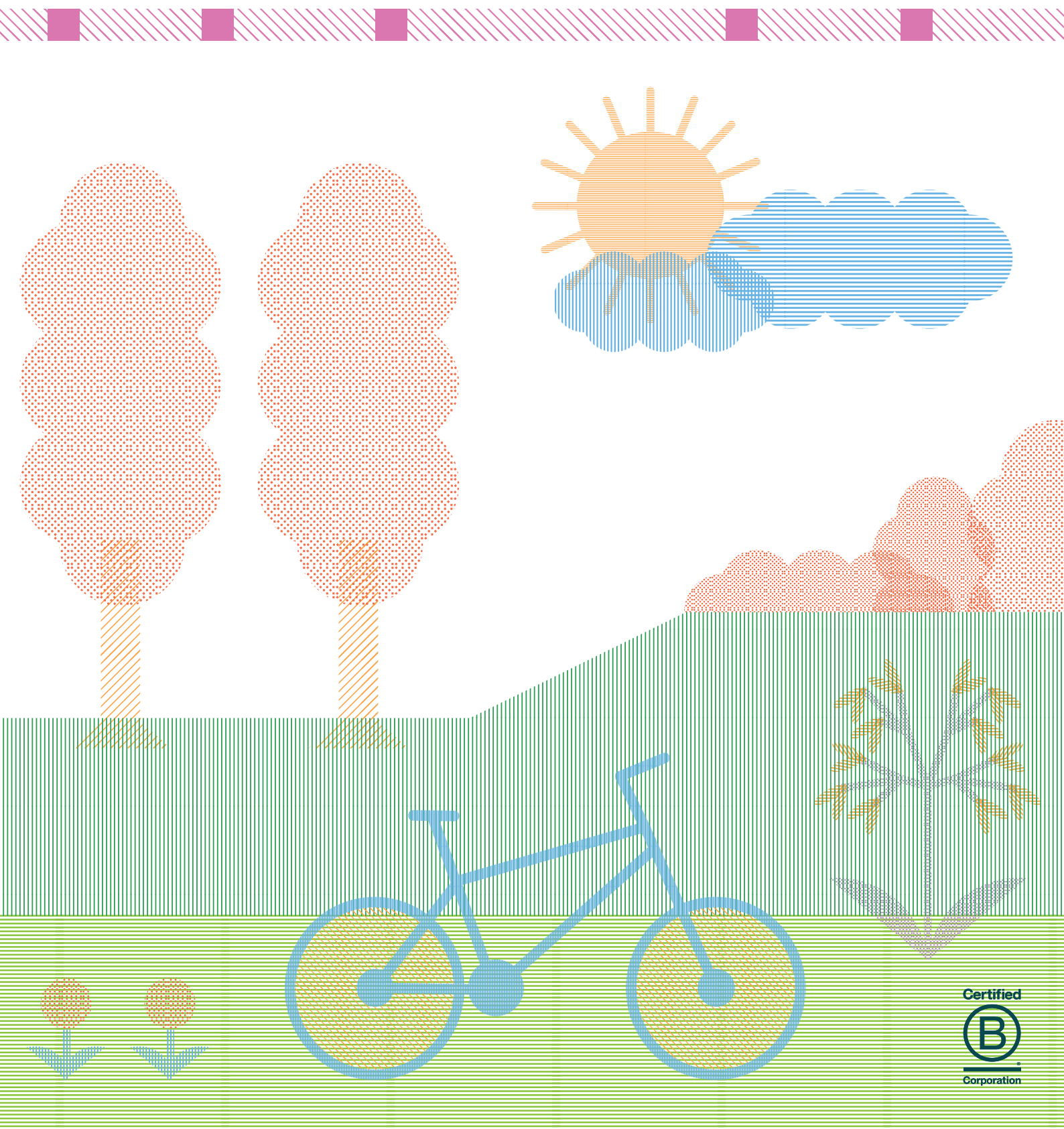


Impact Report 2024





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LETTER to the STAKEHOLDERS

Dear Stakeholders,

in 2024 our commitment in the various impact areas resulted on one hand in new sustainability initiatives, on the other, in the consolidation of projects started in previous years.

We ended 2023 talking about the internationalisation process that was underway. In 2024 we saw important developments in particular with the start-up of the new production site in Canada, in full compliance with the principles of the benefit corporation that characterise our headquarters in Gravina.

We are aware that the benefit approach cannot be restricted to the confines of our main Italian operating headquarters, where a good part of our management is also present, but it needs to be exported to other locations and other contexts. This is the reason our Italian subsidiary Apuliakundi S.r.l. and the two production sites in the USA and Canada Andriani USA PBC and Andriani LTD, aligned their respective articles of association with the benefit approach of Andriani Spa, in full coherence with the pursuit of the common good.

We are also aware that the evolution of our benefit approach will not only involve an expansion of our scope of action and impact reporting, but also full compliance with the new BIA standard which is currently under consultation that will be compliant with the evolving European regulations on sustainability reporting (CSRD and ESRS) and sustainability management (CSDDD).

With regard to the area of sustainable management, we would like to point out that the CSR department is planning a new mission in Ethiopia, which will see the involvement of non-profit organisations and international training bodies and that will certainly lead to strengthening of the Andriani commitment to sustainable development on a global scale.

We also continued in the direction of renewed support for the African continent by actively participating in conferences and public engagement activities, including the international cooperation trade fair "Codeway" that was held in May 2024 in Rome.

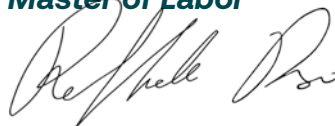
Our path towards decarbonisation reached an important milestone with the start of construction and installation of a new virgin wood chip thermal power plant, intended to replace the current methane system and to significantly reduce Scope 1 CO₂ emissions.

At the same time we started studying the impact along the entire value chain, by analysing Scope 3 emissions, preparatory work for the adoption of international standards SBTi (Science Based Targets initiative).

Our commitment to the agricultural supply chain remains solid: we continue to collaborate with farmers with training programmes on how to use the digital platform for data collection, which are essential tools for environmental impact assessment.

We are certain that the adoption of new technologies in agriculture, with a greater inclination towards a regenerative agriculture model, will promote a transformation of the sector towards increasingly sustainable production models.

Raffaele Raso
Impact Manager
Master of Labor



READING GUIDE

The 2024 Impact report is the fifth official report of the impact activities of Andriani S.p.A. Benefit Corporation, aimed at creating shared value in line with the common benefit purposes defined in the company's articles of association.

This document integrates into the ESG reporting system of the Group, which also includes the subsidiaries: Terre Bradaniche S.r.l., ApuliaKundi S.r.l., Nove Alpi S.r.l., Andriani USA PBC and Andriani LTD. This report, it should be pointed out however, refers to the objectives and actions related to pursuing the common good that is the sole purview of Andriani S.p.A. Benefit Corporation.

The Report:

- summarises initiatives, projects and results related to the five impact areas;
- presents the strategic objectives set for 2025;
- updates the sustainable growth path undertaken

The objectives and projects described were defined through a rigorous materiality analysis process, which identified 15 strategic themes and 19 relevant impacts, from the analysis, 3 topics were considered as priorities, based on the dual perspective of impact materiality and financial materiality.

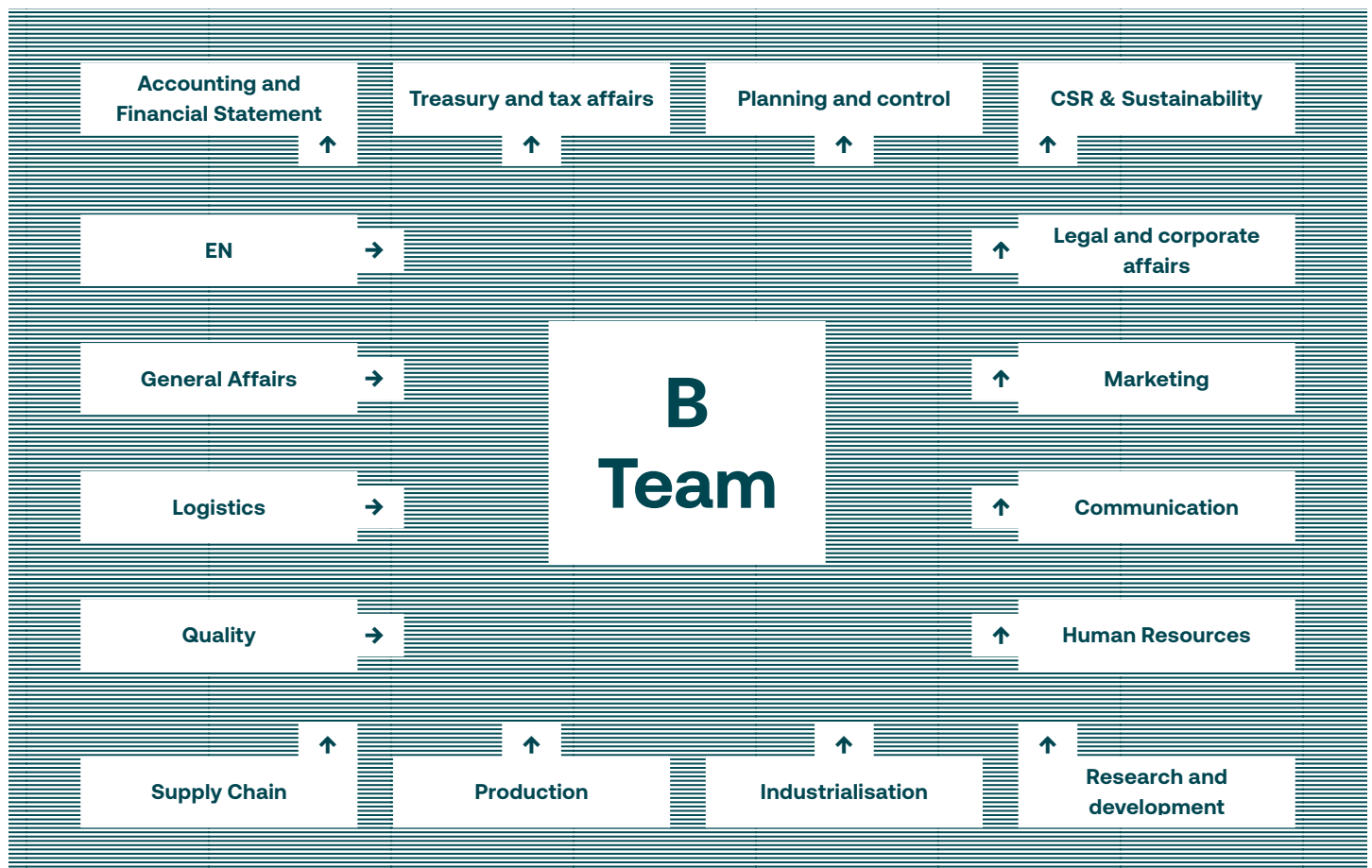
The Impact Report is divided into three sections:

- the evolution of the sustainability path and definition of the common good;
- the relationship between the materiality analysis and the impact areas;
- a description of the main initiatives, KPI measurement and future goals.

It also contains an annex of references that provides:

- The B Impact score and strategic initiatives in view of the new B Corp certification (2025);
- alignment with the GRI standards, Sustainable Development Goals (SDGs) and the Global Compact.

The Report was presented to the Andriani SpA Board of Directors meeting on the 26 February 2025, and was subsequently approved by the Ordinary Shareholders Meeting of the same company on the 31 March 2025. The Report was prepared by the Impact Manager with the operational support of the B Team.



1 OUR PATH towards SUSTAINABILITY

→ ESG milestones

→ Commitment to the Benefit Corporation movement

1.1

→ ESG milestones

- **Founding of Felicia S.r.l.** and launch of gluten-free products with the same name

2015

- Publication of the **first Sustainability Report** and related Communication on Progress (Global Compact)



- **Partnership with the Sai Platform** an international organisation that supports the development of sustainable farming practices.

2019

2016

- Construction of the **Multigrain milling plant**



2020

- **Acquisition of control of ApuliaKundi S.r.l.**, an innovative company specialising in the production and marketing of spirulina.



- Change to the articles of association to a **Benefit Corporation** with related expansion of the corporate purpose and appointment of the Impact Manager.

- Acquisition of the status of **Founding Member of the Italian Global Compact Network**
- Andriani wins the “Oscar di Bilancio” in the new Benefit Corporation category



2021

- Continuation of the Improvement Plan to increase the Group's sustainability performance.
- Launch of the operational part of the **ESFAI Project Ethical and Solidarity Engagement in Ethiopia.**



- Launch of the **internationalisation project in the United States.**



- Andriani Group obtains €34 million from Crédit Agricole Italia and CDP with **SACE Guarantee** to develop the new project in North America.

2023

- Definition of Scope 3
- Evaluation of the Group's decarbonisation plan
- Approach to the Theory of Change

2025

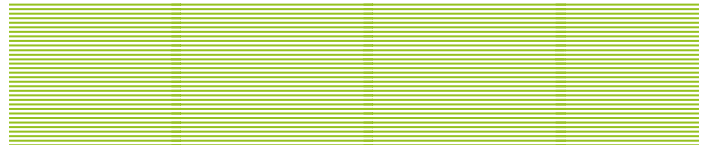
2022

- Amendment of the ApuliaKundi S.r.l. corporate purpose to better pursue the common good objectives of Andriani S.p.A. Benefit Corporation.
- Achievement of **B Corp Certification**
- Andriani receives the **Communication Prize** and confirms its position on the podium in the Benefit Corporation category.
- Andriani obtains S-Loan ESG financing from Intesa Sanpaolo to support its growth in favour of increasingly sustainable development.

2024

- Start of the Recertification process for the B Corp Movement
- Andriani wins the award for the **Best Sustainability Report 2024**





→ Commitment to the Benefit Corporation movement

The commitment of a Benefit Corporation is not limited to implementing projects and activities aimed at the common good, as indicated in the Articles of Association, but also extends to promoting and spreading principles which inspire the entire Benefit movement. This approach is implemented through initiatives aimed at promoting widespread awareness and involving an ever wider audience.

In 2024, Andriani further strengthened its commitment to these values, by taking part in various moments of comparison and meaningful dialogue.

A notable example was the active participation in a prominent event which was an important opportunity to discuss not only the best practices adopted, but also to explore new opportunities for cooperation between Benefit Corporations. The event proved to be a space for strategic reflection to develop new approaches aimed at expanding the positive impact of these companies on the national scene.

The third edition of the forum "*Fabbricare società*", dedicated to Benefit Corporations held in Pordenone and Gorizia on the 16 and 17 October 2024, provided a space for discussion on crucial topics like sustainability, welfare, and innovation.

Interactive workshops and open discussions were organised with the participation of experts and important representatives, including *representatives from Andriani* who contributed to outlining new perspectives for collaboration between Benefit Corporations, by promoting a more inclusive and responsible business model towards the community and the environment.

Also in the same year there were several other commitment opportunities to carry out activities aimed at enhancing the local area through collaboration with important international centres such as *Ciheam* and *CEFA*.



"Fabbricare società"



*Andriani
representatives*



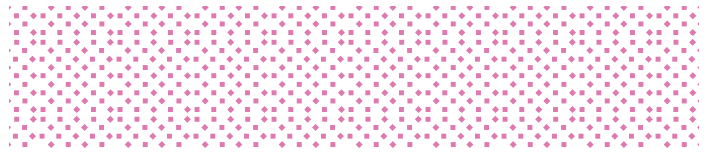
Ciheam



CEFA

② OUR COMMITMENT to the COMMON GOOD IS DEMONSTRATED by the IMPACT OUR BUSINESS MAKES

→ The 5 impact areas and the relationship
with materiality analysis



→ The 5 impact areas and the relationship with materiality analysis



● Production chain and sustainable agriculture

Contribute to improving the knowledge and analysis of impact throughout the production chain for gluten-free cereals and legumes, creating value for all the figures involved and introducing as many principles as possible regarding sustainable and integrated agriculture.



● Health and well-being

Promote the health and well-being of people and consumers through nutrition and a healthy and dynamic lifestyle, also as a consequence of the research, development and promotion of ever-increasingly healthy products through the continuous studying of new solutions in terms of flavour and nutritional profile.



Development and enhancement of the local area

Develop and valorise the territories the Company operates in, acting on the cultural identity and social well-being of the community on both a national and local level, with initiatives aimed at raising awareness of themes regarding sustainable development and the common good, also involving stakeholders and adopting values such as transparency, dialogue and cooperation.



Climate change and the circular economy

Promote the circular economy and innovation with a view toward protecting the planet, mitigating climate change and spreading practices that respect and improve the environment and biodiversity through an ongoing commitment to the sustainability of processes and all business practices to minimise impacts and encourage the responsible use of resources by reducing food waste.












































Value of the people and group identity

Create a strong group identity and a positive working environment by fostering personal potential and constantly focusing on well-being to continuously promote a sense of belonging and satisfaction in the workplace.

The 5 impact areas have a close relationship with the 15 material topics that were the subject of reporting in the 2024 Sustainability Management Report to which this document obviously refers. The full connectivity between the Andriani Impact Report and the Andriani Group Sustainability Management Report finds concrete expression in the strategic priorities that the two documents highlight.

In confirmation of what has been said, we would like to point out the full coherence that exists between the specific objectives, divided into the respective 5 areas, the Andriani Benefit Corporation Impact Report and the Andriani Group 15 ESG material topics. The following diagram emphasises this connection by creating a close relationship between the 20 impact goals attributable to the respective 5 areas, the subject of the following section, and the 15 material ESG topics.

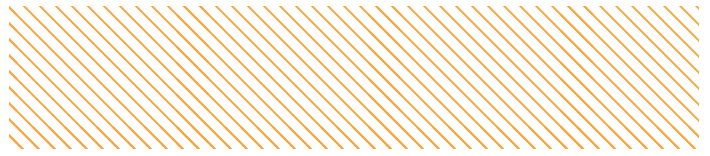
Impact area	Impact goals	Material topic	GRI aspect	SDGs
Production chain and sustainable agriculture	Planning in the field of agro-food research and innovation	1. Responsible supply chain management	Procurement practices	  
	Enabling technologies for the sustainable agricultural supply chain	2. Biodiversity and ecosystems	Biodiversity	  
	Regenerative supply chain project			
Health and well-being	Formulation of new products and improvement to existing products with high dietary-nutritional and environmental value that are able to respond to different consumer needs	3. Digital transformation and innovation	No topic-specific standard present	  
	Third party projects for the development of new product categories (Felicia brand extension)			
	Projects in collaboration with the scientific community in the university academic world			
	Studying processes for sustainable production	4. Product safety and traceability	Customer Health & Safety Marketing and labeling	  
	Growth of company expertise through studies conducted on raw materials	5. Consumer well-being	Customer health and safety	 
Development and enhancement of the local area	Contributing to the development and enhancement of the local area through awareness, enhancement, and training activities	6. Inclusive and sustainable	Communities No topic-specific	  
	Networking at institutional level on sustainable development and the common good			
Climate change and the circular economy	Setting medium and long-term reduction targets	7. Energy management	Energy	  
	Reducing CO ₂ emissions and streamlining the use of resources	8. Emissions	Emissions	
	Offsetting direct residual emissions of CO ₂ (SCOPE 1)			
	Reducing SCOPE 3 CO ₂ emissions			
	Contributing to financing scholarships in the circular economy and carbon neutrality	9. Transition towards a circular economy	Water and wastewater - Materials - Wastewater and waste	   
Value of the people and Group identity	Implementing circular economy practices	10. Packaging sustainability and waste management	Marketing and labeling - Materials	  
	-	11. Governance, sustainable strategy, and Business Model	Anti-corruption behavior - Socio-economic compliance - Customer Privacy - Market Presence - Public Policy	   
	-	12. Anti-corruption	Anti-corruption	
	Parenting enhancement	13. Diversity and human capital development	Employment - Training and education - Diversity and equal opportunities	   
	Diversity, Equity, & Inclusion			
	Promoting psychological well-being	14. Health and well-being in the workplace	Health and safety in the workplace	 
Value of the people and Group identity	Promoting Corporate Well-being	15. Human Rights and decent work	Non-discrimination - Relations between workers and management - Child labor - Forced labor	 

It is clear that for the sole issues relating to governance, strategy and anti-corruption, typically attributable to aspects mostly of corporate governance and, therefore industry specific, no links with specific impact goals are foreseen.



③ COMMON GOOD for ANDRIANI

- Production chain and sustainable agriculture
- Health and well-being
- Development and enhancement of the local area
- Climate change and the circular economy
- Value of the people and Group identity



Now in its fifth year this Impact Report details the progress of the indicators reported for the five impact areas that were analysed to allow for an evaluation of the effects produced by the Andriani Benefit Corporation business model in relation to the common good objectives, represented, where possible, by measurable indicators. The overall results of the actions undertaken contribute to highlighting the impact of Andriani activities, with particular reference to the purposes of common good.

The following section sets the objectives for 2025 and describes in detail the impact path pursued by Andriani in 2024, highlighting the reference material topic, the activities and the related KPIs. The diagrams provided for each impact area present the respective Sustainable Development Goals (SDGs) and the Global Compact principles they refer to.

→ Production chain and sustainable agriculture



In 2024 the objectives set for "Enabling Technologies for the Agricultural Supply Chain" were achieved and exceeded: the 2023/2024 crop year of the Andriani legume supply chain, engaged 724 farms for a total agricultural area of 8,000 hectares, a result that clearly exceeded expectations.

For the 2024/2025 crop year the commitment is to reach 350 farmers and a total agricultural area of 4,000 hectares, lower than the previous year as raw material needs (especially from the integrated production system) justify this decrease. With regard to the legume supply chain, the launch of the Andriani FARM platform (in collaboration with xFARM Technologies) was complemented by 3 training sessions (in-person and remotely for farmers and storage facilities) totalling over 12 hours of instruction provided to the supply chain as a whole.

Finally, expansion of the supply chain digitalisation project to brown rice should be noted, with 300 hectares of digitalised rice fields in Piedmont and a training event dedicated to rice-growing companies. In reference to the activities supporting biodiversity, in 2024 the first report on experimental activities of the regenerative agriculture project was drawn up: soil analyses were carried out on the 100 hectares in question aimed at assessing not only the organic matter content, but also the biological quality of the soil and the water retention capacity; various forms of rotation were also implemented on the different plots, using intercropping techniques (for example vetch + oats or barley + peas), minimum tillage and sowing of wildflower strips to promote the presence of pollinators.

Regarding the monitoring of biodiversity in the supply chain, the partnership between Andriani and 3Bee is still being studied to integrate biodiversity data on the Andriani Farm platform. Monitoring is expected to start in spring 2025.

The four-year trial of the bio-fertiliser resulting from the collaboration between Andriani and the company Tersan S.p.A., obtained from the by-products from the pasta factory, reached its second year of activity in 2024











Tests were carried out on wheat and chickpeas, by also expanding the areas involved and collecting production and environmental impact data thanks to the involvement of Agreement S.r.l., a spin-off from the Università degli Studi della Basilicata. Even in this case, despite the extremely dry year, the test results were very promising both for the increase in yield and for all other physiological parameters of the crop (water potential, growth, chlorophyll etc.).

The collaboration with the Project Office of the University of Gastronomic Sciences in Pollenzo led to the design of a training course dedicated to agricultural companies in the legume supply chain on the theme "Agroecology and Ecosystem Services" to transfer knowledge to farmers regarding the benefits of this type of agricultural approach.

In relation to the "Regenerative Supply Chain Project," on the other hand, in 2024 there were 13 new suppliers out of the expected 5 who subscribed to the Supplier Code of Conduct.

There were also a total of 12 on-site visits carried out in 2024 to suppliers with the aim of communicating with the latter and starting an awareness-raising path, monitoring ESG performance or following-up depending on the case.

Even the Value Chain Coevolution Programme officially started, enabling further insights with 4 strategic suppliers who explicitly requested information support in various areas (such as agriculture, logistics and reporting).

Connectivity		2024 Goals		Progress*	2025 Goals		SDGs	Primary GCs
Impact objectives	Material topics	Support activities	KPI		Support activities	KPI		
Regenerative supply chain project	Responsible supply chain management	Workshop	3 follow-up sessions with suppliers	●	Follow-up workshop	1 training, awareness, engagement and follow-up workshop	         	7,8,9
			Launch of the Value Chain Coevolution Programme			Involvement of 40 suppliers		
		Code of Conduct Diffusion	40 subscriptions overall	●	Distribution of Supplier Code of Conduct	5 more members (45)		
		Qualification Questionnaire completion	40 more questionnaires completed	●	Qualification Questionnaire	completion 5 more qualification questionnaires completed (45).		
	Enabling technologies for the sustainable agricultural supply chain	Involvement of farmers in the legume supply chain through xFARM; total agricultural surface	724 farmers	●	Involvement of farmers in the legume supply chain through xFARM; total agricultural surface	350 farmers.		
			8,000 hectares	●		4,000 hectares		
		Biodiversity mapping and monitoring	Activities being studied	●	Biodiversity mapping and analysis in the legume supply chain	Total hectares		
			Monitored hectares	●		Biodiversity indices		
		Activities supporting biodiversity and soil health	100 hectares of legumes in a Regenerative Agriculture pilot project	●	Activities supporting biodiversity and soil health	Project KPI collection and monitoring objectives		
			30 hectares of rice in a Regenerative Agriculture pilot project			Start of work on drafting the Regenerative Agriculture protocol		
Design in the field of research and innovation in the agro-food industry	Responsible supply chain management	Network for project collaborations	1 collaborative project started with UNISG	●	Network for project collaborations	1 new project in collaboration with training institutions and universities		
		Training course for farmers in “Agroecology and Ecosystem Services”						
		Training on agriculture and sustainable innovation	4 training events and 16 hours of training provided to farmers on the Andriani Farm platform (in person and remote)	●	Training on agriculture and sustainable innovation	10 hours of additional training		
						4 training events on the Andriani Farm platform to farms and storage centres		

Progress*

- In start-up phase
- Partly completed
- Completed



→ Health and well-being



In 2024 most of the objectives hypothesised during 2023 were achieved.

This largely occurred due to the expansion of the R&D-I (Research and Development- Industrialization) Team and its internal reorganisation. Activities of the R&D-I Team focus on continuous improvement of both process and product: in particular, to the development of innovative and nutritionally balanced recipes.






To achieve the objectives it had set itself in line with customer requests, the R&D-I Team focused on obtaining tailor-made products. In 2024 characterisation studies were conducted on both single raw materials and on complex mixtures to enable the acquisition of ever-increasing knowledge and the implementation of company know-how.

In 2025 activities started in 2024 will be continued with the aim of increasing the number of products, obtained internally or through collaboration with third-party companies. Specifically, the aim is to focus on the optimisation of milling and production processes through continuous characterisation and study of raw materials and the selection of different suppliers.

In the first few months of the previous financial year the project started in collaboration with the Scuola Politecnica di Design (SPD) in Milan was completed which focused on pasta and its different forms.

In 2024 the Research & Development Department took an active part in the Master in Open Innovation & Youth Entrepreneurship of CIHEAM in Bari following the participants in all the phases of carrying out Project Work which involved the study and subsequent development of a new legume-based product capable of meeting the needs of people in some North African regions.

Finally, with the aim of promoting consumer health and well-being, the R&D Department actively participated in national scientific events in the nutrition sector to raise awareness of the Felicia brand and the relative products with those working in the field of nutrition and health: nutritionists, dietitians, doctors, and pharmacists.

Connectivity		2024 Goals		Progress*	2025 Goals		SDGs	Primary GCs
Impact goals	Material topics	Support activities	KPI		Support activities	KPI		
Formulation of new products and improvement to existing products with high dietetic, nutritional, and environmental value that can meet consumers' various needs.	Digital transformation and innovation	Development of new nutritionally balanced formulations for both own brand and private labels (PL)	17 projects ended	●	Development of new nutritionally balanced formulas for both Felicia and PL	No projects started	    	3
		Improvement of already industrialised products			Development of new formats for the Felicia brand	4 new formats		
Studying processes for sustainable production	Product safety and traceability	Implementation of new circular economy strategies focused on decreasing food waste and reusing waste	1 project ended 1 project underway and 1 project interrupted	●	Implementation of new circular economy strategies focused on decreasing food waste and reusing waste	No projects started		
		Optimising the various steps of raw material processing			Optimising the various steps of raw material processing			
		Streamlining the production process			Streamlining the production process			
Growth of company expertise through studies conducted on raw materials	Consumer well-being	Scouting suppliers for new raw materials that can be used to develop new products	7 characterisation studies and test on new raw materials ended	●	Scouting suppliers for new raw materials that can be used to develop new products	No projects started		
		Chemical-physical and rheological characterisation of new raw materials supported by the study and analysis of the scientific bibliography			Chemical-physical and rheological characterisation of new raw materials supported by the study and analysis of scientific bibliography			
Third-party projects to develop new product categories (Felicia brand extension)	Digital transformation and innovation	Collaboration with outside companies with the goal being to offer Felicia consumers nutritionally balance products with a high service content	Projects interrupted for 2024	●	Collaboration with outside companies with the goal being to offer Felicia consumers nutritionally balance products with a high service content	2 projects to be developed		
		Sustainable open innovation activity through dialogue with the academic community	1 research project in collaboration with a private partner concluded 1 project interrupted		Sustainable open innovation activity through dialogue with the academic community	2 research projects in collaboration with public and private partners		
Projects in collaboration with the academic scientific community			1 open innovation activity concluded	●				

Progress*

- In start-up phase
- Partly completed
- Completed

3.3

→ Development and enhancement of the local area



Since its inception in 2018, the "Andriani Educational" project has grown substantially evolving into a comprehensive programme with specific sub-projects.

In 2024, a significant step was made with the introduction of quantitative surveys to measure changes in the knowledge and eating habits of students and their families, contributing to greater awareness on the topics of sustainability and health, and strengthening the link between schools and the community.

It is important to point out that the project in its current form will not continue for the 2024/2025 academic year.

Nevertheless, the Andriani EDU path will continue in other ways maintaining a strong focus on company visits with a view to PCTO and other initiatives. This transformation will make it possible to integrate the accumulated experiences and adapt to new educational and territorial needs, ensuring the maintenance of meaningful relationships with schools and the local community.

Connectivity		2024 Goals		Progress*	2025 Goals		SDGs	Primary GCs
Impact objectives	Material topics	Support activities	KPIs		Support activities	KPIs		
Contributing to the development and enhancement of the local area through awareness, enhancement, and training activities	Inclusive and sustainable communities	Diffusion of sustainability culture in the academic world	100 hours	●	Diffusion of sustainability culture in the academic world	Maintenance		All
			594 visiting students (2023/2024 academic year)	●		Maintenance		
		EDU Project aimed at schools from nursery all the way to high school	41 schools, 107 teachers, 1,920 students, 65 hours of training	●	EDU Project aimed at schools from nursery all the way to high school	Maintenance		
		Implementation of new Short Educational Modules	no brief modules were implemented	●				
		Pilot project for high schools: training on new kinds of entrepreneurship in the agrifood industry	25 students from agricultural school for a total of 30 hours	●	Pilot project for high schools: training on new kinds of entrepreneurship in the agrifood industry	Maintenance		
		The Taste of the Future Project	6 schools, 37 teachers, 2,400 students	●				
		Diffusion of sustainability culture in the community	60 hours of participation in conferences, focus groups	●	Diffusion of sustainability culture in the community	70 hours of participation in conferences, focus groups		
Networking at institutional level on sustainable development and the common good			20 students tutored for dissertations	●		Maintenance		
		Sustainability performance measurement path	Impact profile improvement	●	Sustainability performance path	B Corp Recertification		
		Collaborations with national and international institutions	40 hours of participation at institutional events	●	Collaborations with national and international institutions	50 hours of participation at institutional events		

Progress*

- In start-up phase
- Partly completed
- Completed



→ Climate change and the circular economy



Andriani's environmental strategy is made up of three macro-areas: Carbon Neutrality, Circular Economy and Innovation, Protecting Biodiversity. The first two macro-areas belong in this Impact Area, while the third is contextual to the "Production Chain and Sustainable Agriculture" Impact Area.

Andriani's path towards Carbon Neutrality primarily entails various investments in energy efficiency, circular and efficient resource use and self-production of energy from renewable sources, all of which not only benefit the environment but also ensure that the company is strategically positioned to succeed in its target market.

The strategy implemented by the company follows a from gate to gate approach including Scope 1 and Scope 2 emissions, and involves the cyclical implementation of the following activities within the Group's perimeter:

- identification of emission sources;
- quantification and continuous monitoring of emissions;
- progressive reduction of emissions through the development of targeted projects;
- offsetting residual emissions through the purchase of certified carbon credits.

It should be noted that the carbon offsetting mechanism through Carbon Credits, is only implemented, on an annual basis, downstream of emission reduction measures, with a view toward continuous improvement. Andriani's goal is to gradually reduce emissions to a level that is close to zero, with offsetting only used for emissions below what is deemed "physiological" given the technology and resources now in use.

Some of the goals stated for this macro-area in 2023 were fully achieved in 2024, while others are still in progress. As can be seen in the table, three activities were postponed to 2025, retaining the same goals and KPIs.


Furthermore, aware that the climate impact of business extends well beyond its own perimeter, in 2024 the Group committed to a detailed mapping process of the Scope 3 emissions of its value chain, deriving from the various categories identified by the GHG Protocol. This mapping is fundamental to set a baseline to implement the necessary improvement actions aimed at the progressive reduction of emissions, according to a medium and long-term strategy that addresses the entire value chain in a synergistic way towards a "Net-Zero" goal. In this regard, the Company is considering evaluating new tangible and targeted reduction goals according to the scientific approach developed by SBTi.






For 2025, in addition to updating objectives and the respective KPIs, another objective was added relating to the digitalisation path the company is pursuing. In particular, thanks to collaboration with its partner Buhler, a pilot project is currently under development aimed at implementing a tracking and monitoring system through the collection of static and dynamic data of the carbon footprint of Felicia products, to acquire useful data more accurately to develop projects to reduce the same carbon footprint.

Also in 2024, Andriani and Apulia Kundi's collaboration facilitated the recovery of around 1,900,000 litres of water used for die washing at the pasta plant. This resource was successfully reused for Spirulina cultivation, fully achieving the goal set of 1,600,000 litres by 2024.

Also in this case, a further two objectives were set for 2025: an increase in internal reuse of by-products from our production processes and the introduction of ingredients from the circular economy in recipes in our brand Felicia.

Finally, in the same year, Andriani extended its long-standing Supporting Member relationship with UNISG, continuing its active promotion of a sustainability culture. This commitment was carried out through participation in educational initiatives on various topics in collaboration with national and Puglia-based universities.

Connectivity		2024 Goals		Progress* Progress*	2025 Goals		SDGs	Primary GCs
Impact objectives	Material Topics	Support activities	KPIs		Support activities	KPIs		
Reducing CO ₂ emissions and the efficient use of resources	Emissions	Monitoring the CO ₂ produced in the company's perimeter (Scope 1 and Scope 2)	= 0 kgCO ₂ ^{eq} /tonne produced *	●	Monitoring the CO ₂ produced in the company's perimeter (Scope 1 and Scope 2)	= 0 kgCO ₂ ^{eq} /tonne produced *		7, 8, 9
			= 0 kgCO ₂ ^{eq} /k€ turnover *	●		= 0 kgCO ₂ ^{eq} /k€ turnover *		
			= 0.14 tCO ₂ ^{eq} /tonne produced	●		= 0.13 tCO ₂ ^{eq} /tonne produced		
			= 48.7 kgCO ₂ ^{eq} /k€ turnover	●		= 45 kgCO ₂ ^{eq} /k€ turnover		
		Increase in the share of self-production of renewable energy	Achieving a share of energy requirement from self-produced renewable energy equal to 10%	●	Increase in the share of self-production of renewable energy	Achieving a share of energy requirement from self-produced renewable energy > 10%		
		Purchase of 100% of electricity from a renewable source (covered by GO)	Maintaining 100% of energy purchased originating from renewable sources	●	Purchase of 100% of electricity from a renewable source (covered by GO)	Maintaining 100% of energy purchased originating from renewable sources		
		Monitoring and tracking energy flows inside the company perimeter	Extension of monitoring electricity consumption at the production line and/or process level	●	Monitoring and tracking of energy flows within the company' perimeter	Extension of monitoring electricity consumption at the production line and/or process level		
			Extension of the thermal energy flow monitoring system to the plants that do not have it	●		Extension of the thermal energy flow monitoring system to the plants that do not have it		
		Atmospheric CO ₂ absorption through the cultivation of spirulina	2.74 t of atmospheric CO ₂ captured	●	Atmospheric CO ₂ absorption through the cultivation of spirulina	4.5 tonnes of CO ₂ captured		
		Extension of the SMET monitoring system to also trace water consumption	Startup of the automatic monitoring system of water consumption in the plant	in start-up phase	Extension of the SMET monitoring system to also trace water consumption	Startup of the automatic monitoring system of water consumption in the plant		
		Installation of a biomass boiler to reduce direct emissions of CO ₂ ^{eq}	10% reduction in emissions coming from the combustion of natural gas (excluding offsetting)	●	Installation of a biomass boiler to reduce direct emissions of CO ₂ ^{eq}	A 20% reduction in emissions from the combustion of methane (excluding offsetting)		
						Implementation of a dynamic monitoring and tracking system of the carbon footprint for every single line and SKU ¹		
Offsetting direct CO ₂ residual emissions (SCOPE 1)	Offsetting CO ₂ emissions from the consumption of natural gas	Maintaining 100% offsetting of residual emissions	●	Offsetting CO ₂ emissions from the consumption of natural gas	Maintaining 100% offsetting of residual emissions			
	Offsetting CO ₂ ^{eq} emissions from the use of company-owned vehicles	100% of CO ₂ ^{eq} emissions offset	●	Offsetting CO ₂ ^{eq} emissions from the use of company-owned vehicles ²	Maintaining 100% offsetting of residual emissions			
	Offsetting involuntary fugitive emissions (F-GAS)	100% of CO ₂ ^{eq} emissions offset	●	Offsetting involuntary fugitive emissions (F-GAS) ²	Maintaining 100% offsetting of residual emissions			
Reducing SCOPE 3 CO ₂ emissions	Monitoring Scope 3 emissions	Start categorisation, mapping, and quantification (15 categories) of Scope 3 emissions	●	Monitoring Scope 3 emissions	Implementation of a continuous monitoring plan and progressive reduction of Scope 3 emissions			

Connectivity		2024 Goals		Progress*	2025 Goals		SDGs	Primary GCs
Impact objectives	Material Topics	Support activities	KPIs		Support activities	KPIs		
Setting medium and long-term reduction targets		Definition of a medium-term reduction target in line with the Science Based Target Initiative (SBTi)	Definition of numeric targets	●	Definition of a medium-term reduction target in line with the Science Based Target Initiative (SBTi)	Definition of numeric targets	    	7, 8, 9
		Definition of a long-term Net-Zero reduction target in line with the Science Based Target Initiative (SBTi)	Definition of numeric targets	●	Definition of a long-term Net-Zero reduction target in line with the Science Based Target Initiative (SBTi)	Definition of numeric targets		
Implementation of circular economy practices	Sustainability of packaging and waste management	Reusing water resources through the cultivation of spirulina	1,900,000 litres of water re-used for spirulina cultivation	●	Reusing water resources through the cultivation of spirulina	2,000,000 re-used for the cultivation of spirulina		
					Reusing internal by-products from raw material processing ¹	29.2% of by-products reused internally		
					Introduction of ingredients from the circular economy in recipes of Felicia products ¹	1 recipe developed		
Contributing to financing scholarships in the circular economy and carbon neutrality	Transition towards a circular economy	Supporting Member of UNISG with the granting of scholarships	1 scholarship awarded as UNISG Supporting Member	●	Supporting Member of UNISG with the granting of scholarships	1 scholarship awarded as UNISG Supporting Member		

¹ after OFFSETTING Scope 1 emissions

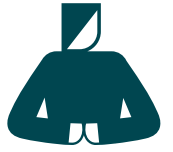
² New KPIs implemented in 2024 not present in the previous Impact Report

Progress*

- In start-up phase
- Partly completed
- Completed



→ Value of the people and Group identity



The theme of well-being is the focal point of all Andriani activities and is constantly promoted as an indispensable element of a Human Resource Management approach focusing on promoting a positive working environment, able to foster the well-being of collaborators understood in a holistic sense. Following the principles of Positive Psychology, the company is committed daily to offering rewarding experiences and positive relationships and allowing self-expression and developing individual potential and aspirations.

At the heart of the Andriani human resources management model the concept of Care is promoted, in all its facets, as a propensity of the company to make people feel good on a physical and psycho-emotional level, in an attempt to make them antifragile, therefore capable not only of dealing with events of great importance and often unpredictable but also of making the best of them, contributing to the creation of a balance between the professional role and the various roles played by each person in their personal life.

To this end every year the Company organises projects and initiatives aimed at creating all-round psychophysical well-being. Part of these initiative is the Andriani Wellness project, inside which a company gym has been created, open from early morning to evening, so it can be used by everyone, and where personalised physical activities are organised based on each person's lifestyle and the type of tasks performed. Courses are organised during working hours in accordance with the Andriani flexibility concept, for which the static space-time binomial was overturned for a completely smart working model, where everyone can decide independently when and where to work, with the achievement of company objectives as their guide.

In 2024 Andriani also started Forest Bathing activities:

Forest Bathing, based on the Japanese philosophy of Shinrin Yoku, is an informal experience free from expectations oriented towards well-being.











During forest bathing attention focuses on the connection and relationship with the naturalistic context one is immersed in; it is an excursion with both direct and indirect effects aimed at helping eliminate what harms us in urban habitats, namely smog, crowding and stress. This experience also leads to regenerative effects, reconnecting the intimate connection of participants with nature, walking in a forest without haste, letting oneself be guided only by the smells and colours of nature, thanks to contact with the trees, to be experienced in tranquillity, forgetting about time, but dedicating all the necessary time to it, the same time you think you never have, but which is essential reserved for oneself, in total harmony with what surrounds us.

Also in 2024 Andriani inaugurated a Hair Salon, a corporate hair-dressing service aimed at the entire company population, free and active during work hours, where anyone can turn to for hair styling or beard care.

Andriani has always been committed to enhancing People, aware that only by focusing on each person's "specialties" and appropriately combining knowledge, personal and professional experiences, generations, gender and cultures it is possible to create value, realising tacit quality that goes far beyond mere formality produced by the fulfilment of each individual's duties.

Andriani, by constantly fostering the creation of inclusive and participatory leadership, where everyone, regardless of their professional role, can express ideas, suggestions, proposals for efficiency and carry out strategic projects for the Company, even though they come from business areas with different focuses, continuously creates opportunities for discussion and brainstorming, even in informal situations, where calmness and a positive state of mind can facilitate the generation of new ideas and decision-making.

Andriani as a Benefit Corporate and a B Corp, in 2024 signed the Manifesto for gender equality in the Italian supply chain, in partnership with the Winning Women Institute and Danone, aimed at promoting gender equality as a key lever for competitiveness for the creation of an inclusive culture. Gender equality certification was inserted into the supplier code of conduct as a preferential criterion. The company also carried out training activities after conducting an internal survey aimed at analysing knowledge and any stereotypes related to the concept of Diversity in a broad sense with a specific focus on gender issues and LGBTQIA+, which focused on the creation of spaces for reflection and in-depth analysis regarding these topics.

Connectivity		2024 Goals		Progress*	2025 Goals		SDGs	Primary GCs
Impact goals	Material Topics	Support activities	KPIs		Support activities	KPIs		
Promoting psychological well-being	Health and well-being in the workplace	Well-being - excursions (forest bathing) ¹	192 hours		Well-being excursions (forest bathing)	Maintenance		3,4,5,6
Promoting Corporate Well-being	Human rights and decent work	Well-being (gym)	2,000 hours		Well-being (gym)	Maintenance		
		Bike to work ¹	total km = 25,480 CO2 not emitted = 2,420.6 litres of fuel saved = 3,643.64		Bike to work	Maintenance		
		Andriani Wellness	135 samples		Andriani Wellness	Maintenance		
Parenting enhancement	Diversity and development of human resources	Summer lab Andriani ¹	7,875 hours		Summer lab Andriani	Maintenance		
		Arts Academy Andriani ¹	1,056 hours		Arts Academy Andriani	Maintenance		
Diversity, equity & inclusion		The ABC of diversity ¹	132 hours		The ABC of diversity	Maintenance		
		General training on PDR 125 ¹	72 hours		General training on PDR 125	Maintenance		
		Business theatre and microaggressions ¹	128 hours		Business theatre and microaggressions	Maintenance		

¹ New KPI implemented in 2024 not present in the previous Impact Report

Progress*

-  In start-up phase
-  Partly completed
-  Completed

Annexes

→ [Annex A](#)

→ [Annex B](#)



→ Overall score B Impact Assessment

This management tool, used by more than 50,000 companies all over the world, including 3,000 B Corp certified, helps companies to evaluate their impact on various stakeholders, including workers, the local community, customers and the environment.

Overall score

93.4

Operation score

70.2

IBM score

18.2

N/A score

4.9

Impact area

GOVERNANCE

Score

17.6

Learn how the company can improve policies and practices related to the mission, ethics, responsibility, and transparency.

Impact area

WORKERS

Score

23.2

Learn how the company can contribute to the personal, professional, and financial well-being of its workers.

Impact area

COMMUNITY

Score

20.2

Learn how the company can contribute to the economic and social well-being of the community the company operates in.

Impact area

ENVIRONMENT

Score

26.0

Learn how the company can improve its general environmental management.

Impact area

CUSTOMERS

Score

6.2

Learn how the company can improve the value created for the customers and direct consumers of the company's products and services.



[Overall score B Impact Assessment](#)














The details of the internal assessment activity, i.e. the BIA sub-area and the BIA topic, to which the GRI disclosure and the related SDGs, as well as the Global Compact Principles are linked, are also reported for each of the 5 impact areas.

Impact Area → Production chain and sustainable agriculture

BIA Impact Topic	GRI	Disclosure	SDGs	Global Compact
Supply Chain Management	408-1	Operations and suppliers at significant risk for incidents of child labor	  	5
Disclosure Industries	408-1	Operations and suppliers at significant risk for incidents of child labor	  	5
Disclosure Practices	408-1	Operations and suppliers at significant risk for incidents of child labor	  	5
Supply Chain Disclosure	408-1	Operations and suppliers at significant risk for incidents of child labor	  	5
Mission & Engagement	408-1	Operations and suppliers at significant risk for incidents of child labor	  	5
Supply Chain Management	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	 	4
Disclosure Industries	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	 	4



































































Impact Area → Health and well-being

BIA Impact Topic	GRI	Disclosure	SDGs	Global Compact
Disclosure Outcomes & Penalties	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		-
Supply Chain Management	417-1	Requirements for product and service information and labeling	 	-
Customer Stewardship	417-1	Requirements for product and service information and labeling	 	-
Land & Life	417-1	Requirements for product and service information and labeling	 	-
Disclosure Outcomes & Penalties	417-2	Incidents of non-compliance concerning product and service information and labeling		-
Disclosure Outcomes & Penalties	417-3	Incidents of non-compliance concerning marketing communications		-
Customer Stewardship	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		-
Disclosure Outcomes & Penalties	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		-



















Impact Area → Development and enhancement of the local area

BIA Impact Topic	GRI	Disclosure	SDGs	Global Compact
Civic Engagement & Giving	201-1	Direct economic value generated and distributed	 	-
Governance Metrics	201-1	Direct economic value generated and distributed	 	7
Economic Impact	202-2	Proportion of senior management hired from the local community		6
Governance Metrics	204-1	Proportion of spending on local suppliers		-

Impact area → Climate change and circular economy

BIA Impact Topic	GRI	Disclosure	SDGs	Global Compact
Air & Climate	302-1	Energy consumption within the organization	    	7, 8
Air & Climate	302-3	Energy intensity	    	7, 8
Disclosure Outcomes & Penalties	303-1	Interactions with water as a shared resource	   	7, 8
Water	303-1	Interactions with water as a shared resource	   	7, 8
Water	303-3	Water withdrawal	   	7, 8
Land & Life	304-2	Significant impacts of activities, products and services on biodiversity	   	7, 8
Air & Climate	305-1	Direct (Scope 1) GHG emissions	    	7, 8
Air & Climate	305-2	Energy indirect (Scope 2) GHG emissions	    	7, 8
Air & Climate	305-3	Other indirect (Scope 3) GHG emissions	    	7, 8
Air & Climate	305-4	GHG emissions intensity	    	7, 8
Air & Climate	305-5	Reduction of GHG emissions	  	7, 8
Environmental Management	306-2	Waste by type and disposal method	  	7, 8
Land & Life	306-2	Waste by type and disposal method	  	8
Health, Wellness, & Safety	306-2	Waste by type and disposal method	  	8
Land & Life	306-3	Waste generated	   	8
Disclosure Outcomes & Penalties	306-3	Waste generated	   	8

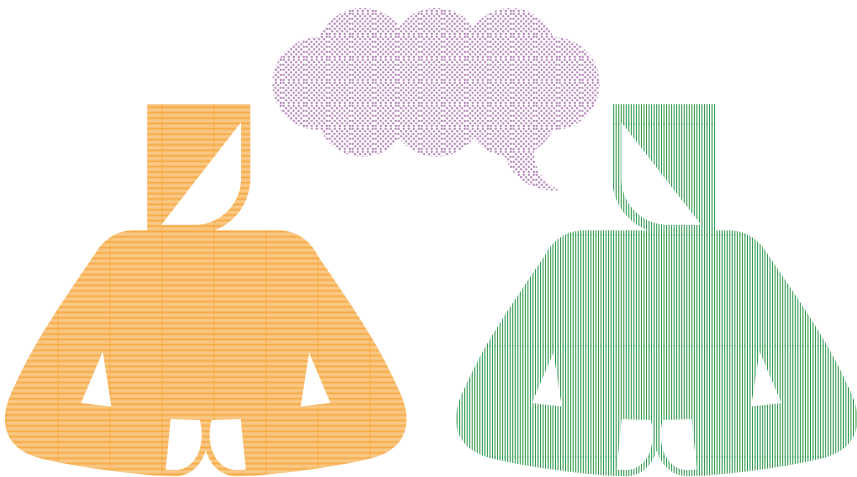
Impact Area → Value of the people and group identity

BIA Impact Topic	GRI	Disclosure	SDGs	Global Compact
Ethics & Transparency	205-1	Operations assessed for risks related to corruption		
Economic Impact	401-1	New employee hires and employee turnover	 	6
Engagement & Satisfaction (Hourly)	401-1	New employee hires and employee turnover	 	6
Engagement & Satisfaction (Salaried)	401-1	New employee hires and employee turnover	 	6
Engagement & Satisfaction (Hourly)	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	  	6
Engagement & Satisfaction (Salaried)	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	  	6
Engagement & Satisfaction	401-3	Parental leave	 	6
Health, Wellness, & Safety	403-1	Occupational health and safety management system	 	6
Health, Wellness, & Safety	403-2	Hazard identification, risk assessment, and incident investigation	 	6
Health, Wellness, & Safety	403-3	Occupational health services	 	6
Health, Wellness, & Safety	403-4	Worker participation, consultation, and communication on occupational health and safety		6
Health, Wellness, & Safety	403-5	Worker training on occupational health and safety		6
Health, Wellness, & Safety	403-6	Promotion of worker health	 	6
Disclosure Outcomes & Penalties	403-9	Work-related injuries	  	6
Health, Wellness, & Safety	403-9	Work-related injuries	  	6
Disclosure Outcomes & Penalties	403-10	Work-related ill health	  	6
Career Development (Hourly)	404-1	Average hours of training per year per employee	 	6
Diversity, Equity, & Inclusion	405-1	Diversity of governance bodies and employees	  	6
Disclosure Outcomes & Penalties	406-1	Incidents of discrimination and corrective actions taken	  	6
Engagement & Satisfaction	406-1	Incidents of discrimination and corrective actions taken	  	6

Andriani towards
sustainable
development



Watch the video



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