

SUSTAINABILITY REPORT

2025

AWARENESS
FOR CHANGE

GOVERNANCE



BOARD OF DIRECTORS

EQUALITY EXTENDS TO DECISION-MAKING

Our Board of Directors is composed of two women and two men, ensuring equal representation at the company's highest level of decision-making.



INTERNAL STRATEGIC TEAM

STRATEGY IS NOT HANDED DOWN FROM ABOVE

The team consists of 3 directors and 5 employees who work together to define goals, develop strategic projects, and monitor their progress through a shared, cross-functional approach.



EVOLVING INTO A SUSTAINABLE COMPANY

A STRATEGIC PROJECT ENTIRELY DEDICATED TO SUSTAINABILITY-RELATED TOPICS

We have worked to give greater structure to our ESG journey, covering the environment, people, and company management. **HOW?** We collected data, measured what our activities, assessed risks, and listened to the people and communities we work with. We then compared our own perspective with theirs to understand which issues are truly priorities and where to focus our next steps. This process allowed us to build on the strengths we have already developed, from our commitment to product quality to the importance we place on strong relationships, while giving greater continuity to our environmental and social investments. At the same time, it has helped us identify areas where we can still improve.

ENVIRONMENT

① FROM BUBBLE WRAP TO RECOVERED CARDBOARD

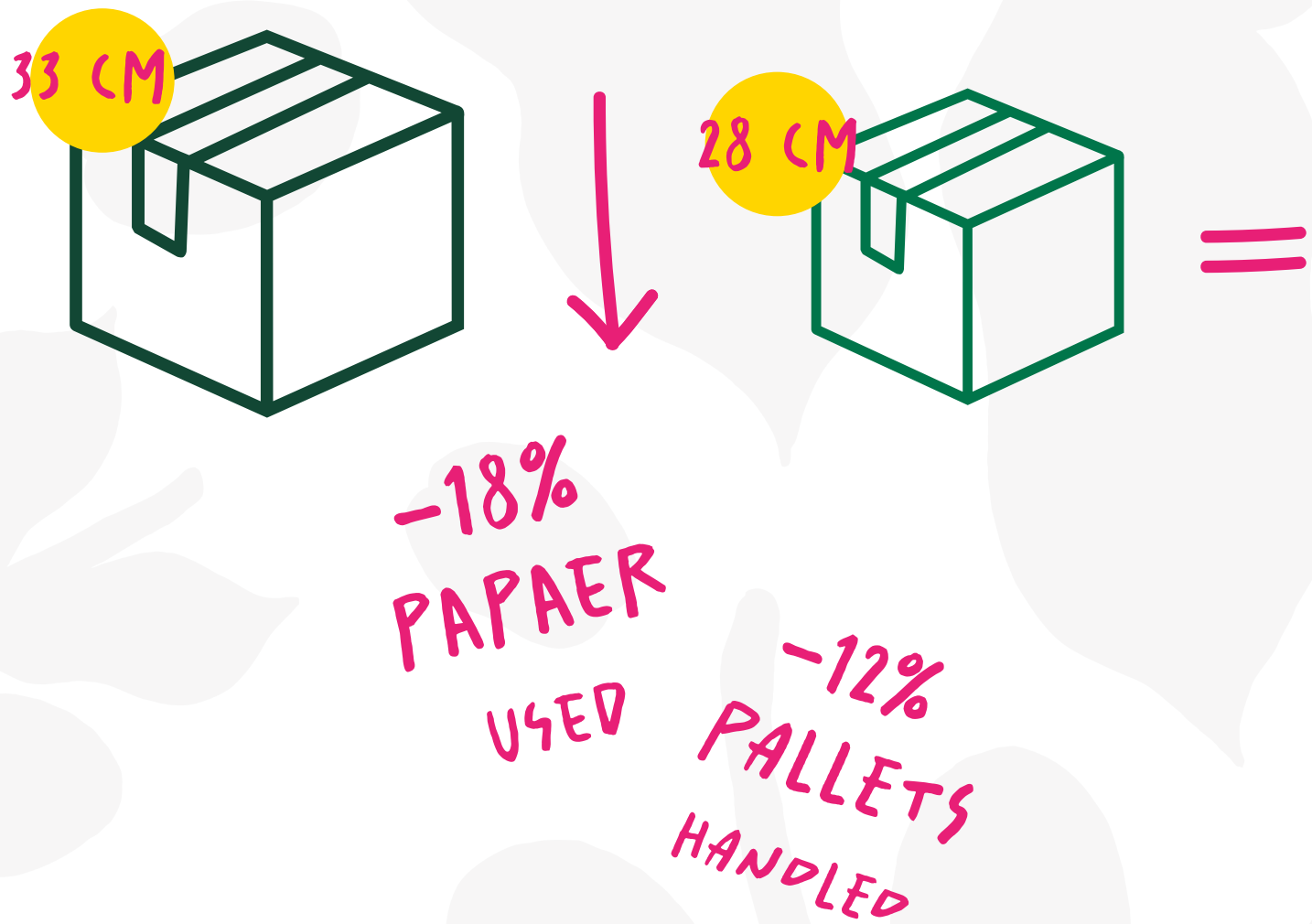
In 2025 we introduced a machine that transforms used cardboard into protective packing material, eliminating bubble wrap entirely.



② PACKAGING AND LOGISTICS

LESS RAW MATERIAL, MORE EFFICIENT TRANSPORT

We reduced the height of our packaging cartons.

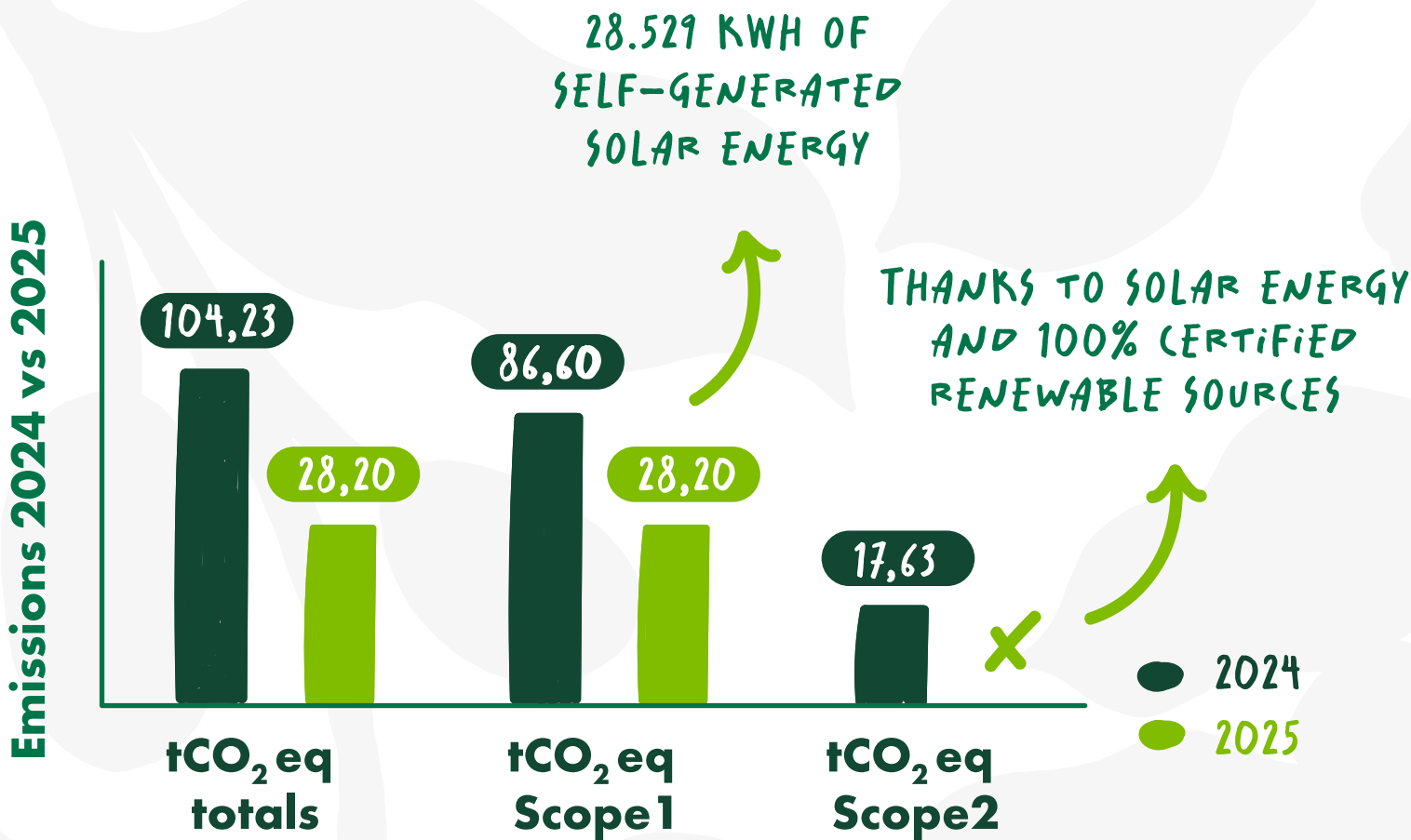


③ EMISSIONS AND ENERGY

Net emissions balance

2024 → 104,23 tCO₂eq

2025 → 28,2 tCO₂eq



SOCIAL

1 EMPLOYEE CLASSIFICATION

17 employees, all on permanent contracts

Women hold key roles across sustainability, R&D, purchasing and sales coordination.

Average pay: +15.04%

(Compared to the applicable national collective labour agreement CCNL for each employment level)



2 TRAINING



3 LOCAL COMMUNITIES

We supported the Meyer Children's Hospital, Teatro Metamagico, the CON-FUSIONE Festival and the Hortus Conclusus lecture series.

4 WELFARE

- ✳ Dedicated Human Resources function introduced
- ✳ Supplementary healthcare
- ✳ Work-life balance: 25,660 total hours worked, with only 180 overtime hours (0.70%)
- ✳ Social spaces: an equipped garden for lunches and team-building activities
- ✳ Monthly all-staff meetings with a shared lunch, plus an annual company trip
- ✳ A suggestion box for improvement ideas
- ✳ All production employees receive emergency training and additional PPE beyond legal requirements.

COFFEE SUPPLY CHAIN TRANSPARENCY

We are **the first Italian coffee roaster to collaborate with Enveritas** to strengthen our focus on the sustainability of our supply chain.

Enveritas is an NGO that conducts independent assessments of environmental, social and economic conditions on coffee farms at origin.

NO SELECTIVE REPORTING

We chose to submit our entire coffee volume for assessment, without pre-selecting only specific origins or productions.

100%

OF THE COFFEE VOLUME USED IN 2025 WAS ASSESSED BY ENVERITAS

93%

OF THE ASSESSED VOLUME MEETS THE FUNDAMENTAL REQUIREMENTS DEFINED BY ENVERITAS

To us, this figure means more than a 100% result achieved by selectively assessing only the coffee that would have delivered the best outcome. Credible transparency means reporting the full picture, including the areas where there is still room for improvement.

TRACEABILITY

TO THE
PRODUCER

87.92%

87.92% of Le Piantagioni del Caffè branded coffee





Methodological Note

Our sustainability report is **prepared on a voluntary basis** in accordance with the Voluntary Sustainability Reporting Standards for non-listed SMEs (EFRAG VSME).

We have selected “Option A: Basic Module” and supplemented it with additional information.



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REPORT



THANK YOU!

