OVERVIEW
SUSTAINABILITY REPORT
2025



GRUPPO Colussi
ECCELLENZA ITALIANA



Who we are

Colussi Group is an Italian family-owned company with over 200 years of history in the food industry.

Since 1791, generations of the Colussi family have passed down an entrepreneurial culture built on know-how, the pursuit of excellence, and a vision that combines deep roots with a pioneering spirit.

GRUPPO Colussi
ECCELLENZA ITALIANA

Over
200
years of family business history

Consolidated revenues
438.7
million euros

More than
2,000
employees

11
production facilities

3
business areas

9
main brands

Products sold in
80
countries worldwide



Purpose

We believe food has the power to create real connections between people and to promote well-being. By combining our family tradition with Italian know-how, we innovate responsibly to create high-quality, sustainable products for people across the world.

Values

Integrity

A constant commitment to acting ethically and responsibly, rejecting any form of unfair or improper practice.

Tradition & Innovation

A focus on innovation as a driver of growth and incessant improvement, balanced with a guiding and inspiring tradition. Valorising new ideas, technologies and approaches capable of generating value, consistent with the Group's roots and identity principles.

Quality

A commitment to those who choose us, ensuring the highest quality and safety standards in all products and production processes.

Sustainability

A tangible commitment to reducing environmental impact and promoting sustainable development, in order to ensure the well-being of present and future generations, in harmony with the ecosystem.

International mindset

The ambition to transcend national borders to seize global opportunities, transforming cultural diversity into a competitive edge and integrating international best practices to generate value.

Participation

The pivotal role of the individual in all initiatives, encouraging active involvement within the organisation and in external relationships.

Governance



Objectives

- Enhance the company's Risk Management framework
- Progressively extend the ESG governance model to the Group's foreign subsidiaries

2025 RESULTS

Admission to The Henokiens
The association of the world's 56 family-owned companies with more than 200 years of continuous family ownership.

New **ESG Governance** model

28% managers' variable remuneration linked to **ESG targets**

29% **independent directors** on the Board of Directors

Products



Objectives

- Improve the nutritional profile of products and promote well-being
- An increasingly tailored offer to meet different nutritional needs

2025 RESULTS

32% **flour from a controlled supply chain** supported by the Colussi cultivation protocol and the digitalisation of agricultural operations.

5,000+ tonnes of **flour from the controlled supply chain vs. 2023**

Launch of **Misura's plant-based product** line

Only eggs from **barn-raised or free-range hens**

No palm oil in any bakery products

People



Objectives

- Promote inclusiveness within the company and in relationships with stakeholders
- Strengthen workplace health and safety practices

2025 RESULTS

Gender Equality certification extended to all Italian Group companies

Employee Engagement: company Town Halls and Open Factory initiatives

New performance **evaluation and career development** system

Health and Safety: BBS and Smoke-Free programmes implemented

Launch of the **BiscoRotti Colussi** inclusion awareness campaign

6 million portions donated to Banco Alimentare

Environment



Objectives

- Maintain the controlled wheat supply chain and develop regenerative agriculture practices and biodiversity actions
- Maintain 100% renewable electricity and offset residual emissions from manufacturing sites

2025 RESULTS

100% electricity from renewable sources in all production facilities

More than 50 products assessed through **LCA** studies

Over 90% of paper packaging for main brands is **FSC®-certified**

100% **offsetting of residual CO_2** emissions at production facilities

CONAI Award for packaging eco-design

Regenerative agriculture & biodiversity: pilot areas for sustainable supply chain