



Storie di farina



IMPACT REPORT 2024

AGUGIARO & FIGNA MOLINI S.P.A.
SOCIETÀ BENEFIT

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1. Letter to Stakeholders

Dear Stakeholders,

With great enthusiasm, we share with you our first Impact Report as a Benefit Corporation. This document marks a fundamental milestone in our growth journey, where sustainability and social commitment also formally take on a central role in our corporate strategy.

Agugiario & Figna Molini S.p.A. S.B., always rooted in traditions, in the territory and in people, chose in 2024 to further formalize its commitment towards sustainability by acquiring the status of Benefit Corporation. This step drives us to pursue, alongside profit, objectives that promote social and environmental well-being, committing ourselves to adopt sustainable practices.

During the year, we continued to invest in people, focusing on their growth and well-being. Our collaborations with institutions and training schools specialized in the milling sector, as well as in the gastronomic and food fields, are a testimony to our commitment to generate value not only within the company, but also in the broader community.

We have also adopted policies aimed at reducing environmental impact, fostering sustainable innovation and the responsible use of natural resources. Sustainability is a commitment that involves every single aspect of our business: from respect for the environment to the choice of increasingly responsible packaging, from improving production processes to waste management.

As a Benefit Corporation, we feel responsible not only towards our shareholders, but also towards the communities, customers, and the territory in which we operate. We want to be an example of how a company can thrive not only in the market, but also by generating a positive impact on society. We are convinced that only by creating shared value can we build a more sustainable and prosperous future for everyone.

This Impact Report is not only an accountability document, but a testimony of our concrete and tangible commitment in favor of a more sustainable world. Every step we take in the coming years will be guided by the continuous search for solutions that contribute to the well-being of people and respect for the environment.

We are determined to pursue objectives of positive impact on the environment, on society and on the well-being of our employees. We firmly believe that attention to sustainability and collective well-being is fundamental to building a fairer and more prosperous future. Thanks to the support and trust of our

suppliers, customers and partners, we are able to promote values of social and environmental responsibility, investing in human capital and in the well-being of local communities.

In conclusion, we want to thank our suppliers, customers, and partners, without whom these results would not have been possible. Together, we will continue to pursue our mission and build a better, shared and sustainable future.

With esteem and gratitude,

The Board of Directors of Agugiaro & Figna Molini S.p.A. S.B.



2. Introduction and objectives of the document

This first year as a **Benefit Corporation** for Agugiaro & Figna Molini S.p.A. S.B. has represented an important milestone in our journey of commitment towards sustainability. The objective of this **Impact Report** is to provide a transparent and detailed accountability on the actions undertaken since our transformation into a Benefit Corporation, which took place in July 2024, as well as on the positive impacts generated at social and environmental level, in line with the founding principles of our new corporate mission.

Starting from our transformation into a Benefit Corporation, we have embarked on a path that has led us to define our Common Benefit Management Plan. The initiatives we have developed are focused on issues of social, economic and environmental sustainability, and reflect our growing commitment to the well-being of people, the protection of the environment and the support of local communities. Our company has always given great importance to the quality of its products and to the impact that each of our decisions has on the environment and on people, with particular attention to the needs of future generations.

This Report was drafted in compliance with the provisions set out by Law no. 208/2015, which obliges Benefit Corporations to annually report the common benefit objectives achieved, measuring the social and environmental impact of their activities and identifying areas for improvement for the following years. For the evaluation of the generated impact, we have taken into consideration specific assessment criteria in the fields of **governance, workers, community, environment and customers**, seeking to obtain an objective and comprehensive measurement of the actions undertaken, also with the aid of external assessment tools, such as the **Benefit Impact Assessment (BIA)** developed by B Lab.

This document therefore aims to transparently describe the most significant initiatives that we have undertaken since acquiring the status of Benefit Corporation, with a particular focus on those that have had the most relevant impact in terms of sustainability. Each initiative described highlights our continuous commitment to a development model that generates economic, social and environmental value, not only for direct stakeholders, but also for the wider community. With this Report, we intend not only to share the results achieved, but also to outline the objectives we aim to reach in the near future, in a continuous cycle of improvement of our corporate practices.

In particular, we have gathered and documented for each of the common benefit purposes provided for by the Bylaws of our Company, the main actions undertaken, the results achieved and the future opportunities, so that our stakeholders may have a clear and complete view of our work.

We have committed ourselves so that this **Impact Report** is a first step towards ever greater transparency and dialogue with all our partners, customers and employees, with the objective of building together a more sustainable and responsible future.



3. Who we are

Agugiaro & Figna Molini S.p.A. S.B. was born from the union of two historic Italian families, whose long experience in the milling sector is rooted in a centuries-old tradition and a strong bond with the territory. The Agugiaro family took over in 1831 the mill of Curtarolo (PD), already active in the grinding of wheat since the 15th century. The Molino Figna, instead, was founded in 1874 in Parma. The integration of the two entities, formalized in 2003, gave life to a solid and innovative group, today a point of reference in the Italian and European milling landscape.

Today, we at Agugiaro & Figna Molini S.p.A. S.B. are a point of reference in the food sector, especially in the production of flours and mixes for pizza, bread, pastries and pasta and in other segments. The company serves customers in over 90 countries worldwide, covering a wide range of users that goes from industrial producers to distributors, from pizzerias and pastry shops to large-scale retail chains (GDO).

In 2024, Agugiaro & Figna Molini S.p.A. S.B. consolidated its commitment towards a future increasingly oriented to sustainability and social responsibility, becoming a Benefit Corporation. This transformation represents our commitment to pursue a business model that goes beyond profit, aiming to generate a positive impact both on the environmental and social level, creating value for the community and for the territory.

Thanks to the integration of technological innovation with traditional know-how, we create products that meet a market increasingly attentive to quality and sustainability.

With a multidisciplinary approach and solid technical expertise, the professionals of Agugiaro & Figna Molini S.p.A. S.B. face the challenges of the food market with a global and concrete vision, continuing to innovate to meet the needs of partners and customers. The Agugiaro & Figna Group, of which Agugiaro & Figna Molini S.p.A. S.B. is the most important company in terms of size and organization, is strongly committed to sustainability issues, with initiatives ranging from reducing environmental impact to promoting responsible and inclusive practices. Our commitment to sustainability consists in carrying forward projects and innovative solutions for the food sector, enhancing the sharing of skills and technological innovation as fundamental principles to build a sustainable future and generating a positive impact both in the sector and in society.

In summary, Agugiaro & Figna Molini S.p.A. S.B. confirms itself as a leader in the milling sector, a company that has been able to evolve over time while maintaining a balance between tradition and innovation, with the goal of creating a sustainable future for the next generations.



4. What is a Benefit Corporation

Benefit Corporations (SB) were introduced into our legal system, the first country in the world after the United States, by Law no. 208/2015 (the so-called Stability Law 2016). These companies are characterized by the fact that, in addition to pursuing profit, they commit themselves to achieving one or more purposes of common benefit, operating in a responsible, sustainable and transparent manner towards people, communities, territories, environment, cultural and social assets and activities, entities and associations and other stakeholders (pursuant to art. 1, par. 376, Law no. 208/2015).

Benefit Corporations represent an evolution of traditional companies, although they do not constitute a new legal form. They may take the form of either partnerships or corporations, applying the rules of the civil code and the relevant special laws.

MAIN CHARACTERISTIC OF BENEFIT CORPORATIONS

Purpose of Common Benefit: Benefit Corporations must include in their bylaws, within the corporate purpose, the objective of generating positive value for all stakeholders involved.

Common Benefit Management Plan: annually, Benefit Corporations must plan the actions aimed at achieving the purposes of common benefit. This plan includes:

- The articulation of general objectives into specific annual or multi-year objectives.
- The planning and monitoring of actions in support of the specific objectives, identifying any improvement actions.
- The definition of KPIs (Key Performance Indicators) to measure the changes produced in the short, medium and long term on the areas of direct intervention.

Evaluation of the Generated Impact: the results obtained in terms of positive impact on people, environment, community and territory must be clearly presented through an external assessment standard equipped with specific criteria and requirements.

Impact Report: Benefit Corporations must report the results achieved and identify new objectives for the future in a clear and transparent manner through an annual report, to be attached to the financial statements and published on the company's website.

Governance: the governance of Benefit Corporations must ensure the balance between the purposes of common benefit, the interest of shareholders and of all stakeholders, that is, all parties on whom the

company's activity may have an impact (e.g. workers, customers, suppliers, financiers, creditors, public administration and civil society).

Impact Manager: Benefit Corporations must appoint an internal or external person (the so-called Impact Manager) responsible for pursuing the purposes of common benefit, granting them the powers necessary for this purpose.

These characteristics outline a business model that not only aims at profit, but also at generating value for society and the environment, promoting sustainable and responsible growth.

In conclusion, the Legislator has introduced not a new legal corporate form but rather a new model of company that associates the exercise of economic activity with the simultaneous realization of common benefits and positive impacts, in terms of **creating value** for the **environment**, for **workers** and for all **stakeholders** and, more generally, for the **entire community**.



5. Agugiaro & Figna Molini S.p.A. as a Benefit Corporation

In 2024, Agugiaro & Figna Molini S.p.A. took a significant step in its path of sustainable growth, officially transforming itself into a Benefit Corporation. This choice reflects our commitment to pursuing objectives that go beyond simple economic profit, adopting a business model that integrates the creation of value for the environment, society and local communities, thus becoming an example of corporate responsibility. The decision to become a Benefit Corporation is not only a formal change, but a willingness to embed in our DNA the idea that the success of a company must be measured not only by economic results, but also by the positive impact it generates.

To obtain the status of Benefit Corporation, we undertook a series of necessary and strategic actions. Firstly, the corporate mission was renewed, integrating values and objectives aimed at generating a concrete common benefit. Within the corporate bylaws, the intention to pursue purposes of common benefit was included, with measurable and sustainable actions, which have become an integral part of the corporate purpose.

Furthermore, the company defined specific, concrete and measurable objectives for the achievement of these purposes and appointed Edoardo Vernetti Prot, General Manager, as Impact Manager. In this role, he is responsible for guiding the achievement of these objectives, supporting corporate governance in reporting and monitoring activities.

To facilitate the achievement of these objectives, an action plan was drawn up, the Common Benefit Management Plan, which outlines the actions in support of the individual objectives. Periodic monitoring will ensure constant control over the progress of activities and will allow corrective actions to be undertaken where necessary.

The company also makes use of an external standard for the evaluation of the generated impact, developed by a third party, which includes thematic areas such as corporate governance, workers management, interaction with stakeholders and the environment, to accurately and qualitatively measure the performances achieved.

Finally, Agugiaro & Figna Molini S.p.A. S.B. will annually publish the Impact Report, describing in detail the objectives achieved, the actions undertaken and the positive impact generated.

We have always placed at the center of our strategy the importance of developing sustainable, responsible and inclusive corporate practices, both on the social and environmental level. Among the main projects launched before the company became a Benefit Corporation, a significant example is the project 'Il Bosco del Molino', which saw the planting of 18,000 trees to offset the CO₂ emissions produced by its plants. Subsequently, within the framework of the Common Benefit Management Plan, several complementary

initiatives related to this project were launched, to further monitor and protect the surrounding environment and biodiversity.

Alongside the environmental aspects, we pay great attention to human capital, constantly investing in the training of our employees and collaborators. Recognizing that skills development and workplace well-being are essential for innovation and corporate growth, Agugiaro & Figna Molini S.p.A. S.B. is committed to ensuring working conditions that foster work-life balance, creating an environment that promotes inclusiveness, diversity and mutual respect.

The status of Benefit Corporation marks an important milestone in consolidating a vision that integrates economic success with social and environmental responsibility, confirming Agugiaro & Figna Molini S.p.A. S.B.'s commitment to operating in an ethical and sustainable manner, with a positive impact on future generations.



6. Evaluation of the generated Impact

The evaluation of the economic, social and environmental impact generated by corporate activities is a fundamental element for measuring the value that a company brings to the society and the territory in which it operates. For us at Agugiaro & Figna Molini S.p.A. S.B., this accountability activity represents not only an opportunity to monitor the results achieved, but also a key tool to ensure the continuous improvement of corporate performances, in line with the principles of sustainability and social responsibility.

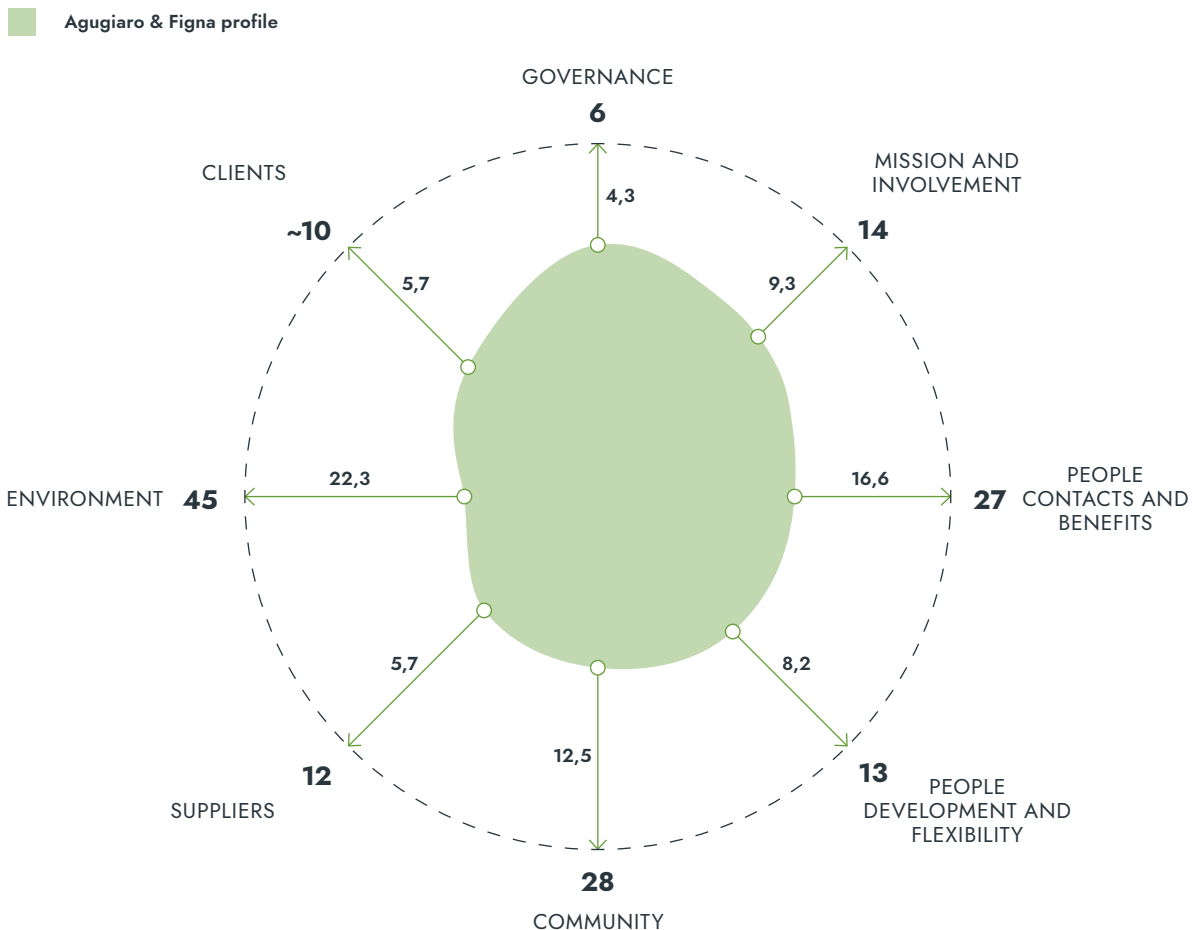
As a Benefit Corporation, we have chosen to adopt the Benefit Impact Assessment (BIA) as a method to measure our social and environmental performances. The BIA, developed by B Lab, a non-profit organization recognized internationally, is considered a comprehensive and rigorous assessment tool, which allows the company to monitor the impact of its activities on multiple fronts, ensuring transparency and consistency with the common benefit objectives.

The Benefit Impact Assessment is structured into five main areas of evaluation:

- 1. Governance:** in this section the level of transparency and responsibility with which the company pursues its common benefit purpose is evaluated. The commitment towards stakeholders, the clarity of corporate policies and the transparency in the practices adopted to ensure ethical and responsible management are considered.
- 2. Community:** this area focuses on our commitment towards local communities and the territory. The relationship with suppliers, social responsibility actions and initiatives to support collective well-being are evaluated, such as volunteering, donations and other actions aimed at promoting local development and strengthening the supply chain.
- 3. Environment:** the overall environmental impact of corporate activities is examined, considering the entire life cycle of products and services. The use of natural resources, energy efficiency, production, logistics and distribution processes are analyzed, with the goal of minimizing ecological impact and promoting sustainability, as in the case of the project 'Il Bosco del Molino', which offsets the CO₂ emissions produced by our production sites.
- 4. Workers:** in this section, corporate policies towards employees are evaluated, focusing on aspects such as remuneration, benefits, training and professional growth opportunities, quality of the work environment and safety. We want to create an environment that fosters inclusiveness, well-being and work-life balance.

5. Customers: finally, the management of customers by the company is examined, in terms of quality of the products and services offered, ethical marketing, data security and feedback channels. In particular, the commitment towards offering products and services that meet specific social needs is evaluated, positively contributing to the community and society as a whole.

From the compilation of the BIA, carried out in the second part of 2024, a total score of 84.6 emerged, higher than the threshold of 80 necessary to start the B Corp certification, our important next objective. In this regard, it is important to underline that, as a precautionary approach, since the transformation into a Benefit Corporation took place in July 2024, the data for the compilation of the BIA also partly refer to the year 2023. It should be noted that, in general, the maximum score obtainable through the BIA is 200. Below is a summary of the results achieved based on the 5 areas of impact examined, namely Governance, Community, Environment, Workers and Customers.



7. Our common benefit purposes

The path towards an increasingly sustainable growth of Agugiaro & Figna Molini S.p.A. S.B. is guided by the common benefit objectives that we have chosen to adopt as an integral part of our strategy.

These objectives define the distinctive approach with which we intend to contribute positively to the social, environmental, cultural and economic spheres. The actions planned annually are aimed at generating a positive impact, with the intention of consolidating the role of the company as a responsible actor attentive to sustainability in all its components.

The 5 common benefit purposes of Agugiaro & Figna Molini S.p.A. S.B. are:

A.

To reduce the impact of economic activity on the environment through activities, direct or indirect, of research and development and of product and process innovation aimed at reducing consumption and waste.

B.

To safeguard the natural heritage and promote the conservation of biodiversity through activities, direct or indirect, of restoration of degraded areas, increase of reforestation and afforestation, and enhancement of native or traditional agricultural productions.

C.

To slow down climate change through the adoption of programs to improve energy efficiency, reduce greenhouse gas emissions and increase the use of energy from renewable sources.

D.

To promote the culture and tradition of the Italian milling art also through the organization of demonstration and training activities relating to company products, and in general to food products, aimed at current and potential customers, as well as at owners and employees of companies operating in the restaurant, pizzeria, bakery and pastry sectors.

E.

To share the value that the Company creates through the support and development of initiatives, direct or indirect, aimed at promoting the physical, psychological, nutritional, social and cultural well-being of all the resources involved in the activities of the Company or of the communities present in the areas where the Company operates.

<div>A.</div> <div>To reduce the impact of economic activity on the environment through activities, direct or indirect, of research and development and of product and process innovation aimed at reducing consumption and waste.</div>		
Specific objective	Activity	Impact area
To reduce waste and consumption through process innovations	Development, in collaboration with suppliers, of new packaging for semi-finished products made entirely of recyclable material	Environment
	Maintenance and continuous monitoring of Il Bosco del Molino for the offsetting of emissions and the protection of biodiversity	Environment
	Maintenance of ISO 50001 certification for the management of energy efficiency	Environment
	Use of machinery with high-efficiency motors to reduce energy consumption and increase productivity	Environment
To support research into soil-beneficial but non-polluting fertilizers	Support to researchers of the Delisoil project, in collaboration with CINSA and ENEA, for the production of soil improvers and innovative fertilizers	Environment

For us at Agugiaro & Figna Molini S.p.A. S.B., actively contributing to the transition towards a more sustainable economic model means integrating environmental sustainability into daily production and decision-making processes. Reducing the impact of our economic activity on the environment is not only a value-based commitment, but also a strategic lever to innovate responsibly. Through activities of research, development and continuous improvement, we aim to reduce consumption, waste and emissions along the entire supply chain, while strengthening our ability to generate shared and lasting value.

During 2024, Agugiaro & Figna Molini S.p.A. S.B. launched a series of initiatives aimed at reducing consumption and waste, through research and development and innovation activities. These initiatives, described below, reflect our commitment to minimize the environmental impact of our operations and to promote sustainable practices throughout our production chain.

DEVELOPMENT, IN COLLABORATION WITH SUPPLIERS, OF A NEW PACKAGING FOR SEMI-FINISHED PRODUCTS, MADE ENTIRELY OF RECYCLABLE MATERIAL

In 2023 Agugiaro & Figna Molini S.p.A. S.B. launched a research and development project within the Open Innovation GrowER League initiative, aimed at replacing the plastic film inside the bags for semi-finished products. The new packaging, developed in collaboration with selected suppliers, is made with a compostable and biodegradable inner lining, suitable for food contact and recyclable with paper, without compromising the product's preservation performance. After an extensive phase of technical and industrial tests, the launch is scheduled from 2025, with the goal of replacing around **200,000 bags per year** and significantly reducing the use of plastic in packaging. The innovation is protected by confidentiality agreements that guarantee exclusivity for the sector, consolidating the company's role as a promoter of sustainable solutions.

MAINTENANCE AND CONTINUOUS MONITORING OF IL BOSCO DEL MOLINO FOR THE OFFSETTING OF EMISSIONS AND THE PROTECTION OF BIODIVERSITY

Il Bosco del Molino represents a continuous commitment by Agugiaro & Figna Molini S.p.A. S.B. towards environmental sustainability, begun before the transformation of the Company into a Benefit Corporation. This forestry project, started in 2019 and underway since September 2020, aims to support local biodiversity and ensure ecosystem services, with particular attention to the neutralization of CO₂ emissions. According to a scientific publication carried out in 2020 in collaboration with the National Interuniversity Consortium for Environmental Sciences (CINSA) and the Department of Agro-Environmental and Territorial Sciences of the University of Bari Aldo Moro ("From Constable to sustainable development: a forest to support biodiversity among the mills of Emilia"), Il Bosco del Molino, extended over more than **13 hectares** and made up of **18,000 trees**, is able to absorb annually **220,000 kg of CO₂**, significantly contributing to offsetting the emissions deriving from milling activities. Agugiaro & Figna Molini S.p.A. S.B. is committed to maintaining and monitoring this forest to guarantee its fundamental role in environmental protection and the promotion of sustainability.

MAINTENANCE OF ISO 50001 CERTIFICATION FOR THE MANAGEMENT OF ENERGY EFFICIENCY

The Collecchio plant has been certified according to the ISO 50001 standard since 2016, confirming the company's commitment to efficient energy management along the entire production chain. Among the most relevant actions, in 2024 an important project was completed to replace the air compression system: two traditional compressors, which always operated at 100% power, were replaced by a new compressor equipped with an inverter, capable of modulating energy consumption based on actual production demand. The second compressor now remains off and is activated only when needed. This intervention has already produced a reduction in energy consumption, especially during periods of low activity, and has eliminated waste linked to structural inefficiencies. A tool was also purchased to map and progressively correct compressed air leaks, contributing to further optimization. The three-year certification cycle was renewed at the beginning of 2025, ensuring continuity in monitoring and continuous improvement of the plant's energy performances.

USE OF MACHINERY WITH HIGH-EFFICIENCY MOTORS TO REDUCE ENERGY CONSUMPTION AND INCREASE PRODUCTIVITY

During 2024, the Curtarolo plant launched a process innovation project aimed at reducing waste and energy consumption in the flour packaging phase. The intervention involved replacing obsolete machines with new high-efficiency bagging machines, equipped with IE3 class motors, in line with European energy efficiency standards. This upgrade allowed a significant increase in productivity with the same energy consumption, helping to make the entire process more sustainable and efficient.



SUPPORT TO RESEARCHERS OF THE DELISOIL PROJECT, IN COLLABORATION WITH CINSA AND ENEA, FOR THE PRODUCTION OF SOIL IMPROVERS AND INNOVATIVE FERTILIZERS

Agugiaro & Figna Molini S.p.A. S.B. supported the Delisoil project, in collaboration with CINSA, the National Agency for New Technologies, Energy and Sustainable Economic Development (ENEA) and financed by EU funds, which aims to develop innovative fertilizers and soil improvers starting from waste products of the agri-food chain, improving soil quality. The company hosted the researchers, contributing to the research without directly participating in operational activities. The research results are shared with wheat growers involved in the supply chain projects, to promote more sustainable agricultural practices.



<div>B.</div> <div>To safeguard the natural heritage and promote the conservation of biodiversity through activities, direct or indirect, of restoration of degraded areas, increase of reforestation and afforestation, and enhancement of native or traditional agricultural productions.</div>		
Specific objective	Activity	Impact area
To promote the social well-being of the territory and of the entire community in which the Company operates	Cultivation and enhancement of aromatic and medicinal varieties	Environment
	Monitoring and protection of biodiversity through advanced technologies for the definition of mitigation strategies	Environment
To monitor and analyze the impact of reforestation on the mitigation of climate variations	Environmental survey and analysis of climate data in support of climate change mitigation	Environment
To monitor and analyze the impact of soils and climate on metal corrosion	Experimental study on the durability of metals in soil in a natural environment	Environment

In respect of biodiversity and the conservation of natural heritage, we promote activities aimed at the restoration of degraded areas and at strengthening reforestation and afforestation. We also support initiatives that protect native and traditional agricultural productions, recognizing the fundamental value of agricultural biodiversity and its role in ecological balance. The projects that follow explore in detail how the company concretely contributes to preserving the environment through protection and sustainable enhancement activities.

CULTIVATION AND ENHANCEMENT OF AROMATIC AND MEDICINAL VARIETIES

The project *L’Orto del Molino* was born near the Curtarolo plant of Agugiaro & Figna Molini S.p.A. S.B., within an area of **4,000 sqm**. The garden hosts an olive grove, an orchard and a horticultural area of **144 sqm**, where ancient aromatic plants are recovered and cultivated, also used in the educational activities of the adjacent Scuola Italiana Pizzaioli. In collaboration with the herbalists of the Benedictine Abbey of Praglia, various species of medicinal plants were selected to enrich the garden. The area is regularly



monitored and cared for by a gardening company, ensuring the health and vitality of the vegetation. This project not only promotes the culture of aromatic and medicinal herbs, but also underlines the importance of protecting nature as a source of sustenance for future generations.

MONITORING AND PROTECTION OF BIODIVERSITY THROUGH ADVANCED TECHNOLOGIES FOR THE DEFINITION OF MITIGATION STRATEGIES

Agugiaro & Figna Molini S.p.A. S.B. launched an initiative to monitor and protect biodiversity within Il Bosco del Molino, in collaboration with Nature Tech 3Bee. The project involves an in-depth analysis of the site's impact on local biodiversity, using advanced technologies such as satellite mapping, machine learning algorithms and IoT sensors for real-time monitoring. The main objective is to assess climate and natural risks and develop a strategy to mitigate the impact on the surrounding ecosystem, in line with the 3Bee framework and ESRS standards. Monitoring is carried out through devices such as Spectrum and Hive Tech, installed in the forest and in the hives, which collect data on air quality, biodiversity and the well-being of pollinating insects. A report, generated after six months of activity, confirmed the positive effects of the project on the improvement of the environment and the quality of life of pollinators. The initiative aims to increase the biodiversity of the forest, improving the health of pollinating insects and thus supporting the entire local ecosystem.

ENVIRONMENTAL SURVEY AND ANALYSIS OF CLIMATE DATA IN SUPPORT OF CLIMATE CHANGE MITIGATION

The project develops thanks to the "Bosco del Molino weather-environmental station", which monitors a series of crucial environmental factors to evaluate the climate impact of Il Bosco del Molino. The station detects parameters such as precipitation, wind strength and duration, solar radiation, temperature and relative humidity. The data are collected in real time and made available through a web service, allowing both numerical and graphical visualization, and also a historical analysis for complete and educational use.

Carried out in collaboration with the National Interuniversity Consortium for Environmental Sciences

(CINSA) and the Department of Ecology of the University of Parma, the project aims to monitor the effect of Il Bosco del Molino on climate change mitigation. Through the monitoring of environmental variables, it contributes to understanding how natural environments can positively influence the surrounding climate. The use of this technology allows the analysis and interpretation of climate data in a scientific way, supporting the definition of long-term sustainability strategies.

EXPERIMENTAL STUDY ON THE DURABILITY OF METALS IN SOIL IN A NATURAL ENVIRONMENT

The project on metal corrosion analysis, in collaboration with the Research Institutes of Sweden (RISE), is an international study that aims to monitor the interaction between soil and different metals in Il Bosco del Molino. By burying metal samples in a clearing selected for its ideal soil characteristics, the project studies the corrosion of materials in order to evaluate their durability for applications in construction and mechanics.

Conducted in collaboration with the Institut de la Corrosion (France) and the European Federation of Corrosion (EFC), the study extends over a period of **four years** and provides that each year a team of RISE researchers carries out in-depth analyses on the buried samples, using specific instruments. The last series of analyses is scheduled for **2032**. Each sampling is accompanied by a detailed report that documents the corrosion results and the effect of the roots of the surrounding plants, contributing to a greater understanding of natural processes and to the improvement of the materials used in various industrial sectors.



<div><div>C.</div><div>To slow down climate change through the adoption of programs to improve energy efficiency, reduce greenhouse gas emissions and increase the use of energy from renewable sources.</div></div>		
Specific objective	Activity	Impact area
To increase energy supply from renewable sources	Increase of self-production of electricity from renewable sources	Environment

Our commitment to counter climate change takes shape in a series of projects aimed at improving energy efficiency and reducing our emissions. These interventions range from the optimization of production processes to the adoption of more sustainable technologies, with the goal of increasing the use of renewable energy and reducing the company’s carbon footprint. Below is described a project that contributes to this ambitious objective.

INCREASE OF SELF-PRODUCTION OF ELECTRICITY FROM RENEWABLE SOURCES

In **2024** Agugiaro & Figna Molini S.p.A. S.B. built a photovoltaic system with a total power of **232 kWp** installed on the roofs of the warehouse and the building used as offices at the Curtarolo (PD) plant, exploiting the entire available roof surface to produce energy from renewable sources, reduce environmental impact and increase the site’s energy autonomy.

In **2024** Agugiaro & Figna Molini S.p.A. S.B. took an important step towards the energy transition by signing a contract with Edison Next for the construction of an **offsite photovoltaic system in PPA (Power Purchase Agreement) mode of 3.2 MWp**. The plant, which will come into operation in **2026**, will significantly reduce dependence on traditional energy sources and contribute to environmental sustainability objectives.



<div>D.</div> <div>To promote the culture and tradition of the Italian milling art also through the organization of demonstration and training activities relating to company products, and in general to food products, aimed at current and potential customers, as well as at owners and employees of companies operating in the restaurant, pizzeria, bakery and pastry sectors.</div>		
Specific objective	Activity	Impact area
To promote training and the dissemination of technical skills in the pizzeria sector	Organization of professional courses aimed at training pizza makers	Community
To promote the dissemination of sustainability in the pizzeria and restaurant sector	Organization of events aimed at promoting the adoption of sustainable practices	Community
To promote and support young professionals in the pizzeria, pastry and restaurant sector	Support in the organization of competitions for young talents in the restaurant sector	Community

We are strongly committed to enhancing the tradition and culture of the Italian milling art, promoting knowledge of our products and best practices in the sector. The implementation of training and demonstration activities aimed at various actors in the gastronomic landscape, from restaurants to bakeries, pastry shops and pizzerias, represents an important tool to ensure the transmission of skills and to strengthen the sustainability and quality of the production chain. The projects described in this section illustrate our approach to this objective and our commitment to training and the dissemination of good practices.

ORGANIZATION OF PROFESSIONAL COURSES AIMED AT TRAINING PIZZA MAKERS

Agugiaro & Figna Molini S.p.A. S.B., through strategic collaboration with the Scuola Italiana Pizzaioli, actively supports professional training in the world of pizza. The School, a long-standing partner of the company, promotes high-level educational paths dedicated both to future pizza makers and to professionals already established. In **2024**, the project saw the opening of new locations, the introduction of innovative courses, the updating of training materials and a significant increase in participation, strengthening the commitment of Agugiaro & Figna Molini S.p.A. S.B. in enhancing and spreading the Italian pizza-making art.

ORGANIZATION OF EVENTS AIMED AT PROMOTING THE ADOPTION OF SUSTAINABLE PRACTICES

Promoted by Agugiaro & Figna Molini S.p.A. S.B. in collaboration with Slow Food, the project *“Pizzaiolo per il Cambiamento”* aims to raise awareness among pizza professionals on issues of environmental and social sustainability. With traveling events throughout the national territory and a growing participation by pizza makers and restaurateurs, the project intends to generate a positive impact on the food sector, promoting awareness among operators that they can actively contribute to the adoption of a more sustainable restaurant model and promote it among their customers.

SUPPORT IN THE ORGANIZATION OF COMPETITIONS FOR YOUNG TALENTS IN THE RESTAURANT SECTOR

Agugiaro & Figna Molini S.p.A. S.B. has for years supported the *“Emergente”* project, an initiative created by Witaly to enhance young talents in the restaurant world. The company supports the carrying out of competitions dedicated to pizza makers, chefs and pastry chefs, contributing to the professional growth of figures who represent the future of the sector. *Emergente* represents for Agugiaro & Figna Molini S.p.A. S.B. an opportunity to promote its values and accompany the development of a restaurant industry attentive to quality, training and innovation.

Likewise, Agugiaro & Figna Molini S.p.A. S.B. supports the *Associazione Culturale Pièce*, which aims to promote and disseminate the culture and art of Italian Pastry, Chocolate and Gelato and Restaurant Pastry, and to foster the training and access to the labor market of young people, through national competitions reserved for students in the final years of hospitality and professional institutes throughout Italy.



<div>E.</div> <div>To share the value that the Company creates through the support and development of initiatives, direct or indirect, aimed at promoting the physical, psychological, nutritional, social and cultural well-being of all the resources involved in the Company's activities or of the communities present in the areas where the Company operates.</div>		
Specific objective	Activity	Impact area
To promote the social and cultural well-being of the communities in which the Company operates	Establishment of a biennial degree award focused on Il Bosco del Molino, environmental preservation and monitoring	Community
	Enhancement of the link between art and nature through creative contests	Community
	Support to social projects promoted by local associations	Community
	Support to various educational and training projects	Community
	Support to Julia Butterfly Hill in the fight against deforestation and the cementification of natural areas	Community
To promote the culture of protecting nature against urban sprawl	Extraordinary bonus to all employees and collaborators aimed at mitigating the "high cost of living"	Workers
To promote the well-being of employees	Open days for the local community, students and all interested parties	Lavoratori
To make the company and the people who work there known	Giornate di apertura delle porte aziendali per la comunità locale, studenti e tutti i soggetti interessati	Workers, Community, Customers

We are committed to supporting scientific research and technological innovation in sectors related to sustainability, promoting initiatives aimed at protecting the environment and improving production processes. We collaborate with research institutions, universities and other actors in the sector to develop innovative solutions in line with market needs and global environmental challenges. Below are described the main projects that fall within this objective, focusing on active collaborations and the impacts generated.

PROMOTION OF ENVIRONMENTAL CULTURE

“Creiamo un Bosco”, written by Virginio Sala, tells the story of the birth and implementation of the Il Bosco del Molino project by Agugiaro & Figna Molini S.p.A. S.B. The book describes every phase of the project, enriched by the testimonies of the professionals involved and members of the company, including Alberto and Rosanna Figna.

Donated to stakeholders and local schools, the book aims to raise awareness of the culture of respect for nature. Available for sale from autumn 2024 through the publisher Tarka and distributed to scholars via CINSIA, the project promotes the reconstruction of natural environments as a good environmental practice at local and national level.

ESTABLISHMENT OF A BIENNIAL DEGREE AWARD FOCUSED ON IL BOSCO DEL MOLINO, ENVIRONMENTAL PRESERVATION AND MONITORING

Agugiaro & Figna Molini S.p.A. S.B. has established a biennial degree award in the regions where the Group is present (Emilia-Romagna, Veneto and Umbria), focused on Il Bosco del Molino and on environmental preservation and monitoring. The current edition concerns the Technological & Digital sector and supports degree theses that propose innovative solutions for agriculture and forest management. A dedicated committee evaluates the papers and rewards the winner with a cash prize. The award aims to spread the corporate culture among young researchers and to support innovation and sustainability projects.

SUPPORT TO SOCIAL PROJECTS PROMOTED BY LOCAL ASSOCIATIONS

Agugiaro & Figna Molini S.p.A. S.B. supports numerous social initiatives, such as those promoted by Amici a 4 Ruote, Emporio Equo Solidale, Associazione Fiori di Cactus, Oncology Center of the Hospital of Parma. The company offers financial and logistical support for the implementation of projects in line with its values, monitoring and measuring activities through the same associations. The company's commitment extends to supporting social projects in the territories where it is present, strengthening the bond with local communities.

ENHANCEMENT OF THE LINK BETWEEN ART AND NATURE THROUGH CREATIVE CONTESTS

Agugiaro & Figna Molini S.p.A. S.B. organized an international graffiti contest entitled “*Nature meeting graffiti artist*”, which saw the participation of over **60 artists** from all over the world. The event, held from **6 to 8 September 2024**, involved **11 artists** selected to create works celebrating the beauty and importance of nature. The works were created at a site recently acquired and redeveloped by the company, which chose to restore beauty to a degraded area without consuming virgin land, to expand its storage capacity. The contest gave space to creativity as a form of environmental awareness and the goal is to carry out projects like this at other company sites, compatibly with landscape constraints.

SUPPORT TO VARIOUS EDUCATIONAL AND TRAINING PROJECTS

Agugiaro & Figna Molini S.p.A. S.B. is a strategic partner of the University of Gastronomic Sciences of Pollenzo (UNISG), having contributed with funding of **€50,000** to its activity. The company collaborates with the university on training projects, such as the Food Lab, and promotes the use of its flours. Furthermore, it supports Food Farm 4.0 in Parma, hosting young people for training on the milling art.

Periodically, Agugiaro & Figna Molini S.p.A. S.B. hosts children and young people from local schools in Il Bosco del Molino and inside the plant, to raise awareness of environmental protection and sustainable production processes, showing them directly the production phases. Agugiaro & Figna Molini S.p.A. S.B. is also engaged in educational projects in schools.

On **7 November 2024**, Agugiaro & Figna Molini S.p.A. S.B. held a training session at the University of Parma, Faculty of Economics, aimed at students of the degree course focused on sustainability. During the meeting, the company presented its sustainability model, illustrating the path and initiatives adopted, with particular attention to the integration of environmental, social and economic objectives in its business. The lesson was conducted by the Impact Manager together with representatives of other company functions, with the aim of spreading the culture of sustainability and illustrating to students a concrete case of integration of sustainability into business operations.



SUPPORT TO JULIA BUTTERFLY HILL IN THE FIGHT AGAINST DEFORESTATION AND THE CEMENTIFICATION OF NATURAL AREAS

Agugiaro & Figna Molini S.p.A. S.B. supports Julia Butterfly Hill, an activist known for her battle against deforestation, and collaborated with her on the creation of the book *“Creiamo un Bosco”*, for which she wrote the preface. The company intends to continue this collaboration, involving Julia in future activities of Il Bosco del Molino. The goal is to strengthen the common commitment to protecting the environment and promoting sustainability.

EXTRAORDINARY BONUS TO ALL EMPLOYEES AND COLLABORATORS AIMED AT MITIGATING THE “HIGH COST OF LIVING”

In **December 2024**, at the same time as the payment of the thirteenth salary, all staff benefited from an extraordinary bonus of **€1,000**. The entire amount was paid in December in the form of shopping vouchers, for a total of **179 vouchers** distributed. This initiative is part of the company’s broader commitment to the well-being of its employees, through the adoption of both economic and non-economic measures aimed at concretely improving the quality of life of the resources belonging to the company community.



OPEN DAYS FOR THE LOCAL COMMUNITY, STUDENTS AND ALL INTERESTED PARTIES

Born on the occasion of *Parma Italian Capital of Culture 2020+21*, the “*Imprese Aperte*” project, together with “*Molini a porte aperte*” (a biennial event) promoted by the organization of Italian milling companies Italmopa, promote the company as a cultural and social actor, enhancing the value of the territory. Agugiaro & Figna Molini S.p.A. S.B. joined these initiatives, opening the doors of its plants to citizens and students, to make known the production processes and the excellence of its flours. Visitors, guided by experts, can observe the wheat processing phases and participate in cultural events. The visits, widely appreciated, register full bookings, highlighting the high level of interest from the public in the initiative.



8. Future objectives

In the future, we at Agugiaro & Figna Molini S.p.A. S.B. intend to continue and expand our actions for the common benefit, addressing increasingly ambitious challenges in the field of sustainability. Numerous projects have already been launched that will bear concrete results in the coming years, whose positive impacts on the environment, communities and territory will be constantly monitored. The effects of these projects will be evaluated through a Management Plan that will allow us to precisely track the results achieved, ensuring maximum transparency and the effectiveness of the actions undertaken.

Among the main objectives, we will continue to promote innovative and sustainable business models, increasingly structurally integrating economic, social and environmental sustainability into daily activities. Our commitment will also focus on strengthening a culture of sustainability, encouraging virtuous behaviors and further reducing environmental impact.

We will initiate new collaborations and projects that will actively involve employees, local communities and other stakeholders, with the aim of generating a positive and lasting impact on the territory. In particular, in the field of biodiversity, we will intensify actions for the protection and improvement of ecosystems, expanding collaborations with local entities and implementing concrete initiatives in favor of nature.

As for social sustainability, we will continue our commitment towards an inclusive corporate culture, focusing on the well-being of employees and investing in the enhancement of local skills, respecting safety and workplace well-being. In this context, we will continue to strengthen our governance, ensuring effectiveness and transparency in strategic decisions, in line with sustainability objectives.

The process of renewing governance, carried out this year with the entry of new members, will favor more active and structured involvement, accelerating the implementation of the benefit strategy. This approach will help ensure a shared strategic vision oriented towards positive impact, ensuring continuous dialogue with stakeholders and accountability in corporate choices.

These objectives reflect the constant commitment of Agugiaro & Figna Molini S.p.A. S.B. to evolve in response to social and environmental challenges, monitoring progress through concrete and operational tools, and keeping at the center the value of every choice and action undertaken.



9. Conclusion

With this Impact Report, we wish to offer a clear and transparent overview of the path undertaken as a Benefit Corporation, highlighting the milestones reached and the results achieved during the year. One year after the introduction of this approach, we can state with satisfaction that the progress made reflects our commitment to promoting growth that is sustainable, responsible and transparent. Our work is based on the belief that only through concrete and measurable actions can we generate a lasting positive impact that involves our stakeholders, people, communities and the environment.

During the year, we have continued to consolidate actions in favor of sustainability, developing initiatives that are fully aligned with the principles that guide our identity as a Benefit Corporation. Thanks to the introduction of new projects and the constant monitoring of results, we have achieved the set objectives, actively contributing to tangible social and environmental improvement. This has allowed us to increasingly root the sustainable approach in our strategy and in our daily operations.

The value of people remains the core of our strategy. In a year marked by global challenges, we have ensured a safe, inclusive working environment attentive to everyone's well-being, investing in continuous training actions and skills development. We strongly believe in the active role that every company must have in the territory in which it operates. Our history is deeply linked to local communities, to which we will always return value not only in terms of employment, but also through investments, collaborations and initiatives with positive social and environmental impacts.

Looking to the future, we are determined to continue with renewed commitment in pursuing our common benefit objectives. Future challenges will be faced with an increasingly integrated and sustainable vision, seeking to generate a positive impact that evolves over time and that can respond to the needs of future generations. Our company is ready to adopt innovative approaches that can amplify the effectiveness of the actions already undertaken, with the aim of ensuring an even greater impact.

We conclude this Impact Report with the firm will to continue along a path of constant improvement, with concrete and measurable results, so that our work continues to meet the expectations of stakeholders and makes a difference in the communities in which we are present. Our sustainability journey is and will always be accompanied by the passion, dedication and responsibility that distinguish Agugiaro & Figna Molini S.p.A. S.B.



Storie di farina

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