and protected**. As a business, in fact, we feel the need and the responsibility to support this heritage, which makes our country unique in the world and, in particular, to make our contribution to the territory that has seen our establishment and growth at the international level.

Starting from 2021, we have taken part in the **corporate membership**

project "67 columns for the Arena of Verona", in which Gian Luca Rana, as the patron, is at the forefront of support for the opera-symphonic foundation after the difficulties connected to the spread of Covid-19, reaffirming not only its economic but, above all, its ethical and social importance. The initiative was inspired by the 67 pillars of the outer wall of the Arena, which collapsed during the earthquake of 1117 and which were put back virtually in their place thanks to the support of 67 donors, drawn by the enthusiasm and authority of its ambassadors and founders (the CEO of Pastificio Rana and the Chairman of the Calzedonia Group) who collected more than 3 mil-

lion euros in the first two years in support of a beacon of artistic and cultural excellence at the international level.

Last year, the ambitious collective project, aimed at enhancing one of the most iconic examples of cultural and artistic excellence of our country, received various awards: it was given the Art Bonus 2021 award by the Ministry of Culture as the best initiative, and won the 9th edition of the "Culture + Business Award" as the best fundraising project of 2021.

To mark the **celebrations for the 700th anniversary of the death of Dante Alighieri**, Verona mobilized to honour the supreme poet and his close links with the city in which he stayed

during his long exile. In this way, **"Dante prophet of hope" is one of the most innovative initiatives to involve young people with passion in reading the Divine Comedy** and this is why we decided to support its 2022 editions, dedicated to the Inferno, and 2023, linked to Purgatory. This is a digital tour with high visual impact that displays the various Dantescan cantos in immersive form. What makes this experience truly unique are its guides: 40 girls from Verona high schools who are trained on the contents of the exhibition in order to present it in a modern light to their contemporaries and all the visitors.



FESTIVAL OF THE FUTURE

- **4 editions** (from 2019 to 2022)
- **252 speakers and experts** on technology, economy, finance, work, society, health, geopolitics, nutrition, energy and the environment
- **3 million views** via streaming and the festival's social channels

The sharing of knowledge is fundamental for planning and creating a sustainable tomorrow. Always oriented to this vision, in 2019 **Gian Luca Rana contributed to the establishment of the Festival of the Future, an important opportunity for discussions on issues of innovation**, the goal of which is to inspire entrepreneurs, professionals

and students in tackling the global challenges in the coming decades from the perspective of innovation.

The event, sponsored by the Harvard Business Review Italia, Eccellenze d'Impresa and Athesis Group, is held annually in Verona, attracting a large audience from all over Italy. During the event, the major trends of the future are tackled through the contribution of experts and leading personalities in various disciplines: from technology to science, from the economy to climate change, from nutrition to health, deciphering the main trends and the respective opportunities that they offer and also assessing the possible risks that may arise.

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 the circularity of the production and we are committed to use renewable materials.

Disposable, unsustainable packaging is the leading source of waste and one of the causes of tension in the relationship between humans and the planet. The drivers of the transition to sustainable packaging that respects the environment today are people, with their growing awareness that the waste created by packaging ends up in landfill and pollutes our seas.

Faced with this transition to sustainable packaging, **the Rana Group is drawing up its innovation strategy around the cornerstone of sustainable packaging.** At Rana, we firmly believe in the circularity of our production and our primary and secondary packaging do not differ.

We have worked for several years to develop products in recyclable materials and always with a growing percentage of recycled. Our attention is focused above all at paper and plastic,

the materials we use the most to pack and transport our products. By their very nature, Rana's fresh products require high protective barriers and this makes the transition a challenge that we, however, do not shrink from.

In 2022, our production increased and, as a consequence, so did our consumption of materials and packaging. The determination to reduce our impact on the planet has however led us to make informed choices, from the product development to the procurement office and production. Our commitment produced the desired results: **76% of all the materials that we use for packing and shipping our**

76%

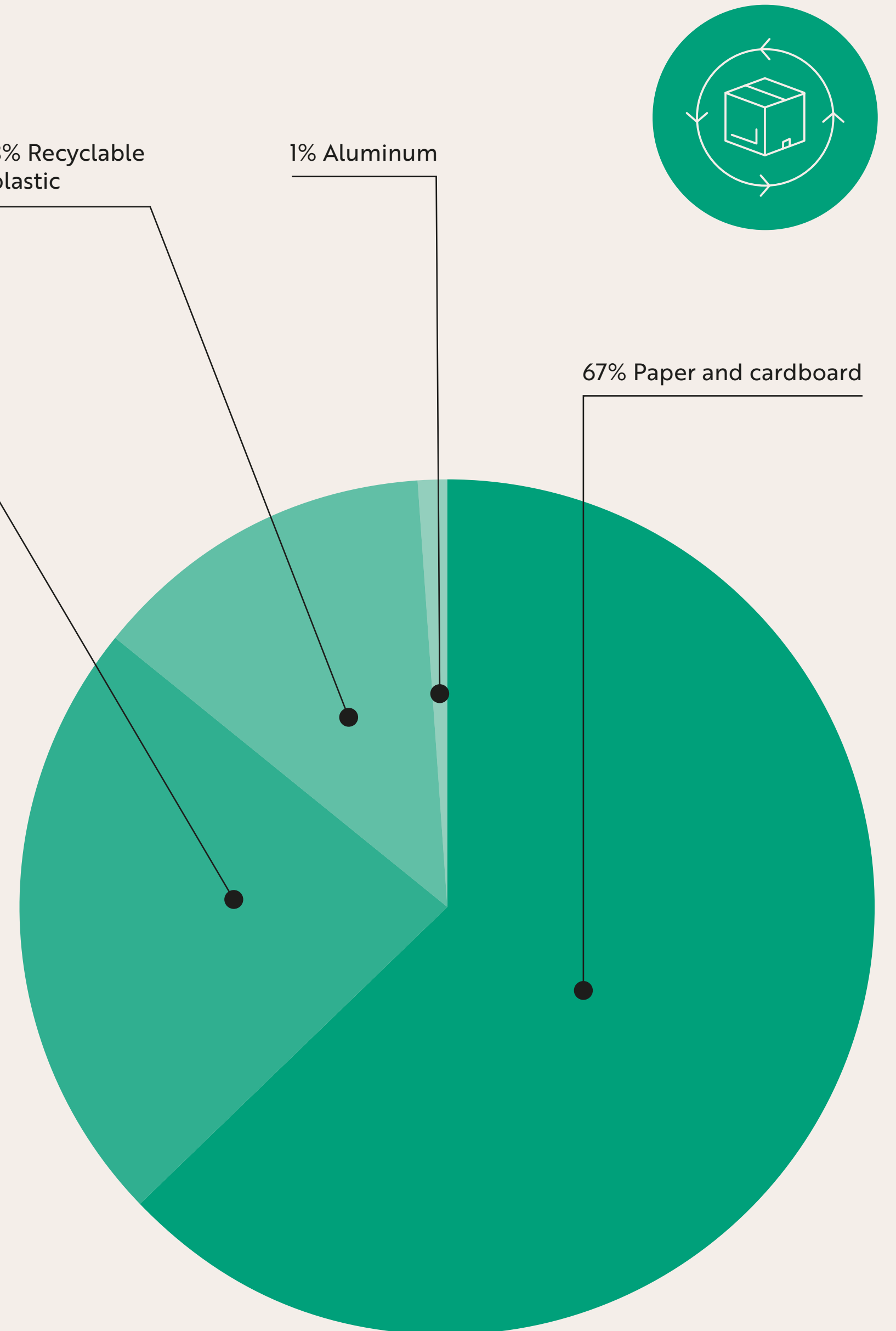
OF ALL THE MATERIALS WE USE TO PACKAGE AND SHIP OUR PRODUCTS ARE SUSTAINABLE

24% Non-recyclable plastic

8% Recyclable plastic

1% Aluminum

67% Paper and cardboard



products are sustainable, either recyclable or compostable. In Italy, we only use paper from forests properly managed in accordance with the principles of responsible forestry management and chain of custody, certified by the Forest Stewardship Council (FSC). Furthermore, the boxes we use to transport the products to our clients are made of recycled paper.

MATERIAL (tons)	2020	2021	2022
Renewable material	21,693	22,494	24,366
Non-renewable material	6,899	7,297	7,684
Total packaging	28,593	29,791	32,050

Sustainability of the packaging



We are proud of our efforts, but the road is still long: we must concentrate our efforts on the 24% of plastic that is not recyclable. This great opportunity to rethink certain elements gives us the impetus to continue to innovate and explore the market in the search

for solutions in mono-material recyclable plastic, bioplastics and compostable plastic in order to close the circle of the circular economy that we have set as our goal. And the results are beginning to be seen: ↓

	RENEWABLE			NON-RENEWABLE		
	2020	2021	2022	2020	2021	2022
Plastic consumption (tons)	2,190	2,098	2,606	6,863	7,260	7,657

At the global level, between 2021 and 2022, the use of plastic increased, as well as the production volumes. Notwithstanding this, we succeeded in increasing the percentage of recyclable plastic compared to the overall use of plastic: in 2021, 22% of plastic was recyclable while, in 2022, we reached 25% of recyclable plastic, an improvement of 3%. Some steps and important challenges remain on our path to recyclability and the circularity of our materials but we are determined to continue to follow it.

RECYCLABLE PLASTIC

2021

22%

2022

25% (+3%)

Energy

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



The efficient use of energy is central to our strategy of responsible consumption of natural resources and the reduction of emissions.

All our products have an intrinsic energy content, determined by the production and pasteurization processes. We are therefore obliged to pay great attention to the constant control of this consumption and endeavour to optimize and reduce it.

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

market benchmark, reduced production waste and reduced sizes.

Furthermore, over the years investments have included the installation of high-efficiency pasteurizers, the installation of 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 carry out periodic energy diagnoses that enable us to obtain a snapshot of our progress and pause to reflect and study solutions and investments for the continuous improvement of the use of energy in our processes. Renewable energy sources play a central role for us in the procurement strategy: **all our 6 plants in Europe acquire electricity only from renewable sources with certificates of guarantee of origin**. At the global level, 64% of electricity is acquired from certified renewable resources.

TOTAL ENERGY CONSUMPTION OF THE ORGANIZATION (GJ)	2020	2021	2022
Natural gas	667,246	738,957	868,949
Fuel (diesel and petrol)	14,308	15,744	16,265
Purchased	365,739	395,437	431,732
From non-renewable sources	336,421	137,125	156,405
From renewable sources with guarantee of origin	29,318	258,312	275,327
Energy intensity GJ/tons	6.09	5.84	6.33

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

64%

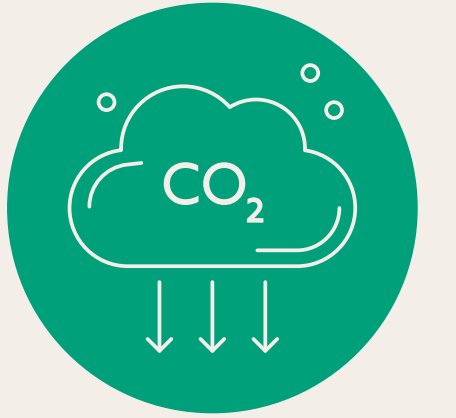
OF THE OVERALL PURCHASED ELECTRICITY COME FROM CERTIFIED RENEWABLE SOURCES WITH GUARANTEE OF ORIGIN

100%

OF THE ELECTRICITY PURCHASED IN OUR EUROPEAN PLANTS COMES FROM RENEWABLE SOURCES

Emissions

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



The measurement and reduction of emissions play a central role in the fight against climate change, contributing to the reduction of the risks along the entire value chain.

At Rana, we are aware that all our decisions have impact on the world around us and that industries must play a key role in the global process of decarbonization and in attaining the goals laid down by the Paris Agreement.

This process is in constant evolution and it is vital to support it in a timely way and with reliable data. We have therefore calculated our emissions in accordance with the international EPA, IPCC and GHG standards.

Through the use of energy from re-

newable sources, we have succeeded in reducing our indirect emissions by 41% compared to 2020. Moreover, thanks to innovation and increasing process efficiency, we obtained a **reduction in the carbon intensity of 21%, again compared to 2020.**

However, we are far from the end of our path, on the contrary, we are only at the beginning. The principles of environmental sustainability guide our choices and the direction of our investments. We plan to carry out an analysis of our value chain to quantify the emissions for which we are indirectly responsible and collaborate with our suppliers to design solutions to reduce carbon impact.

	UNITS	2020	2021	2022
Scope 1				
Fixed combustion sources	t CO _{2eq}	33,590	37,201	43,745
Mobile Sources	t CO _{2eq}	970	1,065	1,097
Refrigerant gas	t CO _{2eq}	3,530	3,189	3,611
Totale Scope 1	t CO _{2eq}	38,090	41,454	48,452
Totale Scope 2 (Market-based)	t CO _{2eq}	32,919	17,118	19,524
Total Emissions	t CO _{2eq}	71,009	58,572	67,977
Carbon intensity	t CO _{2eq} /tons	0.41	0.30	0.33

Calculated as: greenhouse gas emissions/quantity of finished product

-41%

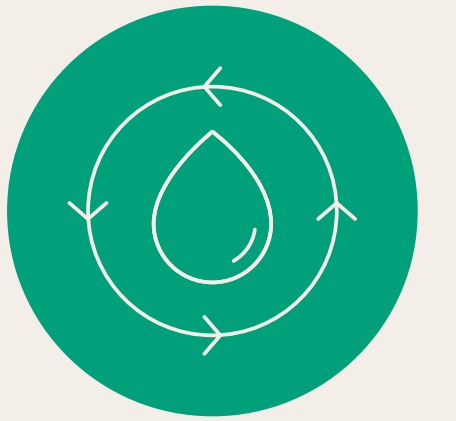
REDUCTION OF INDIRECT EMISSIONS COMPARED TO 2020

-21%

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 asset, one of the most precious for supporting life, which must be protected for the common well-being.

In our plants, water is mainly used for washing the equipments, ensuring the highest and strictest hygiene standards, and for the pasteurization processes that ensure the safety of the end product. In all our factories around the world, the operations of drawing and discharging water are carried out in full respect of the environment and the local regulations. The extraction points vary from plant to plant. In Italy and Belgium, the water used is mainly drawn from wells and, to a lesser extent, from the water mains while, in the United States, the water comes from Lake Michigan. Once used, the water

resource is purified and controlled in a way that ensures all the correct parameters for being discharged, then it once again becomes reusable.

Aware of the vital importance of water, we do not extract or discharge the resource from areas at risk of water shortage, as defined by the WWF Water Risk Filter Tool. Moreover, all water extracted and discharged is fresh water, that is, with a content of dissolved solids of $\leq 1,000$ mg/l. The table contains the information on the use of the water resource by source and consumption of the Rana Group in the years 2020, 2021 and 2022. In 2022, we succeeded in reducing the water intensity by 8%, thanks to a watchful management of the washing cycles and the optimization of the use of pasteurization machines.

WATER WITHDRAWAL, DISCHARGE AND CONSUMPTION OF THE PRODUCTION PLANTS [ML]

Withdrawal of water by source

	2020	2021	2022
Surface water	248	259	309
Groundwater	604	604	728
Water network	304	331	342
Total withdrawal	1,156	1,194	1,379

Discharge of water by destination

Surface water	155	218	263
Groundwater	133	121	190
Water network	390	409	394
Total discharged	677	748	847

Total water consumption	478	447	532
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Water intensity (ML/tons)	2.78	2.27	2.56
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-8%

**WATER INTENSITY REDUCTION
COMPARED TO 2020**

Waste

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



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)	2020	2021	2022
Non-hazardous	16,087	17,975	20,572
Hazardous	50.8	43.8	38.3
Total	16,138	18,019	20,611
Amounts intended for recycling/recovery			
Non-hazardous	14,345	15,381	17,255
Hazardous	37	34	34
Total	14,382	15,415	17,289
Amounts disposed of/treated			
Non-hazardous	1,742	2,594	3,317
Hazardous	14	10	5
Total	1,756	2,604	3,322

84%

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

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

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

We collaborate with external companies in every country where we have production plants in order to arrange the recycling of our paper and cardboard, plastic, metal and wood waste. Organic waste from our plants in the United States is reused as animal fodder: in 2022, we diverted 4,658 tons of organic waste heading for landfill to the animal fodder industry (3,623 tons in 2021). In Belgium and Italy, on the other hand, organic production waste is sent to the supply chain of biogas production: in 2022, we supplied 7,223 tons of category 3 certified organic product for digestion and conversion to biogas (6,707 in 2021).

Methodological note

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

The data and information presented refer to the tax year starting on the 1st of January and ending on the 31st of December, 2022. Comparative data of the two previous tax years have been reported, when relevant, to show the Group's performance trend over a longer time period.

The scope of reporting, in line with the data presented in the consolidated Financial Statement at 31 December 2022, includes the parent company Pastificio Rana S.p.A. and its companies Rana Nordics AB, Giovanni Rana UK LTD, Rana France S.a.s, Rana Hispania S.a.u, Mamma Lucia s.a., Giovanni Rana Deutschland GmbH, Rana Meal Solutions Canada INC, Giovanni Rana Suisse AG and Rana USA Inc., which incorporates Rana Real Estate LLC, Rana Meal Solutions LLC and

Rana USA LLC.

The perimeter also includes 8 production sites, of which 5 are in Italy, 1 in Belgium and 2 in the United States, as well as 2 logistics centers. In addition, there are 22 restaurants in Italy and 1 in Germany (unless otherwise indicated).

For further details on the goals, indicators and results attained or for comments on this document, please send a request to:

sustainability@rana.it



GRI Index

The Rana Group has reported the information referred to in this index of the GRI contents for the period beginning on 1 January 2022 and ending on 31 December 2022 with reference to the GRI Standards.

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

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

❷ Reporting only in qualitative terms.

Indice GRI

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

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

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

Indice GRI

GRI INDICATOR 2021	GRI	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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