

2° EDITION

IMPACT REPORT 2025

Introduction

Being a mill inherently involves, first and foremost, protecting knowledge. A knowledge made up of gestures, attention to raw materials, respect for time and for people's labour.

By becoming a Benefit Corporation in September 2024, Molino Pasini decided to clearly define and measure what has always been integral to its identity: the aim to generate value that is not solely economic but also social and environmental.

2025 marks the first full year of this journey. A year dedicated to construction, listening, and the definition of instruments, coupled with the first concrete steps that start to outline a more enlightened and responsible business model.

This Impact Report aims to communicate transparently what has been accomplished, what has been learned, and what still needs improvement.

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Corporate identity and business model

Molino Pasini is a traditional pillar of Italian milling, rooted in the Mantua region and distinguished by high-quality flours, born of a vigilant supply chain, solid technical know-how, and a consistent pursuit of improvement.

The quality of the product has always been the meeting point between tradition and innovation. This commitment is also evidenced by a structured system of certifications that ensure safety, traceability, and compliance with the highest international standards:

- UNI EN ISO 22000:2018 certified system for food safety management
- FSSC 22000 certification for comprehensive food safety management along the supply chain
- IFS Food certification with a high score
- BRCGS Food Safety certification
- UNI EN ISO 22005 supply chain traceability system
- EU Regulation 2018/848 organic certifications compliant

In addition, product certifications (Halal, Kosher) are included, showcasing a dedication to diverse markets and cultures from an inclusive, international perspective. This legacy provides a robust foundation for building a credible, verifiable sustainability journey.

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Impact Governance

The decision to become a Benefit Corporation stems from a journey of awareness that began in previous years and was strengthened through discussions with businesses focused on sustainability.

In 2023, a methodical impact analysis began, resulting in the formation of a cross-functional team, the B Team¹, and the definition of a business-integrated impact management model.

The corporate transformation that took place in September 2024 represents not a destination, but the start of a journey that requires continuity, responsibility, and measurement skills.

The management of the impact is entrusted to a dedicated organisational structure:

- An Impact Manager, responsible for coordinating activities;
- A cross-functional working group, referred to as the B Team, made up of representatives from key business functions;
- The Board of Directors, which retains the ultimate responsibility for integrating common benefit goals into the corporate strategy.

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In 2024, the **B Team**, coordinated by the Impact Manager, worked to establish an initial set of performance indicators (KPIs) to be monitored regularly through structured review sessions and dedicated operational activities. The objective of this work was not just to translate the commonly beneficial objectives expressed in the Statute into practical measures, but to begin a process of continual improvement, where the enterprise's growth and the production of positive impacts can feed into each other, eventually establishing a sustainable and durable development model.

In 2024, Molino Pasini drafted and released its first Impact Report, in which it outlined its communal benefit objectives and the specific targets set for 2025. This second edition marks an evolutionary transition: the company discloses the outcomes of its first full year of operations as a Benefit Corporation, begins assessing the impacts it has created, and revises its objectives towards a development perspective for 2026.

In the coming years, the challenge will be to turn intentions into increasingly measurable results, incorporating impact into the business's daily operations. In this journey, transparency is a fundamental element: to share not only what works but also what can be improved, with the understanding that credibility is built over time through consistency, data, and accountability.

^{*1} where 'B' represents Benefit, reflecting the terminology of B Corp certified businesses

The specific purposes of the common benefit

As a result of a participatory, detailed effort, four objectives of common benefit have been identified and safeguarded in the corporate statute.

Foster a secure and positive workplace that encourages personal development and professional enhancement of workers through educational initiatives and participation in company processes and strategy, aiming to boost well-being and share foundational company values.

Sharing values and goals with customers and suppliers to collectively create a new development model centred on collaboration, quality, respect for the ecosystem and the people involved, and the promotion of good practices for a healthy, well-informed food culture.

Committing to the sharing of environmental, social, and economic sustainability principles by contributing to the protection of the territory, the community, and people, and creating opportunities for collaboration and innovation with local bodies and entities.

Aim to decrease the company's environmental impact by fostering a culture of environmental stewardship across the entire supply chain.

These goals have been set to produce a significant, beneficial effect on select stakeholder categories the company engages with every day. In particular, employees, customers, suppliers, communities, and the environment are positively affected by the company's actions to achieve these common benefit goals.

The four objectives set out in the corporate statute of Molino Pasini cover the three dimensions of sustainability, ESG standards, thus aiding in the formation of a responsible economic framework and sustainable growth.

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Outcomes and impact performance

1. Foster a secure and serene workplace that prioritises personal development and professional skill enhancement of workers via educational activities and engagement in business processes and strategy, aiming to improve well-being and disseminate the core values of the company.

Within the milling industry, quality is not just a product of technology or raw materials. Still, it is born of the experience, competence, and dedication of the personnel who play a daily role in the production process. At Molino Pasini, the workforce is the primary distinct element and the real source of value. The expertise of personnel is integrated with advanced equipment and technologies, contributing to the maintenance of high-quality and food safety standards. Within this framework, the daily input of the workforce is crucial not only for maintaining operational continuity but also for advancing and evolving the entire corporate system.

It is from this awareness that the first goal of common benefit is established: Foster a secure and serene workplace that prioritises personal development and the enhancement of workers' professional skills through educational activities and engagement in business processes and strategy, aiming to improve well-being and disseminate the company's core values.

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A journey of wellbeing

Throughout 2025, Molino Pasini implemented a series of initiatives designed to promote employee well-being, encourage engagement, and enhance the quality of the working environment, in line with its commitment as a Benefit Corporation.

The actions taken have been focused on various areas:

- **Economic Welfare:** through the update of the Welfare Regulation, which introduced a fixed bonus and an additional amount distributed in December, fairly recognised for both direct employees and agency workers;
- **Listening and engagement:** through the conduct of an internal satisfaction and well-being survey, which revealed an overall level of 63%, providing an initial structured basis for the analysis and integration of the employee perspective within the company strategy, involving the B Team. Concurrently, the company rolled out a new internal communication channel through a WhatsApp broadcast list, which is voluntary, aiming to make business communications quicker and more accessible;
- **Space quality:** through enhancements of areas designated for breaks and dining, beginning with the terrace, and welcomed by the personnel who suggest additional requirements for integration and arrangement of the dining halls located in different buildings;
- **Work Organisation:** by implementing an automated attendance system and promoting self-organised shift planning, designed to enhance the balance between personal and professional life;
- **Health and Safety:** by installing a defibrillator available to the local community during business hours.

Corporate culture

For Molino Pasini, collaboration, teamwork, a sense of belonging, and mutual trust are essential for building a positive and productive work environment. From this perspective, in 2025, a team-building activity has been organised for all employees, serving as a particularly significant moment of sharing. The initiative took place on November 25, as part of the customary celebration of Saint Catherine, a date historically associated with the milling industry and deeply representative of the company. Through a participatory quiz-based format, developed with the support of a specialised company, it was possible to involve employees from all departments, both production and office, in a shared experience. The initiative merged fun with company-related material, encouraging debate on subjects such as the firm's history, its offerings, the Benefit Corporation, and moral values, cultivating a sense of teamwork and mutual support among participants focused on reaching a shared goal.

Cultivating competencies and working on relationships

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In 2025, the company initiated a second development initiative aimed at the sales team, engaging both internal staff and external agents, who were regarded as strategic partners in market interactions. The activity took place at the Fondazione Achille Castiglioni di Milano. It was led by professional counsellors and aimed to develop transferable skills, relationship quality, and the ability to handle commercial roles more effectively. Through an experience-driven pathway that included listening exercises, exchanges, and symbolic illustration, participants were supported in a process of individual and group reflection designed to:

- Foster mental openness and the capability to see situations through diverse perspectives
- Strengthen communication and mutual understanding
- Encourage creativity and innovative methods in sales activities
- Reinforce the sense of belonging and shared identity

The outcomes of the meeting revealed some notable aspects: a strong sense of company affiliation and relationships marked by mutual respect and authentic acknowledgement among peers. In addition to these two factors, there has been a rise in confidence in company management and a willingness to embrace new ways of working, all within a corporate environment marked by a balance of seriousness and teamwork.

The effort has strengthened not just professional capabilities but also relational ones, highlighting that organisational well-being and relationship quality are key determinants of work efficiency and the company's development.

Ethical Principles, Accountability, and Reporting Systems

As part of the effort to reinforce corporate culture, significant emphasis has been placed on ethics and responsibility. In 2025, the reporting mechanisms stipulated by the Code of Conduct were implemented, bolstering the Whistleblowing initiative initiated in 2024. For St. Catherine's Day, a designated time for information and awareness was set aside for all staff members, intended to elucidate the functionality of the tools at hand and to advocate for their judicious and appropriate application.

GOAL 2025	ACTIONS 2025	INDICATOR	OUTCOME 2025
Support the economic welfare of each worker's family unit	Activation of a welfare plan for employees and temporary workers	Amount disbursed set reward + variable (welfare)	Subscription to the welfare policy
Assess the degree of employee satisfaction and determine the percentage of improvement	Workers satisfaction detection	% of satisfied workers	63%
Provide feedback on work performed and implement professional improvement solutions	Performance Evaluation starting from some departments	n. of evaluations conducted/department	Not achieved, prerequisite training required
Decrease in dropout rate as an indicator of welfare and enhancement of company culture	Calculation of turnover and monitoring of outcomes	5% reduction in turnover	-11% ²

^{*2} Tasso 2025 pari al 33,81% / Tasso 2024 pari al 38%

Not all the measures scheduled for 2025 have been completely implemented. In particular, the introduction of a structured performance evaluation system was not initiated within the expected timeframe.

This decision was guided by the understanding that an efficient evaluation process necessitates, as a fundamental condition, sufficient preparation and alignment among coordination roles. For this reason, the company has chosen to delay the system's activation, first initiating organisational discussions and scheduling a dedicated training program for department heads in 2026, with an emphasis on leadership and personnel management.

The goals set for 2026 are listed below:

IMPACT GOAL 2026	ACTIONS 2026	INDICATOR
Support the economic welfare of each employee's family unit.	Welfare Plan Renewal	Amount allocated in fixed + variable bonus (Welfare)
	Provide training (target minimum: 1 training project) to explain how to use the various opportunities available	Number of training projects
Measure the level of worker satisfaction	Workers satisfaction detection	% of satisfied workers
	Monitor the number of reports received.	Number of reports
	Survey on language preference for corporate documentation	
Conduct a corporate team-building activity during the Santa Caterina festival.		% of satisfied workers, number of Team Building activities
Provide feedback on work performed and activate professional improvement solutions	Schedule regular meetings with the management contact	Number of departments involved
	Provide leadership training opportunities for department heads	Number of training hours
Reduction of the abandonment rate as a symptom of well-being and strengthening of corporate culture	Calculation of turnover and monitoring of outcomes	Reduction % turnover
Enhance the work experience.	Conduct a study to create a new space to be used as a company canteen shared by all staff.	Qualitative description of the project

2. Sharing values and goals with customers and suppliers to collectively contribute to the creation of a new development model centred on collaboration, quality, respect for the ecosystem, and the people involved, promoting good practices for a correct food culture inspired by well-being and health.

The quality of a food product isn't merely about the result; it reflects a broader system of relationships, responsibilities, and collective decisions across the entire supply chain. At Molino Pasini, sustainable operation involves actively contributing to the development of a model where collaboration, quality, respect for individuals, and the environment are interconnected core aspects.

In this perspective, the second objective of common benefit is set: to share values and objectives with customers and suppliers, fostering good practices and a culture of nutrition focused on wellness and health.

The supply chain is an area of collective responsibility

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Molino Pasini acknowledges the supply chain as a key strategic area, not only for the quality of its products but also for the creation of social and environmental impacts.

Tracking suppliers' business practices and models is a vital tool for raising awareness of the steps that precede internal manufacturing. Simultaneously, this method encourages direct engagement with supply chain partners, facilitating the identification of good practices, the exchange of experiences, and the creation of opportunities for mutual enhancement.

In this regard, the connection with clients and vendors is shaped not merely as a business relationship but as a cooperative endeavour focused on building long-term value, grounded in transparency, trust, and responsibility.

Supplier Engagement: The 2025 ESG Survey

In 2025, Molino Pasini initiated a structured approach to engage its supply chain, proposing that suppliers voluntarily complete a questionnaire on ESG (Environmental, Social, and Governance) themes. The study served as an initial concrete step towards mapping the value chain, aiming to collect information on partners' practices and to encourage a joint consideration of sustainability matters.

The topics explored were:

- Environmental impacts and awareness initiatives
- Consideration for individuals and the area
- Organisational models and approaches to corporate responsibility

Through this voluntary participation activity, 24 responses were collected, providing a preliminary overview of the supply chain's status on ESG topics. The data analysis revealed a growing attention to sustainability themes, albeit with different maturity levels across the companies involved.

Specifically, various **best practices** have come to light, among them:

- Awareness-raising activities concerning environmental matters
- Backing for regional groups, including associations, municipal entities, and academic institutions
- Development of social responsibility initiatives
- Assistance for programs that benefit the community

Simultaneously, the findings underscored a heterogeneous supply chain and an increasing attention towards sustainability matters: some enterprises have already pursued a structured approach in the ESG domain for some time, while others are just beginning to outline their strategies, and a portion have yet to formalise specific policies or goals.

The proportion of suppliers achieving a sufficient assessment level is 54%, providing a useful foundation for shaping future strategies. The engagement efforts begun in 2025 mark the initial phase of a broader path that the company aims to solidify and evolve. For 2026, Molino Pasini has set the goal of gradually expanding the number of suppliers involved, improving the quality and depth of the information collected, and developing more effective assessment and dialogue tools. With this approach, the supply chain is seen as an area of shared development, where every actor is expected to contribute, in line with their role, to creating a more sustainable, resilient system that delivers value to all stakeholders.

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Food culture, training, and customer relations

In its dealings with professional clients, Molino Pasini adopts an approach that goes beyond mere product supply, establishing itself as a technical and cultural partner. In the firm's workshop, the company accommodates professionals and agents in a zone devoted to the exchange of skills, where **technical demonstrations** serve as moments for direct interaction. In this setting, flour is interpreted through practice, performance, and professional acumen, thereby bolstering clients' operational capabilities and enhancing the quality of the final product.

The experience further includes tours of the manufacturing facilities, allowing participants to gain a deep understanding of the flour production and design processes and increasing awareness of **the value of the supply chain**.

In addition to the technical dimension, a **cultural component** associated with the area exists. On some occasions, indeed, business activities are complemented by moments of discovery of local context, aiming to provide a broader view of the system in which the company operates. An example is the initiative taken in June 2025 with the Pasticceria Filippi Srl Società Benefit team, which included technical tasks as well as a guided tour of Mantua's historic centre.

Propagation of gastronomic culture and knowledge of the supply chain

In addition to educational and relational initiatives, Molino Pasini advances a proprietary editorial project, the **Mugnaio magazine**, designed to disseminate knowledge and culture within the food industry.

It concerns a periodic in-house publication distributed to clients, professionals, industry operators, and counterparts in the communications sector. The magazine offers a platform for comprehensive understanding, merging technical materials, cultural thoughts, and trend evaluations of the food realm. The content addresses topics related to:

- The use and performance of flours
- The development of consumer behaviour and food habits
- Italian culinary culture
- Social and generational factors affecting the sector.

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The publications range from technically oriented issues to more culturally focused ones, contributing to a comprehensive, knowledgeable perspective on the role of food in modern society. With this instrument, Molino Pasini seeks to offer its ecosystem expertise, insights, and viewpoints, helping promote a more conscious and educated culture around the product and its supply chain. Although it does not directly intervene in the community, the magazine has an indirect **cultural impact** by facilitating the distribution of high-quality content and encouraging greater awareness of sustainability, quality, and food value.

GOAL 2025	ACTIONS 2025	INDICATOR	OUTCOME 2025
Measure customer satisfaction levels and define a percentage of improvement	Customer satisfaction measurement	% of satisfied customers	97% ³
Contribute to success of its customers and raise awareness on ESG issues	Offer of free technical training (Masterclass, mentoring, visits)	Number of pro bono events	234 events
Educate the supply chain and commit to adhering to Molino Pasini's policies.	Creation and distribution of the Code of Conduct and ESG policies	Qualitative data	Disclosure made to all suppliers
Implement selection criteria incorporating social and environmental parameters	ESG data detection along the supply chain	% of suppliers with sufficient assessment	54%

^{*3} Calculation based on the responses received

The goals set for 2026 are listed below:

IMPACT GOAL 2026	ACTIONS 2026	INDICATOR
Measure customer satisfaction levels and define a percentage of improvement	Customer satisfaction measurement	% of satisfied customers
Support your customers' success and heighten awareness about ESG themes	Offer of free technical training (Masterclass, mentoring, visits)	Number of pro bono events
Implement selection criteria incorporating social and environmental parameters	ESG Supplier Survey and Report Submission	100% ⁴ of suppliers involved
	Analysis of the supply chain according to social and environmental risk factors and relevance	% of suppliers with a sufficient rating
Raise awareness of the supply chain and commitment to embrace the policies of Molino Pasini	ESG Policy Sharing and Sustainability page website update	Qualitative data

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⁴⁴ Survey and results dispatch percentage

3. Committing to the sharing of environmental, social, and economic sustainability principles by contributing to the protection of the territory, the community, and people, creating opportunities for collaboration and innovation with local bodies and entities.

Uphold the local area and produce shared value.

The desire to generate value and spread its corporate culture beyond the company's borders is one of the principles guiding Molino Pasini's actions. Being a firm entrenched in an area entails accepting the duty to participate in its preservation and growth actively. This perspective encompasses the third goal of common benefit: to commit to disseminating principles of environmental, social, and economic sustainability, to help safeguard the territory, the community, and people, and to foster opportunities for cooperation and innovation with local bodies and entities.

This undertaking is rooted in the belief that the company can take an active role in building meaningful relationships, reinforcing social cohesion, and producing positive long-term impacts.

Throughout 2025, Molino Pasini embarked on a structured journey to aid the local area, directing resources towards initiatives, projects, and local bodies in accordance with its values and corporate mission.

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The distribution of donations is guided not only by business considerations but also by the preferences expressed by the staff, who participate in the decision-making process. This strategy boosts a sense of community and engages individuals in contributing to real, positive change in society.

Through an internal investigation, employees were invited to indicate their preferred areas of intervention. The outcomes highlighted:

- 38.5% support for disadvantaged groups
- 34.6% support for sports activities
- 26.9% support for cultural activities

The primary initiatives undertaken

Throughout the fiscal year, Molino Pasini supported multiple initiatives in the social, cultural, and health realms, helping create high-impact projects locally.

Among the main actions noted are:

— Healthcare Sector

Contribution to the development of an advanced Molecular Biology (NGS) technology platform to support the Pathology Department at Carlo Poma Hospital in Mantua.

The instrumentation allows for advanced genetic analysis to identify personalised oncology treatments, improving both the quality and timeliness of diagnoses.

— Medical-scientific research

Support for the IEO-MONZINO ETS Foundation, active in research and care in the fields of oncology and cardiovascular, alongside WIF – Women in Food.

— Protection of cultural heritage

Participation, through the Art Bonus, in the project for the refunctionalisation of the Palazzo della Ragione in the Municipality of Mantua.

— Artistic enhancement

Contribution to the restoration of a rare preparatory drawing by Lorenzo Costa the Younger, related to the work 'Construction of the Bridge of Mills', housed at the Ducal Palace of Mantua.

Collaborations and shared projects

Alongside donations, Molino Pasini promotes initiatives that unite culture, business, and solidarity. In 2025, the seventh edition of the “Author’s Milk” project was held. The initiative, in keeping with the Christmas tradition, has combined the visionary art of Marco Palmieri with the confectionery art of Diego Crosara, pastry chef at Marchesi 1824, resulting in a collaboration that unites art, taste, and beauty. The initiative celebrates artisanal skills in every aspect, enabling the production of an artistic can containing a leavened item crafted using Molino Pasini flours. Moreover, the initiative serves a distinct charitable goal: all proceeds from the online sales of the limited edition were fully contributed to the IEO-MONZINO ETS Foundation to aid their Scholarship call, offering young physicians and researchers opportunities for specialised training, innovative project development, and access to advanced equipment for oncological and cardiovascular research.

This project exemplifies how Molino Pasini can blend aesthetics, culture, and social responsibility, creating value on multiple levels and turning an editorial and design initiative into a tangible contribution to research progress.

GOAL 2025	ACTIONS 2025	INDICATOR	OUTCOME 2025
Promote and support local initiatives dedicated to culture, sport, and the protection of the most vulnerable	Define a budget for donations and sponsorships for the Community	% on net profit ⁵	1,57%
Expressing the needs of workers to direct resource allocation to satisfy the true needs of the Community	Scheduling internal engagement activities to pinpoint priorities and intervention areas	% of votes collected	38.5% support for disadvantaged groups 34.6% support for sports activities 26.9% support for cultural activities

^{*5} Indicator changed from revenue percentage to net profit percentage of the previous year, here 2024

Spreading a culture of sustainability

In addition to economic assistance, Molino Pasini seeks to advocate for a responsible, ethical, social, and environmental culture. Through its initiatives and collaborations, the company aims to help raise awareness of sustainability issues and engage institutions, organisations, partners, and the local community in a shared journey.

The goal is to leave a lasting impact over time, one that goes beyond a single intervention and contributes to the development of a more conscious, inclusive, and future-oriented system.

2025 marks an early but significant phase in this journey. Over the next few years, Molino Pasini intends to further enhance its role as an active partner within the area by developing more structured collaborations and more effective impact assessment instruments.

From this perspective, the company does not merely support initiatives but contributes to creating connections, generating opportunities, and promoting social innovation.

The goals set for 2026 are listed below:

IMPACT GOAL 2026	ACTIONS 2026	INDICATOR
Promote and support local initiatives dedicated to culture, sport, and the protection of the most vulnerable	Allocate 1.5% of the previous year's net profit	% on profit
Expressing the needs of workers to direct resource allocation to satisfy the true needs of the Community	Continue internal engagement activities to pinpoint priorities and intervention areas, whilst sharing the achieved results.	% of votes collected

4. Aim to decrease the company's environmental impact by fostering a culture of environmental stewardship across the entire supply chain.

Protecting the environment is an essential responsibility for a company operating in the agricultural and food supply chain, which is heavily dependent on the balance of natural ecosystems.

Molino Pasini is committed to reducing its environmental impact, which entails not only improving internal processes but also fostering a culture of sustainability across the entire supply chain by engaging suppliers, customers, and partners in a collaborative effort.

The fourth common benefit purpose aligns with this outlook: progressively reducing the business's environmental impact and promoting the proliferation of responsible and conscious practices in the relevant field.

Measure to improve

In its second year as a Benefit Corporation, Molino Pasini took a crucial step by initiating the measurement of its carbon footprint (Corporate Carbon Footprint), in accordance with the international GHG Protocol standard.

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2025 will therefore be the starting year on which to establish a foundation for implementing a systemic approach to environmental sustainability, capable of precisely identifying critical points and defining effective and impactful strategies aimed at reducing consumption, optimising transport, improving the efficiency of facilities and, in the medium term, adopting innovative solutions for the production and storage of energy from renewable sources.

The supply chain as a lever for change

Recognising that a substantial share of environmental impacts occurs throughout the value chain, Molino Pasini has also begun extending its efforts to its supply chain partners. In 2025, the ESG survey aimed at suppliers also included an assessment of adopted environmental practices, allowing for the collection of useful information and the aggregated return of results to the supply chain.

This task had a dual purpose:

- increase awareness of environmental issues
- foster transparent dialogue between the company, customers, and suppliers

Through this initiative, Molino Pasini seeks to promote a shared understanding of sustainability and foster the ongoing improvement of environmental standards throughout the entire supply chain. The company's environmental commitment is not limited to its internal management but is structured as an evolutionary path that aims to involve all actors in the system. The objective is to foster collective change in which every player, from the farm producer to the final consumer, can help reduce the milling industry's ecological footprint.

From this perspective, environmental sustainability becomes not only an area of responsibility but also a distinctive and competitive element capable of generating shared, lasting value.

GOAL 2025	ACTIONS 2025	INDICATOR	OUTCOME 2025
Raising awareness of the enterprise's energy requirements	Monitoring of energy consumption	Energy consumption (MWh)	Total electricity consumption: 6,608,250 MWh
Having data on which to build a transport efficiency strategy	Monitoring fuel consumption for logistics	Litres of fuel	Fuel for company fleet: 415.205 litres
Assessment of the efficiency ⁶ of the photovoltaic system	Assessment and tracking of self-generated and self-utilised energy	Quantity of energy (MWh)	Self-consumed electrical energy 270 MWh, representing 4% of the total consumption
Optimise processes and equipment/plants to secure a decrease in consumption	Assess the feasibility of implementing technological solutions and/or making investments.	Qualitative data	Expansion of the business energy monitoring system

^{*6} % of self-consumed energy out of total consumption

Consumption

Molino Pasini monitored, collected, and analysed its own consumption for the year 2025:

- electric power
- natural gas
- water
- fuel used by the corporate fleet
- waste produced

Based on this data, the company has also calculated its own greenhouse gas emissions. Previously, Molino Pasini had already conducted an initial analysis of the 2022 consumption figures. As an energy-intensive business, it is subject to an energy diagnosis: the analysis carried out in 2023 (using 2022 data) provided a more detailed understanding of the company's energy requirements and identified potential improvement actions. The efforts made in 2025 hence constitute an additional advancement: they continue the initiatives already underway, while also establishing a system for continuous monitoring. This system will enable the company to account for and analyse consumption, establishing annual improvement goals. Annual monitoring is anticipated to enhance understanding of one's energy usage and to pinpoint potential efficiency measures for processes, equipment, and installations.

Molino Pasini's main energy use is electricity for industrial processes, with approximately 95% sourced from the electrical grid and a mere 4% produced on-site by the photovoltaic facility established in 2023.

By 2025, the company had improved its energy monitoring system, covering 75–80% of energy consumption with the installation of new measurement tools.

Another considerable use is the fuel consumed by the business fleet, reaching 415,205 litres during the year.

Natural gas is used solely for heating during the winter and has minimal impact on total consumption.

They have also been monitored:

- the consumption of water drawn from the network
- the amount of waste produced

Below are the monitored indicators and the corresponding numerical values recorded in 2025.

INDICATOR	UNIT OF MEASURE	VALUE 2025
WATER WITHDRAWAL	M ³	7.720
TOTAL ELECTRICITY CONSUMPTION	kWh	6.608.250
ELECTRICITY BOUGHT FROM THE GRID	kWh	6.338.250
SELF-GENERATED ELECTRICITY FROM THE PHOTOVOLTAIC SYSTEM AND SELF-CONSUMED	kWh	270.000
% OF SELF-CONSUMED ELECTRICITY FROM THE TOTAL	%	4,26%
GAS CONSUMPTION	SMC	3.694,98
FLEET FUEL (DIESEL)	L	415.205
WASTE PRODUCED	Kg	75.420

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Monitoring of CO₂ emissions

By 2025, Molino Pasini will have undertaken the initial measurement of its Corporate Carbon Footprint, which represents the carbon emissions from its business activities throughout the year, quantified in tonnes of CO₂ equivalent, including the emissions produced by the company itself.

The evaluation, which spans 1 January to 31 December 2025, is an essential step toward understanding and reducing the company's environmental impact. Monitoring your own emissions is the first step towards an effective reduction strategy.

ClimatePartner, a world leader in emissions offset projects, carried out the Carbon Footprint calculation. The study required meticulous data collection on the corporate facility, including energy use, waste management, water and fuel consumption, and emissions from business trips, staff commuting, and other operations.

The calculation incorporates direct emissions (SCOPE 1) such as those arising from the use of natural gas for heating and fuel for the fleet of vehicles. Emissions resulting from purchased energy (SCOPE 2) are computed using a market-based approach (based on emission factors derived from the energy mix) and a location-based approach (based on emission factors for the country's average electricity grid mix). Lastly, a portion of SCOPE 3 is included in the calculation, namely emissions that the company does not directly control.

Specifically, the following emission sources are included in the SCOPE 3 emissions calculations:

- Purchased goods
- Food and drinks
- External data centres
- Water consumption
- Activities related to fuel and energy (not included in scope 1 and 2)
- Waste produced
- Business travel
- Hotel stays
- Employee commuting and remote working.

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The table below shows the calculated emissions in TONNES OF CO₂EQ.

INDICATOR	UNIT OF MEASURE	VALORE 2025
CO ₂ EMISSIONS	TONNE OF CO ₂ EQ	5.868,58
SCOPE 1		1.075,05
SCOPE 2 (METHOD BASED ON MARKERS)		3.039,46
SCOPE 2 (LOCATION-BASED METHOD)		1.451,40
SCOPE 3		1.754,06

According to the Carbon Footprint findings, 52% of the CO₂eq emissions are from acquired electricity (Scope 2). Additional significant categories include activities related to fuels and energy not covered by Scopes 1 and 2 (25%). This category encompasses the 'upstream' (cradle-to-gate) emissions associated with the acquired fuels and electricity, including those from infrastructure, network upkeep, and Well-to-Tank emissions, and thus directly correlates with the use of gas, electrical energy, and fuels.

Lastly, the third category by incidence is mobile combustion (18%), namely emissions from fuel use in the company fleet.

Considerations and future objectives

2025 represents the initial year of structured consumption reporting in the impact report and establishes the reference point for future comparisons.

In the coming year, the company plans to:

- Continue the monitoring activity
- Begin a historical-based comparative study (minimum of two years)
- Identify areas for enhancement with greater precision

The goals set for 2026 are listed below:

IMPACT GOAL 2026	AZIONI 2026	INDICATOR
Increase awareness of the company's energy needs	Monitor energy consumption and compare it with the previous year	Energy consumption (MWh)
Identify potential strategies for transport efficiency.	Monitoring fuel consumption for logistics	Litres of fuel
Increase the proportion of energy that is self-generated and self-consumed in the total energy consumption.	Installation of a new photovoltaic system Assessment and tracking of self-generated and self-utilised energy	Quantity of energy (MWh)
Optimise processes and equipment/plants to secure a decrease in consumption	Assess the feasibility of implementing technological solutions and/or making investments.	Qualitative data

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Among the set goals is increasing the proportion of electricity that is self-generated and self-utilised, aiming to meet 11% of energy needs by installing a new 500 kWp solar power system. This measure will also help reduce CO₂eq emissions by reducing energy purchases from the power grid.

The Independent Impact Assessment

Under the rules governing Benefit Corporations, the evaluation of the impact created must be carried out using an external, independent, and credible standard that enables the objective and comparable measurement of business performance in social and environmental areas.

Consistent with this requirement, Molino Pasini has decided to implement the **B Impact Assessment (BIA)**, a tool devised by B Lab, an international non-profit organisation dedicated to advancing a business model that generates value for all stakeholders.

The evaluation process was initiated in 2023 to systematically analyse business practices across the main impact areas (governance, workers, community, environment, and customers) and identify opportunities for improvement. Throughout 2025, the company continued on this journey, updating its self-assessment and using the results to guide actions and future objectives.

Simultaneously, Molino Pasini has begun adopting the new B Lab standards (V2) to develop an increasingly structured and integrated sustainability management system across its business processes.

Given that B Lab's new methodological framework is still evolving and not yet fully established for reporting purposes, this Impact Report presents results in accordance with the **B Impact Assessment 1.6**, which is currently one of the usable reference standards to ensure consistency, comparability, and transparency of information.

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Molino Pasini's implementation of the B Impact Assessment is not just a regulatory requirement, but a strategic and operational tool designed to drive continuous improvement and strengthen the company's ability to create measurable positive impacts over time.

From this perspective, the company has set a medium-term goal of joining the B Corp network of certified companies, further consolidating its commitment to a sustainable, responsible, and long-term-oriented development model.

Below are the results of the assessment for 2025, divided into 5 impact areas:

GOVERNANCE	12.5
WORKERS	15.9
COMMUNITY	10.8
ENVIRONMENT	9.7
CUSTOMERS	1.7
OVERALL IMPACT	50.6

Conclusion

Molino Pasini's journey as a Benefit Corporation persists with an emphasis on continuity and gradual enhancement. 2025 marked the first full year of the concrete application of common benefit objectives, transitioning from a strategic definition phase to an initial implementation and impact-measurement phase.

The activities carried out, even in an evolving context, demonstrate the company's commitment to increasingly structured integration of sustainability principles into its decision-making and operational processes, thereby strengthening its role within the supply chain and the local area.

Aware of the remaining areas for improvement, Molino Pasini intends to continue this journey with an approach grounded in transparency, accountability, and engagement, believing that long-term value creation requires the ability to generate measurable, shared positive impacts.

The Company's Board approved this Impact Report of Directors before its publication.

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CONTACTS

If you are interested in obtaining more information or clarification, or if you would like to leave feedback on the document's content, report any mistakes, or share your opinions to help enhance our reporting and sustainability strategy, you can write to or call us using the contacts provided below. We will be pleased to hear from you and engage in a continuous improvement process together.

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