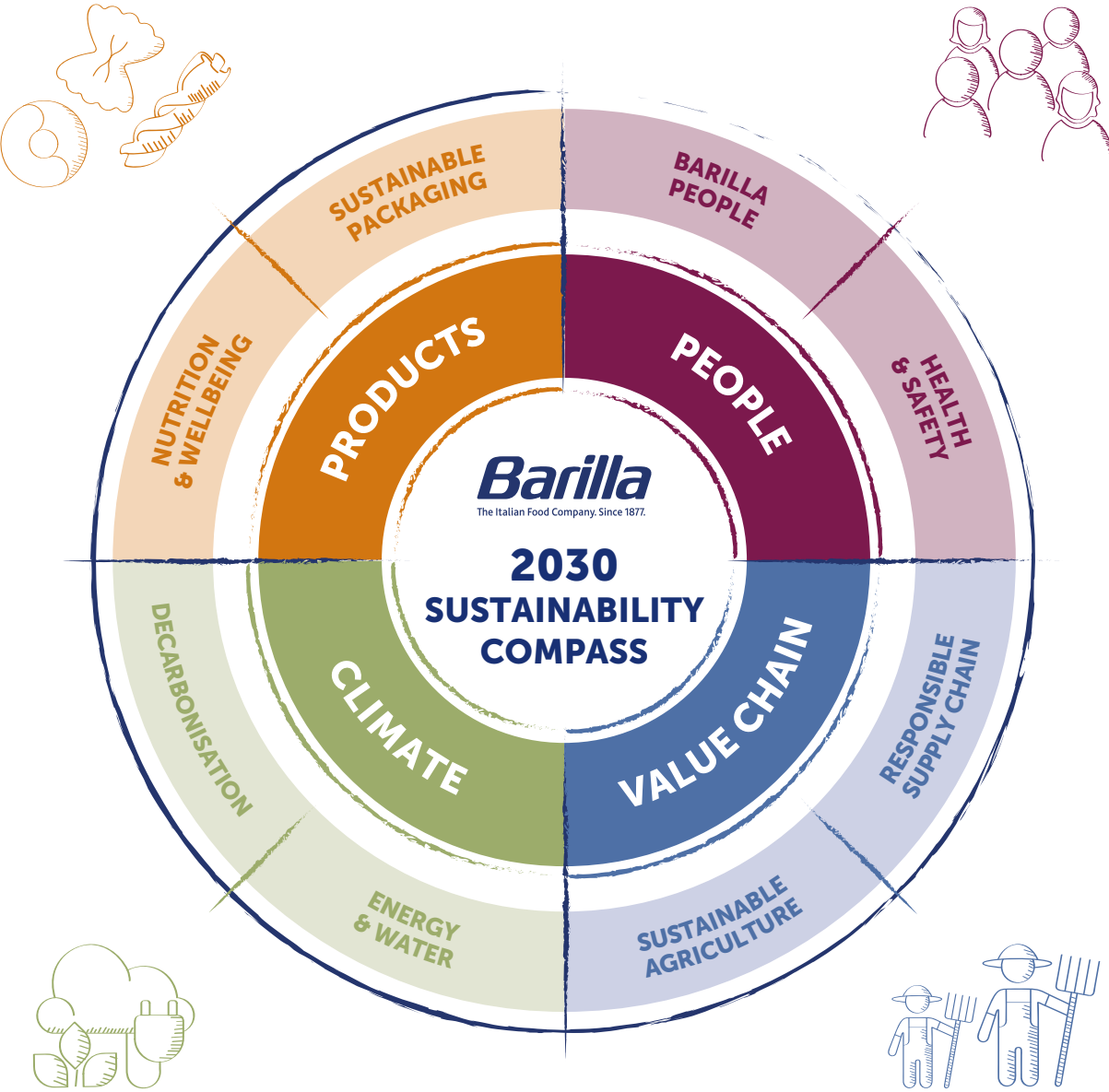
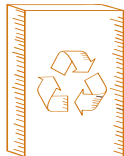


SUSTAINABILITY STRATEGY



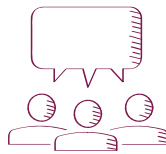
NUTRITION & WELLBEING

Barilla focuses on improving the taste and nutritional profile of products, to promote a healthy lifestyle and holistic well-being. Through product reformulation and innovation, this approach aims to make food tasty and healthy, the preferred choice for consumers, while helping to meet ever-changing regulatory requirements.



SUSTAINABLE PACKAGING

Through an innovative and responsible approach, the programme is aimed at reducing the environmental impact of packaging. Barilla works to minimise the quantity of packaging, increase its recyclability and promote solutions that support an increasingly circular economy. The commitment is to offer consumers products that respect the environment without compromising on quality.



BARILLA PEOPLE

Barilla aims to create an inclusive, innovative and sustainable work environment, where everyone can grow, express their talent and contribute to collective success, with the aim of becoming an international high-performance company that combines people's well-being and business growth.



HEALTH & SAFETY

For Barilla, health and safety are a priority (Safety First). With the "Barilla Zero Accidents Programme", active at all sites, the Group aims to achieve zero accidents through skills, dialogue and involvement, regularly investing in structures, prevention and continuous training for a shared safety culture.



RESPONSIBLE SUPPLY CHAIN

Barilla is committed to responsible sourcing, requiring suppliers to comply with its Code of Ethics and corporate values. It involves a growing number of partners in Sustainable Procurement Projects, with the aim of reducing environmental impact and promoting sustainable practices, selecting priorities based on impact and risk.



SUSTAINABLE AGRICULTURE

Barilla collaborates with the supply chain to ensure the long-term availability of strategic raw materials, to reduce environmental impacts, to preserve biodiversity and aiming to generate social benefits for farming communities.



ENERGY & WATER





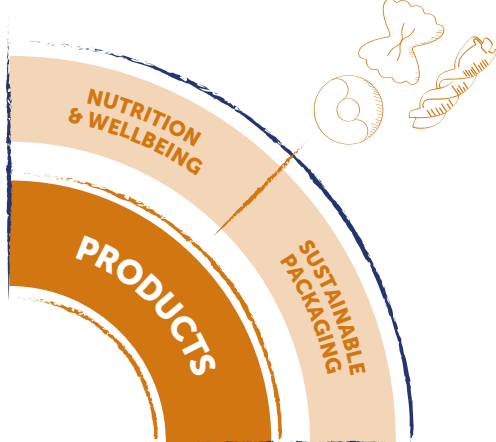
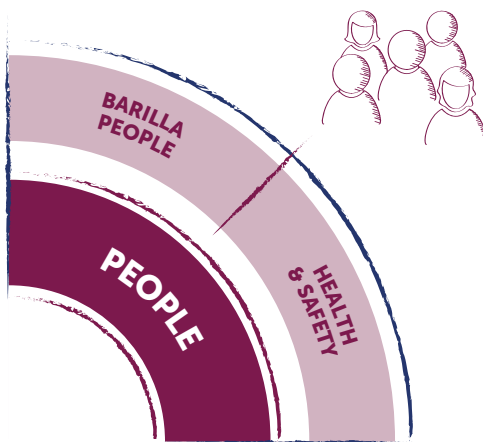
With this programme, Barilla focuses on reducing energy consumption and increasing the self-production of energy, in particular from renewable sources. At the same time, it aims to improve water management, especially in areas with high water stress.






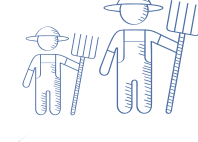
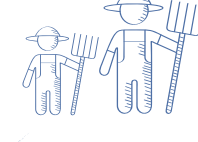
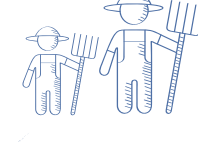
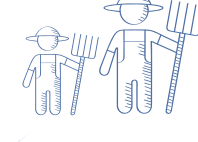
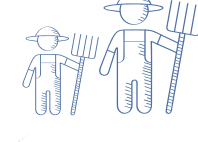


DECARBONISATION

Barilla's strategy to combat climate change involves reducing emissions, not only at its production sites but also throughout the supply chain. The Group is therefore investing more and more in renewable energy, energy efficiency, regenerative agriculture, the use of sustainable packaging and the optimisation of logistics flows.

SUMMARY OF KPIs FOR STRATEGIC PROGRAMMES

2024 RESULTS			
 NUTRITION & WELLBEING	 SUSTAINABLE PACKAGING	 BARILLA PEOPLE	 HEALTH & SAFETY
			
<p>88% of Volumes sold containing a maximum of 5 g of sugar per portion (+0.7% compared to 2023)</p> <p>88% of Volumes sold not exceeding 0.5 g of salt per portion (+1.5% compared to 2023)</p> <p>90% of Volumes sold containing a source of fibre (+0.8% compared to 2023)</p> <p>65% of Volumes of bakery products sold in single portions not exceeding 150 kcal per portion (+2.4% compared to 2023)</p>	<p>99.8% of packaging designed for recycling</p> <p>>50% Recycled materials in their packaging</p>	<p>35% Women in executive roles</p> <p>Equal pay since 2020</p> <p>85% Internal Reputation Index (Reprtrak)</p> <p>Over €2 million and 3,700 t of products donated</p>	<p>8.5 Accident frequency index</p> <p>0.29 Accident severity rate</p>
2030 GOALS			
<p>90% of Volumes sold containing a maximum of 5 g of sugar per portion</p> <p>90% of Volumes sold not exceeding 0.5 g of salt per portion</p> <p>95% of Volumes sold containing a source of fibre</p> <p>75% of Volumes of bakery products sold in single portions not exceeding 150 kcal</p>	<p>Maintaining > 99% of packaging designed for recycling</p> <p>54% Recycled materials in their packaging</p> <p>-4,000 t compared to 2024 of packaging material saved thanks to redesign projects</p>	<p>40% Women in executive roles</p> <p>Maintaining equal pay</p> <p>Maintaining 85% internal reputation index</p>	<p>Ambition of Zero Accidents</p>

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