



Storie di farina

SUSTAINABILITY REPORT 2024

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INTRODUCTION



RICCARDO AGUGIARO

CHIEF EXECUTIVE OFFICER
Agugiaro & Figna Molini



ALBERTO FIGNA

CHAIRMAN
Agugiaro & Figna Molini



GIORGIO AGUGIARO

CHAIRMAN
Compagnia Generale Molini



EDOARDO VERNETTI PROT

MANAGING DIRECTOR
Agugiaro & Figna Molini

Letter to the Stakeholders

Dear Stakeholders,

we are pleased to present the fourth Sustainability Report of Agugiaro & Figna Molini S.p.A. Benefit Corporation, a document that testifies to our path of responsible and transparent growth, and that confirms the central role that sustainability has in our business strategy.

The year 2024 has been particularly meaningful for our company. We adopted the legal status of Benefit Corporation, formally strengthening a commitment that has guided our action for years. With this step, we wanted to make even more explicit our determination to combine economic performance and with the creation of shared value, integrating environmental, social, and cultural objectives into our business decisions.

In continuity with previous years, also in 2024 we translated our vision into concrete initiatives that generate positive and lasting impacts, maintaining constant dialogue with the territories, the communities, and the people with whom we collaborate. As part of our commitment to the energy transition, we launched a new 232 kWp photovoltaic plant at the Curtarolo site and signed a PPA contract for a 3.2 MWp plant. To reduce the environmental impact associated with plastic use in packaging, we began testing fully recyclable packaging for premix in collaboration with our suppliers. In support of biodiversity and local ecosystems, we launched a biodiversity monitoring project in Bosco del Molino, using advanced tools and working alongside scientific partners. To further support our people we granted an extraordinary bonus to employees and collaborators, aimed at mitigating the rising cost of living. Moreover, we increased our contribution to training in the catering sector and in the milling art, supporting projects such as "Pizzaiolo per il Cambiamento" collaborating with the Scuola Italiana Pizzaioli and carrying out educational and training initiatives together with Alma and Università di Scienze Gastronomiche di Pollenzo (UNISG).

Our approach places responsibility towards future generations at the core of our decisions, directing us towards a business model that fosters sustainable, fair, and inclusive development. We are firmly convinced that competitiveness can – and must – go hand in hand with caring people, improving quality of life, and protecting natural resources.

This Sustainability Report is intended not only as a reporting tool but also an instrument of listening and dialogue. Each action described herein represents a step in the journey we are undertaking together with you – employees, customers, suppliers, partners, institutions, and communities – in building a more conscious, resilient, and equitable future.

We look to tomorrow with a sense of responsibility and with the enthusiasm of those who know they can rely on a network of solid relationships, extraordinary human capital, and the values that inspire our every action. On behalf of the entire organization, we sincerely thank you for your trust, support, and shared commitment.

The Board of Directors

Agugiaro & Figna at a Glance

600

YEARS
of activity



2

FAMILIES
of millers



1^o



1st BRAND
of flours
dedicated
to Pizzeria



1st PATENT
in the Industry:
Integrated
Milling



1st MILLING
COMPANY
to produce
Sourdough

3

PRODUCTION
SITES



CURTAROLO



COLLECCHIO



MAGIONE

Present in

96

COUNTRIES
IN THE WORLD



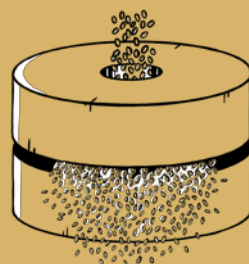
3



Research &
Development Centers
and **QUALITY
CONTROL**

3

STONE
Mills



6

CYLINDER
Mills

+200

REFERENCES
dedicated to
the world of flour

Supply chains of **CERTIFIED ITALIAN WHEAT**



Supply chain of
**SUSTAINABLE
WHEAT**



Supply chain of
ORGANIC WHEAT



Supply chain of
ZERO RESIDUE WHEAT

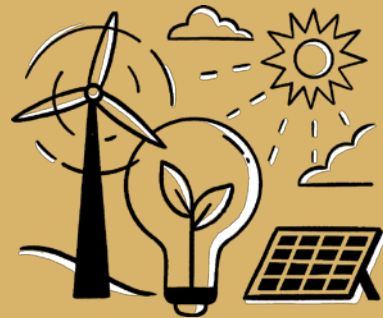
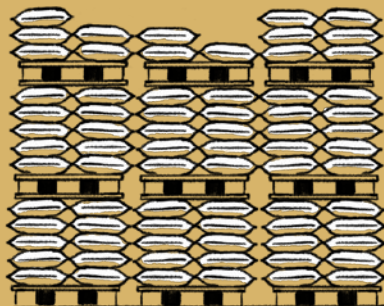
18,000

Planted Trees



297,000 Tons

of soft wheat



100%

100% ELECTRICITY
from renewable sources

100% of PAPER
used in bagging processes
FSC certified

100% of CO₂
produced by the plants
stored by the Bosco del
Molino

1.

The Agugiaro & Figna Group

The legacy of 600 years of experience, tradition, value, vision, and dreams has shaped the evolution of a company that today represents a unique reference in the field of grain processing.



1.1. FROM OUR ORIGINS TO THE PRESENT

For us, flour is far more than an ingredient: it is the essence that makes dreams possible. Everything began thousands of years ago, when the first communities learned to grind cereals to make bread; a simple yet revolutionary act that forged an enduring bond between humankind and the earth. Since then, flour has represented more than just nourishment: it has become a symbol of growth, transformation, and creativity shaped by human hands. Even today, as in the past, it continues to nourish our dreams.

Agugiaro & Figna is rooted in a past rich in history and tradition, a heritage handed down through centuries. The founding families, deeply connected to their territories, played a decisive role in the development of the milling art, carrying forward values of expertise, dedication, and respect for raw materials. Curtarolo (Padova) mill, active since the 1400s and acquired by the Agugiaro family in 1831, together with Figna mill, founded in 1874 in Valera (Parma), form the solid foundations of a corporate identity built over time with passion and foresight.

From the mid-1980s, Molini Figna S.r.l. embarked on a path of consolidation and growth: in 1985 it established Italiana Trasporti su Gomma S.r.l., a company dedicated to the logistics and transport of flours, grains, and by-products, followed in 1997 by the acquisition of Molini Fagioli S.r.l. in Magione (Perugia), a company specialized in the milling of soft wheat.

The most significant milestone of this evolutionary journey came in 2003 with the industrial union of the two historic families, which led to the creation of Agugiaro & Figna Group, today one of the leading players in the Italian milling industry.

The Group currently operates through three production sites, located in Collecchio (Parma), Curtarolo (Padova), and Magione (Perugia), serving diversified customers in more than 90 countries, including industrial operators of various sizes, distributors, artisan bakers and pastry chefs, pizzerias, restaurateurs, and large-scale retail chains (GDO).

In 2024, Agugiaro & Figna Molini S.p.A. took a significant step forward by transforming into a Benefit Corporation, thereby **formalizing its commitment to generating a positive impact** on society and the environment. This change reflects the ownership's will to integrate environmental, social, and governance objectives into day-to-day operations and to embark on the path towards B Corp certification.

Research and innovation have always been two fundamental pillars of the Group's development and long-term success. The Research and Development centers of Curtarolo, Collecchio, and Magione are true hubs of excellence, where technical expertise, scientific knowledge, and passion for quality come together to create increasingly innovative solutions. These centers provide a decisive competitive advantage, enabling the Group to anticipate market trends and differentiate itself from its main competitors.



Agugiaro & Figna's growth strategy goes beyond the international expansion of its product portfolio. It is founded on deep technical specialization, which makes it possible to develop flours and premix tailored to the specific needs of each segment of the food industry, while maintaining a strong connection with the Italian milling tradition. One of the most emblematic examples of this approach is the "Le 5 Stagioni" range of flours and premix for pizza, launched in 1985 and today a benchmark both in Italy and abroad. Constantly updated and improved thanks to the work of the R&D laboratories, this range is widely appreciated by professional pizza makers around the world for its versatility, performance, and reliability.

Alongside the pizza line, the Group offers a wide assortment of solutions for bakery, pastry, and the food industry.

The zero-residue soft wheat flours meet the needs of a market increasingly attentive to food safety and

naturalness, while the flours from integrated milling combine technological innovation with respect for traditions, delivering authentic, genuine, and sustainable product.

The portfolio also includes special flours for fresh pasta and technical premix designed to meet specific functional needs, the result of continuous research work in close collaboration with industry professionals.

In summary, Agugiaro & Figna stands out for its ability to combine tradition and innovation in a wide and highly specialized range, capable of meeting the most demanding requirement and contributing with passion to the quality of Italian and international baked goods.

1.2. ETHICS AND RESPONSIBLE BUSINESS

The ethical foundations that guide corporate strategies and activities are deeply rooted in the founding principles of Agugiaro & Figna, inherited from the founding families. These values have enabled the Group to achieve significant results, thanks to the consistent pursuit of high quality standards and the integrity of raw materials. Such continuity, combined with a constant commitment to excellence, reflects the Group's dedication to sustainable practices that respect traditions while ensuring a superior final products.

The organizational model of the parent company Agugiaro & Figna Molini S.p.A. Società Benefit is structured around five formal governance bodies: **the Shareholders' Meeting, the Board of Directors, the Executive Committee together with the Wheat Purchasing Committee, the Board of Statutory Auditors, and the Supervisory Body.**

The Shareholders' Meeting is the competent authority for decisions-making, both in ordinary and extraordinary sessions, on matters provided by law or by the company's Articles of Association. This body is constituted by Compagnia Generale Molini S.r.l., which holds the entire share capital of Agugiaro & Figna Molini S.p.A. Società Benefit.

The Board of Directors (hereinafter, "BoD") is composed of three members. Two of them represent the company's founding families: the Chairman Alberto Figna ⁽¹⁾ and the Chief Executive Officer Riccardo Agugiaro. In July 2024, Edoardo Verneti Prot was officially appointed as the third member of the BoD, further consolidating his role and contribution to company's governance.

The appointment of a third member, external to the founding families, reflects the commitment to ensuring balance in decision-making dynamics, while guaranteeing **transparency and impartiality** in business management. This structure, established by the company's Articles of Association – which regulates the BoD's composition in the absence of additional procedures for the appointment and selection of its members – is consistent with the principles of good governance and fosters a decision-making process that respects the interests of all stakeholders. ⁽²⁾

Since 2023, Edoardo Verneti Prot has also held the position of **Managing Director**; as the highest executive officer, he plays a decisive role in the overall management of corporate activities, including sustainability-related issues. His responsibility go beyond overseeing daily operations, extending to the definition and implementation of long-term strategies aimed at securing the company's prosperity and sustainability. The Managing Director provides periodic updates to the Board of Directors on any development that may affect the organization's strategic direction or operational structure.

The Executive Committee represents a fundamental pillar of corporate governance. It is composed of six members: three from the Figna family, represented at voting level by the Chairman Alberto Figna; two from the Agugiaro family, represented at voting level by the Chief Executive Officer Riccardo Agugiaro, and the Managing Director Edoardo Verneti Prot, who also holds voting rights.

¹ The Chairman of the Board of Directors is also part of the Company's Top Management and, as such, works to ensure the best corporate performance.

² It should be noted that in the course of 2024 no specific actions were planned for the members of the Board of Directors to enhance their skills and experience regarding sustainable development.

The Executive Committee meets regularly on a monthly basis to deliberate on both strategic matters – such as development plans and medium- to long-term business targets – and on operational issues. It plays a central role in identifying emerging opportunities, addressing potential challenges, and adopting timely solutions aimed at maintaining the company's competitiveness.

The Committee has been designated as the corporate body responsible for monitoring and coordinating the preparation of the Corporate Sustainability Report and the definition of all plans related to ESG (Environmental, Social and Governance) development. In addition, it acts as a remuneration committee, operating collegially to ensure transparent and fair management of remuneration policies. While no specific procedures are formally established in this regard, the Committee ensures that decisions are made with the utmost care and in alignment with corporate principles and policies.

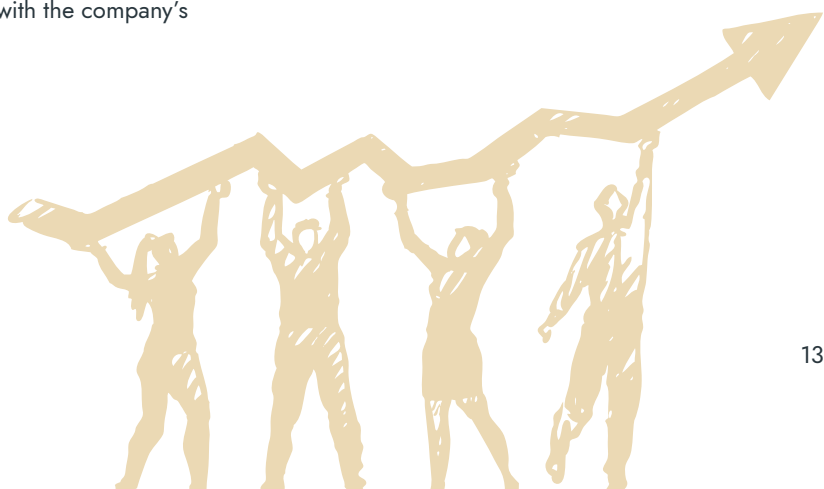
During the reporting year, the **Wheat Purchasing Committee**, established in 2023, has been confirmed. This body – composed of members of the Executive Committee and key representative of the raw materials purchasing department – was created in light of the strategic relevance of wheat procurement for the company. Its purpose is to monitor the trend of the national and international reference markets, formally define purchasing policies, and provide guidelines and specific instructions to purchasing department. The latter manages day-to-day activities in accordance with these decisions, ensuring that procurement activities remain fully aligned with the strategic directives of top management and with the company's long term objectives.

In compliance with Legislative Decree 231/2001, the company has established a **Supervisory Body (OdV)**. The provisions of this decree are fully consistent with Agugiaro & Figna's approach, which regards compliance with laws and regulations in all the regions where it operates as essential. The implementation of the Decree, together with the appointment of the OdV, has further strengthened the existing oversight framework, consolidating the Group's commitment to ethical conduct and regulatory compliance.

Agugiaro & Figna strictly prohibits any conduct that violates applicable regulations, with particular attention to the prevention of corruption, the protection of workplace safety and the environment, the fight against tax fraud, the safeguarding of data protection, and the prevention of crimes against industry and commerce.

As further confirmation of this approach, it should be highlighted that in 2024 no cases of corruption, anti-competitive behavior, violations of antitrust regulations, or monopolistic practices were recorded. Moreover during the reporting year, no significant cases of non-compliance with legislative or regulatory provisions in social, economic, and environmental matters occurred.

As part of the initiatives aimed at promoting corporate transparency and integrity, a **whistleblowing** channel has been established for some time, with the purpose of enabling anyone to report potential regulatory violations or suspected irregularities in corporate conduct.



To facilitate this process, we have developed a dedicated platform, accessible via the company's website and available to all stakeholders; reports may also be submitted via voice messaging or by post. The reports received are directly addressed to the Supervisory Body (OdV), which has been appointed to manage reports with impartiality and confidentiality, ensuring the security and confidentiality of communication.

Agugiaro & Figna Molini S.p.A. Società Benefit has also implemented a Management System in compliance with the requirements of the **SA8000:2014** certification, an internationally recognized standard dedicated to corporate social responsibility. This framework is focused on the improvement and protection of company personnel through various areas of intervention, including:

- respect for human rights and the fight against discrimination;
- adherence to labor rights; combating child labor;
- guarantee of a safe and healthy working environment.

The company obtained SA8000 certification in 2016 for Collecchio and Curtarolo plants and renews it on a regular basis. To ensure the continuous compliance with the standards, the company has implemented a structured organizational framework with clearly defined functions dedicated to Social Accountability.

This approach clearly defines individual responsibilities and facilitates the timely management of any instances of non-compliance.

With regard to SA8000, a dedicated whistleblowing channel is available, allowing the submission of reports and/ or suggestions through a secure platform, as well as by e-mail, ordinary mail, or fax, with the guarantee of full anonymity.

Agugiaro & Figna Molini S.p.A. Società Benefit is also firmly committed to reporting on its social and ethical initiatives through the annual publication of the **Social Report**, available on the company's official website (www.agugiarofigna.com). This document provides a comprehensive overview of the activities carried out and the results achieved in the field of corporate social responsibility. Beyond offering a transparent presentation of the actions undertaken, the Social Report also serves as a solid accountability mechanism, enabling all stakeholders to clearly and thoroughly assess the impact of corporate policies on communities and the environment. Through this essential tool, the company reaffirms its commitment to responsible business management oriented towards the common good, embodying the values of integrity and responsibility that are central to its mission and operations.

The Chief Executive Officer, in the capacity of Ethics Management Representative, defines the improvement objectives and identifies the corrective actions necessary to ensure full compliance with the standard's requirements. This role underlines the importance that top management place on ethics and social responsibility within the organization.

At the same time, the Managing Director and the Ethics Officer work in close collaboration to oversee the Social Accountability System. In particular, the Ethics Officer not only supports the Management Representative in the implementation of corrective actions, but also holds direct responsibility for the operation and ongoing maintenance of the SA8000 Management System.



This key role ensures that the company's social responsibility policies and procedures are effectively implemented and consistently upheld over time. Furthermore, the inclusion of two workers' representatives within this structure highlights the importance of inclusiveness and participation in the decision-making process and in the application of social responsibility policies; The active collaboration between top management and employees is essential to fostering a working environment that is ethical, respectful of human rights compliant with current regulations.

Agugiaro & Figna Molini S.p.A. Società Benefit also adopted a **Code of Ethics**, which sets out the guiding principles and fundamental behavioral standards for all stakeholders.

The company is committed to ensuring the broad dissemination and effective understanding of the Code of Ethics by making the document publicly available and easily accessible through its website. The Code encompasses a wide range of principles, from professional ethics and the prevention of corruption to a broader responsibility towards society. The behavioral guidelines outlined in the Code apply to all recipients and address key areas such as respect for individuals, transparency, fairness, confidentiality, integrity, and accountability. These principles translate into specific commitments, including for example:

- ✓ **Honesty and compliance with internal regulations**, the Articles of Association and the law, which not only represent fundamental principles for all company activities but also constitute an essential element of sound management;
- ✓ **Professionalism and quality**, regarded as indispensable values for the proper execution of all work activities;

- ✓ **Respect for the individual and equal opportunities**, ensuring that no form of discrimination is tolerated on the basis of age, gender, sexual orientation, marital status, health conditions or disabilities, ethnicity, nationality, physical appearance, political opinions and affiliations, or religious beliefs or memberships;
- ✓ **Prevention of corruption and improper benefits**, prohibiting any action, gift or present that may compromise impartiality or independence of judgment in relation with third parties;
- ✓ **Conflict of interest and impartiality**, requiring all activities to be conducted exclusively in the best interest of the company, while avoiding any form of discrimination or undue influence;
- ✓ **Good governance and professional excellence**, guaranteeing the highest standards of professionalism, competence, and reliability among employees and collaborators, which represent a key factor for the company's success and for the effectiveness and efficiency of its decision-making processes;
- ✓ **Responsibility towards the community**, fostering a relationship of trust and ongoing dialogue with all stakeholders, and seeking, whenever possible, to inform and actively involve them in matters that affect them.

In addition, the company has adopted an Integrated Management System, which defines a comprehensive policy on quality, environment, energy, health and safety, and ethics. This system consolidates the fundamental principles that guide daily operations, with the aim of strengthening customer relations, fully realizing production potential, and ensuring the best working environment for employees. It guarantees workplace safety, effective organization of time and tasks, and utmost respect for the ethical principles outlined above.

Focus on

BENEFIT CORPORATION

During the reporting year, **Agugiaro & Figna Molini S.p.A.** proudly obtained Benefit Corporation status, thereby strengthening its long-standing commitment to sustainability and social responsibility.

Benefit Corporations, introduced in Italy under Law No. 208/2015, are companies that, alongside the generation of profit, pursue objectives of common benefit by operating responsibly, sustainably, and transparently toward all stakeholders. While not a distinct legal form, they represent an evolution of traditional business models and may be established either as partnerships or corporations.

The main features of **Benefit Corporations (BCs)** include:

- ✓ **Purpose of Common Benefit:** Benefit Corporations are required to state in their bylaws, as part of their corporate purpose, the objective of creating positive value for all stakeholders and parties involved.
- ✓ **Common Benefit Management Plan:** Each year, Benefit Corporations must prepare a plan outlining the actions designed to achieve their common benefit objectives. This plan includes:
 - Translating general objectives into specific annual or multi-year goals;
 - Planning and monitoring actions supporting these specific objectives, while identifying potential area for improvement;
 - Defining KPIs (Key Performance Indicators) to measure the changes produced in the short, medium, and long term within the relevant areas of intervention.

- ✓ **Impact Assessment:** The results achieved in terms of positive impact on people, the environment, communities, and local territories must be clearly reported using an external evaluation standard with defined criteria and requirements.
- ✓ **Impact Report:** Benefit Corporations are required to disclose the results achieved and to set new goals for the future in a clear and transparent manner through an annual report, which must be attached to the financial statements and published on the company's website.
- ✓ **Governance:** The governance model of Benefit Corporations must ensure a balance between the common benefit objectives, the interests of shareholders, and those of all stakeholders—meaning all parties potentially impacted by the company's activities (e.g., employees, customers, suppliers, financiers, creditors, public institutions, and civil society).
- ✓ **Impact Officer:** Benefit Corporations must appoint an internal or external contact person (known as the Impact Officer) responsible for pursuing the company's common benefit objectives, and must



Società Benefit

provide them the necessary powers to carry out this role effectively.

These features define a business model that pursues not only profit, but also the creation of value for society and the environment, fostering sustainable and responsible growth.

In this spirit, **Agugiaro & Figna Molini S.p.A. Società Benefit** proudly presents the **five common benefit purposes** that guide its commitment to building a sustainable future:

1. **Reducing environmental impact by promoting research, development, and innovation – both directly or indirectly – in products and processes aimed at lowering consumption and waste;**
2. **Safeguarding natural heritage and promoting biodiversity conservation through – both directly or indirectly – activities for restoring degraded areas, supporting reforestation and afforestation projects, and fostering traditional or native agricultural production;**
3. **Mitigating climate change by implementing programs to enhance energy efficiency, reduce greenhouse gas emissions, and increase the use of renewable energy sources;**

4. **Promoting the culture and tradition of Italian milling, through demonstration and training activities related to the company's products, and food products in general, targeted at current and potential customers as well as owners and employees in the restaurant, pizzeria, bakery, and pastry sectors;**
5. **Sharing the value generated by the Company by supporting and developing – both directly or indirectly – initiatives aimed at enhancing the physical, psychological, nutritional, social, and cultural well-being of all individuals involved in the Company's activities, as well as the communities located in the areas where the Company operates.**



For more details, please refer to the **2024 Impact Report** available on the Company's official website www.agugiarofigna.com.



1.3. ECONOMIC PERFORMANCE

In 2024 the international economic scenario showed signs of stabilization, although it remained subject to systemic and geopolitical risks. In the euro area, the year closed with modest GDP growth, constrained by weak domestic demand and persistent uncertainty, which continued to limit both public and private investment plans.

In this general economic context, the Group's companies recorded overall **growth in sales volumes**: in 2024, finished products sales exceeded 230,000 tons, representing an increase compared to the previous year. Despite this growth, the decline in raw material prices – and the consequent reduction in flours selling prices – together with higher personnel and processing costs, as well as greater resources allocated to commercial and marketing activities, resulted in a contraction of margins compared to 2023.

Profitability, however, remained at excellent levels, underscoring the Group's ability to navigate uncertainty and respond effectively to sudden changes.

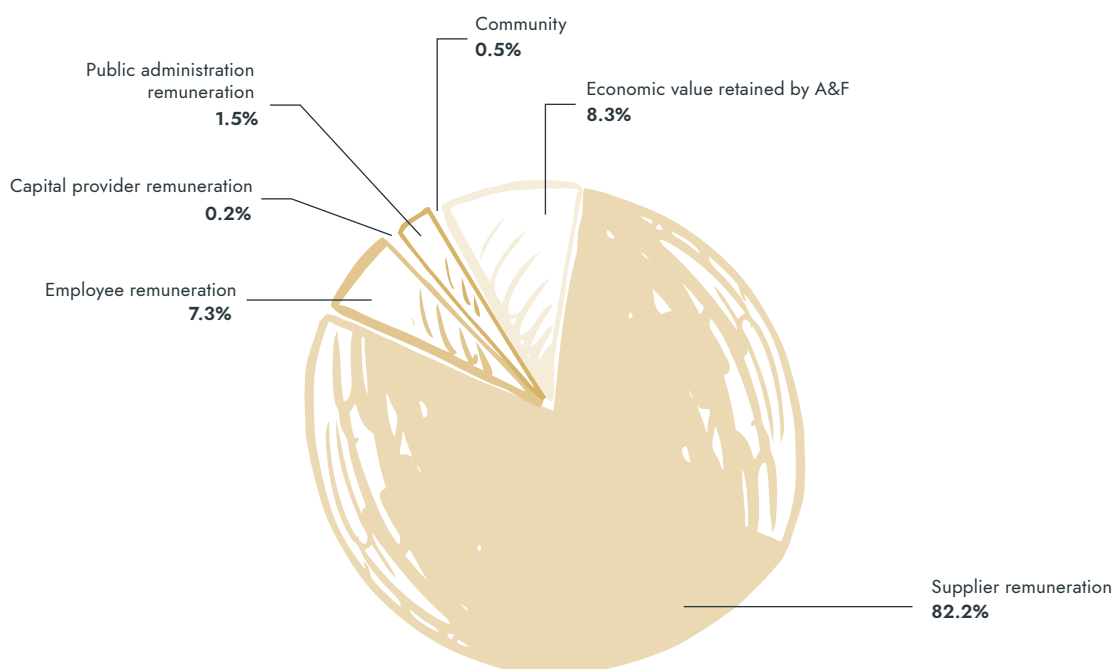
The economic value generated represents the Group's capacity to create wealth, which is then distributed among its main stakeholders or retained to self-finance future development. In 2024, the Group generated an economic value of 154.3 million euros, a decrease compared to the previous year, mainly due the decline in flour sales prices. At the same time, the economic value distributed amounted to 141.5 million euros, corresponding to 91.7% of the value generated – an increase compared to 2023, when the figure stood at 91.0%.

Item	31.12.2024	31.12.2023	Change %
SALES REVENUE	155,144	166,343	-7%
EBITDA	14,554	18,064	-19%
% of sales	9%	11%	
OPERATING PROFIT	8,179	12,019	-32%
% of sales	5%	7%	
NET PROFIT	6,337	9,099	-30%
% of sales	4%	5%	

Consequently, the economic value retained by the Group in 2024 was 12.7 million euros, or 8.3% of the value generated, reflecting a slight decrease compared to the previous year. As shown in the chart below, the majority of resources generated were allocated to two key areas: suppliers, who received 82.2% of the economic value generated, and personnel, who received 7.3%. The “Community” category, which represents 0.5% of the value generated, includes both donations made during the year and support for the Scuola Italiana Pizzaioli – wholly owned by the parent company of Agugiaro & Figna Molini S.p.A. Società Benefit and dedicated to professional training. The school offers a wide range of courses for pizza makers and has a broad presence, with 10 locations in Italy and 17 worldwide, across Europe and the Americas.

These courses combine both practical and theoretical training, designed to serve newcomers to the profession as well as experienced professionals seeking to update their knowledge and skills.

In addition, 1.5% of value generated was allocated to the Public Administration in the form of income taxes, calculated according to Italian law and tax provisions. Acknowledging the essential role of taxation in supporting economic and social development, the Group is committed to operating with transparency, honesty, and integrity. In line with the principles of its Code of Ethics, the Group strictly complies with applicable tax laws and regulations, ensuring correct and transparent behavior in its relation with the Tax Administration and other external stakeholders.



The background of the slide is a photograph of green foliage, possibly a tree or large bush, with a modern building visible in the distance under a blue sky with some clouds. The foliage is in the foreground, slightly out of focus, while the building is in the background, partially obscured by the leaves.

2.

Agugiaro & Figna's Sustainability Path

**We actively contribute to
promoting a sustainable business
model aimed at preserving
the Earth for future generations.**



2.1. OUR SUSTAINABILITY APPROACH

Agugiaro & Figna considers that environmental and social sustainability a **fundamental and indispensable principle** of its corporate philosophy, fully integrated into every aspect of its activities. The strenght of this commitment is demonstrated by the certifications the company has obtained and renewed over time: ISO 14001, ISO 45001 and SA8000.

The Agugiaro & Figna Group recognizes the significant impacts – both positive and negative – that its activities may have on the surrounding environment. For this reason, it is committed to managing them responsibly and sustainably, working constantly to mitigate adverse effects and to enhance positive ones over the long term.

This commitment reflects the Group's full awareness of its **responsibility towards the environment and the communities with which it interacts**.

This Sustainability Report makes a further step along the path started three years ago, when Agugiaro & Figna Molini S.p.A. began formally reporting on its sustainability practices. From the second year onward, the reporting perimeter was extended to the entire Group, thereby offering a comprehensive analysis of the economic, environmental, and social impacts generated, as well as of the strategies adopted to manage them.

Within the context, the Agugiaro & Figna Group stands out as a point of reference in the Italian milling industry. In addition to its established reputation as a mill, it has positioned itself among the first players in the sector to implement concrete sustainability initiatives.

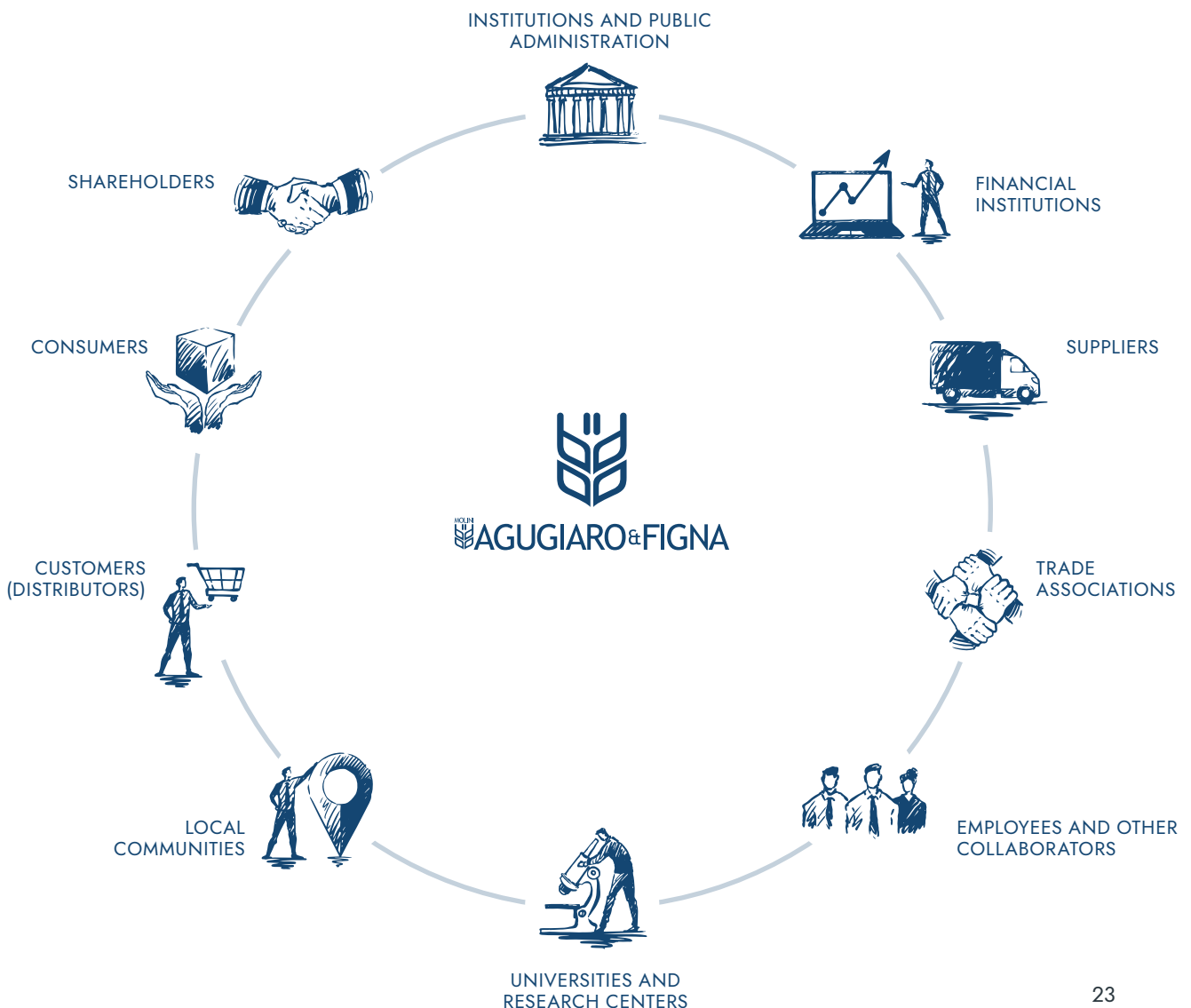
This tangible commitment not only demonstrates the Group's social and environmental responsibility, but also reflects its continuous drive to seek innovative and cutting-edge solutions to conduct business in an ethical manner. Indeed, innovation is one of the group's distinguishing features, underscoring its ability to adapt to current challenges and to actively contribute to shaping a sustainable future.



2.2. OUR STAKEHOLDERS

The nature and operational structure of Agugiaro & Figna define it as a multi-stakeholder entity, engaged with a wide and diverse range of counterparts. Consequently, the accurate identification of such stakeholders is of fundamental importance, in order to best address their respective expectations.

The sustainability journey undertaken by the Group has therefore been rooted in a structured process aimed at mapping its main stakeholders – those who either influence the group's activity or are directly affected by them. Based on this analysis, ten categories of stakeholders have been identified, and will continue to be directly involved in the next reporting cycle.



2.3. MATERIALITY ASSESSMENT

In line with the reporting standard adopted for the drafting of this document – the GRI Standards – the Group conducted a materiality analysis during the previous reporting year, in order to define the most relevant topics for disclosure.

The process followed a rigorous methodology, in full compliance with the GRI Standards, and specifically with the guidelines of GRI 3 – Material Topics 2021. It included:

- ✓ **Context analysis:** an in-depth assessment of the operations of Agugiaro & Figna Group, with particular focus on the internal and external environment in which it operates;
- ✓ **Impacts identification:** recognition of the positive and negative impacts that Agugiaro & Figna Group generates or could generate on the economy, the environment and people – including impacts on human rights – arising from its activities and business relationships;

- ✓ **Impacts assessment:** evaluation of the identified impacts, involving the Top Management, which assessed the severity and the probability of occurrence of each impact.

The relevant impacts were grouped into material topics and validated by the Managing Director.

Since no significant changes have occurred in the Group's operating context or organizational structure, the material topics defined previously remain valid for the current reporting year and are presented below, in alphabetical order.





**BUSINESS ETHICS
AND INTEGRITY**



**CIRCULAR
ECONOMY**



**ECONOMIC
PERFORMANCE**



**EMPLOYEE ATTRACTION
AND DEVELOPMENT**



**ENERGY CONSUMPTION
AND EMISSIONS**



**HEALTH AND SAFETY
IN THE WORKPLACE**



**PRODUCT QUALITY
AND INNOVATION**



**SUPPLY CHAIN
TRACEABILITY AND
SUSTAINABILITY**

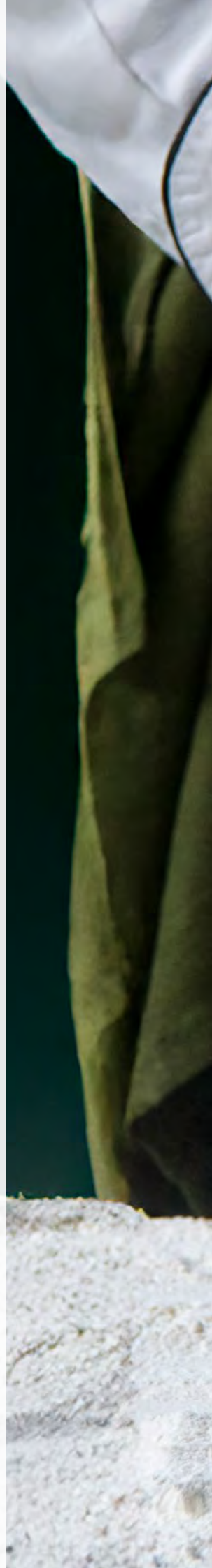


**SUPPORT FOR LOCAL
COMMUNITIES**

3.

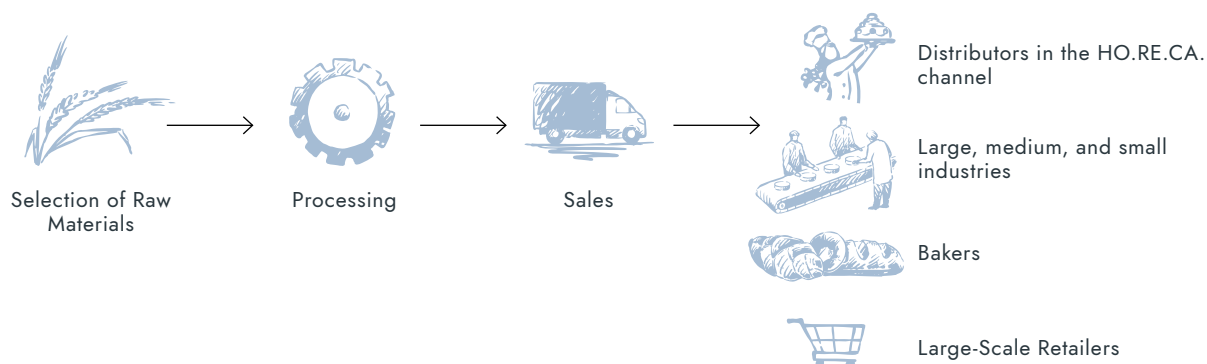
The Responsibility of Our Products

Since our origin, we have pursued a single mission: to provide flours and premix of excellence, a symbol of superior quality and authentic tradition.





3.1. OUR VALUE CHAIN



The value chain of the Agugiaro & Figna Group, as illustrated in the chart above, represents an integrated and closely supervised process that begins with the **procurement of raw materials** – mainly soft wheat – sourced from both national and international agricultural producers, carefully selected and continuously monitored by the company at both product and process level.

At the core of the production chain lies **milling**, a complex and highly specialized process designed to separate the endosperm from the outer layers of the caryopsis. This operation can be regarded as an extraction and purification activity: from the milling of soft wheat, in addition to flours intended for human consumption, by-products such as bran are also obtained, primarily destined for animal feed.

The milling process begins with the reception of wheat which, following inspection and sampling for analysis, undergoes pre-cleaning treatments including aspiration and sieving. The wheat is then stored in facilities meeting the required standards for product conservation. Milling is preceded by further cleaning and conditioning of the wheat with water, aimed at facilitating the separation of the endosperm from the outer layers, while maintaining constant and controlled humidity and temperature throughout the milling process.

Milling proper is divided into two phases: breaking and reduction. The main purpose of the breaking phase, performed using corrugated rollers, is to open the caryopsis, detach the endosperm as much as possible from the outer layers, and leave the bran in the form of large, flat flakes. From these flakes, the remaining endosperm fragments still attached are subsequently separated. The reduction phase, instead, reduces the granular particles obtained from the breaking phase into meal by passing them through smooth rollers, followed by sieving. At this stage, flour is separated from coarser particles and bran using oscillating plane sieves.

The milling process concludes with sampling for quality control and the storage of flour in dedicated facilities. Depending on the characteristics required for the final product, flours obtained from different wheat varieties can also be blended. The process ultimately ends with the sale of flour, delivered in various forms: bagged flours of different sizes, mainly intended for customers in the foodservice channel (pizzerias, pastry shops, and restaurants), artisan bakers, and retailers, or bulk flours, destined for industrial clients and large-scale bakeries.

ETHICAL PROCUREMENT AND PRODUCT TRACEABILITY

Agugiaro & Figna is committed to guarantee its consumers products that are not only of high quality, but also of **certified origin and fully compliant** in every respect. To achieve this objective, a crucial role is played by the processes of supplier selection, qualification, and continuous evaluation. Suppliers are required to comply with food safety requirements, including traceability, as well as adhere to the company's environmental and social policies and its Code of Ethics.

For this reason, Agugiaro & Figna promotes the dissemination of its guiding principles along the entire supply chain, requiring all key suppliers to sign a specification that binds them to the SA8000 standards and encourages them to establish procedures that ensure compliance. In addition, suppliers are required to complete an Ethical Questionnaire, which maps the most common social, health, and safety safeguards (such as holding certifications, reporting cases of discrimination, possessing a Risk Assessment Document, or appointing a competent medical officer). Based on the results, each supplier is classified as either compliant or non-compliant.

The company also actively promotes adherence to its Code of Ethics by including specific ethical-behavioral clauses in all supply contracts. These clauses stipulate that any violations, depending on their severity, may result in termination of the contract.

During the reporting year, the analysis of supplier self-assessment questionnaires did not reveal any significant risks related to child labor, forced labor, or compulsory labor. Furthermore, no suppliers were identified where workers' rights to freedom of association and collective bargaining had been violated or were at risk.

The company also carries out continuous audit activities throughout the supply chain, as an integral part of its monitoring and control system. The Group has always paid close attention to **sustainable management and supply chain traceability**, which has led to the achievement of important certifications, including: ISCC PLUS for the Collecchio and Magione plants; ISO 22005 for the Collecchio, Curtarolo, and Magione plants; and ISO 22005 ORIGINE ITALIA + ZSEIT-5-STP-077 "Control of the plant-based supply chain, guaranteeing the absence (non-detectability) of pesticide residues in agri-food products" for the OIRZ supply chain produced at the Magione plant.



Agugiaro & Figna has implemented a digital traceability system for raw materials, enabling efficient and accurate management of all movements – from the receipt of raw materials to processing and final distribution. This system allows for real-time monitoring of resources, enhancing operational transparency and ensuring full compliance with current regulations.

The company maintains long-standing relationships with carefully selected **agricultural raw material suppliers**, including farmers' cooperatives, agricultural consortia, storage operators, and, in some cases, intermediaries operating nationally and internationally. In line with its policy of **supporting and strengthening the local economy**, in 2024 the company allocated 83% of its total expenditure to the purchase of goods and services from local suppliers (3). Furthermore, during the reporting year, 100% of Agugiaro & Figna S.p.A. Benefit Corporation new suppliers were also evaluated according to social and environmental criteria, through questionnaires completed by them. While this evaluation is not yet the sole tool used for supplier selection, it is becoming increasingly important year after year.

The Group's ongoing commitment to excellence and product innovation has led to participation in several certified supply chains, which contribute significantly to creating value for both the community and the environment:

Sustainable supply chain chain – ISCC Plus (International Sustainability and Carbon Certification): an internationally recognized standard focused on preserving natural resource biodiversity. This is the Group's most significant supply chain in terms of volumes, with approximately 29,000 tons of wheat purchased in 2024. It ensures compliance with sustainability and traceability requirements throughout the system.

The supply chain is further strengthened by alignment with the *Carta del Mulino*, an environmental, economic, and social sustainability initiative developed in Italy and several European countries in collaboration with *Barilla*, *WWF Italy*, *Università di Bologna* and *Università degli Studi della Toscana*, and *Open Fields*. The project is based on ten annually updated rules promoting biodiversity, reducing chemical use, safeguarding pollinators, supporting farming communities, and ensuring continuous improvement.

Infant food supply chain – Directive 2006/125/EC: this chain produces flours intended for infant food (such as biscuits and pasta for infants and children), in compliance with the directive and with stricter specifications developed with leading food producers. Technical guidelines and stringent controls have been implemented from wheat cultivation to storage, guaranteeing maximum product safety and complete traceability from field to table.

OIRZ (Origine Italiana Residuo Zero) supply chain: launched in 2020 and certified by an external body in compliance with ISO 22005 ORIGINE ITALIA + ZSEIT-5-STP-077. This chain ensures the absence (non-detectability) of pesticide residues in agri-food products. It pursues four objectives:

- a) **Traceability:** 100% Italian origin, full "farm-to-fork" traceability;
- b) **Consumer health:** pesticide residues below quantification limits;
- c) **Environmental protection:** pesticides used only if strictly necessary and after technical evaluation; soil structure and fertility preserved through crop rotation;
- d) **Economic sustainability:** all participants must guarantee an economic return distributed along the entire supply chain.

3 Suppliers with their registered office located in Italian territory were considered as 'local suppliers'.

The project is rooted in Umbria, homeland of Molini Fagioli S.r.l., and promotes hill farming areas for soft wheat cultivation. It also incorporates digital mapping of all supply chain data through the xFarm platform, which has enabled full digitalization of agricultural processes. This technology allows farmers to improve traceability and carry out targeted, continuous interventions to optimize resource management. The involvement of cooperative agronomists, who provide specialized support to farmers, has been crucial for the project's success and for the transition toward digital agriculture.

Organic supply chain – Regulation (EU) 848/2018: ensures compliance with organic production parameters. All actors (farmers, storage operators, processors, etc.) are subject to third-party certification and controls. Organic farming promotes harmony between nature and human needs by respecting natural cycles, adopting cultivation practices that preserve soil fertility, and avoiding forced production. This supply chain is strengthened by Agugiaro & Figna's exclusive use of Italian wheat, thereby limiting transport-related CO₂ emissions and reducing the supply chain's environmental impact.

100% Italian certified wheat – ISO 22005: in 2024, this chain reached approximately 6,000 tons of fully traced raw materials of guaranteed Italian origin. By combining ethical and environmental sustainability principles, it not only supports the national economy and protects local farmers, but also significantly reduces CO₂ emissions from transport.



OUR WORK, OUR PRODUCTS

With a strong presence in over 90 countries and more than 230,000 tons of wheat milled in 2024, the Agugiaro & Figna Group has established itself as one of the leading players in the Italian milling industry. Guided by the principle that there is no single flour suitable for all purposes, the company today offers a portfolio of more than 200 products, marketed under different brands to address the specific needs of diverse sectors.

Research and innovation have always been regarded as fundamental pillars of the Group's success. The Research & Development centers in Curtarolo, Collecchio, and Magione are a source of excellence and a key competitive advantage. Agugiaro & Figna's growth strategy is based not only on **the global reach of its offering**, but also on its ability to differentiate itself through **deep specialization**. A prime example is the Le 5 Stagioni brand, launched in 1985, which quickly became a benchmark in the pizza sector and has maintained its leadership over the years thanks to continuous innovation and uncompromising product quality. The Le 5 Stagioni range is highly valued by professional pizza makers for its versatility and reliability.

Alongside this flagship line, the Group offers other product ranges dedicated to the pastry and bakery sectors, as well as a wide variety of highly specialized products, including zero-residue soft wheat flours, flours obtained through the integrated milling process, and premixes for bakery and pastry applications.

These products are designed to meet the needs of the most demanding professionals, ensuring high quality standards reflected in the excellence of the final creations. In particular, zero-residue flours respond to the growing demand for healthier, safer products, free from harmful chemical residues, thereby reflecting the company's strong commitment to consumer health and well-being. Flours produced through the integrated milling process, meanwhile, embody a perfect balance between technological innovation (roller milling) and respect for ancient artisanal traditions (stone milling).

This integrated approach allows Agugiaro & Figna to offer consumers natural and authentic products, in line with its constant commitment to quality, environmental sustainability, and product authenticity.







LA PASSIONE PER LA PIZZA

LE 5 STAGIONI

The **most complete range** of flours and premix for the world of pizza, known and appreciated internationally.

Le 5 Stagioni offers more than 30 varieties of premium flours and premixes, which over time have become synonymous with reliability and expertise in the pizza sector. The brand is a benchmark for professionals, not only thanks to the excellence of its products but also through the technical support and continuous training provided by a team of experts active worldwide.



Farine in pasticceria

LE SINFONIE

The Agugiaro & Figna brand dedicated to **pastry excellence**.

Le Sinfonie is a product line created to support professionals of Italian and international pastry art. It features eight soft wheat flours, each specifically developed to enhance a particular type of product, turning every dough into an expression of precision, elegance, and technique. This range inspires creativity while ensuring consistently impeccable results.





MACINAZIONE INTEGRATA®

The first line of flours from a **patented process** that combines tradition and innovation.

Macinazione Integrata Autentica® is an exclusive system patented by Agugiaro & Figna that combines stone milling with roller milling. This unique process produces wholesome flours with consistent performance and authentic taste, while fully respecting the integrity of the grain. It is an approach that unites the richness of Italian milling tradition with the most advanced technologies.



Storie di farina

LE ORIGINARIE – STORIE DI FARINA

Special flours created from **exclusive extraction processes**.

Le Originarie are whole wheat and type 2 flours obtained through unique processes that enhance the different components of the wheat grain. Mora, Semina, Grano Franto, and Nucleo Rustico stand out for their dedicated extraction processes and their ability to enrich every dough with flavor, fiber, color, and a rustic texture. They are ideal for personalizing recipes and adding distinctive character to every preparation.





FARIDEA

Versatile premix for sweet and savory artisanal preparations.

Faridea is the product line that combines technical ingredients and premixes for bakery, pastry, and pizzeria applications. Each product is designed to optimize production processes, improve yield, and ensure consistent results, while leaving space for professional customization and creativity. A functional and flexible range, perfectly suited to every need.



NATURKRAFT

The line of **dried sourdough starters**, the result of Italian research and innovation.

Naturkraft was born from a research project with the Università degli Studi di Parma, with the aim of guaranteeing high and consistent quality standards. It is the first line of dehydrated sourdough starters produced directly by an Italian mill, specifically developed for different application areas: pizza, bread, pastry, whole meal products, and alternative flours. An innovative, natural, and high-performance solution.





ALTA CUCINA & FARINA

A selection of flours and mixes designed to **enhance culinary preparations.**

Alta cucina & Farina is a product line dedicated to foodservice professionals seeking high performance and maximum versatility. It features a targeted selection of flours and premixes, ideal for preparing bread, pasta, pizza, desserts, and other staples of professional cuisine. Designed to support both creativity and tradition, this range provides reliable technical solutions for every operational need.



OIRZ

Flour from a **certified 100% Italian agricultural supply chain**, without pesticide residues.

The **OIRZ (Origine Italia Residuo Zero) certified flours** are the result of a sustainable, traceable, and inclusive agricultural supply chain. This certification guarantees wheat grown exclusively in Italy, in full compliance with strict environmental standards and free from pesticide residues, ensuring safety, transparency, and quality.



Each Group plant is able to **serve its respective reference markets**, while maintaining distinctive specializations defined both by sector focus and geographical destination. This diversification enables the Group to respond with precision to the specific needs of each market segment.

The Collecchio (PR) plant focuses its production on large industrial customers, ensuring high product quality standards, effective and efficient supplies, and benefiting from the internal logistics managed by the subsidiary I.T.G. This site is also equipped with stone milling lines which, through a modern reinterpretation of this ancient milling technique, produce more rustic products with guaranteed quality and wholesomeness.

The Curtarolo (PD) plant specializes in the production of flours and semi-finished products intended for pizzerias, bakeries, and pastry shops. It is also home to the production facility for dried sourdough, a product developed in collaboration with university research centers and manufactured with innovative technology.

The Magione (PG) plant serves both industrial customers and pizzerias, bakeries, and pastry shops in Central and Southern Italy. Over time, it has also specialized in the production of flours from controlled supply chains, compliant with stringent specifications, including those for infant nutrition and those requiring pesticide residues below quantification limits (OIRZ).

All Agugiaro & Figna plants are equipped with **advanced, automated technologies**, with instruments and machinery that ensure high standards of excellence in both **operational efficiency** and product quality. Particular attention is dedicated to hygiene and food safety, essential to protecting consumer well-being. The Group's in-depth knowledge of its production processes, combined with rigorous monitoring at each stage, forms the foundation for ensuring high-quality products.

In this respect, **quality assurance** — working preventively by establishing procedures to ensure compliance with production standards — and **quality control** — verifying that products meet predefined specifications and requirements — together form the Group's central system of oversight. Activities are carried out in compliance with Regulation (EC) No. 852/2004 on food hygiene, with self-control procedures implemented according to the HACCP method to guarantee product safety and wholesomeness.

Products are monitored through internal analyses from the acceptance of raw materials to final shipment. In addition, every year, based on risk analysis, a verification plan for wheat and flours is implemented by accredited external laboratories to check for contaminants (e.g., mycotoxins, heavy metals) and pesticide residues, as well as to assess other indicators required to ensure product quality and safety.

All Group plants operate in compliance with Regulation (EC) No. 178/2002 on food hygiene, safety, and traceability, and are certified according to the principles and requirements of UNI EN ISO 22005. Control is guaranteed at every stage of the production flow — from the unloading of raw materials to the loading of finished products — through the assignment of a specific batch number according to product type and process stage. This ensures full traceability both from the finished product back to the raw material and in the reverse direction.

As a recognition and third-party certification of its commitment to product quality and food safety, Agugiaro & Figna holds major internationally recognized certifications, including BRC Food, IFS Food, Organic Production, and ISO 22000 — the latter applicable exclusively to the Collecchio plant.



In the field of Research & Development, a particularly relevant milestone was the introduction in 2022 of **Lemady**, an innovative product based on dried sourdough, designed to provide structure and stability to pizza doughs, offering a new solution for high-hydration recipes.

In 2024, the Agugiaro & Figna Group continued its innovation journey with determination, expanding its portfolio with new products specifically developed to address market needs and emerging customer trends. Many of these solutions were designed internally, as the result of continuous research, experimentation, and customer-focused development.

Among the most representative innovations launched during the year is Sin-Tre, an innovative blend of soft wheat, durum wheat, and rye, obtained from selected varieties and subjected to rigorous quality controls in the Group's laboratories. **Sin-Tre** is the outcome of Agugiaro & Figna's exclusive Integrated Milling® technology, which combines the advantages of stone milling with those of roller milling. This process preserves the nutritional integrity of cereals while ensuring high standards of safety and excellent organoleptic qualities. The product is characterized by its balance between technological performance and adherence to the principles of environmental and food sustainability, embodying the company's commitment to healthy and conscious nutrition.

Another important development was the creation of a **premix** for pizza production, designed **specifically for vending machine applications**. This formulation not only ensures excellent technical performance in terms of yield and workability but also represents a significant step forward in the automated catering sector. The partner with whom this product was developed is, in fact, behind the first pizza vending machine introduced in Italy – a symbol of a new frontier in fast and high-quality consumption.

The collaboration with Agugiaro & Figna enhances its effectiveness thanks to a formulation specifically designed for this technology.

Another new development in 2024 is the **pumpkin bread mix**, created to meet the growing market demand for products with a distinctive organoleptic profile and refined nutritional specifications. This premix represents an original solution that enriches the company's portfolio, promoting greater diversification of the offering and addressing customers' interest in experimenting with new and creative flavors.

During the year, a dedicated **premix** was also developed for the preparation of **piadina** with a whole wheat flour at the shops of a prestigious supermarket chain. This project underlines the company's commitment to delivering targeted, high-quality solutions capable of meeting the needs of a constantly evolving market.

The expansion of the portfolio was completed with two new products: a **type 0 Manitoba** flour and a **superior type 0 flour**, both formulated to guarantee optimal performance in pizza preparation.

These innovations further consolidate the Group's presence in the bakery and pizzeria sectors, strengthening its position as a benchmark in the production of high-performance flours.

Finally, growing importance is being placed on **Integrated Milling**, the patented production system used to create the flours of the *Macinazione Integrata Autentica®* line. This process, which combines stone milling with the gentler and more progressive roller milling, makes it possible to unite in a single flour the rustic and genuine qualities of traditional flours with the finer, more delicate characteristics typical of modern production. Integrated Milling brings together the best of tradition and technology to produce whole wheat or semi-whole wheat flours that are hygienically safer, consistently reliable in performance, and offer superior preservation, all while fully respecting the native qualities of the grain. The range includes five flours obtained from the finest soft wheat varieties, carefully selected and rigorously controlled.



OUR CUSTOMERS

The main market for the Agugiaro & Figna Group's products is the **foodservice**, which accounts for more than 50% of total turnover in Italy and abroad. In this market, customer attention – primarily from distributors of food and beverage products to pizzerias, pastry shops, and restaurants – is focused on the availability of a broad assortment of innovative, high-quality products, consistent in performance and able to meet the most different user needs. In this sector, Agugiaro & Figna provides continuous technical support to product users, ensuring their full satisfaction and the optimal use of the products for their intended purposes.

Another key reference market for the Group is the **industry**, which represents more than 30% of total turnover. To serve this segment, Agugiaro & Figna offers a wide range of high-quality products specifically developed to meet the individual requirements of each customer. Industrial customers of the Group – given their significant size – conduct regular audits in addition to internal inspections and audits performed by certification bodies and competent authorities.

This ensures an additional level of control to safeguard product quality.

Another important customer segment is the **large-scale retail sector**, where Agugiaro & Figna has secured a market position in high value-added products through the development of items in collaboration with several retail chains. This position has also been strengthened by the company's timely, high-quality supply service, which today proves to be a crucial factor in meeting the stringent requirements of this customer base.

Finally, there is the **bakery sector**, a market that has always accompanied Agugiaro & Figna throughout its history of success. The company has consistently devoted special attention to this segment, striving to meet all customer needs in terms of both product quality and service excellence.





4.

Environmental Commitment

**To safeguard the Earth
means protecting ourselves
and everything that depends
on it.**



4.1. OUR COMMITMENT TO TACKLING CLIMATE CHANGE

Fully aware of the urgency of addressing climate change, Agugiaro & Figna has in recent years adopted a concrete and proactive approach, launching a series of initiatives aimed at making a significant contribution to the fight against this global phenomenon.

Within this framework, the company created Il Bosco del Molino, an ambitious and forward-looking project strongly supported by management and carried out between 2019 and 2020. The initiative involved the planting of **18,000 trees and shrubs** across approximately 13 hectares, carefully selected in collaboration with the Consorzio Interuniversitario Nazionale per le Scienze Ambientali (CINSA). The choice of species was guided by a scientific approach based on detailed soil analysis, ensuring that the plants were suited to local conditions and maximizing their chances of healthy and lasting growth. In addition to offsetting the company's climate-altering emissions, the project is designed to generate a positive and enduring impact on vegetation as well as on local macro- and microfauna.

In 2023, the company completed **"L'Orto del Molino"**, a project dedicated to recovering ancient knowledge of the cultivation and use of aromatic herbs. The initiative covers 4,000 square meters and includes 15 olive trees, 19 native or rare fruit trees, and various aromatic plant varieties. The project not only contributes to biodiversity conservation and the promotion of local agricultural traditions but also provides fresh ingredients for use at the headquarters of the Scuola Italiana Pizzaioli, enhancing pizza preparation with lesser-known varieties and high-quality products. *L'Orto del Molino* thus represents both a place of cultivation and a center for learning and **the valorization of Italy's botanical and gastronomic heritage**, with a strong focus on sustainability and the safeguarding of traditions.

In 2024, Agugiaro & Figna launched another significant initiative in collaboration with **Nature Tech 3Bee**: a biodiversity assessment project in the *Bosco del Molino*. The initiative involves the analysis of climate, natural, and biodiversity risks using advanced technologies such as satellite mapping, machine learning algorithms, and IoT sensors, alongside the monitoring of beehives in the forest. The objective is to develop a targeted strategy for mitigating environmental impacts, in line with the 3Bee framework and the European ESRS standards.



In continuity with this project, an additional intervention was carried out in the Bosco del Molino in collaboration with CINSA: the installation of the **“Bosco del Molino Weather-Environmental Station”**. This station enables real-time monitoring of climatic and environmental parameters such as precipitation, wind intensity and duration, solar radiation, temperature, and relative humidity. Over the medium and long term, it will provide essential data for assessing the impact of reforestation on the local microclimate.

Another example of the company's focus on environmental issues is represented by a project carried out in the Bosco del Molino as part of an international study on metal corrosion promoted by the Swedish institute RISE (Research Institutes of Sweden), in collaboration with the *Institut de la Corrosion* (France) and the *European Federation of Corrosion* (EFC). This four-year study aims to analyze the interaction between soil and different metals, with the objective of evaluating the effects of corrosion processes on the deposited samples.

Agugiaro & Figna is also committed to the **ongoing improvement of the energy efficiency** of its plants. Although no formal consumption reduction target has been defined, the company has undertaken several actions to minimize its environmental impact. For several years, the company has been powered exclusively by electricity from renewable sources, with guarantee of origin certificates issued by the *Gestore dei Servizi Energetici* (GSE). As already highlighted in previous Sustainability Reports, the Group's main objective is to counter climate change by implementing practices to improve energy efficiency, reduce emissions, and increase the use of renewable energy. In particular, the company is currently focused on expanding electricity generation, both directly and through third parties, from renewable sources.

To this aim, in 2024 Agugiaro & Figna signed a 20-year off-site Power Purchase Agreement (PPA) with *Edison Next*, which foresees the **construction of a 3.2 MWp photovoltaic plant**. This agreement will cover nearly 20% of the Group's energy needs. In addition, at the Curtarolo plant a photovoltaic system with a capacity of 232 kWp was installed on the roofs of the warehouse and office buildings, fully utilizing the available roof surface to generate renewable electricity and increase the site's energy autonomy.

In 2024, total energy consumption reached 118,030 GJ, compared to 114,775 GJ in the previous year. This increase is a direct consequence of the rise in production volumes and was accompanied by a parallel improvement in productivity, reflecting the company's operational efficiency.

In line with this approach, Agugiaro & Figna has long pursued a policy of acquiring **machinery** that is not only **more productive** but also **less impactful** from an environmental perspective. During the reporting year, significant investments were made to improve business processes and reduce energy consumption. Among the most important initiatives was the installation of a new inverter-equipped compressor at the Magione plant, replacing two obsolete units. This investment delivered a substantial improvement in energy efficiency. Furthermore, the boilers were replaced with more efficient electric fan heaters, consistent with the Group's objectives of reducing environmental impact. At the Magione plant, data collection for the purpose of conducting an energy audit was initiated during the previous reporting year. This process began with a preliminary analysis of the plant's energy consumption, aimed at identifying the main areas of inefficiency and defining potential improvement actions in terms of energy efficiency.



Based on the energy profile, **direct Scope 1 emissions** in 2024 amounted to 1,529 tons of CO₂, deriving primarily from natural gas consumption – used mainly for heating facilities – and from company-owned vehicles powered by diesel and gasoline, used to transport grains and flours. With regard to indirect Scope 2 emissions from electricity purchases, they amounted to 8,202 tons of CO₂ under the location-based calculation method, and to 0 tons of CO₂ under the market-based method, as all purchased energy was covered by guarantee of renewable origin certificates. Considering total emissions (Scope 1 + Scope 2 market-based), CO₂ emissions increased by 4% compared to 2023 (1,469 tons of CO₂), consistent with the rise in production volumes.

Agugiaro & Figna has maintained **ISO 14067 (Carbon Footprint) and PEF (Product Environmental Footprint) certifications at the Collecchio and Curtarolo plants**, within which analyses are conducted on energy consumption and emissions associated with the production of 1 kg of soft wheat flour (excluding packaging). These certifications allow the company to accurately assess the emissions impact of the main life cycle stages of its product. In addition, the Collecchio plant holds **ISO 50001:2018** certification, which sets requirements for an energy management system aimed at optimizing energy performance and consumption, complementing the **ISO 14001:2015** certification already achieved and consistently maintained over the years. Notably, during the reporting year, the Curtarolo plant also obtained **ISO 14001:2015** certification. This commitment to third-party certification reflects the company's strong determination to pursue a strategy focused on environmental management and the continuous improvement of industrial practices, ensuring regulatory compliance and **reducing the impact of its production activities**.

With regard to waste management, the company adopts continuous and rigorous monitoring across all its plants. Within the production process, two main categories of by-products from wheat processing are identified. The first includes bran-based meals, which are resold to external companies specialized in the production of animal feed, contributing to a recovery and reuse cycle. The second includes materials unsuitable for human or animal consumption, which are used as fuel and sold to biogas plants. Waste that cannot be reused consists primarily of stones and straw from the wheat pre-cleaning phase, along with packaging cardboard, plastic films, worn wooden pallets, and iron spare parts. Before disposal, the latter are compacted to reduce volume, facilitating transport and lowering disposal frequency.

Focus on

SUSTAINABLE PACKAGING

Sustainable packaging refers to solutions designed to reduce the ecological footprint without compromising essential functions such as product preservation and ease of transport. Most of the company's flours are packaged in paper bags, mainly in 10 kg and 25 kg formats. In this respect, Agugiaro & Figna uses exclusively **FSC-certified paper**, sourced from responsibly and sustainably managed forests. This choice significantly reduces environmental impact by ensuring that the materials used in the packaging process are produced with full respect for the environment.

For premixes, it is essential to adopt bags that provide excellent resistance to humidity and odors, thereby guaranteeing effective protection and isolation of the contents. In line with this requirement, in 2024 the company undertook the development of an innovative food-grade paper, internally treated with a special greaseproof coating. This innovation represents a major step forward toward more high-performance and sustainable packaging solutions.

The project also involves the use of natural or mineral-based ingredients, with the goal of substantially reducing the environmental impact of packaging and storage processes and promoting a more responsible, sustainability-oriented model. This initiative not only aims to lower ecological impact but also to eliminate the use of plastic in packaging bags, without compromising product safety and integrity during transport and storage.

Finally, it is worth noting that a significant share of the company's flour sales is in bulk, eliminating the need for packaging and considerably reducing downstream waste.

In this way too, Agugiaro & Figna reaffirms its strong commitment to the sustainable and responsible management of its production and distribution processes.





5.

Social Responsibility

Our social responsibility is the seed of a sustainable future: each flour we produce is born of respect for the earth and for people, carrying with our commitment to nourish the present and cultivate a better tomorrow.



5.1. CARING FOR PEOPLE

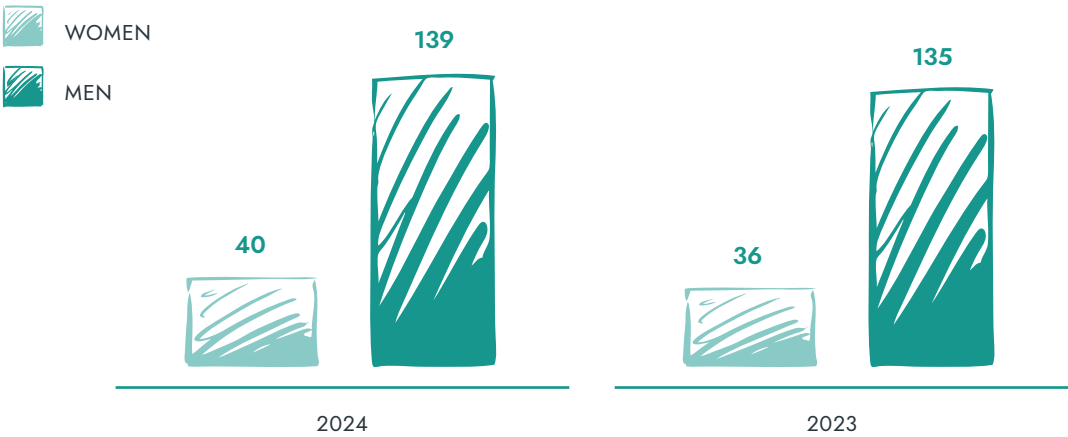
The well-being and protection of its employees represent an absolute priority for Agugiaro & Figna. To this aim, the company has adopted a Management System designed to guarantee employees the best possible working environment, not only in terms of safety and compliance with labor standards but also by actively involving people in company life. This system complies with the **SA8000:2014** standard, with the Collecchio and Curtarolo plants certified accordingly. Furthermore, to strengthen employees' engagement, Agugiaro & Figna periodically **shares its strategic guidelines** regarding quality, environment, health and safety, and corporate ethics. Specific training, information, and awareness-raising sessions are organized to increase employees' knowledge and understanding of the company's objectives.



As of December 31, 2024, the Group employed 179 people, marking a significant increase compared to the previous year and reflecting the company's commitment to expanding and diversifying its staff in support of its growth strategy. Almost all employees are on permanent contracts, of which 8% are part-time. In addition to direct employees, the workforce also includes 59 **external collaborators**, such as agency workers, interns, demonstrator technicians, and sales agents.

During the reporting year, the company recorded no discriminatory incidents at any site or office, nor were any risks detected that could have led to violations of freedom of association, collective bargaining, or the use of child, forced, or compulsory labor. Agugiaro & Figna has also formalized its **commitment to work-life balance**. For example, it **monitors the number of overtime hours worked**, which in 2024 amounted to **4%** of total hours. **Vacation time** is also managed carefully, with annual planning to balance company requirements with employees' personal needs.

WORKFORCE COMPOSITION AT A&F



Believing that employee well-being is fundamental to effective workforce management, the company has introduced several benefit schemes over the years. At the Collecchio plant, nursery and kindergarten enrollment fees are reimbursed, confirmed for 2024 and updated to €230 and €120 per month respectively, allocated based on requests from employees. At the same site, a variable pay scheme is in place, linked to specific objectives such as productivity and compliance. This bonus is distributed in February of the following year and extended not only to employees but also to leased and agency staff with contracts of at least nine months, provided they are employed at the time of payment. In December 2024, all Group employees received an extraordinary bonus of €1,000, distributed in the form of shopping vouchers, benefitting 179 people in total. This initiative is part of the company's broader commitment to enhancing employee well-being through measures — both financial and non-financial — aimed at improving quality of life.

Agugiaro & Figna has also long invested in continuous training programs for all employees, regardless of contract type. To ensure high quality, training plans are regularly updated and revised. The Group does not limit itself to mandatory programs — such as IFS (International Featured Standards) training on international food safety and quality standards — but also develops specialized courses. In 2024, for example, a 12-hour program was delivered for managerial staff, structured as a team-building activity for a selected group. Participants were chosen based on specific corporate roles, with the aim of deepening and enhancing their technical and operational expertise.

Focus on

EMPLOYEE ENGAGEMENT SURVEY

During 2024, the company conducted an in-depth corporate employees engagement survey in collaboration with a specialized consultancy firm supporting companies in staff performance development. The initiative was aimed at analyzing a set of key indicators to assess employee well-being, including **perceived well-being, operational autonomy, sense of belonging, innovative capacity, quality of leadership, as well as factors related to work-related stress, psychological safety, professional satisfaction, and turnover.**

The survey was administered to white-collar employees and recorded a high participation rate. Among respondents, gender distribution was **64.5% male, 32.9% female, and 2.6% preferred not to disclose their gender.**

Age distribution reflected good representation across all generational groups, with a prevalence in the 31–40 age group (32.9%) and the 18–30 age group (22.3%). Seniority within the company was also balanced, with 30.3% of respondents having more than 10 years of experience, highlighting employee stability and loyalty.

Survey results showed positive perceptions regarding clarity, identification, innovation, leadership, and psychological safety. At the same time, issues related to stress and turnover require continuous attention to safeguard a healthy and productive working environment. This initiative represents an important step in the company's ongoing commitment to internal listening and the continuous improvement of working conditions.





Focus on

TRAINING AND SUSTAINABILITY

"Agugiaro & Figna," as stated by its CEO Riccardo Agugiaro, "believes that training is an essential element in promoting sustainability: through the adoption of virtuous behaviors, the dissemination of knowledge, and the development of skills – both within the company and among its suppliers and customers – it is possible to address current environmental challenges and promote a more sustainable future."

Investing in a culture of sustainability not only generates environmental benefits but also creates economic and social value, fostering harmonious and lasting progress. Within this framework lies the project *Un sacco di Cambiamento*, which promotes greater attention to sustainability in artisanal activities through the adoption of good practices and the implementation of concrete actions at the social, environmental, cultural, and economic levels. The *Manifesto del Cambiamento*, developed together with the *Università degli Studi di Scienze Gastronomiche di Pollenzo*, gave rise to a series of awareness-raising meetings in the restaurant sector, promoting practices aimed at reducing environmental impact and improving workplace quality.

The initiative has particularly engaged pizza professionals through the awareness program ***Pizzaiolo per il Cambiamento***, carried forward daily inside and outside pizzerias, in interactions with both customers and suppliers. The project, presented during the World Pizza Championship held in Parma from April 9 to 11, continued with the aim of rewarding pizza makers who adopt concrete practices to reduce the environmental impact of their

activities.

The *Pizzaiolo per il Cambiamento* movement marks a new era for the pizza industry, combining sustainability with work quality. In fact, competition participants at the World Pizza Championship were evaluated against a set of anti-waste criteria, including the use of local and organic ingredients, waste reduction, and the promotion of local traditions. Recognition at this event both celebrates the art of pizza and fosters positive change in the sector, reducing environmental impact while creating new growth opportunities for pizza makers worldwide.

Agugiaro & Figna has also long been committed to supporting young people and their future, promoting ***Emergente***, the *Witaly* project dedicated under-30 talent in the restaurant sector. By sponsoring competitions for pizza makers, chefs, and pastry chefs, the company contributes to the professional growth of these promising young professionals. For Agugiaro & Figna, *Emergente* represents a valuable opportunity to promote its values and foster a restaurant sector rooted in quality, training, and innovation.

The company's commitment to training its business partners does not stop here. Leveraging the expertise developed throughout its long history of success, Agugiaro & Figna supports its customers in the development and testing of new products, making its laboratories and technicians available. In doing so, the Group has become a **true point of reference in the research and development of the milling art**, providing high-level training to bakers, pastry chefs, restaurateurs, and pizza makers eager to enhance both their performance and the results of their work. It is precisely this customer category to which the company



has always devoted special attention.

Pizza makers are, in fact, not only ambassadors of the high quality of Agugiaro & Figna's products but also, more broadly, of Italian culinary culture worldwide. For this reason, in 2021 Agugiaro & Figna made a significant investment that led to the acquisition – by its parent company --of the **Scuola Italiana Pizzaioli**, an institution it had already been sponsoring since the late 1980s. This acquisition stemmed from the desire to strengthen a collaboration that had been in place for more than thirty years, providing greater support to the activities carried out by the school: a wide range of **courses entirely dedicated to the training of pizza makers**, now with an international presence that spans 12 countries across Europe,

Asia, the Americas, and Oceania.

Courses are delivered in facilities fully dedicated to both theoretical and practical training, offering a comprehensive service for students – whether they are approaching the world of pizzerias for the first time or are seasoned professionals looking to update their knowledge. In addition, the Scuola Italiana Pizzaioli provides managerial consultancy services, training clients on all aspects related to the creation and management of a pizzeria.

5.2. HEALTH AND SAFETY IN TH WORKPLACE

The Agugiaro & Figna Group is committed to providing its employees with a safe working environment, ensuring not only **compliance with current national and international occupational health and safety regulations** but also implementing preventive procedures and measures to guarantee that no employee or collaborator is placed – knowingly or unknowingly – in situations that are dangerous, risky, or harmful to their health. The health and safety management system is based on a preliminary analysis of hazards within the plants, in order to classify different levels of risk and define the necessary corrective actions. The Collecchio plant is **ISO 45001:2018** certified (Occupational Health and Safety Management Systems – Requirements and Guidelines for Use).

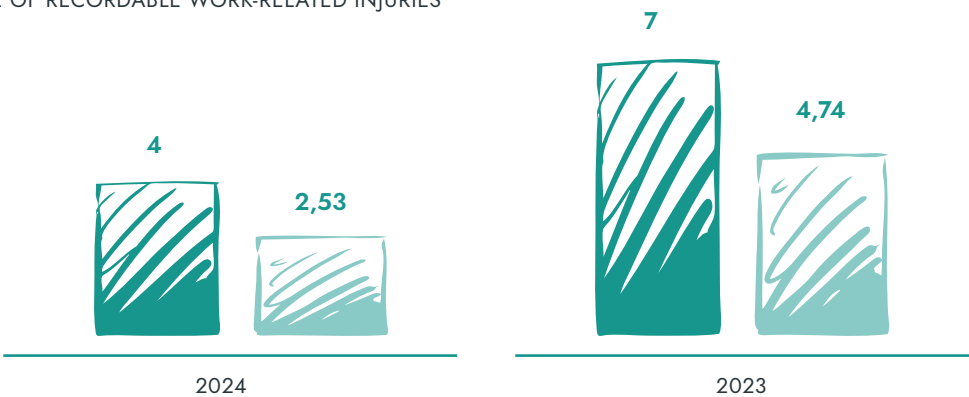
Placing the health and safety of employees among its absolute priorities, the Group also achieved ISO 45001:2018 certification for the Curtarolo plant in 2024. This important milestone represents a further step toward the adoption of safe and responsible

working practices. During the year, 4 non-serious accidents were recorded – a decrease compared to 2023 – despite a 7% increase in hours worked. Following each accident, the company carried out an in-depth analysis aimed at identifying root causes, considering factors such as human error, equipment defects, training gaps, and hazardous environmental conditions. Based on the findings, specific corrective measures were adopted to **mitigate risks and prevent future incidents**.

In addition, the company reviewed and updated operating procedures to ensure that all staff are properly trained and fully aware of best workplace safety practices. It is also worth noting that in 2024 defibrillators were installed at all plants, further strengthening safety measures and preparedness for medical emergencies.

NUMBER OF INJURIES AND RATE OF RECORDABLE WORK-RELATED INJURIES (EMPLOYEES)

- TOTAL NUMBER OF RECORDABLE WORK-RELATED INJURIES
- RATE OF RECORDABLE WORK-RELATED INJURIES



5.3. OUR RELATIONSHIP WITH THE TERRITORY

The history of **Agugiaro & Figna** shows a company deeply rooted in its territory, whose success is based not only on its continuous capacity for innovation but also on its ability to build **strong relationships with the local community**. In addition to being a member of industry associations in the areas where it operates, Agugiaro & Figna contributes to local well-being through its employment impact and several initiatives and investments it has carried out over the years.

Among the territorial initiatives in the regions where the Group operates, a noteworthy example is the *"Festa del Raccolto"*, an annual event held in the summer in the evocative Umbrian countryside, home to Molini Fagioli. This event fosters dialogue and exchange among stakeholders in the OIRZ (Origine Italia Residuo Zero) wheat supply chain, including producers, processors, and end users. In a convivial setting, participants have the opportunity to discuss prospects for sustainable development and new projects, underscoring the Group's commitment to promoting investments in the territories where it operates. In 2024, part of the event was hosted in the main square of Città di Castello, which was opened to the public to encourage broader participation and stronger involvement of the local community. The aim is to create an inclusive environment that promotes interaction and sharing, making the initiative a point of reference and contributing to the cultural and social development of the Umbrian territory. Additional initiatives are currently underway to establish strategic partnerships for the supply of flour to socially relevant centers and facilities dedicated to people with disabilities. These collaborations are intended to guarantee a steady, high-quality supply while also playing a crucial role in promoting the social and professional inclusion of individuals from disadvantaged backgrounds. Within Molini Fagioli, another important role is played by **Fagioli Lab**, a space dedicated to innovation and experimentation.

In 2024, events were organized for professionals in the restaurant sector to experiment with different flour varieties produced by the company and to develop new recipes. These meetings provided an opportunity to explore the characteristics and potential of the flours.

Finally, recognizing that the most significant results can only be achieved through collective commitment, Agugiaro & Figna continued in 2024 to actively support two important consortia in the Parma area: **Food Farm 4.0** and **KilometroVerdeParma**.

Food Farm 4.0, launched in 2019, is managed by a joint-stock consortium company (Food Farm scpa) established by six schools in the area, together with industries and associations of Parma, in collaboration with the *Ministero dell'Istruzione, dell'Università e della Ricerca* (MIUR). This initiative represents a model of school-business collaboration, designed to provide high-quality school-to-work training through the creation of a production environment where agricultural, chemical, and hospitality students in their fourth and fifth years can gain practical skills. Unique in its kind, this project is the first **Territorial Laboratory for Employability in Italy** to be structured within an Agri-Food 4.0 company. From cultivating the land in the school's agricultural enterprise to producing final goods, students are directly involved in all stages of the agri-food supply chain. The products obtained, marketed under the **Bontà di Parma brand** and made fully traceable through blockchain technology, are distributed on the market, with all profits reinvested in the project itself.

Agugiaro & Figna is also an active participant in **KilometroVerdeParma**, making the Bosco del Molino available for the Consortium's activities. This reforestation project in the Parma area aims to create

new green and wooded areas in the city and province. Launched in 2015 with the goal of creating a green corridor along an 11 km stretch of the A1 motorway, the initiative has grown significantly over the years. Today, it includes more than 85,000 trees and shrubs planted, **85 hectares of reforested land, and approximately 5,000 tons of Co₂ stored**. This achievement represents a concrete model of coexistence between humans and nature, to be safeguarded and handed down to future generations. By 2025, the project aims to reach 95,000 trees and shrubs planted, continuing its determined commitment to climate change adaptation, pollution reduction, and the improvement of environmental and social well-being.

The company also supports the Parma-based association *Amici a 4 Ruote*, which provides transport services for people with disabilities, as well as other organizations such as *Emporio Equo Solidale*, *Fiori di Cactus*, and the *Reperto di Oncologia medica dell'Ospedale Maggiore di Parma*. Agugiaro & Figna provides both financial and logistical support to projects aligned with its values, monitoring activities through the partner associations. This commitment extends to social initiatives across the territories where the Group operates, reinforcing its ties with local communities.

Art and culture also represent key areas of intervention for the company. Agugiaro & Figna supports institutions such as the **Teatro Regio di Parma**, the **Fondazione Arturo Toscanini**, and the cultural association Pièce, which promotes training in the confectionery sector. The company believes in creativity as a natural human expression, capable of fostering dialogue between the inner world and the surrounding environment. Within this vision lies the **"Nature Meeting Graffiti Artist"** project, carried out in collaboration with the *McLuc Culture association*. The initiative took shape through an international call involving more than 60 artists, who were invited to submit proposals for works on the theme of **"nature"** to decorate the walls of the new grain

storage center in Valera (PR). The facility, needed to expand storage capacity, was created by recovering and renovating an abandoned structure. From the proposals received, **11 works** were selected by a jury composed of industry experts and Agugiaro & Figna employees. The event, held from September 6 to 8, 2024, culminated in a convivial gathering dedicated to employees and their families.

In addition to holding a membership share in **Parma, io ci sto!** – an organization established to support and promote businesses in the Parma area – Agugiaro & Figna has also taken an active role in the **"Imprese Aperte"** project. This initiative involves the organization of dedicated open days during which company facilities are made accessible to the public. On these occasions, visitors have the opportunity to explore the various stages of the flour processing cycle first-hand, gaining deeper insight into the milling sector and into the company's commitment to transparency and engagement with the local





community.

Molini Fagioli also plays an active role in two associations based in Umbria: **Università dei Sapori** and **URAT (Unione dei Ristoratori e Albergatori del Trasimeno)**.

In 2024, the Agugiaro & Figna Group distributed approximately **€72,000 in charitable donations**. The company considers it essential to share the value it generates by supporting and developing initiatives – both directly and indirectly – aimed at promoting the physical, psychological, nutritional, social, and cultural well-being of its employees and collaborators, as well as of the communities in the areas where it operates.

In line with this philosophy, the book *Creiamo un Bosco*, published in autumn 2024, was donated to stakeholders and to several schools in the region, with the aim of raising awareness and spreading a culture of respect for nature. The preface to the book, written by Julia Butterfly Hill – a renowned American

environmentalist and activist known for her fight against deforestation – serves as a tangible sign of the company's commitment to promoting knowledge and to highlighting the Bosco del Molino and the many projects developed within it.



For a complete overview of the initiatives undertaken in environmental and social areas, please refer to the **2024 Impact Report**, available on the Group's official website www.agugiarofigna.com

Financial Data

DISCLOSURE 201-1: DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

Direct economic value generated and distributed		
	31.12.2024	31.12.2023
Economic value generated	154,331	162,738
Economic value distributed	141,586	148,131
Remuneration of suppliers	126,919	133,193
Remuneration of personnel	11,293	10,769
Remuneration of capital providers	262	437
Remuneration of shareholders*	-	-
Remuneration of Public Administration	2,319	3,430
Communities	793	302
Retained economic value	12,746	14,607

* A total of 3 million euros in dividends were paid in 2024 and 3 million euros in 2023.

Supplier Data

DISCLOSURE 204-1: SPENDING ON LOCAL SUPPLIERS ⁽⁴⁾

Proportion of spending on local suppliers		
Geographical area	To 31 December 2024	To 31 December 2023
	% spend	% spend
Local – Italy	86%	84%
Non local	14%	16%
Total	100%	100%

Product Data

DISCLOSURE 417-2: INCIDENTS OF NON-COMPLIANCE CONCERNING PRODUCT AND SERVICE INFORMATION AND LABELING

Total number of incidents of non-compliance with regulations and/or voluntary codes concerning labeling and information on products and services		
Number of incidents	To 31 December 2024	To 31 December 2023
Instances of non-compliance with regulations resulting in a fine or penalty	-	1 ⁽⁵⁾
Instances of non-compliance with regulations resulting in a warning	-	-
Instances of non-compliance with voluntary codes	-	-
Total	-	-

DISCLOSURE 417-3: INCIDENTS OF NON-COMPLIANCE CONCERNING MARKETING COMMUNICATIONS

Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship		
Number of incidents	To 31 December 2024	To 31 December 2023
Instances of non-compliance with regulations resulting in a fine or penalty	-	-
Instances of non-compliance with regulations resulting in a warning	-	-
Instances of non-compliance with voluntary codes	-	-
Total	-	-

4 Local suppliers are defined as suppliers with their legal headquarters in Italy. It is also specified that, for this analysis, the costs incurred for the purchase of raw materials and packaging materials, as well as service costs, have been taken into account.

5 We inform you of a case of incorrect labeling in a batch containing 1 kg flour packages intended for the American market. This batch was destroyed at the border.

Human Resources Data

DISCLOSURE 2-7: EMPLOYEES ⁽⁶⁾

Total number of employees broken down by type of contract (permanent and temporary) and by gender						
Type of contract	To 31 December 2024			To 31 December 2023		
	Men	Women	Total	Men	Women	Total
Permanent	135	36	171	126	35	161
Temporary	4	4	8	9	1	10
Total	139	40	179	135	36	171

Total number of employees by type of employment (full-time and part-time) and by gender						
Type of employment	To 31 December 2024			To 31 December 2023		
	Men	Women	Total	Men	Women	Total
Full-time	136	29	165	131	27	158
Part-time	3	11	14	4	9	13
On-call	-	-	-	-	-	-
Total	139	40	179	135	36	171
Percentage part-time	2%	28%	8%	3%	25%	8%

DISCLOSURE 2-8: NON EMPLOYEES

Total number of workers who are not employees by gender						
Type of contract	To 31 December 2024			To 31 December 2023		
	Men	Women	Total	Men	Women	Total
Collaborators	44	5	49	37	5	42
Contractors	8	1	9	13	2	15
Interns	1	-	1	1	1	2
Total	53	6	59	51	8	59

⁶ All employees works in Italy.

DISCLOSURE 2-21: ANNUAL TOTAL COMPENSATION RATIO

Annual total compensation ratio	2024	2023
Ratio of the annual total compensation of the highest paid individual to the median annual total compensation ¹² of all employees (excluding that individual)	12	13,4
Ratio of the percentage increase in annual total compensation of the highest paid individual to the median percentage increase in annual total compensation of all employees (excluding that individual)	-	-

DISCLOSURE 401-1: NEW HIRES AND EMPLOYEE TURNOVER

Recruitment (7) and turnover rates (8) by gender and geographical area								
Number and rate of new hires and turnover by gender and geographical area	2024				2023			
	N	%	N	%	N	%	N	%
Italy								
Men	26	19%	21	15%	25	19%	9	7%
Women	7	18%	4	10%	4	11%	7	19%
Total	33	18%	25	14%	29	17%	16	9%

Recruitment (9) and turnover rates (10) by age group and geographical area								
Number and rate of new hires and turnover by age and geographical area	2024				2023			
	N	%	N	%	N	%	N	%
Italy								
< 30 years	9	39%	4	17%	7	37%	-	0%
30 – 50 years	16	17%	10	11%	19	19%	10	11%
> 50 years	8	13%	11	17%	3	6%	6	12%
Total	33	18%	25	14%	29	17%	16	10%

7 The employee turnover rate for hires is calculated as follows: number of employees hired during the year / total employees at the end of the year * 100

8 The employee turnover rate for departures is calculated as follows: number of employees who left during the year / total employees at the end of the year * 100.

9 The employee turnover rate for hires is calculated as follows: number of employees hired during the year / total employees at the end of the year * 100.

10 The employee turnover rate for departures is calculated as follows: number of employees who left during the year / total employees at the end of the year * 100.

DISCLOSURE 403-9: WORK-RELATED INJURIES

Number of injuries employees		
Work-related injuries	2024	2023
Total number of fatalities due to work-related injury	-	-
Total number of serious work-related injuries (excluding fatalities) ⁽¹¹⁾	-	-
Total number of recordable work-related injuries ⁽¹²⁾	4	7
Time-related data		
Hours	2024	2023
Hours worked	316,123	295,254
Multiplier for calculation	200,000	200,000
Main types of work-related injuries		
Contusion	2	4
Laceration	2	1
Trauma	-	1
Commuting		1
Injury rates		
Rate	2024	2023
Rate of fatalities due to work-related injuries ⁽¹³⁾	-	-
Rate of serious work-related injuries (excluding fatalities) ⁽¹⁴⁾	-	-
Rate of recordable work-related injuries ⁽¹⁵⁾	2.53	4.74

¹¹ A serious occupational injury refers to a work-related injury that causes damage such that the worker cannot recover, does not recover, or it is not realistic to expect full recovery to the pre-incident health status within 6 months.

¹² The main types of occupational injuries recorded are contusions and lacerations.

¹³ The rate is calculated as follows: number of deaths due to occupational injuries / hours worked * 200,000.

¹⁴ The rate is calculated as follows: number of serious occupational injuries / hours worked * 200,000.

¹⁵ The rate is calculated as follows: number of recordable occupational injuries / hours worked * 200,000.

Number of injuries external workers ⁽¹⁶⁾		
Work-related injuries	2024	2023
Total number of fatalities due to work-related injury	-	-
Total number of serious work-related injuries (excluding fatalities)	-	-
Total number of recordable work-related injuries	-	-
Time-related data		
Hours	2024	2023
Hours worked	24,318	36,190
Multiplier for calculation	200,000	200,000
Main types of work-related injuries		
Contusion	-	-
Laceration	-	-
Trauma	-	-
Commuting accident		-
Injury rates		
Rate	2024	2023
Rate of fatalities due to work-related injuries	-	-
Rate of serious work-related injuries (excluding fatalities)	-	-
Rate of recordable work-related injuries	-	-

¹⁶ Data relating to injuries of external workers include only the categories of contractors, collaborators, and interns, and do not include other types of non-employee workers operating at Group sites and/or under the Group's control, considering their significance and the availability of such data over which the Group does not exercise direct control.

DISCLOSURE 404-1: AVERAGE HOURS OF ANNUAL TRAINING PER EMPLOYEE, GENDER AND CLASSIFICATION

Average compulsory training hours by professional category and gender						
Professional category	2024			2023		
	Average hours men	Average hours women	Total average hours	Average hours men	Average hours women	total average hours
Executives	11.5	-	11.5	-	-	-
Senior manager	6.1	11.9	8.2	12.6	2.0	9.4
Employees	7.2	3.5	5.8	8.7	7.0	8.1
Workers	9.9	4.0	9.8	12.3	-	12.1
Total	8.7	4.4	7.8	10.9	6.4	10.0

DISCLOSURE 405-1: DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Percentage of employees by professional category and gender						
Professional category	To 31 December 2024			To 31 December 2023		
	Men	Women	Total	Men	Women	Total
Executives	1%	0%	1%	1%	0%	1%
Senior manager	4%	2%	6%	4%	2%	6%
Employees	29%	19%	48%	29%	19%	48%
Workers	44%	1%	45%	46%	1%	46%
Total	78%	22%	100%	79%	21%	100%

Percentage of employees by professional category and by age group								
Professional category	To 31 December 2024				To 31 December 2023			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Executives	0%	0%	1%	1%	0%	1%	0%	1%
Senior manager	0%	3%	3%	6%	0%	2%	4%	6%
Employees	7%	26%	16%	48%	6%	29%	12%	47%
Workers	6%	23%	16%	45%	5%	26%	15%	46%
Total	13%	52%	35%	100%	11%	58%	30%	100%

Percentage of members of the Board of Directors by gender						
	To 31 December 2024			To 31 December 2023		
	Men	Women	Total	Men	Women	Total
Members of the Board of Directors	100%	-	100%	100%	-	100%

Percentage of members of the Board of Directors by age group								
	To 31 December 2024				To 31 December 2023			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Members of the Board of Directors	-	33%	67%	100%	-	33%	67%	100%

Environmental Data

DISCLOSURE 302-1: ENERGY CONSUMPTION

Energy consumption within the organization					
Type of consumption	Unit of measure	2024		2023	
		Total	Total GJ	Total	Total GJ
Energy for heating/production use					
Natural Gas	smc	42,114	1,499	42,245	1,498
Fuel for vehicle fleet					
Diesel Fuel for Vehicle Fleet	l	540,856	19,468	515,550	18,557
Petrol for Vehicles	l	5,567	178	8,611	275
Electricity purchased					
of which from renewable sources	kWh	26,715,529	96,176	26,225,091	94,410
of which from non-renewable sources	kWh	-	-	-	-
Electricity self-generated by photovoltaic					
of which consumed	kWh	197,053	709	9,900	36
of which sold/transferred to grid	kWh	-	-	-	-
Total energy consumption	GJ	118,030		114,775	
Renewable energy	GJ	96,885		94,446	
% Renewable Energy of Total	%	82.09		82.29	

Conversion factors				
Starting unit	Arrival unit	2024	2023	Fonte
1 kWh	GJ	0.0036	0.0036	DEFRA 2024 – 2023 (Constant)
1 smc of natural gas for heating/production	GJ	0.0356	0.0355	Min. Ambiente – 2024,2023
1 l of diesel – vehicle fleet	Kg	0.8400	0.8400	FIRE – Guidelines for the appointment of the energy manager (2018) – Version 2.1
1 kg of diesel – vehicle fleet	GJ	0.0429	0.0429	ISPRA – National Inventory Report 2024, 2023
1 l of gasoline – vehicle fleet	Kg	0.7400	0.7400	FIRE – Guidelines for the appointment of the energy manager (2018) – Version 2.1
1 kg of gasoline – vehicle fleet	GJ	0.0431	0.0431	Min. Ambiente – 2024,2023

DISCLOSURE 305-1: DIRECT (SCOPE 1) GHG EMISSIONS

Scope 1 – Direct emissions			
Type of emissions	Unit of measure	2024	2023
Energy vectors for heating/production use			
Natural gas	tCO ₂	85	85
Car fleet			
Diesel fuel	tCO ₂	1,431	1,364
Petrol	tCO ₂	13	20
Total Scope 1	tCO₂	1,529	1,469

DISCLOSURE 305-2: ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

Scope 2 – Indirect emissions			
Type of emission ⁽¹⁷⁾	Unit of measure	2024	2023
Location Based	tCO ₂	8,202	7,026
Market Based	tCO ₂	-	-

Total emissions calculation ⁽¹⁸⁾	Unit of measure	2024	2023
Total emissions Scope 1 + Scope 2 – Location Based	tCO _{2e}	9,731	8,495
Total emissions Scope 1 + Scope 2 – Market Based	tCO _{2e}	1,529	1,469

Emission factors				
Type	Unit of measure	2024	2023	Source
Electricity – location based	tCO ₂	0.00031	0.00027	ISPRA – 2024, 2023
Electricity – market based	tCO ₂	0.00050	0.00046	AIB, European Residual Mixes 2024,2023
Natural Gas	tCO ₂	0.00202	0.00200	Min. Ambiente – 2024,2023
Petrol	tCO ₂	0.00233	0.00233	Min. Ambiente – 2024,2023
Diesel fuel	tCO ₂	0.00265	0.00265	ISPRA – National Inventory Report 2024,2023

¹⁷ The reporting standard used provides for two different approaches to calculating Scope 2 emissions: the location-based and the market-based approach. The location-based approach uses average emission factors associated with the specific national electricity generation mixes. The market-based approach, on the other hand, uses emission factors based on contractual agreements with electricity providers. In the absence of specific contractual agreements between the organization and the electricity supplier (e.g., purchase of Guarantees of Origin), the emission factor used for the market-based approach corresponds to the national residual mix.

¹⁸ Scope 2 emissions are expressed in tonnes of CO₂; however, the percentage of methane and nitrous oxide has a negligible impact on the total greenhouse gas emissions (CO₂ equivalents), as supported by technical literature.

DISCLOSURE 301-1: MATERIALS CONSUMPTION

Materials used by weight or volume					
Agugiaro & Figna	Unit of measure	2024		2023 ⁽¹⁹⁾	
		Non renewable	Renewable	Non renewable	Renewable
Wheat	Ton	-	296,900	-	283,252
Plastic	Ton	26	-	38	-
Wood	Ton	-	5	-	6
Paper and Cardboard		-	914	-	812
Total	Ton	26	297,820	38	284,070

DISCLOSURE 306-3: WASTE GENERATED

Type of waste generated by category			
Type of waste	Unit of measure	To 31 December 2024	To 31 December 2023
Wood Packaging	t	50	36
Mixed Material Packaging	t	57	117
Paper and Cardboard Packaging	t	119	83
Plastic Packaging	t	14	13
Iron and Steel	t	30	56
Other ⁽²⁰⁾	t	5	25
Total	t	275	330
of which hazardous	t	0.30	0.14
Percentage of hazardous waste on the total	%	0.11	0.04

¹⁹ The data have been restated due to a refinement of the calculation methods.

²⁰ The "Other" category includes sludge, wood, glass, filtering materials, rags, protective clothing, etc.

Material Topics Table

Material topic	Impacts	Description of impacts	Type of impact	GRI aspect	Involvement of A&F
Energy consumption and emissions	Energy consumption	Consumption of energy from renewable and non-renewable sources, with negative impacts on the environment and reduction of energy stock.	Negative / Current	GRI 302: Energy (2016) GRI 305: Emissions (2016)	Direct involvement of the Group and through its business relationships
	Generation of direct and indirect GHG emissions (Scope 1 and 2)	Contribution to climate change through direct and indirect GHG emissions related to activities carried out at the Group's offices and sites.	Negative / Current		
	Generation of indirect GHG emissions (Scope 3)	Contribution to climate change through GHG emissions related to activities along the value chain.	Negative / Current		
Circular economy	Consumption of materials for production and raw materials for packaging	Negative impact related to the use of materials for production and packaging, also along the supply chain.	Negative / Current	GRI 301: Materials (2016) GRI 306: Waste (2020)	Involvement of the Group directly and through its business relationships
	Recycling and reuse of waste and industrial symbiosis activities	Creation of positive impacts through the recycling and reuse of waste raw materials in order to reduce the need for virgin raw materials and the impacts related to waste, also through industrial symbiosis projects	Positive / Current		
	Generation of waste	Environmental impacts related to the production of hazardous and non-hazardous waste	Negative / Current		
Ethics and integrity of Business	Non-compliance with laws, regulations and standards	Non-compliance with applicable internal and external laws, regulations, and standards with indirect economic impacts on stakeholders.	Negative / Potential	GRI 205: Anti-corruption (2016) GRI 407: Freedom of association and collective bargaining (2016) GRI 408: Child labor (2016) GRI 409: Forced or compulsory labor (2016) GRI 417: Marketing and labeling (2016)	Involvement of the Group directly and through its business relationships
	Unethical business conduct	Negative impacts on people and economic systems generated by unethical business conduct (e.g. corruption).	Negative / Potential		
	Violation of human rights	Violation of human rights (e.g. right to freedom of association and collective bargaining, child labor, forced or compulsory labor) along the supply chain and within the company.	Negative / Potential		
	Misleading communications to customers and final consumers	Negative impacts on customers and final consumers caused by misleading communications and incorrect labeling.	Negative / Potential		

Economic performance	Generation and distribution of economic value	Positive economic impacts generated by the organization through its business activities for workers, local communities, farmers, and other stakeholders.	Positive / Current	GRI 201: Economic Performance (2016) GRI 207: Taxes (2019)	Direct involvement of the Group
	Failure to pay taxes in the country where the company operates	Negative impact on the economy of the country where the company operates due to failure to pay due taxes	Negative / Potential		
Product quality and innovation	Product quality and consumer safety	Food contamination and foodborne illnesses due to ineffective food management and lack of prevention to ensure food safety	Negative / Potential	GRI 416: Customer Health and Safety (2016)	Direct involvement of the Group
	Research and development	Promotion of innovative products attentive to market trends and needs, and implementation of R&D activities with impacts on stakeholder expectations and on the company's competitiveness	Positive / Current		
Occupational health and safety	Workplace injuries	Workplace accidents or incidents with negative consequences for the health of the Group's direct employees or external collaborators	Negative / Current	GRI 403: Occupational Health and Safety (2018)	Direct involvement of the Group
Support to local communities	Local development and community relations	Support to local development through contributions and donations to associations in the areas where the Organization is physically present	Positive / Current	N/A	Direct involvement of the Group

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Employee development and retention	Inadequate working conditions and remuneration	Failure to comply with wage agreements or employee expectations, in terms of inadequate remuneration for employees and external collaborators	Negative / Potential	GRI 401: Employment (2016) GRI 404: Training and education (2016) GRI 405: Diversity and equal opportunity (2016) GRI 406: Non-discrimination (2016)	Direct involvement of the Group
	Employee training and growth	Improvement of employee skills through professional training and development activities, general and technical programs, also related to growth and personalized evaluation goals	Positive / Current		
	Reduced employee satisfaction and well-being	Decreased employee satisfaction and well-being due to lack of adoption of corporate welfare practices, work-life balance, and well-being	Negative / Potential		
	Discrimination and non-inclusive practices in the workplace	Negative impacts on employee satisfaction and motivation due to discrimination (e.g., related to gender, age, ethnicity, etc.) or other non-inclusive practices	Negative / Potential		

Supply chain traceability and sustainability	Ineffective traceability management of raw materials and products	Negative impact on consumer safety due to ineffective ability to trace the source, origin, or production conditions of raw materials and finished products in the supply chain	Negative / Potential	GRI 204: Procurement practices (2016) GRI 304: Biodiversity (2016) GRI 308: Supplier environmental assessment (2016) GRI 414: Supplier social assessment (2016)	Direct involvement of the Group and through its business relationships
	Local sourcing practices	Promotion of purchasing from local suppliers	Positive / Potential		
	Negative environmental impacts along the supply chain	Negative impacts related to the sourcing of goods and services from suppliers, particularly regarding their environmental impacts	Negative / Current		
	Impacts of cultivation on ecosystems and soil health	Impacts on biodiversity and the quality of natural ecosystems, including erosion and/or reduced soil fertility, also related to pesticide use along the supply chain	Negative / Potential		
	Negative social impacts along the supply chain	Negative impacts related to the sourcing of goods and services from suppliers, particularly regarding their social impacts	Negative / Potential		

GRI Content Index

Statement of use	The Agugiario & Figna Group has reported in accordance with the GRI Standards for the period January 1, 2024 – December 31, 2024.				
GRI 1 used	GRI 1 – Foundation 2021				
Relevant GRI Sector Standards	N/A				
GRI Standard	Disclosure	Location	Requirements Omitted	Omission	
				Reason	Explanation
General Disclosures					
GRI 2 – General Disclosures – 2021	2-1 Organizational details	10			
	2-2 Entities included in the organization's sustainability reporting	82			
	2-3 Reporting period, frequency and contact point	82			
	2-4 Restatements of information	82			
	2-5 External assurance	82			
	2-6 Activities, value chain and other business relationships	28 – 40			
	2-7 Employees	62			
	2-8 Workers who are not employees	62			
	2-9 Governance structure and composition	12			
	2-10 Nomination and selection of the highest governance body	12			
	2-11 Chair of the highest governance body	12			
	2-12 Role of the highest governance body in overseeing the management of impacts	12			

2-13 Delegation of responsibility for managing impacts	13			
2-14 Role of the highest governance body in sustainability reporting	24			
2-15 Conflicts of interest	12			
2-16 Communication of critical concerns	14			
2-17 Collective knowledge of the highest governance body	12			
2-18 Evaluation of the performance of the highest governance body	No formal evaluation procedures currently in place for Board of Directors performance.			
2-19 Remuneration policies	No formal procedures currently in place to define Board member remuneration.			
2-20 Process to determine remuneration	13			
2-21 Annual total compensation ratio	63			
2-22 Statement on sustainable development strategy	5			
2-23 Policy commitments	13 – 15			
2-24 Embedding policy commitments	15			
2-25 Processes to remediate negative impacts	14; 44			
2-26 Mechanisms for seeking advice and raising concerns	14			
2-27 Compliance with laws and regulations	13			

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	2-28 Membership associations	57 – 59			
	2-29 Approach to stakeholder engagement	23			
	2-30 Collective bargaining agreements	100% of Agugiaro & Figna employees are covered by collective agreements in the food sector			
Material topics					
GRI 3 – Material Topics – 2021 Edition	3-1 Process to determinate material topics	24			
	3-2 List of material topics	25			
Material topic: Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	18 – 19; 72 – 75			
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	60			
GRI 207: Taxes	207-1 Approach to taxes	19			
Material topic: Ethics and integrity in business					
GRI 3: Material Topics 2021	3-3 Management of material topics	12 – 15; 29; 61; 72 – 75			
GRI 205: Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	13			
GRI 407: Freedom of association and collective bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	29; 50			
GRI 408: Child labor	408-1 Operations and suppliers at significant risk for incidents of child labor	29; 50			

GRI 409: Forced or compulsory labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	29; 50			
GRI 417: Marketing and labeling	417-2 Incidents of non-compliance concerning product and service information and labeling	61			
	417-3 Incidents of non-compliance concerning marketing communications	61			
Material topic: Energy consumption and emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	44 – 46; 72 – 75			
GRI 302: Energy	302-1 Energy consumption within the organization	68			
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	69 – 70			
	305-2 Energy indirect (Scope 2) GHG emissions	70			
	305-3 Other indirect (Scope 3) GHG emissions		GRI 305-3	Information not available	Currently, the Group does not prepare a Scope 3 reporting, but it is taking action to obtain the information in the coming years.
Material topic: Circular economy					
GRI 3: Material Topics 2021	3-3 Management of material topics	46 – 47; 72 – 75			
GRI 301: Materials	301-1 Materials used by weight or volume	71			
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	46			
	306-3 Waste generated	71			

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Material topic: Traceability and supply chain sustainability					
GRI 3: Material Topics 2021	3-3 Management of material topics	29 – 31; 72 – 75			
GRI 204: Procurement practices	204-1 Proportion of spending on local suppliers	60			
GRI 304: Biodiversity	304-2 Significant impacts of activities, products and services on biodiversity	44			
GRI 308: Supplier environmental assessment	308-1 New suppliers that were screened using environmental criteria	30			
GRI 414: Supplier social assessment	414-1 New suppliers that were screened using social criteria	30			
Material topic: Employee development and attraction					
GRI 3: Material Topics 2021	3-3 Management of material topics	50 – 51; 72 – 75			
GRI 401: Employment	401-1 New employee hires and employee turnover	63			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	51			
GRI 404: Training and education	404-1 Average hours of training per year per employee	66			
GRI 405: Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	66 – 67			
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	50			
Material topic: Health and safety in the workplace					
GRI 3: Material Topics 2021	3-3 Management of material topics	56; 72 – 75			
GRI 403: Occupational health and safety	403-9 Work-related injuries	64 – 65			

Material topic: Product quality and innovation					
GRI 3: Material Topics 2021	3-3 Management of material topics	38 – 40; 72 – 75			
GRI 416: Customer health and safety	416-1 Assessment of the health and safety impacts of product and service categories	All significant product categories are regularly assessed with regard to health and safety impacts with a view to continuous improvement.			
Material topic: Support to local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	57 – 59; 72 -75			

Methodological Note

This document represents the third edition of the Agugiaro & Figna Group Sustainability Report (hereinafter also referred to as “Agugiaro & Figna,” “the Group,” or “the company”), prepared to transparently communicate the Group’s environmental, social, and economic sustainability performance. The information presented refers to the 2024 financial year (from January 1 to December 31) and is published on an annual basis.

This Sustainability Report has been prepared in accordance with the Global Reporting Initiative Sustainability Reporting Standards (hereinafter also “GRI Standards”), as defined by the GRI – Global Reporting Initiative.

The reporting scope of the economic data presented in this Report is consistent with the data and information contained in the consolidated financial statements of Compagnia Generale Molini S.r.l. Group ⁽²¹⁾ as of December 31, 2024. All other data refer to the operating sub-holding Agugiaro & Figna Molini S.p.A. Società Benefit and to the companies in which it directly or indirectly holds the majority of voting rights – specifically, Molini Fagioli S.r.l. and ITG S.r.l.

No significant changes were recorded during the reporting year with respect to Group’s ownership structure, size, organizational structure, or supply chain.

To allow comparability over time and provide a comprehensive overview of the Group’s performance, data are presented – where available – in comparison with 2023 results. To ensure the reliability of the information reported, the use of estimates has been minimized; where present, these are clearly indicated and based on the best appropriate methodologies available. Any data restatements are duly highlighted in the text.

The contents of this Report are not subject to external assurance.

For any information regarding this document, please contact: sustainability@agugiarofigna.com

²¹ The consolidated financial statements of COMPAGNIA GENERALE MOLINI S.r.l. include, in addition to the aforementioned parent company, the operating sub-holding Agugiaro & Figna Molini S.p.A. Società Benefit and the companies in which it directly or indirectly holds the majority of voting rights, in particular, Molini Fagioli S.r.l. and ITG S.r.l.



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