

ANNEX



METHODOLOGICAL NOTE

The **Sustainability Report** is the main reporting tool on the environmental and social performance of Barilla Group. The achieved results and the path defined for the years ahead have been published annually since 2008, and provide a full picture of Barilla commitment.

The Report, prepared on a voluntary basis, is drafted "*in accordance with the GRI Standards*", the non-financial reporting standards defined by the *Global Reporting Initiative - GRI*¹. To date, the GRI Standards are the most widespread and prominent international standards on non-financial reporting.

The scope and quality of reporting reflect the principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability. Reporting is also based on the fundamental concept of materiality, i.e. it reflects the issues in respect of which Barilla generates or could generate the most significant impacts on the economy, environment and people, including human rights. In this regard, Barilla has sought to strengthen and structure its materiality analysis process in recent years. In early 2023, when this report is published and in view of the publication of the new GRI 3 standard: Material Topics 2021, an update of the material topics was initiated according to the logic of impact materiality. For more information on the methodology used, the process performed and the results, please refer to the section "Materiality Analysis".

The reported data and information refer to fiscal year January 1 - December 31 2022², in line with the period of the Consolidated Financial Statements, unless stated otherwise. Where available, comparative data referring to previous years have been reported in order to present the Group performance trend over a longer time horizon. For an accurate representation of performance to be provided, privilege was given to the inclusion of directly detectable and measurable qualitative and quantitative indicators, only using estimates in limited cases and duly indicated.

The reporting period matches that of the Consolidated Financial Statements of the financial year ended on 31 December 2021; any period limitations are specified in the document. The data relating to production aspects refer to the Group's companies operating in Italy, Canada, France, Sweden, Germany, Greece, Turkey, the United Kingdom, Russia, the USA and Mexico. The data pertaining to the distribution and sale of products include, in addition to the above, also Austria, Belgium, Croatia, Denmark, Norway, Holland, Poland, Slovenia, Spain, Switzerland, Arab Emirates, Brazil, Australia, China, Romania, Japan and Singapore.

This Report was written with the technical-methodological assistance of KPMG Advisory S.p.A..

For more information on this Report, please send a request to: mediarelations@barilla.com.

Finally, it should be noted that this Report also considers the disclosures required by Norway's Transparency Act (LOV-2021-06-18-99), the Norwegian Transparency Act - effective since 1 June 2022 - which requires companies with specific characteristics to ensure respect for human rights and decent working conditions. The relevant disclosures can be identified within the Report in the chapters "Supply Chains" and "Risk Management".

1. In particular, for the purposes of this report, the **GRI Universal Standard version 2021** - for general disclosures - the **GRI 13 Agriculture, Aquaculture and Fishing Sectors 2022** and the **GRI-G4 Food Processing Disclosure** (it should be noted, in fact, that the GRI- sector standard for food and beverages is present in the updated list of the 40 sectors for which GRI is developing a work programme for the development of sector standards, is not yet available in its updated version) - for the specific disclosures associated with the identified material topics - as well as the **GRI Topic Standards versions 2016 and subsequent** - for some specific disclosures associated with the identified material topics not included in the sector standards.

2. With respect to the scope of reporting, in line with the figures presented in the Consolidated Financial Statements as of 31 December 2022, on 29 December 2022, the Group finalised the sale of the subsidiary Harry's Restauration SAS, which produces and markets bakery products in France, with sales to third parties amounting to EUR 5.9 million in 2022 and where 37 people were employed. The French subsidiary was sold to Project France SAS, which belongs to Morato Group. In January 2023, an agreement was signed with the US company B&G Food Inc. to acquire the 'Back to Nature' business. This business, which will be included in the reporting scope as of the next Report, includes the eponymous brand founded in 1960, distributed mainly in America, which offers a portfolio of plant-based, no-GMO products, mainly referred to the categories of biscuits, crackers, nuts and granola. The Group thus reinforces its long-term strategy to build a strong multi-brand bakery platform in the US, where it is already the market leader in the crispbread category under Wasa brand.

The table below presents the Group material topics, clustered by macro-category of reference, the associated *inside-out* impacts and the related scope.

RECONCILIATION TABLE OF MATERIAL TOPICS & ASSOCIATED IMPACTS (Inside-out perspective)

Macro Category	Material Topics	Inside-Out Impacts	Type of Impacts	Scope/Value Chain
GOVERNANCE	Governance, Ethical business, and Integrity	Cases of corruption, bribery and conflicts of interest with possible negative (reputation and economic) impacts on the stakeholders involved (e.g. suppliers, customers, partners, etc.).	Negative - Potential	<ul style="list-style-type: none"> Suppliers Transport from supplier to production site Production Distribution from production site to retailer Retailer Consumer
		Promotion of a culture based on communication, ethics, transparency and protection of whistleblowers, with positive impacts in terms of increasing the trust of employees and collaborators, as well as greater freedom of expression of employees and collaborators, thanks also to whistleblowing reports.	Positive - Current	
		Effectiveness of governance in disseminating corporate values and ethical principles, with positive impacts in terms of increasing the trust of internal and external stakeholders.	Positive - Current	
		Collusion with potential competitors, abuse of market dominance or exclusion of potential competitors, with possible negative impacts on market logic.	Negative - Potential	
		Management of employee personal data processing activities in compliance with the requirements of the applicable legislation, with positive impacts in terms of privacy protection.	Positive - Potential	
HOLISTIC WELLNESS	Products	Contamination of food with harmful bacteria (e.g. salmonella, listeriosis, viruses and parasites), with possible negative impacts on consumer health.	Negative - Potential	<ul style="list-style-type: none"> Suppliers Transport from supplier to production site Production Distribution from production site to retailer Retailer Consumer
		Enabling physical and economic access to safe, nutritious and acceptable food within a given culture, with positive impacts on food security.	Positive - Current	
	Innovation	Products able to respond to emerging trends in the food sector, with positive impacts in terms of meeting the needs of customers and end users.	Positive - Current	<ul style="list-style-type: none"> Suppliers Production Retailer Consumer
	Raw materials	Continuity of supply chain relationships also through increased supplier satisfaction, with positive impacts in terms of generating and securing timely cash flows; as well as increased welfare of local communities through the inclusion of locally based suppliers in their supply chain.	Positive - Current	<ul style="list-style-type: none"> Suppliers Consumer
		Traceability in terms of identification of the origin of products and raw materials, actors involved and supply chain as a whole, with positive impacts in terms of customer and end-user satisfaction, as well as advantages in the tracking and the possible recall of non-compliant products.	Positive - Current	

RECONCILIATION TABLE OF MATERIAL TOPICS & ASSOCIATED IMPACTS (Inside-out perspective)

Macro Category	Material Topics	Inside-Out Impacts	Type of Impacts	Scope/Value Chain
HOLISTIC WELLNESS	Animal welfare	Promotion of practices and policies to ensure the protection and welfare of animal species by all suppliers of raw materials of animal origin, with positive impacts in terms of awareness, information and training on these issues for these suppliers and all employees involved in supply chain management.	Positive - Current	<ul style="list-style-type: none"> • Suppliers • Consumer
	Traceability and transparency	Business practices aimed at ensuring easy and reliable access to product information and complaint handling, with positive impacts in terms of improving the customer experience.	Positive - Current	<ul style="list-style-type: none"> • Suppliers • Transport from supplier to production site • Production • Distribution from production site to retailer • Retailer • Consumer
		Business practices aimed at ensuring adequate quality of product information, with positive impacts in terms of informed and conscious customer choices.	Positive - Current	
		Increased involvement of consumers and end-users, also by means of transparent and open dialogues on social media, with positive impacts in terms of ensuring stakeholders' freedom of expression.	Positive - Current	
	Marketing and labels	Wrong marketing strategies/practices, with possible negative impacts in terms of loss of customer/consumer confidence.	Negative - Potential	<ul style="list-style-type: none"> • Retailer • Consumer
ENVIRONMENT	Climate change	Strengthen resilience and adaptation to climate change risks by taking appropriate measures to prevent or minimise the impacts generated by our supply chain and production activities and by contributing, in concert with other stakeholders, to the development of project proposals to be translated into climate change adaptation actions and initiatives.	Positive - Current	<ul style="list-style-type: none"> • Suppliers • Transport from supplier to production site • Production • Distribution from production site to retailer • Retailer • Consumer
	Consumption	Promoting energy efficiency, self-production of energy from renewable sources, the study of alternatives to the use of fossil fuels, resulting in improved energy performance and reduction of negative environmental impacts, such as generation of emissions into the atmosphere and contribution to climate change.	Positive - Current	<ul style="list-style-type: none"> • Suppliers • Transport from supplier to production site • Production • Distribution from production site to retailer • Retailer • Consumer
		Ensure proper water resource management in the premises and throughout the network, promoting practices to ensure efficient use of water, containing consumption, limiting waste and ensuring constant attention to water-stressed areas. This resulting in a reduction of negative environmental impacts.	Positive - Current	
		Continuous monitoring and control of water by engaging in continuous reduction of the discharge of harmful substances (nitrates, phosphates and pesticides etc.).	Positive - Current	

RECONCILIATION TABLE OF MATERIAL TOPICS & ASSOCIATED IMPACTS (Inside-out perspective)

Macro Category	Material Topics	Inside-Out Impacts	Type of Impacts	Scope/Value Chain
ENVIRONMENT	Biodiversity	Protect the health of people and the surrounding environment by minimising the marketing and use of persistent organic pollutants (POPs), pesticides, nitrogen compounds, phosphorous etc.	Positive - Potential	<ul style="list-style-type: none"> • Suppliers • Production
		Protect wildlife and floral species in the productive environment and promoting actions for the protection of biodiversity.	Positive - Potential	
	Circularity	Research, integrate and foster circular economy principles in the business model, promoting practices aimed at the proper management of natural resources (e.g. reduction/ simplification of packaging materials and initiation of experiments in recovery chains) and the valorisation of waste, with benefits in terms of minimising waste depletion.	Positive - Potential	<ul style="list-style-type: none"> • Suppliers • Production • Retailer • Consumer
		Research, integrate and foster circular economy principles in the business model, promoting practices aimed at proper waste management with benefits in terms of minimising waste production and a commitment to start the recovery/ recycling process.	Positive - Potential	
	Packaging	Search for the best types of products packaging, able to guarantee the highest quality and safety and, at the same time, with the lowest possible environmental impact.	Positive - Potential	<ul style="list-style-type: none"> • Suppliers • Production • Retailer • Consumer
COMMUNITY	Education	Dissemination of sustainable and balanced lifestyles and correct eating practices (with special attention to the youngest), with positive impacts in terms of food education and information.	Positive - Potential	<ul style="list-style-type: none"> • Retailer • Consumatore
	Support to communities	Employment and/or adoption of further practices aimed at supporting the community and territory (e.g. ensuring income, housing, food, water and sanitation, environmental and social protection, etc.), with positive impacts in terms of value creation for the territory and economic inclusion.	Positive - Potential	<ul style="list-style-type: none"> • Suppliers • Transport from supplier to production site • Production • Distribution from production site to retailer • Retailer • Consumer
		Exploitation of natural resources, impoverishment of territories and/or failure/insufficiency in listening to the needs/requests of local communities, with possible negative impacts in terms of their quality of life and the socio-economic development of their territories.	Negative - Potential	

RECONCILIATION TABLE OF MATERIAL TOPICS & ASSOCIATED IMPACTS (Inside-out perspective)

Macro Category	Material Topics	Inside-Out Impacts	Type of Impacts	Scope/Value Chain
COMMUNITY	Human Rights	Dissemination of a corporate culture aimed at ensuring secure employment, adequate wages, active dialogue, freedom of association, workers' rights to information, consultation and participation, work-life balance and respect for working hours and overtime, with positive impacts in terms of workforce satisfaction in the value chain.	Positive - Potential	<ul style="list-style-type: none"> • Suppliers • Transport from supplier to production site • Production • Distribution from production site to retailer • Retailer
		Accidents, injuries and illnesses at work, with possible negative impacts in terms of health and safety of the value chain workforce.	Negative - Potential	
		Protect labour practices with regard to the workforce in the value chain (e.g. forced or compulsory labour, child labour) - with a focus on the sugar and cocoa supply chains, as well as migrant workers and temporary labour - with possible positive impacts in terms of safeguarding human rights within the value chain, as well as on people's psycho-physical health and child development.	Positive - Potential	
		Gender and pay equality for work of equal value, employment and inclusion of persons with disabilities, equal access to training, valuing diversity and taking measures against violence and harassment in the workplace, with possible positive impacts on the motivation and satisfaction of the value chain workforce.	Positive - Potential	
BARILLA PEOPLE	Human Resources	Secure employment, adequate wages, active dialogue, freedom of association, workers' rights to information, consultation and participation, work-life balance (including smartworking) and adherence to working hours and possible overtime, with positive impacts on workforce motivation, well-being and satisfaction.	Positive - Current	<ul style="list-style-type: none"> • Suppliers • Transport from supplier to production site • Production • Distribution from production site to retailer • Retailer
	Health and safety	Accidents, injuries and illness at work, with possible negative impacts in terms of health and safety of the workforce.	Negative - Potential	<ul style="list-style-type: none"> • Suppliers • Transport from supplier to production site • Production • Distribution from production site to retailer • Retailer
	Diversity and Inclusivity	Gender and pay equality for work of equal value, employment and inclusion of people with disabilities, equal access to training, valuing diversity and taking measures against violence and harassment in the workplace, with positive impacts on motivation, well-being and workforce satisfaction.	Positive - Current	<ul style="list-style-type: none"> • Suppliers • Transport from supplier to production site • Production • Distribution from production site to retailer • Retailer
		Forced or child labour practices, with negative impacts in terms of violating the human rights of employees and co-workers.	Negative - Potential	

GRI INDEX



Statement of use		Barilla Group reports in accordance with GRI Standards for the period 1.01.2022 - 31.12.2022				
GRI 1 used		GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)		GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022				
GRI standard / other source*	Disclosure	Location/Notes	Omission			GRI sector standard ref. no
			Requirement(s)	Omitted reason	Explanation	
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	2-1 Organisational Details	Who we are > Group Profile				
	2-2 Entities included in the organisation sustainability report	Annex > Methodological Note				
	2-3 Reporting Period, Frequency and Contact Channel	Annex > Methodological Note				
	2-4 Review of Information	Annex > Methodological Note <i>There were no significant restatements of information reported in previous years.</i>				
	2-5 External Assurance	<i>This report is not subject to external assurance.</i>				
	2-6 Activities, Value Chain and Other Business Relations	Who we are > Group Profile Who we are > Brands Supply chains > Raw materials Supply chains > Animal welfare Annex > Methodological Note <i>The organisational structure of the Group identifies Barilla Initiative S.p.A. and Barilla International Ltd, which are active, through their subsidiaries, in the production and marketing of pasta, sauces and bakery products at national and international level, as operating sub-holdings, in addition to the companies IKRG LLC and IKRG LLC OC1, intended for the development and management of the Restaurants project.</i>				

*(G4 Sector Disclosures Food processing)

GRI standard / other source*	Disclosure	Location/Notes	Omission			GRI sector standard ref. no
			Requirement(s)	Omitted reason	Explanation	
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	2-7 Employees	Who we are > Group Profile People and communities > Barilla People The information on employees with non-guaranteed hours is only available for Italy.	Requirement b) III	Not available information	There is currently no process in place to track the number of employees with non-guaranteed hours for the Group foreign countries. Barilla is committed to reporting this figure in future years.	
	2-8 Workers who are not employees	The information is only available for Italy.	Requirement (a), (b) and (c)	Not available / incomplete information	There is currently no process in place to track the number of non-employees for the Group foreign countries. Barilla is committed to reporting this figure in future years.	
	2-9 Governance Structure and Composition	Governance > Corporate Governance	Requirement (c) IV and VII	Confidentiality constraints	This information has been omitted for reasons of confidentiality	
	2-10 Appointment and selection of the highest governing body	Governance > Corporate governance There are no further criteria for appointment and selection other than those mentioned in the above section.				
	2-11 President of the highest governing body	Governance > Corporate governance				
	2-12 Role of the highest governing body in monitoring impact management	Our way of doing business > Materiality analysis Governance > Governance of Sustainability				
	2-13 Delegation of Responsibility for Impact Management	Governance > Governance of Sustainability				
	2-14 Role of the Highest Governance Body in Sustainability Reporting	Our way of doing business > Materiality analysis Governance > Governance of Sustainability				
	2-15 Conflicts of Interest	Governance > Code of Ethics				
	2-16 Communication of Critical Concerns	The most critical matters and/or the most significant violations are always reported to the Board of Directors either for mere information or to seek approval when required by law or the company's articles of association	Requirement (a), (b)	Confidentiality constraints	This information has been omitted for reasons of confidentiality	

GRI standard / other source*	Disclosure	Location/Notes	Omission			GRI sector standard ref. no
			Requirement(s)	Omitted reason	Explanation	
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governing body	Governance > Governance of Sustainability				
	2-18 Performance evaluation of the highest governing body	In 2022, a performance assessment of the Board was carried out for the first time by the directors and auditors themselves.	Requirement (b), (c)	Confidentiality constraints	This information has been omitted for reasons of confidentiality	
	2-19 Remuneration Policies	Governance > Corporate Governance	Requirement (a) II, III, IV and V	Confidentiality constraints	This information has been omitted for reasons of confidentiality	
	2-20 Process for Determining Remuneration	Governance > Corporate Governance				
	2-21 Annual Total Compensation Report	Governance > Remuneration policies	Requirement (a), (b) and (c)	Confidentiality constraints	The constraint is due to a change in top management and the consequent internal re-organisation. Barilla is committed to reporting this figure in future years.	
	2-22 Sustainable Development Strategy Statement	Intro > The joy of food for a better life > Gianluca Di Tondo, CEO				
	2-23 Commitment	Governance > Code of Ethics				
	2-24 Incorporating Commitments	Governance > Code of Ethics				
	2-25 Processes to Make up for Negative Impacts	Governance > Code of Ethics Governance > Risk Management Our way of doing business > Stakeholder				
	2-26 Mechanisms for Seeking Advice and Raising Concerns	Governance > Code of Ethics Governance > Anticorruption				
	2-27 Compliance with Laws and Regulations	During 2022, 2 fines were received 2 financial penalties (Castiglione - waste water & Pedrignano - waste water) with a total value of 13,000 Euros				
	2-28 Associations	Our way of doing business > Stakeholder				
	2-29 Approach to stakeholder engagement	Our way of doing business > Stakeholder				

GRI standard / other source*	Disclosure	Location/Notes	Omission			GRI sector standard ref. no
			Requirement(s)	Omitted reason	Explanation	
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	2-30 Collective bargaining Agreements	100% of Barilla employees in Italy are covered by collective bargaining agreements The information is only available for Italy. Over the next few financial years, the Group is committed to supplement this disclosure.	Requirement (a) and (b)	Not available information	There is currently no process in place to track the number of employees covered by collective labour agreements for the Group foreign countries. Barilla is committed to reporting this figure in future years.	
	3-1 Process to Determine Material Arguments	Our way of doing business > Materiality analysis				
	3-2 List of material topics	Our way of doing business > Materiality analysis				
MATERIAL TOPIC - ANIMAL WELFARE						
GRI 3 – Material Topics 2021	3-3 Managing material topics	Annex > Methodological Note Supply chains > Animal welfare				13.11.1
	301-1 Materials used by weight or volume	Supply chains > Animal welfare				
	-		Requirement 13.11.2	Not available information	There is currently no process in place for defining the percentage of the production volume divided, according to origin, between sites of the organisation certified according to third-party animal health and welfare standards. Barilla is committed to reporting this figure in future years.	13.11.2 Report the percent- age of production volume from the organ- isation sites certified to third-party animal health and welfare standards and list these standards
	-		Requirement 13.11.3	Not applicable	The required information concerns aquaculture organisations.	13.11.3 Report the survival rate of farmed aquatic animals and the main causes of mortality

GRI standard / other source*	Disclosure	Location/Notes	Omission			GRI sector standard ref. no
			Requirement(s)	Omitted reason	Explanation	
MATERIAL TOPIC - ANIMAL WELFARE						
GRI 3: Material Topics 2021	FP9 Percentage and total of animals raised and/or processed, by species and breed type	Supply chains > Animal welfare				
	FP10 Policies and practices, by species and breed type, related to physical alterations and the use of anaesthetic	Supply chains > Animal welfare				
	FP11 Percentage and total of animals raised and/ or processed, by species and breed type, per housing type	Supply chains > Animal welfare				
	FP12 Policies and practices on the use of antibiotics, anti-inflammatories, hormones and/or growth-promoting treatments	Supply chains > Animal welfare				
MATERIAL TOPIC - CLIMATE CHANGE						
GRI 3 – Material Topics 2021	3-3 Managing material topics	Annex > Methodological Note Environment > Production				13.1.1
	305-1 Direct GHG emissions (Scope 1)	Environment > Production				13.1.2
	305-2 Indirect GHG emissions from energy consumption (Scope 2)	Environment > Production				13.1.3
	305-3 Other indirect GHG emissions (Scope 3)	The Group has set itself the goal of reducing GHG emissions by 26%, by 2030, per tons of finished product (compared to 2017). For more details please refer to the website https://sciencebasedtargets.org/companies-taking-action	Requirement 13.1.4	Not available / incomplete information	The calculation methodology for the Scope 3 emissions is being refined. Barilla is committed to provide information over the next few years.	13.1.4
	305-4 Intensity of GHG emissions	Environment > Production				13.1.5
	305-5 Reduction of GHG emissions	Environment > Production				13.1.6

GRI standard / other source*	Disclosure	Location/Notes	Omission			GRI sector standard ref. no
			Requirement(s)	Omitted reason	Explanation	
MATERIAL TOPIC - CLIMATE CHANGE						
GRI 3 – Material Topics 2021	305-6 Emissions of ozone-depleting substances (ODS)	-	Requirement 13.1.7	Not available / incomplete information	There is currently no process in place for the assessment of emissions of ozone-depleting substances (ODS). Barilla is committed to provide information over the next few years.	13.1.7
	305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant emissions	-	Requirement 13.1.8	Not available / incomplete information	There is currently no process in place for the evaluation of nitrogen oxides (NOX), sulphur oxides (SOX) and other significant emissions. Barilla is committed to provide information over the next few years.	13.1.8
	3-3 Managing material topics	Annex > Methodological Note Environment > Production				13.2.1
	201-2 Financial implications and other risks and opportunities due to climate change	Environment > Production				13.2.2
MATERIAL TOPIC - CIRCULARITY						
GRI 3 – Material Topics 2021	3-3 Managing material topics	Annex > Methodological Note Environment > Packaging				13.8.1
	301-1 Materials used by weight or volume	Environment > Packaging				-
	301-2 Materials used from recycling	Environment > Packaging				-
	301-3 Recovered or reclaimed products and related packaging materials	Environment > Packaging				-
	306-1 Waste generation and significant waste-related impacts	Environment > Production				13.8.2
	306-2 Management of significant waste-related impacts	Environment > Production				13.8.3

GRI standard / other source*	Disclosure	Location/Notes	Omission			GRI sector standard ref. no
			Requirement(s)	Omitted reason	Explanation	
MATERIAL TOPIC - CIRCULARITY						
GRI 3 – Material Topics 2021	306-3 Generated Waste	Environment > Production				13.8.4
	306-4 Waste not intended for disposal	Environment > Production				13.8.5
	306-5 Waste intended for disposal	Environment > Production				13.8.6
MATERIAL TOPIC - PACKAGING						
GRI 3 – Material Topics 2021	3-3 Managing material topics	Annex > Methodological Note Environment > Packaging				13.8.1
	301-1 Materials used by weight or volume	Environment > Packaging				-
	301-2 Materials used from recycling	Environment > Packaging				-
	301-3 Recovered or reclaimed products and related packaging materials	Environment > Packaging				-
MATERIAL TOPIC - CONSUMPTIONS						
GRI 3 – Material Topics 2021	3-3 Managing material topics	Annex > Methodological Note Environment > Production				-
	302-1 Energy consumed within the organisation	Environment > Production				-
	302-3 Energy intensity	Environment > Production				-
	302-4 Reducing energy consumption	Environment > Production				-
	3-3 Managing material topics	Environment > Production				13.7.1
	303-1 Interaction with water as a shared resource	Environment > Production				13.7.2
	303-2 Management of impacts related to effluent	Environment > Production				13.7.3
	303-3 Water withdrawal	Environment > Production				13.7.4
	303-4 Effluent	Environment > Production				13.7.5
	303-5 Water consumption	Environment > Production				13.7.6

GRI standard / other source*	Disclosure	Location/Notes	Omission			GRI sector standard ref. no
			Requirement(s)	Omitted reason	Explanation	
MATERIAL TOPIC - DIVERSITY AND INCLUSION						
GRI 3 – Material Topics 2021	3-3 Managing material topics	Annex > Methodological Note People and communities > Barilla People Governance > Corporate Governance <i>For futher details please refer to the Group Code of Ethics available on the website.</i>				13.15.1
	405-1 Breakdown of governing bodies and employees by diversity indicators	People and communities > Barilla People Governance > Corporate Governance				13.15.2
	405-2 Ratio of basic wages and remuneration between women and men	<i>Since 2020, the Group has achieved parity gender pay, according to the principle "Gender Pay Equality". For more details, see the website: https:// www.barillagroup.com/it/engagement/ diversity-inclusion/gender-equality/</i>				13.15.3
	406-1 Possible cases of discrimination encountered and corrective actions implemented	<i>Barilla Group did not record any cases of discrimination during the year</i>				13.15.4
	-	<i>Since 2020, the Group has achieved parity gender pay, according to the principle "Gender Pay Equality". For more details, see the website: https:// www.barillagroup.com/it/engagement/ diversity-inclusion/gender-equality/</i>				13.15.5 Describe any differences in employment condi- tions and approach to remuneration based on the nationality or migrant status of the workers, depending on the loca- tion of operations)
MATERIAL TOPIC - HEALTH AND SAFETY						
GRI 3 – Material Topics 2021	3-3 Managing material topics	Annex > Methodological Note People and communities > People health and safety				13.19.1
	403-1 Occupational health and safety management system	People and communities > People health and safety				13.19.2
	403-2 Hazard identification, risk assessment and accident investigation	People and communities > People health and safety				13.19.3
	403-3 Occupational medicine services	People and communities > People health and safety				13.19.4

GRI standard / other source*	Disclosure	Location/Notes	Omission			GRI sector standard ref. no
			Requirement(s)	Omitted reason	Explanation	
MATERIAL TOPIC - HEALTH AND SAFETY						
GRI 3 – Material Topics 2021	403-4 Participation and consultation of workers and communication on occupational health and safety	People and communities > People health and safety				13.19.5
	403-5 Training of workers on occupational health and safety	People and communities > People health and safety				13.19.6
	403-6 Promotion of the health of workers	People and communities > People health and safety				13.19.7
	403-7 Prevention and mitigation of occupational health and safety impacts within commercial relationships	People and communities > People health and safety				13.19.8
	403-8 Workers covered by an occupational health and safety system	People and communities > People health and safety <i>Hours worked are taken into account for the calculation of accident indices.</i>				13.19.9
	403-9 Accidents at work	People and communities > People health and safety				13.19.10
	403-10 Occupational diseases	People and communities > People health and safety				13.19.11
MATERIAL TOPIC - HUMAN RIGHTS						
GRI 3 – Material Topics 2021	3-3 Managing material topics	Annex > Methodological Note Supply chains > Raw materials				13.16.1
	409-1 Operations and suppliers at significant risk of child labour accidents	Supply chains > Raw materials <i>The number of suppliers deemed to be at significant risk of cases of forced or compulsory labour is 30 (8 cocoa producers, 3 cane sugar producers and 21 suppliers of promotional activities).</i>				13.16.2
	3-3 Managing material topics	Annex > Methodological Note Supply chains > Raw materials				13.17.1
	408-1 Operations and suppliers at significant risk of child labour accidents	Supply chains > Raw materials <i>The number of suppliers deemed to be at significant risk of child labour is 30 (8 cocoa producers, 3 cane sugar producers and 21 suppliers of promotional activities).</i>				13.17.2

GRI standard / other source*	Disclosure	Location/Notes	Omission			GRI sector standard ref. no
			Requirement(s)	Omitted reason	Explanation	
MATERIAL TOPIC - EDUCATION						
GRI 3 – Material Topics 2021	FP4 Programmes and practices that promote access to healthy lifestyles; the prevention of chronic disease; access to healthy, nutritious and affordable food; and improved welfare for communities in need	Products > Food education				
MATERIAL TOPIC - GOVERNANCE, ETHICAL BUSINESS AND INTEGRITY						
GRI 3 – Material Topics 2021	3-3 Managing material topics	Annex > Methodological Note Governance > Anti-competitive behaviour				13.25.1
	206-1 Legal action for anti-competitive behaviour, antitrust and monopoly practices	Barilla Group did not record any legal actions for anti-competitive behaviour, anti-trust, and monopoly practices during the year.				13.25.2
	3-3 Managing material topics	Annex > Methodological Note Governance > Anti-corruption				13.26.1
	205-1 Assessed operations for the risks associated with corruption	Governance > Anti-corruption				13.26.2
	205-2 Communication and training on anti-corruption policies and procedures	Governance > Anti-corruption				13.26.3
	205-3 Confirmed episodes of corruption and actions taken	Barilla Group did not record any cases of discrimination during the year.				13.26.4
	207-1 Approach to taxation	Governance > Tax responsibility				-
	207-2 Tax governance, risk control and management	Governance > Tax responsibility				-
	207-3 Stakeholder engagement and management of tax concerns	Governance > Tax responsibility				-
	418-1 Substantiated Complaints Concerning Violations of Customer Privacy and Losses of Customers	During 2022, Barilla Group did not receive any formal complaints.				-

GRI standard / other source*	Disclosure	Location/Notes	Omission			GRI sector standard ref. no
			Requirement(s)	Omitted reason	Explanation	
MATERIAL TOPIC - MARKETING AND LABELS						
GRI 3 – Material Topics 2021	3-3 Managing material topics	Anneix > Methodological Note Products > Quality and food safety				-
	417-1 Product and service information and labelling requirements	Products > Quality and food safety				-
	417-2 Cases of non- conformity relating to information and labelling of products and services	Barilla Group did not recorded no cases of non-compliance in information and labelling of products and services during the year.				-
	417-3 Cases of non- compliance concerning marketing communications	Barilla Group did not recorded no cases of non-compliance concerning marketing communications during the year.				-
	FP8 Policies and practices on communication to consumers about ingredients and nutritional information beyond legal requirements	Products > Quality and food safety				-
MATERIAL TOPIC - RAW MATERIALS						
GRI 3 – Material Topics 2021	G4 FP1 Percentage of purchased volume from suppliers compliant with company’s sourcing policy	Supply chains > Raw materials Supply chains > Animal welfare				-
	G4 FP2 Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards	Environment > Packaging				-
MATERIAL TOPIC - PRODUCTS						
GRI 3 – Material Topics 2021	3-3 Managing material topics	Annex > Methodological Note Products > Nutrition Products > Quality and food safety				13.10.1
	416-1 Assessment of the impacts on health and safety by product and service category	Products > Quality and food safety				13.10.2

GRI standard / other source*	Disclosure	Location/Notes	Omission			GRI sector standard ref. no
			Requirement(s)	Omitted reason	Explanation	
MATERIAL TOPIC - PRODUCTS						
GRI 3 – Material Topics 2021	416-2 Cases of non conformities regarding impacts on the health and safety of products and services	Products > Quality and food safety				13.10.3
	FP5 Percentage of production volume manufactured at sites certified by an independent third party according to internationally recognised food safety management system standards	Products > Quality and food safety				10.10.4
	-	-	Requirement 13.10.5			13.10.5 State the number of recalls made for food safety reasons and the total volume of recalled products
	FP6 Percentage of total sales volume of consumer products, by product category, with lower saturated fat, fatty acids, sodium and added sugars	Products > Nutrition				-
	FP7 Percentage of total sales volume of consumer products, by product category, that contain increased nutritional ingredients such as fibre, vitamins, minerals, phytochemicals or functional food additives	Products > Nutrition				-
MATERIAL TOPIC - HUMAN RESOURCES						
GRI 3 – Material Topics 2021	3-3 Managing material topics	Annex > Methodological Note People and communities > Barilla People People and communities > Training, development and talent management People and communities > Relationship with communities				13.20.1
	401-1 New recruitments and employee turnover	People and communities > Training, development and talent management				-
	401-3 Parental leave	People and communities > Barilla People				-
	404-1 Average hours of training per year per employee	People and communities > Training, development and talent management				-

GRI standard / other source*	Disclosure	Location/Notes	Omission			GRI sector standard ref. no
			Requirement(s)	Omitted reason	Explanation	
MATERIAL TOPIC - HUMAN RESOURCES						
GRI 3 – Material Topics 2021	404-2 Employee skills refresher programmes and transition assistance programmes transition assistance programmes	People and communities > Training, development and talent management				-
	G4 FP3 Percentage of working time lost due to industrial disputes, strikes and/or lock-outs	People and communities > Relationship with communities				-
MATERIAL TOPIC - SUPPORT TO COMMUNITY						
GRI 3 – Material Topics 2021	3-3 Management of Material Issues	Appendix > Methodological Note Products > Nutrition Products > Food quality and safety				13.9.1
	-	<i>The total weight for 'Food Loss' is 103,729 (of which 70% for the 'Bakery products' category; 25% for the 'Pasta' category and 5% for the 'Sauces' category. These 'Food Losses' were identified within the production lines and reported in the Pro. mo plant data collection system. (Production Monitoring).</i>				13.9.2 State the total weight of food loss in metric tonnes and the percentage of food loss, for the organisation's main products or product categories, and describe the methodology used for the calculation
	3-3 Management of Material Issues	Appendix > Methodological Note People and communities > Relationship with communities				13.12.1
	413-2 Activities with significant potential and actual negative impacts on local communities	<i>As it can be seen from the numerous activities Barilla carries out each year, the support and development of local communities are primary goals: as proof of this commitment, it should be recalled that over the years the Group has always endeavoured to limit the risk of generating current or potential negative impacts on the community.</i>				13.12.3
	3-3 Management of Material Issues	Annex > Methodological Note People and communities > Relationship with communities Supply chains > Raw materials Supply chains > Animal welfare				13.22.1
	203-1 Infrastructure investments and financed services	People and communities > Relationship with communities				13.22.3

GRI standard / other source*	Disclosure	Location/Notes	Omission			GRI sector standard ref. no
			Requirement(s)	Omitted reason	Explanation	
MATERIAL TOPIC - SUPPORT TO COMMUNITY						
GRI 3 – Material Topics 2021	203-2 Significant Indirect Economic Impacts	Being an international Group, Barilla has 29 production sites (including 1 or more production sites), 15 in Italy and 14 abroad, generating a positive impact on employment.				13.22.4
MATERIAL TOPIC - TRACEABILITY AND TRANSPARENCY						
GRI 3 – Material Topics 2021	3-3 Management of Material Issues	Annex > Methodological Note Supply chains > Raw materials Supply chains > Animal welfare				13.23.1
	-	Barilla has implemented a structured traceability system for its products that makes it possible to reach the administrative site of its direct suppliers.		-	-	13.3.2 Describe the level of traceability in place for each sourced product, e.g. whether the product can be traced at nation- al, regional or local level or to a specific point of origin (e.g. farms, hatch- eries and feed mills).
	-	Supply chains > Raw materials Barilla is committed, including through its Codes and Decalogues, to purchase from suppliers certified according to internationally recognised standards.				13.23.3 State the percentage of certified procured volumes according to internationally recog- nised standards, which trace the route of each product through the supply chain, and list these standards)
	-	Supply chains > Raw materials Supply chains > Animal welfare				13.23.4 Describe improvement projects to achieve supplier certification ac- cording to internationally recognised standards that trace the route of prod- ucts through the supply chain to ensure that the whole sourcing volume is certified)

GRI standard / other source*	Disclosure	Location/Notes	Omission			GRI sector standard ref. no
			Requirement(s)	Omitted reason	Explanation	
MATERIAL TOPIC - TRACEABILITY AND TRANSPARENCY						
GRI 3 – Material Topics 2021	301-1 Materials used by weight or volume	Supply chains > Raw materials				-
	204-1 Proportion of spending on local suppliers	Supply chains > Raw materials Supply chains > Animal welfare				-
	414-2 Negative social impacts on the supply chain and actions taken	Supply chains > Raw materials Governance > Risk management				-
MATERIAL TOPIC - BIODIVERSITY						
GRI 3 – Material Topics 2021	3-3 Management of Material Issues	Annex > Methodological Note Supply chains > Raw materials				13.3.1
	304-1 Operational sites owned, leased, managed in (or adjacent to) protected areas and areas of high biodiversity value outside protected areas	-	Requirement 13.3.2	Not available / incomplete information	It is currently not in existence a tracking process such request. Barilla is committed to delve into the topic and to provide information on it course of the next financial years.	13.3.2
	304-2 Significant impacts of activities, products and services on biodiversity	Annex > Methodological Note	-	-	-	13.3.3
	304-3 Protected or restored habitats	-	Requirement 13.3.4	Not available / incomplete information	It is currently not in existence a tracking process such request. Barilla is committed to delve into the topic and to provide information on it course of the next financial years.	13.3.4
	304-4 Species listed on the IUCN Red List and national lists having their habitat in the organisation areas of operation	-	Requirement 13.3.5	Not available / incomplete information	It is currently not in existence a tracking process such request. Barilla is committed to delve into the topic and to provide information on it course of the next financial years.	13.3.5

GRI standard / other source*	Disclosure	Location/Notes	Omission			GRI sector standard ref. no
			Requirement(s)	Omitted reason	Explanation	
OTHER GRI DISCLOSURES NOT RELATED TO MATERIAL TOPICS						
CONVERSION OF THE NATURAL ECOSYSTEM						
GRI 13 - Agriculture, Aquaculture and Fishing Sectors 2022	3-3 Management of Material Issues	-	-	Not applicable	-	13.4.1
	-	-	-	Not applicable	-	13.4.2
	-	-	-	Not applicable	-	13.4.3
	-	-	-	Not applicable	-	13.4.4
	-	-	-	Not applicable	-	13.4.5
SOIL HEALTH						
GRI 13 - Agriculture, Aquaculture and Fishing Sectors 2022	3-3 Management of Material Issues	-	-	Not applicable	-	13.5.1
		-	-	Not applicable	-	
USE OF PESTICIDES						
GRI 13 - Agriculture, Aquaculture and Fishing Sectors 2022	3-3 Management of Material Issues	-	-	Not applicable	-	13.6.1
	-	-	-	Not applicable	-	13.6.2
RIGHTS OVER LAND AND RESOURCES						
GRI 13 - Agriculture, Aquaculture and Fishing Sectors 2022	3-3 Management of Material Issues	-	-	Not applicable	-	13.13.1
	-	-	-	Not applicable	-	13.13.2
	-	-	-	Not applicable	-	13.13.3
RIGHTS OF INDIGENOUS PEOPLES						
GRI 13 - Agriculture, Aquaculture and Fishing Sectors 2022	3-3 Management of Material Issues	-	-	Not applicable	-	13.14.1
	411-1 Cases of violations of the rights of indigenous peoples	-	-	Not applicable	-	13.14.2
	-	-	-	Not applicable	-	13.14.3
	-	-	-	Not applicable	-	13.14.4

GRI standard / other source*	Disclosure	Location/Notes	Omission			GRI sector standard ref. no
			Requirement(s)	Omitted reason	Explanation	
OTHER GRI DISCLOSURES NOT RELATED TO MATERIAL TOPICS						
SUBSISTENCE INCOME AND LIVING WAGE						
GRI 13 - Agriculture, Aquaculture and Fishing Sectors 2022	3-3 Management of Material Issues	-	-	Not applicable	-	13.21.1
		-	-	Not applicable	-	13.21.2
		-	-	Not applicable		13.21.3
PUBLIC POLITICS						
GRI 13 - Agriculture, Aquaculture and Fishing Sectors 2022	3-3 Management of Material Issues	-	-	Not applicable	-	13.24.1
	415-1 Public grants	-	-	Not applicable	-	13.24.2