



# 2021 VALUE GENERATION

We contribute towards the generation of wealth and progress of society and we are moving forward along the path to green transition

## ECONOMIC SPHERE



### Employees

→ €375.5 million Payments to employees

### Society

→ €5.3 million Investment in welfare programmes

### Environment

→ €5.9 million Environmental investments

### Shareholders

→ €176 million Dividends paid to shareholders

### Tax contribution

→ €131.2 mill. Taxes paid

### Suppliers

→ €1842 mill. Consumption and external and operating expenses

## ENVIRONMENTAL SPHERE



### We work towards mitigating climate change:

- 9,068 t.CO<sub>2e</sub> of emissions avoided through the use of renewable energies in our production plants
- 50,705 t.CO<sub>2e</sub> of emissions avoided through the use of more efficient routes in our marine logistics (Ecofreight)
- €2.6 million invested in sustainable agriculture programmes

### We continue our progress towards circularity:

- 61% of waste is recovered and re-used
- 55% of our packaging is recyclable
- 37% of packaging recycle-ready
- 20% reduction of plastic packaging

## SOCIAL SPHERE



### Determined to retain talent and ensure the development of our professionals:

- 93.52% of our employees have permanent contracts
- 234 internal promotions during the year
- 120,322 training hours participants, 8% more than in 2020

### We are committed to enabling a good work-life balance:

- 23.76% of our office employees work from home according to a regulated procedure

### We invest to create safe work spaces:

- €2.9 million invested in Occupational Hazard Prevention, 32% more than in 2020
- 10.69% fewer lost-day injuries

### We contribute towards the creation of a more inclusive, more egalitarian society:

- 166 social initiatives launched in the communities in which we operate
- 129 projects directed at mitigating the effects of COVID-19

### We ensure compliance with the Human Rights Guiding Principles:

- 16 SMETA audits at own workplaces
- 27 SMETA audits in supply chain

### We source responsibly and sustainably:

- 295,050 tonnes of rice from certified crops