

The background of the entire page is a light beige color with several coffee beans scattered across it. The beans are in various orientations and some are in sharp focus while others are blurred, creating a sense of depth. The beans are a rich brown color with visible creases and textures.

KIMBO[®]

il Caffè di Napoli

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LETTER TO STAKEHOLDERS

Dear Stakeholder,

For over 60 years, a true gem of Neapolitan coffee has captured the hearts of enthusiasts. Deeply rooted in the heart of Naples, our company has worked to bring the soul of real Partenopean coffee into every home, as a symbol of passion and tradition.

The business world is undergoing a cultural revolution: the shift from transactional to relational systems is reshaping economic models, placing shared value with stakeholders at the center. Coffee, with its countless nuances, becomes the perfect emblem of this evolution.

“It’s not just a drink: it’s an experience, an identity, a bond. ”

True lovers see themselves as a blend, a roast, or even through the warmth of a cup. For us, the goal is simple yet bold: to delight and win over our customers with a unique product that embodies the true soul of Naples.

Over the years, our company has faced challenges and changes, yet never strayed from its founding values: quality, innovation, and respect for the local area. Today, our roastery is more than a business: it’s a community, offering jobs to hundreds and supporting Naples’ social and economic growth.

This year’s sustainability report is a clear testament to our commitment to responsible growth. We know that progress must go hand in hand with environmental care, the empowerment of people, and active engagement with the community. Each cup of coffee represents not only our excellence, but also our desire to help shape a better future.

We look ahead with confidence, believing tradition and innovation can coexist and thrive together. Our success is possible thanks to the trust and support of our stakeholders, who have always stood by us. To them, we extend our heartfelt thanks for being part of a journey toward a future where quality, respect, and sustainability are the foundation of lasting success.



1

KIMBO

THE COMPANY



OUR STORY: WHO WE ARE

Kimbo is a joint-stock company (S.p.A.) with its registered office in Via G.L. Bernini no. 20, Naples, and its operational headquarters at Via Appia Km 22.648, Melito di Napoli, Italy. The Group controls two foreign subsidiaries: Kimbo UK, based in Great Britain, and Kimbo USA, based in the United States. It also holds a domestic subsidiary, La Tazza D'oro S.r.l., located in Sardinia, and an affiliated company, Interkom S.p.A.

Founded in 1963 in Naples under the name "Cafè do Brasil," the company we now know as **Kimbo** was born from the vision of brothers Elio, Francesco, and Gerardo Rubino. Starting from a small roasting facility in the historic Rione Sanità district, the company soon evolved into an industrial business with the opening of the Melito plant. This step marked the evolution of a family passion that began in the 1950s, when the Rubino brothers ran a café and pastry shop in the heart of Naples.

The opening of the Melito headquarters, followed by the inauguration of the Nola logistics hub, reflects the Rubino family's deep bond with the Campania **territory** and their commitment to the social

development of the local community. In over 60 years of **history**, Kimbo has successfully combined **innovation, communication** and a genuine **dedication** to Neapolitan espresso, winning more and more fans in Italy and worldwide.

Today, under the leadership of the second and third generations of the Rubino family, the **brand** continues to grow, supported by its three pillars: strict **raw material** selection, the art of blending, and expert roasting. The latter phase, crucial in the production process, releases the true essence of each bean and makes Kimbo's flavor unique.

Thanks to strict control at every stage of production and full **traceability** along the entire supply chain, Kimbo ensures the superior **quality** of its products, earning international certifications that demonstrate respect for resources and the environment.

Today, the Melito plant remains the beating heart of Kimbo's production. From here, the company continues its **successful** journey, staying true to its roots and committed to **social responsibility** initiatives that reaffirm its deep bond with the land of origin.



TIMELINE

CAFFÈ DO BRASIL

caffè
kimbo*

caffè
KIMBO

KIMBO
ESPRESSO ITALIANO

KIMBO
il Caffè di Napoli

60
anniversary

1963

The Rubino brothers founded Caffè Do Brasil S.p.A. and launched the first product line.

1971

Kimbo was chosen as the new brand name to evoke the coffee-growing lands of South America.

1994

Kimbo enters the national market, becoming the second-largest player in the Italian retail coffee segment, thanks to significant investments in marketing campaigns.

2010

Kimbo UK is founded. Within a few years, Kimbo operates in over 50 countries.

2020

Kimbo's new brand positioning connects the company to local values. Kimbo US Corp. confirms the company's commitment to international expansion.

2023

The Rubino family celebrates its 60th anniversary with a presence in 100 countries.



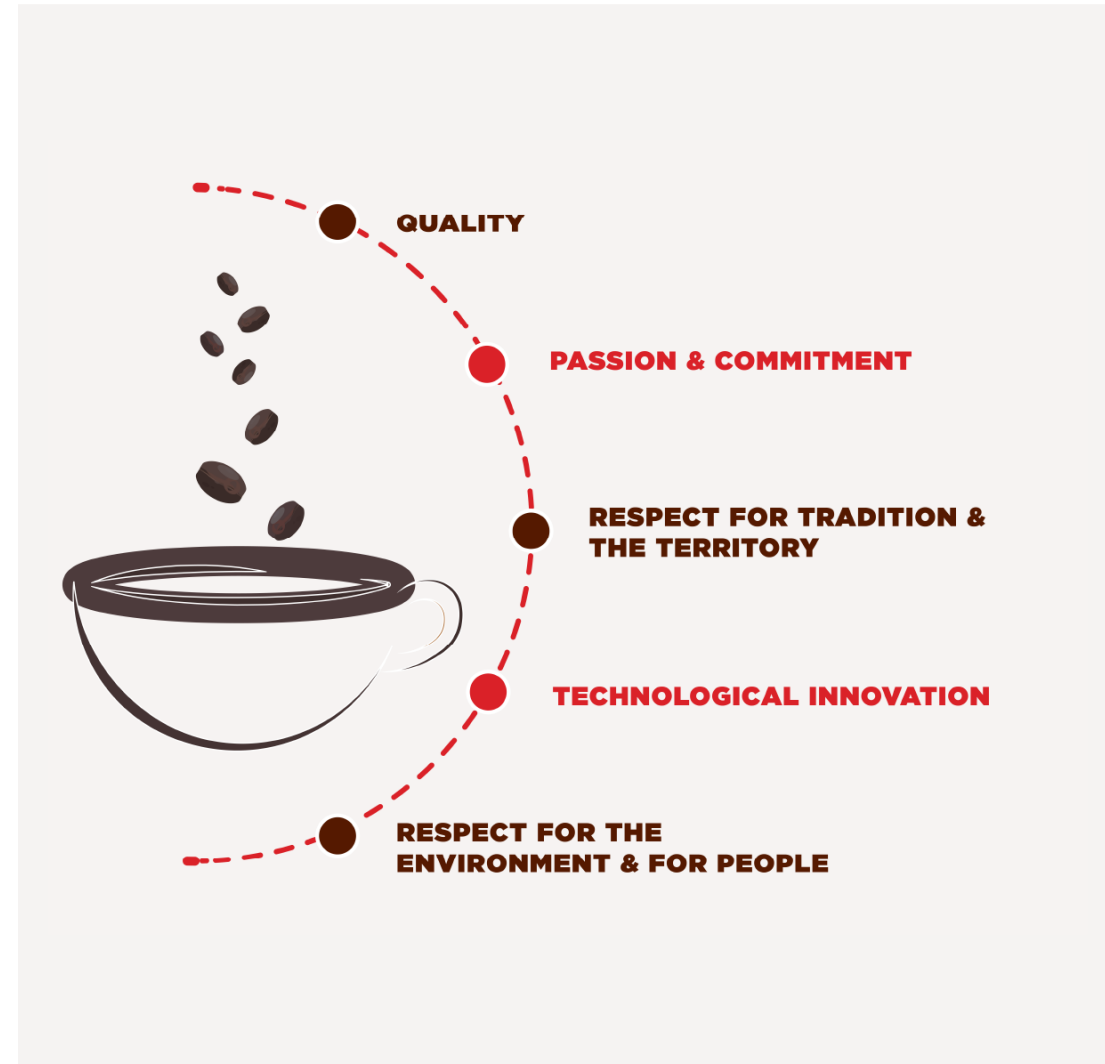
OUR INDUSTRY AND TARGET MARKETS

The Group operates in the **roasted coffee** processing and distribution sector, with an extensive presence throughout Italy. Abroad, its distribution varies by channel depending on the country.

Kimbo is one of the leading players in the Italian coffee market, ranking second in household penetration (19% of Italians consume the **Kimbo brand** at least once a year). In the coffee market, the company also operates with the Kosé brand, which has a clearly defined and complementary positioning to Kimbo, covering every **market** segment. Completing the portfolio is the **La Tazza d'Oro - caffè di Sardegna** since 1938.

Ground coffee remains the core business for home consumption. In recent years, the single-serve segment has grown significantly, with a full range of products inspired by Neapolitan **tradition**: from UNO System capsules, the company's proprietary system, to capsules compatible with major home systems, and a line of **fully compostable pods**, certified "OK Compost" by TUV Austria. Also important is the whole bean segment, primarily intended for professional use, with international distribution through the Ho.Re.Ca. channel.

Kimbo S.p.A. manages the entire supply chain, from sourcing raw materials to distributing the finished product across all distribution channels.



OUR MISSION AND OUR VALUES

“ *To spread the culture of Italian coffee worldwide and offer both domestic and global markets a high-quality product inspired by Neapolitan tradition, truly Made in Italy, crafted with the most advanced technologies, with full respect for people and the environment. Work with dedication and passion to preserve and enhance the unique character of espresso, interpreting the evolution of habits and taste to offer a product that’s always relevant.* ”

This is the mission of a company that now counts **277 employees**, a 2023 turnover of around **200 million euros** and **two technologically advanced sites** with multiple certifications: these figures have allowed Kimbo to fully establish itself as one of the key players in the coffee market, ranking as the second-largest Italian brand in the retail channel in Italy, with an 11% market share (by volume, Hyper + Super, Nielsen 2023).



KIMBO IS PRESENT IN OVER 80 COUNTRIES WORLDWIDE



THE MAIN MARKETS WHERE KIMBO EXPORTS ARE:

AUSTRALIA
BULGARIA
CANADA
CHINA
SOUTH KOREA

EGYPT
FRANCE
GERMANY
JAPAN
GREECE

POLAND
UNITED KINGDOM
ROMANIA
SOUTH AFRICA
USA

OUR GOVERNANCE

A strong governance framework is one of the best foundations to ensure the effective operation of the organization. In forming its Board of Directors, our company has paid special attention to **ESG policies**. Although the implementation of these policies has only begun recently, there is significant awareness and commitment from both the board of directors and shareholders.

Kimbo S.p.A., through its coffee production, is committed to offering a product of the highest quality standards, focusing not only on consumer needs but also on **sustainable economic growth** that ensures stability for employees, suppliers, and the communities involved. This translates into strict compliance with legal requirements, respect for the **territory, stakeholder** and the entire **supply chain**.

The Group's governance is entrusted to the highest governing body, the Board of Directors, which does not include committees responsible for decision-making processes and for overseeing the **management of the organization's impacts** on the economy, the environment, and people.

Attention is focused on compliance with contractual agreements with **suppliers**, food safety requirements, and the sustainability of primary and secondary raw materials.

Regarding the commitments made, please refer to the **integrated policy**:

[View Kimbo's Integrated Policy](#)

On **environmental sustainability** Kimbo works towards the following goals:

- Production optimization aimed at reducing processing waste;
- Packaging material optimization aimed at reducing packaging waste;
- Search for lower-impact materials: recyclable, compostable;
- CA study of all product families aimed at reducing their impact.

On **social sustainability** Kimbo works toward the following goals:

- Supporting the local community;
- Employee well-being;
- Promoting training and professional growth;
- Scholarships, partnerships with the education sector, training for professionals, development of training centers.

On **economic sustainability** Kimbo works to:

- Promote local area development;
- Business strategies aimed at a significant employment impact;
- Ensure business continuity for strategic suppliers.

On **actions** aimed at addressing actual negative impacts:

- Researching innovative solutions for managing the end-of-life of single-serve items;
- Energy sourcing from sustainable sources;
- Enhancement of waste/by-products with a circular economy approach.

On **economic sustainability**:

- We prioritize hiring staff from the

area where the company operates;

- We support the growth of the entire local manufacturing supply chain.

The company carries out a risk analysis and identifies the highest-risk areas that may cause negative economic, social, and reputational impacts. Based on this assessment, and for the areas with the greatest impact, specific actions are set to **mitigate the risk**, along with related goals for **reducing** negative impacts and **performance** indicators.

The Group has defined specific goals and indicators used to assess progress and the effectiveness of actions.



GRI 2-9B - Structure and setup of governance (quantitative)

	Number				Percentage			
	Women	Men	Other	Total	Women	Men	Other	Total
Total number of members	2	2	0	4	50,00%	50,00%	0,00%	100,00%
Non-executive members	2	0	0	2	100,00%	0,00%	0,00%	100,00%
Executive members	0	2	0	2	0,00%	100,00%	0,00%	100,00%
Members meeting independence requirement	0	0	0	0	0,00%	0,00%	0,00%	0,00%
Members from underrepresented social groups	0	0	0	0	0,00%	0,00%	0,00%	0,00%
Members with key expertise on the organization's impact-related matters	0	0	0	0	0,00%	0,00%	0,00%	0,00%

Delegated board members maintain regular relations with labor unions and consumer associations. They also have ongoing interactions with their institutional clients and partners.

The governing body's term is currently set to last until the Shareholders' Meeting approving the Financial Statements as of 12/31/2024.

The Board members are appointed by the Shareholders' Meeting, in accordance with the provisions of the company's bylaws. As of now, no internal board committees have been established.

The **appointment** and **selection** of members of the highest governing body occurs in compliance with law and the company's articles of Association.

In identifying the qualities, skills, and professional aptitudes of candidates for the company's highest governing body, the viewpoints of shareholders, as the only relevant stakeholders in this process, are taken

into account, through direct or headhunter-led review and assessment of the candidate's professional background and experience.

Currently, diversity is not considered in selecting Board members.

From a decision-making standpoint, independence is ensured by avoiding conflicts of interest between Directors and the matters under discussion for resolution, as well as between Directors and Subsidiary Companies.

The Chair of the highest governing body is also a senior executive of the organization. The Chair is also responsible for the "**flagship store**". The activity of all executives is overseen by the Executive Director, ensuring conflicts of interest are prevented and mitigated.

The Board will define environmental and social impact policies during 2025, with specific goals that will also

be monitored using digital tools to ensure a proper validation workflow.

Responsibility for managing the organization's impacts on the economy, the environment, and people is assigned to the **CSR Manager**, a company executive appointed by the Board, to whom they report and from whom they receive informational, advisory, and executive powers. Regarding the policies under Legislative Decree 152/2006, the company has granted a specific power of attorney to an employee.

For responsibilities related to the operational areas of Legislative Decree 81/08, the Board relies on the delegated employer, appointed through a delegation act pursuant to Article 16 of the Decree.

Non-financial reporting is drafted and approved by the heads of specific company functions (HR, Procurement, Operations, Marketing, etc.) coordinated by the CSR Manager.

The Reporting is also approved by the highest governing body (Board of Directors). Each Director involved in a conflict of interest concerning the matter to be resolved is required to disclose it in advance.

The Group reports to **stakeholder**, if they occur, any conflicts of interest concerning:

- board members, senior executives, especially if they may influence the decision-making process or the organization's direction;
- companies, suppliers, clients, or third parties that could affect impartiality.

The Group closely monitors any conflicts of interest related to participation in multiple boards of directors and reports to shareholders with controlling powers. Related parties and their relationships, transactions, and uncovered balances are detailed in specific sections of the financial statements. No other conflicts of interest have been identified.

Critical issues are reported to the highest governing body also through a **Flow Procedure**. The critical issues communicated to the highest governing body in fiscal year 2024 are:

- IT area: improvement of Cyber Security;
- Procurement area: improvement

and optimization of the purchasing process;

- HR area: improvement/expansion of training plans;
- governance: in-depth analysis of organizational assets.

Measures to advance the **collective knowledge, skills and experience** of the highest governing body regarding sustainable development are being defined during the current year (2024); therefore, no initiatives were carried out in the reporting year.

The remuneration of the Board of Directors is determined by the Shareholders' Meeting. Executive remuneration is proposed by the CEO, with input from the Human Resources Director, and submitted to the Board of Directors for approval.

Executive remuneration is composed, in most cases, of a fixed and a variable component. In rare cases, a signing bonus may be granted at the time of hiring. Only for employees is

severance pay provided. Upon termination of employment, the recovery of any amounts owed to the Company is expected. No retirement benefits are provided.

The variable portion of **remuneration** and salaries is tied to qualitative and quantitative goals. These goals may refer to the entire company, business units, sales channels, organizational units, or individual employee objectives.

Remuneration is determined based on labor market trends, while also ensuring the economic conditions set by **collective agreements**. All employees are covered by collective bargaining, which guarantees the minimum wage for their job category.

There are no independent/internal board committees and no remuneration consultants.

The Integrated Policy, approved in 2022, includes specific commitments on:

- quality and Food Safety;
- environment;
- health and safety;
- social responsibility.

The **commitments** made through the policy apply to all activities and business relationships of the organization.

The industry associations in which Kimbo S.p.A. actively participates are the following:

- Industrial Union;
- Italian Coffee Committee;
- Union Food;
- Centromarca.

OUR PEOPLE

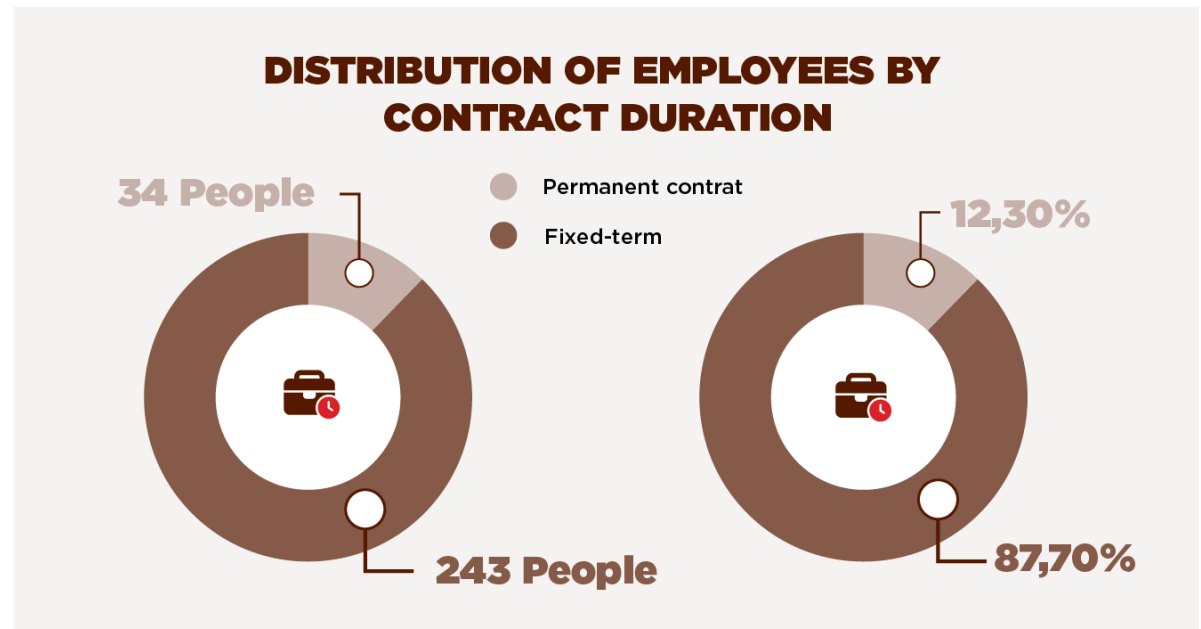
“ *The beating heart of our company is the people who, every day, with passion and dedication, contribute to the success of our roasting business. Today, with 277 team members, we are a big family carrying forward a tradition of excellence, care, and attention to both product and territory. We firmly believe in the value of human capital and continuously invest in training, professional growth, and the well-being of all our employees. Our strength lies in their expertise, their team spirit, and their shared commitment to a common goal: bringing the excellence of Neapolitan coffee to the world, while fostering an inclusive, safe, and inspiring work environment.* ”

Our workforce, as shown in the table below, reflects the level of diversity in terms of gender balance.

GRI 2-7A - Employees (by gender)

	Women	Men	Other	Not disclosed	Total
Total number of employees	42	235	0	0	277
Permanent contract	40	203	0	0	243
Fixed-term contract	2	32	0	0	34
On-call/hourly (e.g., casual, occasional)	0	0	0	0	0
Total employees (full-time + part-time)	42	235	0	0	277
Full-time employees	40	235	0	0	275
Part-time employees	2	0	0	0	2

The weighted average of employees on staff in 2023 is reported. As of today, there are no significant changes in the composition of personnel.



GRI 2-7B - Employees (by region)

	Italy
Total number of employees	277
Permanent employees	243
Fixed-term employees	34
On-call/hourly (e.g., casual, occasional)	0
Total employees (full-time + part-time)	277
Full-time employees	275
Part-time employees	2

The weighted average of employees on staff in 2023 is shown.

In 2023, the Group recorded **29 non-employees** (with low average variability) performing **full-time** roles under the organization's control, primarily involved in warehouse logistics, unloading and loading, and repackaging.

GRI 2-30 - Collective contracts

	Description
Total employees covered by collective contracts	277
Total number of employees	277
Percentage of total employees covered by collective contracts	100,00%



2



SUSTAINABILITY FOR KIMBO



MATERIALITY ANALYSIS

In line with the reporting principles outlined in the GRI Standards, Kimbo, together with its management, has identified a series of **priority topics** to report to its stakeholders on its sustainability commitments.

The **materiality** analysis initiated by Kimbo began with the selection of material topics, those **ESG-related issues** considered relevant in terms of **impacts, strategy** e **risks** for the company and all its stakeholders.

The topics considered span the three **key aspects** that define the company's **ESG identity**: environmental responsibility (E), social responsibility (S), and governance (G).

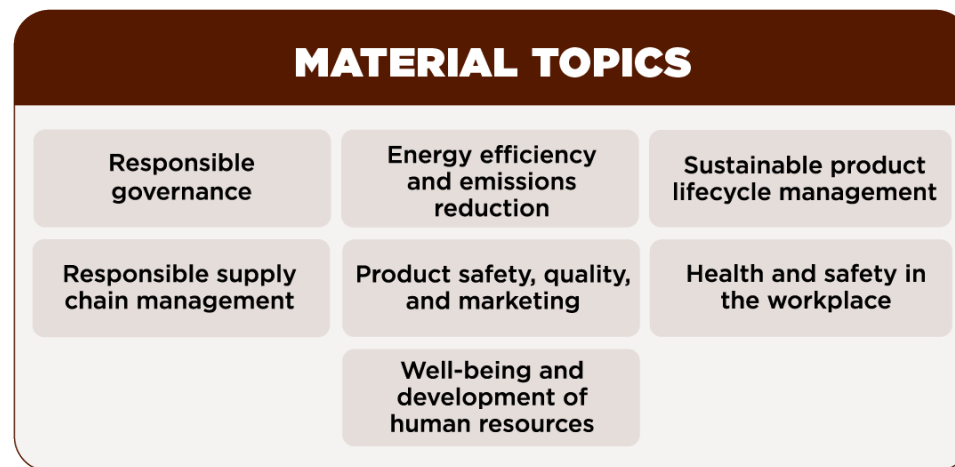
The process of selecting material topics was carried out with the support and consulting of ESGeo. The **methodology** made it possible to identify material topics by taking into account:

- the regulations, objectives, and guidelines of the European Economic Community;
- the Group's industry sector;
- competitor analysis and market best practices;
- the company's specific characteristics

A **cross-sector analysis** was also conducted on companies that publish a Sustainability Report, with the reference sample for Kimbo built on variables such as:

- industry sector;
- company size (in terms of revenue and number of employees);
- country/region in which they operate.

These analyses concluded with the identification and subsequent approval by Kimbo of **7 topics**, aligned with the company's business and, in particular, with the ESG risks faced by the relevant sector.



Monitoring the relevance of material topics provides Kimbo with a key framework for integrating **sustainability topics** into the company and turning them into real strategic **goals**.

Once the set of material topics was defined, specific GRI Standard **indicators** were assigned to them, allowing for both quantitative and qualitative oversight over time. This will enable ongoing monitoring of these topics with a view to **improving** them, ensuring **transparency**, and reflecting the company's commitment to **pursuing long-term goals**.

In line with the principle of **stakeholder inclusiveness**, Kimbo launched in 2023 a process to identify its stakeholders, defining them as individuals or groups who are influenced by or can significantly influence the company's activities. In the coming years, a more structured **stakeholder engagement** mechanism will be developed to determine the varying **levels of priority** of the identified material topics, based on the expectations of external stakeholders and in accordance with the concept of double materiality.



3

KIMBO'S ECONOMIC AND GOVERNANCE RESPONSIBILITY

ECONOMIC PERFORMANCES

Kimbo closed its 2023 financial year with revenues of 193 million euros and an economic value generated exceeding 195 million euros. The **12% revenue growth in 2023** was mainly driven by an increase in sales volumes in Italy, particularly in capsules and pods. Exports account for over 20% of total revenue, with growth in the European market (+4%) and a decline in non-EU markets (-6%), mainly due to performance in the North American reference markets.

The challenge for the next three years is to keep growing while also boosting profitability by simplifying the product offering, enhancing consumer perception of product quality, and exploring new market segments.



4



KIMBO'S ENVIRONMENTAL RESPONSIBILITY



In our commitment to continuous business improvement, we promote a corporate culture that places sustainability at the core, with a strong focus on the **environment** and the fight against **climate change**.

We are aware that every business, including ours, generates impacts on the surrounding environment, both from the nature of its operations and the related activities. We believe that responsibly managing these **impacts** is essential to ensuring business continuity, preventing significant harm to the **ecosystem** and protecting the **communities** that inhabit it.

Our responsibility extends across the entire value chain, embracing the three dimensions of sustainability: **Environment (E)**, **Social Responsibility (S)** e **Governance (G)**. Through this vision, we are committed to addressing today's environmental and social challenges in a concrete way.

Adopting a sustainable business model that aims to create long-term value means investing in environmental protection, using resources wisely, managing company infrastructure carefully, and developing innovative solutions to minimize both direct and indirect environmental impact.

This integrated approach to sustainability is not just a goal, but our daily commitment to contributing to a more sustainable future for generations to come.



RESPONSIBLE ENERGY MANAGEMENT AND EMISSIONS REDUCTION

The **energy consumption** of our organization mainly comes from internal production activities, particularly coffee roasting, as well as from building climate control and the use of the company car fleet. In 2023, 100% of our energy needs were met using non-renewable sources, with supply coming exclusively from the power grid.

We carefully monitor **greenhouse gas emissions** resulting from our activities, applying international measurement standards that classify emissions as **Scope 1** and **Scope 2**.

Scope 1 includes direct emissions from assets owned by the organization, while Scope 2 covers greenhouse gases produced from purchased and consumed electricity. The **methodology** used to calculate 2023 emissions is based on the consumption of fuel, gasoline, and electricity, applying the **conversion factors** defined in the Methodological Note to determine the equivalent tons of carbon dioxide (tCO₂e).

During the reporting period, total emissions amounted to:

2.753,29 tCO₂e for direct Scope 1 emissions;

4.308,4 tCO₂e for Scope 2 location-based;

4.297,02 tCO₂e for Scope 2 market-based.

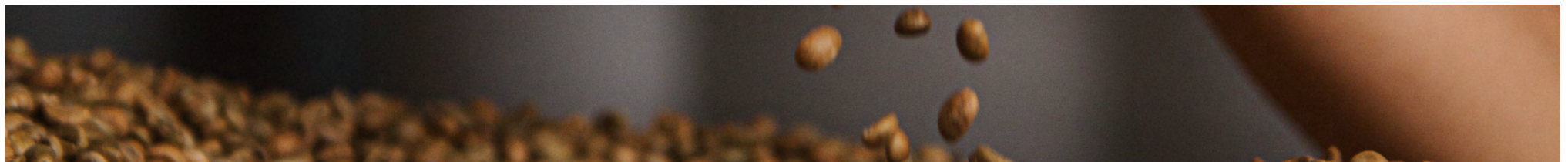
Overall, the company's activities generated 7.061 tonnes of CO₂e, against a total production volume of 25.359.000 kg. The breakdown of the **production mix** by product family is as follows: 14% Single-serve, 32% Beans, and 54% Ground coffee.

The company monitors the use of refrigerant gases R410A and R407C in air conditioning systems, checking for leaks.

To ensure a transparent and continuous view of progress, all sustainability-related goals, targets, and indicators are monitored through our corporate dashboard.

Kimbo is committed to optimizing energy consumption and reducing emissions across its production activities, with the goal of increasing the use of energy from **renewable sources**. Among the targets for the coming years is the installation of a **photovoltaic system** to improve energy efficiency and the gradual replacement of plastic-aluminum materials with recyclable monomaterials, with implementation estimated by 2025.

The company's **environmental policy** aims to reduce **production waste**, optimize **packaging materials** to minimize waste, and promote the use of low-impact, **recyclable** or **compostable** materials. Through an LCA study of all product families, Kimbo monitors environmental impact and sets reduction targets to ensure long-term sustainable production.



302-1 - Internal energy consumption within the organization

	Value	GJ
TOTAL FUEL CONSUMPTION FROM NON-RENEWABLE SOURCES		48.014,19
Gasoline	12.158,30l	392,38
for company fleet (business-use vehicles)	407,50l	13,15
for company fleet (mixed-use vehicles)	11.750,80l	379,23
LPG	0,00l	0,00
for company fleet (business-use vehicles)	0,00l	0,00
for company fleet (mixed-use vehicles)	0,00l	0,00
Natural Gas	1.224.920,00smc	44.329,84
for company fleet (business-use vehicles)	0,00smc	0,00
for company fleet (mixed-use vehicles)	0,00smc	0,00
for other purposes (specify notes)	1.224.920,00smc	44.329,84
Diesel	92.508,43l	3.291,96
for company fleet (business-use vehicles)	129,15l	4,59
for company fleet (mixed-use vehicles)	91.379,28l	3.251,78
for other purposes (specify notes)	1.000,00l	35,58
ELECTRICITY CONSUMPTION	9.993.062,00KWh	35.975,02
Purchase of electricity	9.993.062,00KWh	35.975,02
of which certified renewable electricity - From third parties	0,00KWh	0,00
of which uncertified electricity - From third parties	9.993.062,00KWh	35.975,02
TOTAL ENERGY CONSUMPTION		83.989,21

GRI 302-3 - Energy intensity

	Value
Production volume	25.359.000,00 kg
Internal energy consumption within the organization	83.989,21GJ
Energy intensity	0,003312 GJ/kg

GRI 305-1a - Direct greenhouse gas (GHG) emissions (Scope 1)

	Quantity	Quantity (tCO ₂ e)
Emissions from non-renewable fuel sources	-	2.753,29
Emissions from non-renewable fuel sources - offices and facilities	-	2.497,97
of which natural gas	973,81t	2.495,46
of which diesel	0,83t	2,51
Emissions from non-renewable fuel sources - company fleet	-	255,32
of which gasoline	9,08t	25,50
of which LPG	0,00t	0,00
of which natural gas	0,00t	0,00
of which diesel	76,20t	229,81
Fugitive emissions	-	0,00
R410A	0,00Kg	0,00
R407C	0,00Kg	0,00
Total SCOPE 1	-	2.753,29

GRI 305-2 - Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)

	Value (tCO ₂ e)
Total Scope 2 (tCO ₂ e) purchased electricity - Location Based	4.308,40
Total Scope 2 (tCO ₂ e) purchased electricity - Market Based	4.297,02

GRI 305-4 - Greenhouse gas (GHG) emissions intensity

	Value
Production volume	25.359.000,00 kg
Scope 1 + Scope 2 (location-based)	7.061,70 tCO ₂ e
Emissions intensity - Scope 1 + Scope 2 (location-based)	0,000278 tCO₂e/kg
Scope 1 + Scope 2 (market-based)	7.050,31 tCO ₂ e
Emissions intensity - Scope 1 + Scope 2 (market-based)	0,000278 tCO₂e/kg



GRI 305-7 - Nitrogen oxides (NOx), Sulfur Oxides (SOx), and other relevant air emissions

	Value (kg)
NOx	0,00
SOx	0,00
Persistent organic pollutants (POP)	0,00
Volatile organic compounds (VOC)	286,00
Hazardous air pollutants (HAP)	0,00
Particulate matter (PM)	2.807,00
Other standard categories of air emissions identified in relevant regulations	0,00

PRODUCT LIFE CYCLE MANAGEMENT

Our organization is constantly committed to researching **low environmental impact materials**, in line with technological, production, and market constraints, to monitor and reduce pollution at every stage of the **production process**. During the last reporting period, a total of 6.332,4 tons of materials were used.

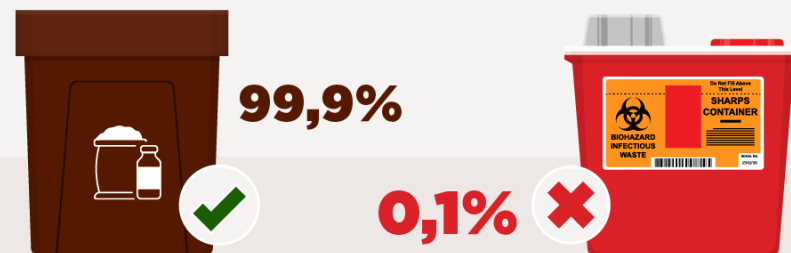
Waste management is **integrated** e **compliant** with current regulations, with the aim to:

- reduce waste generation;
- mitigate environmental risks related to hazardous materials,
- ensure proper sorting,
- manage disposal appropriately.

Within the company, waste is sorted by homogeneous categories and entrusted to certified and authorized external firms for transport and disposal. Particular attention is given to the significant impacts of waste, promoting **actions** and **measures** to support **circularity**, **reduce** waste and enhance the **value** of by-products.

The **waste** generated is predominantly **non-hazardous**, accounting on average for 99,9% of the total, while only 0,1% consists of hazardous waste. This commitment reflects our dedication to responsible and sustainable management of materials and waste throughout the entire **value chain**.

99,9%
NON-HAZARDOUS
waste,
only 0,1%
hazardous waste



The Group is committed to the sustainable management of the **product life cycle** reducing environmental impact and enhancing the well-being of communities involved along the **supply chain** through the following activities:

1. Responsible Sourcing:

- ☛ Purchase coffee from certified suppliers (e.g., FairTrade, Rainforest Alliance) that comply with environmental and social standards.
- ☛ Promote supply chain traceability to ensure that the beans come from farms that respect the environment and workers' rights..

2. Reduction of Production Impacts:

- ☛ Optimize the roasting process to lower energy consumption and minimize CO₂ emissions.
- ☛ Use renewable energy sources to power production facilities, such as installing solar panels or purchasing green energy.
- ☛ Monitor and reduce production waste, repurposing residues as by-products for other uses, such as biomass.

3. Sustainable packaging:

- ☛ Use compostable, recyclable, or low-impact packaging materials.
- ☛ Reduce the use of multilayer materials and prioritize single-material solutions that facilitate recycling.
- ☛ Minimize the packaging impact along the distribution chain by reducing weight and size to optimize transportation.

4. Logistics Efficiency:

- ☛ Optimize distribution routes to reduce transport-related emissions.
- ☛ Collaborate with logistics partners that use low-impact vehicles, such as electric or biofuel-powered ones.

5. Promotion of the Circular Economy:

- ☛ Develop recovery and recycling systems for coffee capsules and packaging, encouraging consumers to return used materials.
- ☛ Explore solutions for reusing coffee grounds, which can be applied in sectors such as cosmetics or agriculture.

6. Consumer Education and Awareness:

- ☛ Inform consumers about the origin of coffee, the sustainable practices adopted, and the correct ways to dispose of packaging.

7. Monitoring and Reporting:

- ☛ Implement monitoring systems to assess environmental and social impact at each stage of the product life cycle.
- ☛ Report on sustainability initiatives and progress toward set goals, in line with GRI standards.



GRI 301-1 - Materials used by weight or volume

	Weight (kg)
Total renewable materials	4.608.227,47
Non-corrugated cardboard box	761.593,00
Corrugated outer cardboard	1.434.412,00
Wooden pallet*	2.288.098,47
Compostable filter paper	112.161,00
Compostable sachet	11.963,00
Total non-renewable materials	1.724.188,12
Nespresso capsule (Plastic)	174.799,23
Nespresso capsule (Aluminum)	26.748,73
Top lid (Aluminum)	28.470,00
FAP capsule (Plastic)	32.255,04
Dolce Gusto capsule (Plastic)	119.110,75
DG top lid (Plastic multilayer)	10.353,00
Sachet (Plastic-aluminum multilayer)	1.201.374,16
PE valve	8.464,16
PE stretch film	22.126,00
PE shrink film	88.992,90
Metal cans	3.587,13
Micro-perforated plastic	7.907,00
Total materials used for production	6.332.415,59

*Of the total pallet volume (2,288,098.47 kg), approximately 97% are rented.

	Weight (kg)
Wooden pallets	2.288.098,47
Rented Epal pallets	2.221.428,00
of which shipped abroad	396.594,00
Mini pallets for boxes	15.122,47



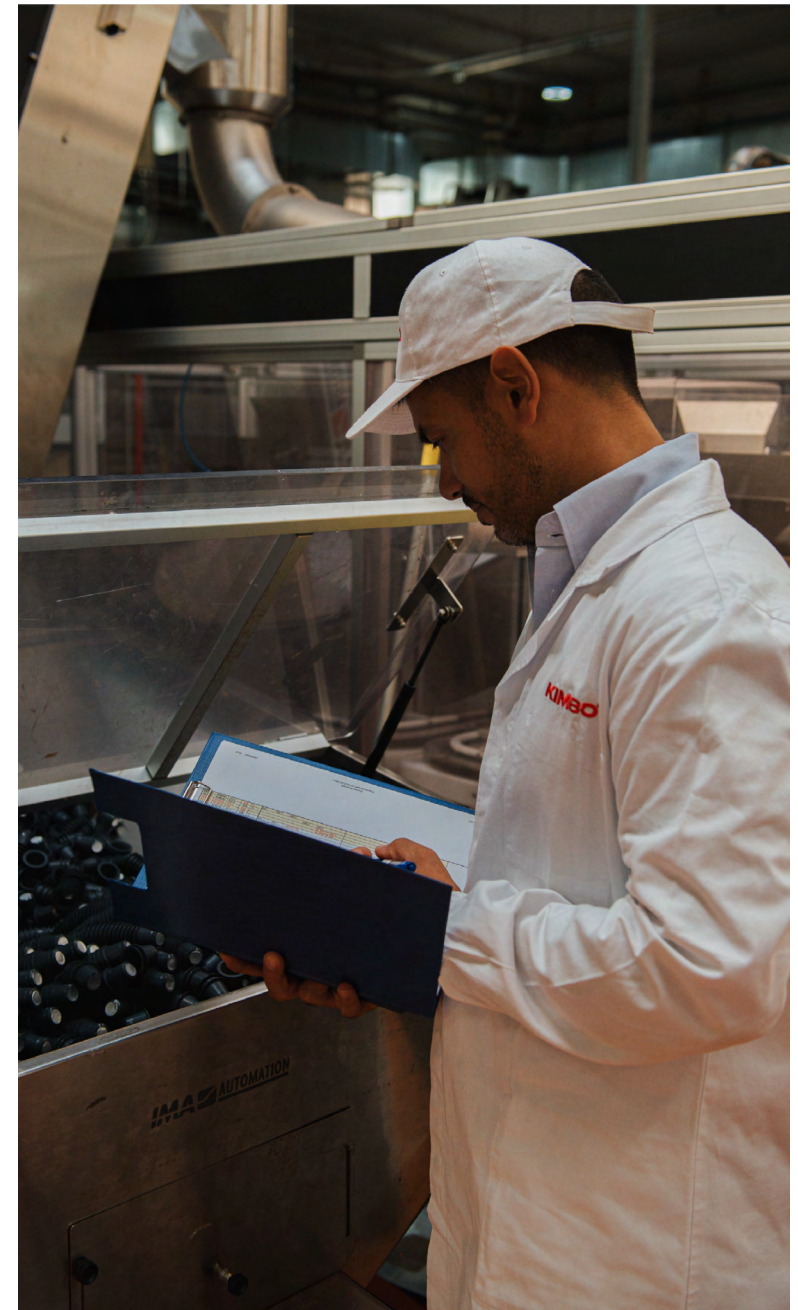
GRI 301-2 - Recycled input materials used

	Value
Total recycled input materials used	1.230,20t
Total input materials used	6.332,41t
Percentage of recycled input materials used	19,42%

The quantity of “*recycled input materials used*” refers solely to the “*Corrugated outer cardboard*” category and is based on an estimate derived from supplier-provided input data.

Waste is generated by **production** and **maintenance** activities. Waste management is geared towards **circularity** through by-product handling, recycling, and the reuse of packaging materials.

Roasting by-products, such as silverskin, are sent to biomass energy production facilities.



GRI 306-3 - Waste generated

	Value (t)
Total hazardous waste	1,118
EWC 070104 - Other organic solvents, washing liquids, and mother liquors	0,045
EWC 130208 - Other engine, gear, and lubricating oils	0,380
EWC 130701 - Fuel oil and diesel	0,056
EWC 150110 - Packaging containing residues of or contaminated by hazardous substances	0,050
EWC 160107 - Oil filters	0,130
EWC 160213 - Discarded equipment containing hazardous components (3) other than those listed under 16 02 09 to 16 02 12	0,065
EWC 160601 - Lead batteries	0,108
EWC 170603 - Other insulating materials containing or made of hazardous substances	0,240
EWC 200121 - Fluorescent tubes and other waste containing mercury	0,044
Others (specify in comments)	0,00
Total non-hazardous waste	1.182,881
EWC 020304 - Waste unsuitable for consumption or processing	150,300
EWC 080318 - Spent toner cartridges other than those under code 08 03 17	1,366
EWC 150101 - Paper and cardboard packaging	255,190
EWC 150102 - Plastic packaging	66,980
EWC 150103 - Wooden packaging	276,100
EWC 150104 - Metal packaging	16,930
EWC 150106 - Mixed-material packaging	267,860
EWC 150109 - Textile packaging	30,080
EWC 150203 - Absorbents, filter materials, rags, and protective clothing not listed under 15 02 02	0,030
EWC 160214 - Discarded equipment other than that listed under 16 02 09 to 16 02 13	11,530
EWC 161002 - Aqueous liquid waste other than those listed under 16 10 01	90,260
EWC 170103 - Tiles and ceramics	0,100
EWC 170405 - Iron and steel	10,350
EWC 170604 - Insulating materials other than those listed under 17 06 01 and 17 06 03	1,230
EWC 200101 - Paper and cardboard	4,560
EWC 200102 - Glass	0,015



GRI 306-4 - Waste not sent to landfill

	On-site (t)	Off-site (t)
Total weight of hazardous waste	0,833	0,00
Preparation for reuse	0,833	0,00
Recycling	0,00	0,00
Other recovery operations	0,00	0,00
Total weight of non-hazardous waste	1.092,621	0,00
Preparation for reuse	1.022,821	0,00
Recycling	69,800	0,00
Other recovery operations	0,00	0,00

GRI 306-5 - Waste sent to landfill

	On-site (t)	Off-site (t)
Total weight of hazardous waste	0,285	0,00
Incineration (with energy recovery)	0,00	0,00
Incineration (without energy recovery)	0,00	0,00
Landfilling	0,00	0,00
Other disposal operations	0,285	0,00
Total weight of non-hazardous waste	90,260	0,00
Incineration (with energy recovery)	0,00	0,00
Incineration (without energy recovery)	0,00	0,00
Landfilling	0,00	0,00
Other disposal operations	90,260	0,00



5





**KIMBO'S SOCIAL
RESPONSIBILITY**



EMPLOYEE WELL-BEING AND GROWTH

Kimbo considers **people** a fundamental resource, promoting both **professional** and personal **development** through policies of **inclusion, equal opportunity** and the enhancement of **know-how**. The company is committed to creating a **fair** and **inclusive** work environment through welfare programs, **ongoing, training plans**, and a corporate social responsibility system (SMETA 4-pillar).

Kimbo's initiatives include:

-  **Corporate welfare for converting bonuses into goods and services.**
-  **Training programs, with particular focus on workplace safety.**
-  **Partnerships with the education sector through scholarships and specialized training.**
-  **Hiring policies focused on the local community.**

Kimbo also promotes **flexible work** practices, such as smart working, which became more widespread during the pandemic. A **performance** evaluation system is currently being implemented to align company and individual goals.

Progress indicators and the effectiveness of actions are monitored through the SMETA system, supporting efforts to publish a sustainability report and enhance human capital.

The following table shows the number of employees hired and the turnover for the reference year, broken down by age group and gender.

GRI 401-1a - New hires and employee turnover

	<30 years			30-50 years			> 50 years			Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
New hires	24	5	29	26	2	28	0	0	0	50	7	57
New departures	23	1	24	23	5	28	0	0	0	46	6	52
Hiring rate	92,30%	72,25%	88,09%	19,00%	6,33%	16,62%	0,00%	0,00%	0,00%	21,22%	16,66%	20,53%
Turnover rate	88,46%	14,45%	72,90%	16,81%	15,83%	16,62%	0,00%	0,00%	0,00%	19,52%	14,28%	18,73%

GRI 401-1b - New hires and employee turnover (by geographic area)

	Italy
New hires	57
New departures	52
Hiring rate	20,57%
Turnover rate	18,77%

There are no differences in treatment between full-time employees and fixed-term or part-time employees.

GRI 401-3 - Parental leave

	Men	Women	Total
Employees entitled to parental leave	5	6	11
Employees who took parental leave	1	5	6
Employees who returned to work during the reporting period after taking parental leave	0	5	5
Employees who returned to work after taking parental leave and were still employed 12 months later	0	4	4
Employees who returned from parental leave in previous reporting periods	0	0	0
Return-to-work rate	0,00%	100,00%	83,33%
Retention rate	0,00%	0,00%	0,00%

GRI 404-1a - Average annual training hours per employee

	Men Hours (h)	Women Hours (h)	Other Hours (h)	Unspecified Hours (h)	Total Hours (h)
Executives	86,00	64,00	0,00	0,00	150,00
Managers	1.023,00	112,00	0,00	0,00	1.135,00
Employees	1.400,00	920,00	0,00	0,00	2.320,00
Workers	554,00	0,00	0,00	0,00	554,00
Total	3.063,00	1.096,00	0,00	0,00	4.159,00

As evidence of the company's commitment to investing in employee training and education, the table below shows the average number of training hours provided by the company per employee.

GRI 404-1b - Average annual training hours per employee (average hours)

	Average Hours - Men (h)	Average Hours - Women (h)	Average Hours - Other (h)	Average Hours - Not disclosed (h)	Total Average Hours (h)
Executives	6,88	25,60	0,00	0,00	10,00
Managers	53,84	43,41	0,00	0,00	52,59
Employees	19,24	24,91	0,00	0,00	21,15
Workers	4,21	0,00	0,00	0,00	4,21
Total	13,00	26,09	0,00	0,00	14,98

HEALTH AND SAFETY IN THE WORKPLACE

Kimbo is committed to ensuring safe and healthy working conditions to **prevent** workplace **accidents** and occupational **illnesses**. Management actively supports employee awareness and engagement on **health** and **safety issues**, involving employee representatives and providing the necessary resources for continuous improvement.

Key initiatives include:

- Introduction of machines and equipment to safeguard workers' health.
- Ongoing monitoring of safety goals and indicators through the "goal dashboard," focusing on injury reduction, near-miss reporting, and increased training.
- Risk analysis and management, with actions to reduce the economic, social, and reputational impact of high-risk areas.
- Periodic evaluation and improvement of working conditions, including updates to signage and safety procedures.



The management system is integrated into the corporate strategy and monitored to ensure a **safe work environment** in **compliance** with current regulations.

The company holds SGSSL certification under the UNI EN ISO 45001:2018 standard, issued by DNV and currently valid.

The system has been implemented in compliance with Legislative Decree 81/2008 as amended, and with **UNI EN ISO 45001:2018**.

The company has defined **28 professional categories** that cover all employees by job role. These roles are clearly defined and help protect employee rights. These roles are clearly defined and protect employee rights.

The Health and Safety Training Plan is in place and updated annually based on legal deadlines and company needs.

The company does not currently offer support policies for access to public or private health services.

Starting in 2024, employees may fully or partially convert performance bonuses into "welfare" services. Some of these services are dedicated to personal health care.

	Employees		
	Men	Women	Total
Number of fatalities due to work-related injuries	0	0	0
Number of work-related injuries with serious consequences (excluding fatalities)	0	0	0
Number of recordable work-related in-juries	3	0	3
Number of hours worked	419.580,00h	65.903,00h	485.483,00h
Fatality rate due to work-related in-juries	0,00	0,00	0,00
Rate of work-related injuries with serious consequences (excluding fatalities)	0,00	0,00	0,00
Rate of recordable work-related in-juries	7,15	0,00	6,17
	Non-Employees		
	Men	Women	Total
Number of fatalities due to work-related injuries	0	0	0
Number of work-related injuries with serious consequences (excluding fatalities)	0	0	0
Number of recordable work-related in-juries	0	0	0
Number of hours worked	0,00h	0,00h	0,00h
Fatality rate due to work-related in-juries	0,00	0,00	0,00
Rate of work-related injuries with serious consequences (excluding fatalities)	0,00	0,00	0,00
Rate of recordable work-related in-juries	0,00	0,00	0,00

Although not all hazards identified by the organization pose a risk of injury with serious consequences, all assessed risks under the general **DVR** (ed. 3 rev. 9 of 06/07/2023) are listed here: workplace areas; electrical; lightning; fire; biological; chemical; noise; vibrations; electromagnetic; artificial optical radiation; ATEX; machinery; microclimate; VDTs; monotonous and repetitive work; manual load handling; awkward postures; confined spaces; work-related stress; lighting; potential radon exposure. The major

critical issues may involve fire and explosions, which are considered emergency scenarios.

With regard to non-employees, no injuries were recorded. The absence of worked hours is due to cooperative workers being engaged on a per-task basis and not by hours worked.

Within the occupational **health and safety management system**, there is a procedure for **hazard identification** and **risk assessment**. The

system includes all criteria related to the different risk assessment methods. Following specific assessments, **preventive** and **protective** measures are implemented by the organization to reduce the impact of identified hazards.

Planned or ongoing actions aim to eliminate other workplace hazards and minimize risks through control hierarchies: for example, replacing lighting fixtures in Building A to improve office lighting levels.

DIVERSITY, EQUITY AND INCLUSION

The company has always considered **equal opportunity** a core value, recognizing that promoting **diversity** and **inclusion**, and ensuring equal opportunities for all, is a strategic business asset. This approach also makes the company more attractive to investors and consumers, helping build a strong and responsible corporate image.

Valuing diversity within the organization is essential, as individuals with different experiences, ages, backgrounds, cultures, sexual orientations and physical abilities bring unique perspectives and innovative solutions. Diversity, therefore, is not only an ethical value but also a resource that can become a key factor for the company's success, provided it is properly managed and appreciated.

The company is actively committed to **preventing** any form of gender **discrimination** and to promoting full integration of every individual into the company, regardless of differences in culture, ethnicity, religion, age, gender, disability, or sexual orientation. **Protecting diversity** is a priority, and every individual must be valued for their unique characteristics.

Over the years, the company has implemented specific **inclusion** programs for protected categories, ensuring compliance with legislation regarding people with **disabilities** and members of **protected groups**. These programs are part of the company's broader effort to prevent discrimination and foster inclusive and respectful work environments.

GRI 405-1a - Diversity in governance bodies and employees (governance bodies)

	<30 years	30-50 years	> 50 years	Total
	Number			
Men	0	2	2	4
Women	0	0	1	1
Other	0	0	0	0
Not disclosed	0	0	0	0
Total	0	2	3	5
	Percentage			
Men	0,00%	40,00%	40,00%	80,00%
Women	0,00%	0,00%	20,00%	20,00%
Other	0,00%	0,00%	0,00%	0,00%
Not disclosed	0,00%	0,00%	0,00%	0,00%
Total	0,00%	40,00%	60,00%	100,00%

GRI 405-1b - Diversity in governance bodies and employees (number)

	<30 years			30-50 years			> 50 years			Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	0	0	0	0	0	0	11	2	14	12	2	15
Managers	0	0	0	7	1	8	11	1	12	19	2	21
Employees	6	6	12	41	30	71	25	0	25	72	36	109
Workers	20	0	20	87	0	87	24	0	24	131	0	131
Total	26	6	32	136	31	168	72	3	76	235	42	277

GRI 405-1d - Diversity in governance bodies and employees (protected categories)

	<30 years			30-50 years			> 50 years			Total		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	0,00%	0,00%	0,00%	0,29%	0,00%	0,29%	4,20%	0,90%	5,10%	4,50%	0,90%	5,40%
Managers	0,00%	0,00%	0,00%	2,64%	0,56%	3,20%	4,20%	0,36%	4,56%	6,84%	0,92%	7,77%
Employees	2,16%	2,49%	4,65%	14,88%	10,80%	25,69%	9,15%	0,00%	9,15%	26,20%	13,30%	39,50%
Workers	7,20%	0,00%	7,20%	31,46%	0,00%	31,46%	8,64%	0,00%	8,64%	47,31%	0,00%	47,31%
Total	9,36%	2,49%	11,85%	49,29%	11,37%	60,66%	26,21%	1,26%	27,47%	84,86%	15,13%	100,00%

GRI 405-1d - Diversity in governance bodies and employees (protected categories)

	Protected categories		Disabilities		Total
	Number				
Executives	0		0		0
Managers	0		0		0
Employees	2		3		5
Workers	1		10		11
Total	3		13		16
Percentage					
Executives	0,00%		0,00%		0,00%
Managers	0,00%		0,00%		0,00%
Employees	12,50%		18,75%		31,25%
Workers	6,25%		62,50%		68,75%
Total	18,75%		81,25%		100,00%



RESPONSIBLE SUPPLY CHAIN MANAGEMENT

The company plays a key role in the **promotion** and **protection** of **human rights**, ensuring the fundamental rights of workers throughout its supplier network. To this end, the company requires suppliers to sign a formal commitment not to use child labor, as outlined by the International Labour Organization (ILO), and to uphold that commitment across their entire **supply chain**.

Suppliers are expected to ensure **transparency**, **sustainability** e il **respect** for human rights and social practices within their organizations and, where possible, throughout their own supply chain.

In addition, the company conducts in-depth **evaluation** of suppliers, using social criteria and third-party firms specialized in reputation assessments, to ensure

compliance with **ethical principles** and **social responsibility** throughout the chain.

The company places special focus on compliance with supplier contracts, food safety requirements, and raw material sustainability. Currently, suppliers are required to complete a qualification questionnaire and provide information regarding social aspects and certifications such as ISO 14001 and SMETA.

Corporate Governance will evaluate whether the absence of social or environmental **certifications** may result in excluding new suppliers or suspending existing ones if they do not comply within a set timeframe. Actions needed to manage negative impacts and reinforce positive ones will be determined based on those evaluations.

GRI 414-1 - New suppliers screened using social criteria

	Value
Number of new suppliers	73
New suppliers that were screened using social criteria	72
Percentage of new suppliers that were screened using social criteria	98,63%



GRI 414-2 - Negative social impacts in the supply chain and actions taken

	Value
Number of suppliers assessed for social impacts	72
Number of suppliers identified as having significant actual and potential negative social impacts	1
Percentage of suppliers identified as having significant negative social impacts, potential or actual, with whom improvements were agreed upon following the assessment	0,00%
Percentage of suppliers identified as having significant negative social impacts, potential or actual, with whom relationships were terminated following the assessment, and the reason	0,00%

The negative and potential impacts identified are listed below and are regulated as follows: child labor (as defined by the International Labour Organization “ILO”), forced labor, non-compliance with laws on health and safety in the workplace, freedom of association and movement, absence of discrimination (including based on gender and/or race), fair pay, and compliance with labor time regulations.



PRODUCT QUALITY AND SAFETY

The group adopts various practices to ensure **safety, product quality** and a responsible marketing strategy:

1. Product Safety through

- ☞ Compliance with food safety standards
- ☞ Quality control
- ☞ Traceability

2. Product Quality

- ☞ Quality certifications
- ☞ Product technology and innovation
- ☞ Feedback from strategic partners and consumers

3. Responsible Marketing

- ☞ Transparent communication
- ☞ Accurate product labeling on ingredients and processing methods
- ☞ Consumer education and awareness for responsible consumption
- ☞ Promotion of compostable materials.

4. Complaint Management and Continuous Improvement

Through these practices, Kimbo promotes a safe, high-quality product while maintaining an ethical and responsible marketing approach.

Kimbo assesses health and safety impacts across all product and service categories, also ensuring

alignment with **standard** for product quality and **food safety** (ISO 9001:2015 e FSSC 22000).

In 2023, the group recorded 22 non-compliance cases with voluntary codes, none of which led to sanctions or penalties.

The organization implements specific procedures to ensure that product **labeling** and the information provided meet specific criteria.

With respect to the **origin of product** or **service components**, EU law does not require coffee labels to show country of origin, but it does require stating if raw materials come from outside the EU. Nonetheless, the company, in certain cases, voluntarily declares its origin to ensure greater transparency.

Regarding **product content**, in line with labeling laws, only coffee and its origin are listed. The company acknowledges that growing methods are crucial to ensuring safety and quality throughout the supply chain.

Product labels also include detailed information to ensure the **safe use of the product** or **service**. For example, practical instructions for moka preparation and storage tips such as “store in a cool, dry place away from heat”.

Lastly, all packages feature clear instructions for

proper disposal of products and packaging. These informations are key to reducing environmental impact and encouraging sustainable behaviors among consumers.

The company works to ensure that 100% of relevant product categories fully meet these procedures, regularly verifying compliance through systematic assessments.

The organization did not record any cases of non-compliance with **regulations** or voluntary codes related to product and service labeling during the reporting period. In particular, no violations were identified that resulted in sanctions, warnings, or penalties. Similarly, no cases of non-compliance with the adopted codes were found.

In general, during the reporting period, no cases of non-compliance were recorded in **marketing communication**.

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CREDITS & MORE



ESG DIGITAL GOVERNANCE

In 2023, Kimbo launched an ambitious digitalization project for the collection and management of ESG data (environmental, social, and governance), leveraging digital technologies to improve non-financial reporting. The increasing relevance of ESG information in economic and financial processes has made it essential to structure a complex and integrated system involving various internal and external stakeholders. The adoption of a digital tool represents a crucial evolutionary step toward generating effective and efficient ESG data, while promoting transparency and the sharing of created value with all stakeholders.

The project aims to:

- **Digitize ESG data collection** to optimize reporting.
- **Track all phases** in preparing the Sustainability Report.
- **Ensure compliance** with international sustainability standards.
- **Continuously monitor ESG performance.**
- **Ensure the reliability of information** and facilitate stakeholder engagement.

To achieve these objectives, Kimbo selected the **ESGeo** platform, an advanced and intuitive digital solution designed to collect data in line with GRI Standards and compliant with the European ESRS regulation. In the coming years, this process will allow the company to complete double materiality assessments and meet regulatory requirements set for 2026.

Thanks to a user-friendly interface, ESGeo allows monitoring of every step in the data collection process, attaching supporting documents, analyzing material topics, and tracking progress. It also enables data extraction in Excel format, simplifying analysis and storage.

The adoption of ESGeo allows Kimbo to constantly monitor its own ESG performance, ensuring transparent and standards-aligned reporting. Through the adoption of ESGeo, the project places Kimbo at the forefront of ESG practice implementation, reinforcing its commitment to sustainable and responsible growth.



SOFTWARE & TOOLS
PARTNER

2023



METHODOLOGICAL NOTE

The Sustainability Report of Kimbo aims to **monitor** and transparently **communicate** the company's approach to sustainability and its **performance ESG**, in relation to the defined reporting scope. The reporting scope of this Report refers exclusively to Kimbo S.p.A.

This is Kimbo's first Sustainability Report, prepared on a **voluntary** basis to disclose a first **analysis** of **material issues** and to explore areas for improvement and build a growing path toward greater sustainability integration throughout the value chain. The present document has been prepared **in accordance with** the "Global Reporting Initiative Sustainability Reporting Standards" (GRI) issued by the Global Reporting Initiative (GRI), the leading international standard for sustainability reporting. Specifically, **qualitative** and **quantitative** information included in this document has been prepared in line with the "With Reference" option provided by the standard and detailed in the "GRI Content Index".

The reporting period refers to the **fiscal year** from January 1, 2023 to December 31, 2023, consistent with the company's financial reporting cycle, and is therefore **annual**. As this is Kimbo's first reference year, 2023 has been defined as the **baseline**, serving as a benchmark for future reporting cycles. No external assurance was provided for this first edition of the Report.

Kimbo has established a **dedicated group** to **coordinate** the collection of the required information. To streamline the data validation process, the company selected a **dynamic** and **flexible** digital solution: the **ESGeo software**, a cloud-based platform designed for sustainability reporting **in compliance** with Standard GRI. This system enables the company to monitor ESG data over time through a structured ESG Digital Governance process. The increasing complexity of ESG data has made it necessary to adopt integrated technologies capable of **identifying** and **tracking ESG information** from both internal and external stakeholders.

The reporting process involved the following macro-activities:

- **identification** of material topics and related indicators for monitoring;
- **definition** of the reporting scope;
- **collection** of ESG information;
- **processing** of content and summary of data from the collection process.

For the calculation of greenhouse gas **(GHG) emissions** and energy consumption, the following conversion factors were applied:

Conversion Factors

Variable	Conversion Unit	Factor	Source
Gasoline	GJ/ton	43.184	DEFRA 2023
Gasoline - Density	ton/l	0.0007473	DEFRA 2023
Diesel	GJ/ton	42.730	DEFRA 2023
Diesel - Density	ton/l	0.0008328	DEFRA 2023
Natural Gas	GJ/ton	45.522	DEFRA 2023
Natural Gas - Density	ton/smc	0.000795	DEFRA 2023
LPG	GJ/ton	45.956	DEFRA 2023
LPG - Density	ton/l	0.0005311	DEFRA 2023
Energy	GJ/kWh	0.0036	DEFRA 2023
Gasoline	tCO ₂ eq/ton	2.806659352	DEFRA 2023
Diesel	tCO ₂ eq/ton	3.015654616	DEFRA 2023
Natural Gas	tCO ₂ eq/ton	2.562574411	DEFRA 2023
LPG	tCO ₂ eq/ton	2.939360949	DEFRA 2023
R407C	tCO ₂ eq/kg	1.624	DEFRA 2023
R410A	tCO ₂ eq/kg	1.924	DEFRA 2023
CO ₂	tCO ₂ eq/kg	0.001	DEFRA 2023
CH ₄	tCO ₂ eq/kg	1.76	DEFRA 2023
Purchased electricity - Location Based	tCO ₂ eq/Kwh	0.00043114	AIB European Residual Mixes (Total Supplier Mix IT) Updated 01.06.2023
Purchased electricity - Market Based	tCO ₂ eq/Kwh	0.00043	Market Based - Supplier Mix kWh tCO ₂ e



GRI CONTENT INDEX

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