

Sustainability Report

2024

Summary	
Letter from the CEO.....	3
Methodological Note	4
Key company data	4
Company History	4
Company's operating context.....	6
Our purpose, vision, mission and values	8
Governance	9
Governance Structure	9
ESG Strategic Plan.....	9
Expected outputs of the 2025 ESG Strategic Plan	10
Stakeholders	11
Environment	14
Emissions and Energy Footprint	14
Pollutant emissions	17
Water	18
Waste	19
Social	20
Own workforce	20
Number of hours of annual training per employee, broken down by gender.....	20
Initiatives for Employees	21
Health and Safety at Work.....	22
Workers in the value chain - Green coffee sourcing	22
Supporting local communities.....	23
Highlights 2024.....	24

Letter from the CEO

Dear Employees, Customers and Suppliers, Friends and Collaborators,

We are pleased to present our Sustainability Report for the year 2024, our first ever Sustainability Report.

As a coffee roasting company with a focus on Specialty coffee, we have felt responsible for the social and environmental impact of our business from the very beginning, not only within our company, but throughout the entire supply chain. Right from the start, we chose to work directly with producers and use traceable products, precisely so that we could be more aware of what happens at every stage of the supply chain.

Today, with this first report and the work behind it, we want to take a further step forward, because we believe that attention to social and environmental issues must serve as a compass for the strategic choices our company makes every day.

Our company is committed to playing an active and leading role in the evolution of the coffee sector and in improving the impact that this product has on the environment and on human beings. We start by making our actions on this issue even more transparent, with the aim of creating greater awareness in everyone who is involved with our company.

In the following document, you will find a description of our activities, our improvements, both large and small, and our commitments for the future.

Thank you for your attention.



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.

Key company data

Le Piantagioni del Caffè is a limited liability company, registered in the Companies Register of the Maremma and Tirreno Chamber of Commerce under REA (Economic and Administrative Index) number LI-140094 and tax code 01579870492.

The company's main activity is coffee processing, ATECO code 10.83.02 and NACE 2.1 code 10.83.

The company's registered office and operational headquarters are located in Livorno, at Via Provinciale Pisana no. 583/b.

Company History

This first Sustainability Report tells our story: ever since we founded this company, respecting people and the environment has always been a core focus of our work.

Under the guidance of the ISO 9001 standard and driven by our passion for coffee, we want to show you who we are, what we do and how we intend to improve.

The history of our Coffee Roasting Company dates back to 1895, when the Meschini brothers, Antonio and Luigi, started their first business in the mercantile city of Livorno: a small shop selling spices, liqueurs and coffee from Latin America and Yemen.

Over time, the Meschini brothers began distributing roasted coffee within the city and then expanded their business to the local area, first at provincial level and then at regional level.

After the war, we established A.R.C.A.F., an acronym for Aziende Riunite Coloniali e Affini (United Colonial and Related Companies), which later became Arcaffè. We further developed the business and acquired larger facilities and more advanced machinery in order to meet growing demand.

As the fourth generation of the Meschini family came on board, we made some big changes to our business. We decided to focus on searching for specialty coffees directly in the source countries and building relationships with producers, as we believed that this would positively impact our ability to source consistently high-quality coffee. As part of this process, we also began the acquisition of another coffee roasting company called Le Piantagioni del Caffè, whose brand,

despite its excellent visibility and reputation in the specialty coffee roasting business, had not yet fully developed its potential.

Between 2007 and 2010, we sold the branch of the company responsible for the production and marketing of Arcaffè brand coffee in Italy, while retaining the branches responsible for the production and marketing of Arcaffè brand coffee abroad and the production and marketing of Le Piantagioni del Caffè brand coffee worldwide. We have increased our research activities and improved the average quality of our products, focusing more and more on the small but rapidly expanding market segment interested in specialty coffees.

Today, our company is called Le Piantagioni del Caffè S.r.l. and we continue what was, first and foremost, a journey of discovery. We strongly believe it is important to go beyond the concept of “source country”, focusing on coffees that can be traced back to the plantation where they are produced and travelling personally to select them.

Our aim is to ensure that coffee has a positive impact on the world and on human beings by raising awareness in every single person so that we can drive change together.

This is precisely why we chose to start from the beginning and travel to producing countries looking for plantation coffee with unique characteristics. On these trips, we don't just select a product, we build direct, personal relationships with the producers, thus strengthening a value chain based on trust and respect. This approach allows us to guarantee cup quality and, at the same time, raise awareness about all that coffee represents: the history of a territory, the work of a community, and the preservation of biodiversity.

Every coffee we roast tells a transparent and responsible story, and this is how quality becomes a concrete tool for us to generate awareness. This means that those who drink our coffee can enjoy an authentic experience and understand the value behind every cup.

Company's operating context

2024 was a complex year for the global economy, which nevertheless showed some resilience. After experiencing significant turbulence in recent years, markets showed signs of stabilisation: growth remained moderate and inflation, while still present, slowed in many areas.

In the United States, domestic consumption supported the economy, while in Europe growth remained weak, with significant differences between countries: Spain was dynamic, Germany and France slowed down, and Italy was more stable but with cautious prospects. Globally, emerging markets helped to sustain growth, with India and China recovering, albeit in a context of currency volatility and political uncertainty that made the scenario fragile. Many currencies fell sharply, including the euro, which approached parity with the US dollar. The latter, on the other hand, strengthened significantly, highlighting the US economy's ability to prove more resilient than others in the face of global uncertainty.

On a social level, the cost of living remained a real burden for households, especially for the less well-off, whose incomes were most affected by inflation. In many areas, including Europe, spending on essential goods such as food and housing grew faster than actual earnings. In the labour market, despite global unemployment remaining stable or declining slightly, significant imbalances persist.

The green coffee market experienced a year of great complexity, characterised by a steady increase in prices that had a profound impact on the entire sector. According to USDA data, world production has risen from an estimated 168 million 60-kg bags for 2023/2024 to a projected 174.9 million bags for 2024/2025, mainly due to increased Robusta production in Indonesia and Vietnam and greater availability of Arabica in Colombia.

Despite the increased quantities, the value of Arabica futures has reached record levels, hitting 348.35 cts/lb in 2024, driven by concerns about the effects of climate change – with severe droughts in Vietnam and exceptionally high temperatures in Brazil – but also by geopolitical tensions and regulatory uncertainty linked to the introduction of the European Deforestation-free Products Regulation (EUDR).

The Ukraine-Russia war and the conflict in the Middle East have intensified speculation, amplifying market volatility.

The upward trend continued into the early months of 2025, peaking at 424.10 cts/lb.

For a company such as Le Piantagioni del Caffè, whose mission is focused on sourcing and selecting coffees that are not only excellent in terms of taste and aroma but also fair for producers and

environmentally friendly, these scenarios confirm how essential it is to continue to cultivate direct, solid and responsible relationships throughout the supply chain, so as to guarantee quality and sustainability even in an uncertain global context.

Le Piantagioni del Caffè is an Italian company that produces, packages and distributes roasted coffee beans and ground coffee, with a focus on quality and sustainability. Product quality and consistency, professionalism and flexibility: these are our winning weapons.

The main internal factors that influence our ability to achieve the expected results for our quality management system are:

- Our strategies;
- Company management
- Employers' organisations
- Defined contractual relationships
- Company assets and available technologies;
- Internal control systems;
- Staff involvement and participation

The main external factors are:

- Coffee market trends
- Stakeholder expectations
- Geographical location of suppliers
- Regulatory requirements (laws, authorisations)
- Technological innovation in the market
- The population of the municipality of Livorno
- Local institutions
- Local associations
- Banks

Our purpose, vision, mission and values

Our four company values are: boldness, well-being, togetherness and ethics

This is our purpose:

to ensure that coffee has a positive impact on the world and on human beings.

In order to achieve this, the sector needs to evolve, driven by every individual.

This can only happen by raising awareness.

Our purpose is to create awareness in everyone so that we can drive change together.

This translates into our Vision:

to enable everyone to experience a quality coffee value chain that is socially and environmentally sustainable.

How do we do this?

By implementing our Mission on a daily basis:

We are a team of dedicated professionals who work with passion, commitment and transparency; we organise every stage of the process, from sourcing and selecting raw coffee to roasting, quality control and packaging, back office and after-sales, to provide our customers with a high-value product.

We select coffees directly from the plantations of origin and process them to bring out their best characteristics in the cup, creating a meaningful experience for consumers.

We demonstrate that quality coffee is fun, and we do so through an innovative model.

Governance

Governance Structure

The governance structure of Le Piantagioni del Caffè reflects our desire to grow in a participatory, transparent and inclusive manner.

The two governing bodies that guide our strategic decisions are the Board of Directors and the Hoshin Kanri Team, which represents an innovative management model named after a Japanese methodology. This methodology is focused on continuous improvement and widespread involvement: a true strategic alignment tool, where vision, long-term objectives and related specific short-term projects are suggested, discussed, decided and monitored together, step by step.

This team brings together different skills and sensibilities: it is composed of five men and three women who actively collaborate, each of them offering their own perspective and experience, ensuring that projects are aimed at increasing the long-term sustainability of the business.

Balance and representation are core values in the Board of Directors as well: a gender-balanced membership of the Board, with two men and two women, demonstrates a real commitment to promoting women's participation in decision-making at the highest levels.

For a company like ours, which combines small size with big ambitions, this choice is not just a matter of numbers: it is a testament to our belief in the power of diversity and the richness that comes from building the future together.

ESG Strategic Plan

In 2024, Le Piantagioni del Caffè chose to embark on a new and bold project, launching the strategic initiative Evolution into a Sustainable Company.

For a small company like ours, which works with passion and meticulous care, this is an important and extremely meaningful step: we have no regulatory obligations requiring us to draw up an ESG plan, which is precisely why every action we take is all the more authentic and virtuous.

With this project, we want to acknowledge and value what we already do with responsibility and care – from the positive impact along the supply chain to the relationships with producers and collaborators – but also transparently identify areas where we can grow and improve.

The first tangible step in this process was to carry out a Sustainability Assessment, which allowed us to take a snapshot of the company's current status from an ESG perspective. The analysis revealed some proven strong points – such as our focus on product quality, our care for

stakeholder relations and our initial environmental investments – but also some areas for improvement/development where we will concentrate our efforts in the coming years.

In 2025, the next steps will involve analysing ESG risks and administering an ESG questionnaire to all stakeholders, with the aim of drawing up a double materiality matrix (a tool that links the issues that are relevant to us with those perceived as most significant by stakeholders).

The results of this process will be harmonised within the 2025 ESG Strategic Plan, in order to define shared priorities and actions aimed at increasing the overall sustainability of our company.

Expected outputs of the 2025 ESG Strategic Plan

Le Piantagioni del Caffè's ESG 2025 Strategic Plan provides for a series of specific outputs that will guide us on a structured path towards sustainability and innovation in the three ESG areas:

Governance, Environment and Social.

With regard to “Governance”, we undertake to:

- conduct an ESG risk analysis to identify and prevent potential impacts related to environmental, social and governance factors,
- administer an ESG questionnaire to all stakeholders in order to gather their perceptions, expectations and priorities,
- draw up a double materiality matrix,
- publish our first Sustainability Report in 2024 as a tool for transparency and accountability,
- align our marketing strategy and product range with our corporate purpose and values, with a particular focus on increasing the engagement of new generations of consumers, especially Gen Z.

With regard to “Environment”, the expected outputs include:

- analysing waste, scraps and offcuts in order to map the current situation and understand if and how we can improve;
- starting a collaboration with Enveritas, an international non-profit organisation that supports coffee companies in ensuring sustainable practices by assessing the social, environmental and economic conditions of plantations;
- evaluating environmentally friendly packaging solutions - instead of the current three-layer packaging with combined materials - which can guarantee the same shelf life while reducing the environmental footprint.

Finally, with regard to “Social”, we plan to:

- appoint a human resources manager to structure people management,
- create a corporate welfare system aimed at enhancing the well-being of employees, with the objective of implementing it in 2026,
- create a variable remuneration system designed to reward results and performance, with the objective of implementing it in 2026.

Through these outputs, we plan to consolidate our identity as a sustainable company, improve our ESG performance and consistently meet the expectations of our stakeholders.

The Evolution into a Sustainable Company project is our commitment to a future in which the quality of our coffee is inextricably intertwined with respect for people and the environment. The project aims to demonstrate that even a small company can have a big positive impact.

Stakeholders

Le Piantagioni del Caffè is aware of the importance of continuous and transparent dialogue with its stakeholders, which is fundamental for creating sustainable and shared value. We identify and engage our stakeholders through different tools and methods, tailored to their specific needs and degree of mutual impact.

The relevant stakeholders for Le Piantagioni del Caffè are:

- employees, involved through meetings, training courses and initiatives for their well-being at work;
- Italian customers, key partners for commercial development, for whom we promote transparency, quality and innovation;

- foreign customers, with whom we interact with attention to the peculiarities of the different markets and with a focus on spreading the culture of quality coffee;
- suppliers, who are essential partners in ensuring traceability, social responsibility and sustainability throughout the value chain;
- banks, with whom we maintain a relationship based on trust, financial soundness and shared commitment to sustainable growth;
- local communities.

We engage our stakeholders through structured and informal channels: regular meetings and discussions with employees, customer care activities and customer-focused projects, ongoing purchasing relationships with suppliers, and constant dialogue with credit institutions. This approach allows us to gather expectations, integrate feedback into decision-making processes and consolidate long-term relationships of trust, in line with GRI standards and our commitment to sustainable development.

Stakeholder Engagement activities carried out in 2024

- Employees
 - Four quarterly plenary meetings, one of which was dedicated to sharing the entire corporate strategic project;
 - A monthly meeting to discuss corporate behaviour and suggestions collected through the company's Suggestion Box;
 - a shared lunch on a monthly basis;
 - A free BLSD training course for all employees
- Italian customers
 - The launch of the “Pasticceri 2024 Project”, conceived within the Osservatorio della Pasticceria Italiana, of which we were the main sponsor.
Objective: explore and promote the relationship between Italian pastry-making and high-quality coffee, promoting solutions to integrate best practices and the culture of specialty coffee into the confectionery sector.
 - Enhancement of the customer care channel thanks to an internal reorganisation aimed at improving service quality.
- Foreign customers
 - Participation in three international trade fairs, with the aim of strengthening our foreign commercial presence and spreading the culture of quality coffee.

- Suppliers
 - Maintaining long-term relationships based on purchasing activities and constant dialogue.
- Banks
 - Dedicated meetings aimed at consolidating relationships and sharing prospects for sustainable growth.

Environment

Emissions and Energy Footprint

Being environmentally friendly is part of Le Piantagioni del Caffè's DNA and has always been a key factor in our strategic choices. We are aware of the urgency of climate change and the role that businesses can play in helping to mitigate harmful emissions. For this reason, in 2024 we decided to launch a structured programme to measure and report on our environmental impact. We consider this to be our “year zero”, as it is the first time we have quantified our direct (Scope 1) and indirect (Scope 2) emissions from energy consumption, in accordance with GRI 305 standards and UNI EN ISO 14064-1:2019.

The decision to measure and report emissions is a starting point for us to define a specific emission reduction strategy: we are committed to repeating the measurement in 2025 so that we can set a measurable and realistic reduction target starting in 2026.

The voluntary calculation of greenhouse gas (GHG) emissions for the year 2024 resulted in total emissions of 104.23 tonnes of CO₂e (market-based method), of which:

- 86.4 tCO₂e Scope 1 (natural gas + vehicles + refrigeration equipment (F-Gas))
- 17.8 tCO₂e Scope 2 (electricity from the national grid)

At the same time, we have already implemented several mitigation measures:

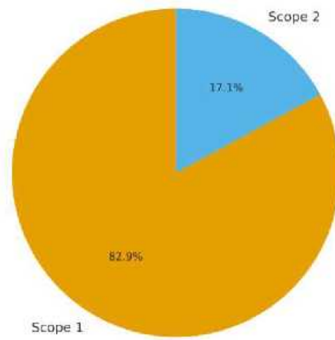
- Purchase of natural gas with carbon offsetting (October-December 2024), resulting in a saving of 16.7 tonnes of CO₂e;
- Self-consumption from our own photovoltaic system equal to 25,055 kWh of renewable energy, saving 8.85 tonnes of CO₂e (market-based);

We already started working on decarbonisation back in 2012 when we installed a solar power system, which we expanded in 2024 and added a storage system to. Thanks to this innovation, we can maximise self-consumption and further reduce our dependence on fossil fuels, while also improving our overall energy efficiency.

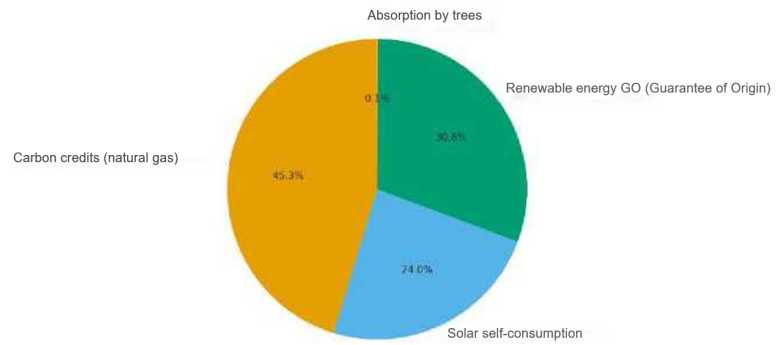
- Purchase of electricity with Guarantee of Origin from 100% renewable sources (September-December 2024), saving an additional 11.29 tonnes of CO₂e (market-based);
- Natural absorption by the tree species in the company garden, with an estimated saving of 0.02 tonnes of CO₂e

Below are some graphs summarising the above.

GHG Emissions 2024 (104.23 tCO₂e)



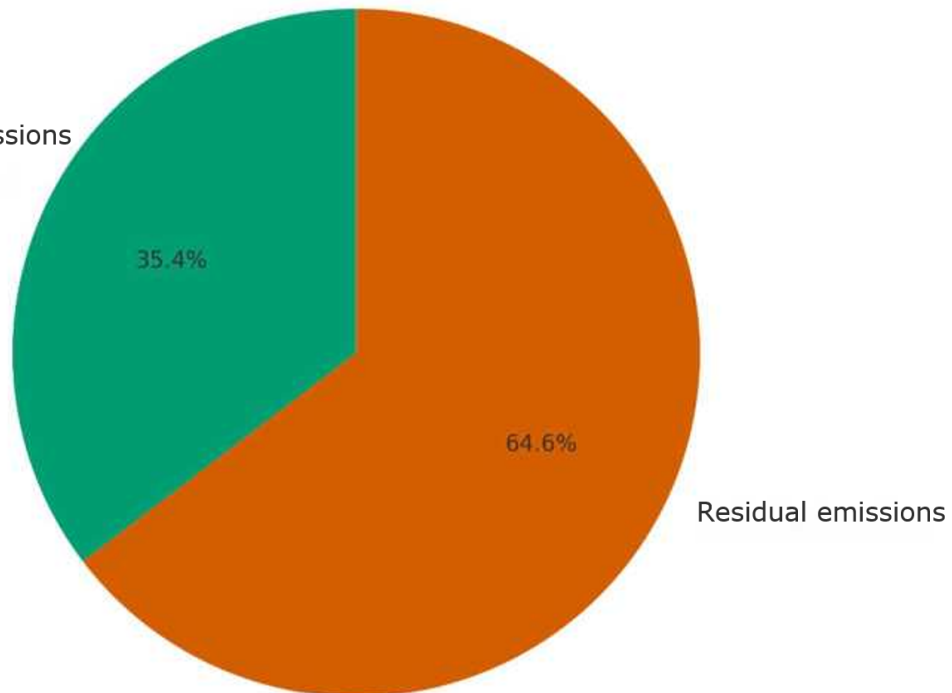
Mitigation measures (38.89 tCO₂e avoided)



Net emissions balance 2024

Initial total: 104.23 tCO₂e - Residual: 67.37 tCO₂e

Mitigated emissions



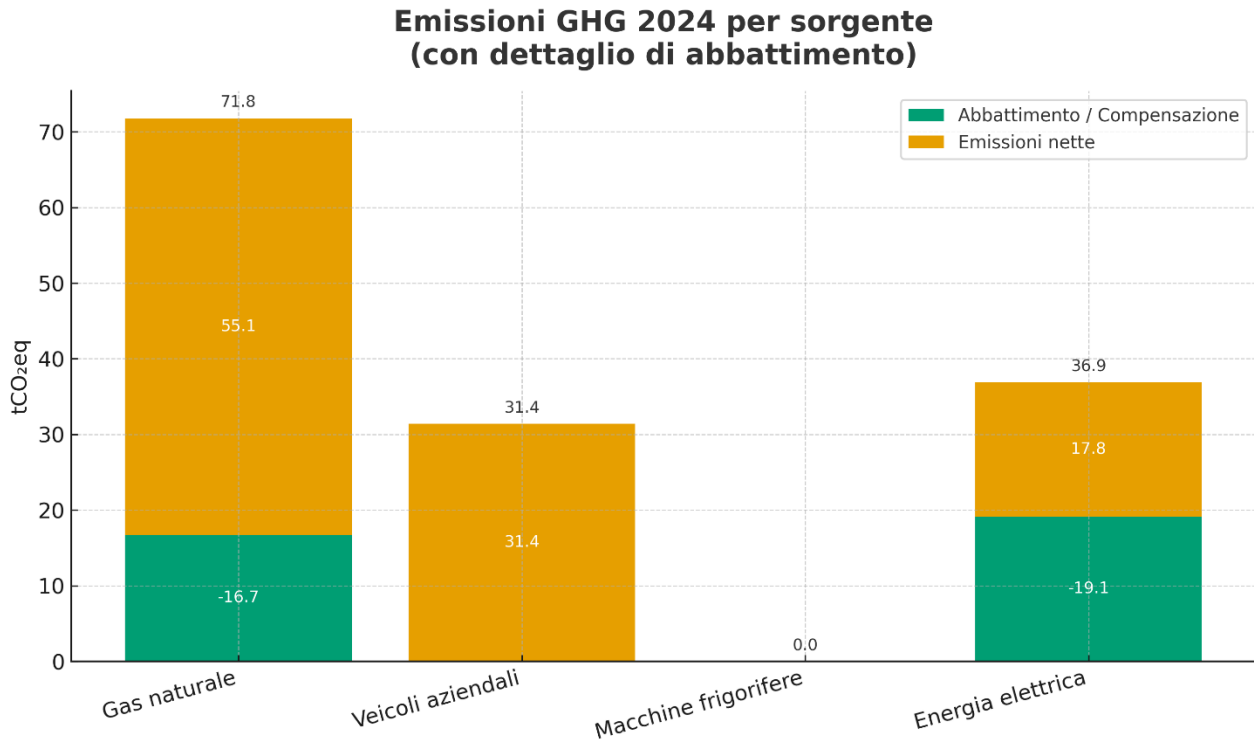
Furthermore, in 2025, we will launch a plan to gradually renew our vehicle portfolio, starting with the replacement of diesel-powered vehicles with petrol/electric hybrid vehicles, in order to further reduce direct emissions and accelerate the transition to more sustainable mobility.

Below we detail the sources of greenhouse gas emissions (Scope 1 and Scope 2):

- Natural gas supply (Scope 1)
 - 2024 consumption: 35,577 Sm³ of natural gas
 - Emissions: 71.8 tCO₂e, reduced to 55.1 tCO₂e due to carbon offsetting with carbon credits purchased in the period October-December 2024
- Use of company vehicles (Scope 1)
 - Fleet composed of diesel and petrol-powered vehicles
 - 2024 consumption: 7,474 litres of diesel and 1,272 litres of petrol
 - Emissions: 28.37 tCO₂e from diesel and 3.01 tCO₂e from petrol, for a total of 31.4 tCO₂e
- Refrigeration machines (Scope 1)
 - Heat pump for the offices
 - Refrigerant gas: R-410A (GWP = 2,088).
 - In 2024, no leaks or extraordinary maintenance operations were recorded → zero emissions from this source
- Electricity Supply (Scope 2)
 - 2024 consumption: 65,931 kWh purchased from the grid.
 - Photovoltaic self-production/consumption: 24,790 kWh produced, of which 20,055 kWh self-consumed.
 - Scope 2 emissions (market-based): 17.8 tCO₂e, after reduction due to:
 - self-production from the photovoltaic system (-8.85 tCO₂e),
 - purchase of electricity with Guarantee of Origin from 100% renewable sources (September-December 2024, -11.29 tCO₂e).

Without these actions, emissions would have been 36.90 tCO₂e

Below is a graph summarising the above.



Pollutant emissions

Our production activities generate pollutant emissions almost exclusively during the green coffee roasting process.

The main pollutants identified are nitrogen oxides (NO_x), total organic carbon (TOC) and volatile organic compounds (VOC). In accordance with Directive 2010/75/EU on industrial emissions, NO_x and TOC emissions are monitored periodically: the results of the measurements carried out have always shown values below the regulatory limits.

As regards VOCs, following specific measurements, their impact has been considered negligible. In any case, VOCs are managed by dedicated plant systems, through which the coffee passes during processing, equipped with extraction systems and filters for dust sedimentation. This approach not only minimises emissions and ensures a production process in line with current regulations, but also preserves air quality in the workplace, directly benefiting the well-being and health of operators working in the production areas.

Biodiversity

We believe that biodiversity is not only a value to be protected, but also a prerequisite for coffee to have a truly positive impact on the world and on people. This is at the heart of our purpose: to raise awareness and work together to drive change that protects life in all its forms.

In 2024, we firmly decided to put this commitment into action: of the 699,974.83 kg of coffee we used, 350,776 kg – more than 50% – can be traced back to the producer. If we only consider Le Piantagioni del Caffè brand products, the percentage of traceable coffee rises to 88%. We consider these percentages to be extremely important because they allow us to get to know up close the people who produce our coffee, to understand how they work and to share improvement projects, including environmental ones.

The very same approach led us to purchase our first Direct Trade container with FAF Coffees, a Brazilian company that is a pioneer in regenerative farming practices. Working with a company that has made regeneration and biodiversity its mission gives us the strength to believe that the future of coffee can be fairer and greener.

And we do not stop there: we have started to measure the share of certified organic roasted coffee sold, which currently stands at 2.4%, and we have set ourselves the goal of increasing this by 2025. At the same time, we also wanted to take care of a small but precious ecosystem at our headquarters: the company garden, which covers 140 square metres – 8.5% of the surface area of our property – and which, thanks to special care, has shown a lush vegetative recovery this year. We have installed bird feeders in the garden, creating a safe and vibrant refuge, and applied anti-collision tape to the windows to protect birds from possible impacts with the glass. These are simple but significant measures which prove that biodiversity can be preserved on every scale, from global to local.

For us, this is the beginning of a journey: a “year zero” that lays solid foundations for developing, season after season, a coffee culture that respects and preserves biodiversity.

Water

Le Piantagioni del Caffè is not a company with high water consumption. Water use is mainly limited to residential consumption (toilets and daily staff needs) and is not linked to production processes. This means that we have a minimal impact on water resources.

Waste

In 2024, we decided to start a process aimed at increasing awareness in waste management as well. We have accurately identified the most significant types of waste produced by our factory. This work allows us to better understand the impact of our activities and define the areas where we should focus our improvement efforts.

The data collected shows that each year we generate approximately:

- 330 kg of videplast
- 220 kg of grainpro
- 3,600 kg of jute
- 3,000 kg of silverskin

We currently do not produce hazardous waste and use the municipal waste collection service to dispose of non-hazardous waste through separate collection.

If we need to dispose of waste such as glass or bulky items, we arrange with the municipal waste collection service for ad hoc collection and disposal.

Alongside these monitoring measures, we decided to eliminate single-use plastic: with the installation of a water purifier in September 2024, we eliminated the use of plastic bottles for water, both for daily consumption and for preparing coffee tastings. This has enabled us to reduce PET waste by 12 kg between 2023 and 2024, and we estimate that in 2025, with the purifier operating for the entire year, the reduction could reach approximately 36 kg of PET.

At the same time, in 2024, we began researching and validating a new packaging system designed to reduce process waste and ensure greater recyclability of end-of-life materials: implementation is planned for 1 January 2026, marking the transition to even more responsible materials management.

Social

Own workforce

In 2024, our workforce consists of 16 employees with open-ended contracts, 14 full-time and 2 part-time.

The organisation includes Management, Administration and Finance, R&D and Sustainability, Marketing and Communication, Operations (production, warehouse, logistics), Purchase, Sales (Italy and abroad). The sales network is also supported by external multi-firm agents, who are not part of the company.

As regards the distribution of employees, there are 11 men and 5 women, with women holding key roles in areas such as sustainability, research and development, purchasing and sales coordination. The workforce has a diverse age profile, with 1 employee under 30, 9 between 30 and 50 and 5 over 50.

During the year, we recorded a total of 25,685 hours of work, of which only 201 were overtime (equal to 0.78% of the total). This result proves our commitment to promoting a work-life balance, also through careful management of workloads and holidays.

All employees of Le Piantagioni del Caffè are covered by national collective bargaining agreements and receive remuneration that is at least equal to – and in many cases higher than – that established by the relevant national collective labour agreement for each level of employment. It is significant to note that, compared to the provisions of the relevant national collective labour agreement for each level of employment, our company pays a 9.63% higher remuneration overall. Our commitment to this demonstrates that we want to value people and guarantee fair working conditions.

Number of hours of annual training per employee, broken down by gender

In 2024, we confirmed our commitment to internal skills development by investing significantly in the training of our employees.

Le Piantagioni del Caffè has 16 employees and provided a total of 932 hours of training with the aim of strengthening individual skills and improving organisational efficiency.

The training activities focused in particular on areas that are strategic for the company's competitiveness:

- leadership and governance (50 hours)
- sales (570 hours)

- occupational safety (139 hours)
- operation (20 hours)
- English language (25 hours)
- courses aimed at personal well-being (128 hours)

Participation was company-wide, with 504 hours completed by women – 100.80 hours/woman – and 428 hours completed by men – 38.91 hours/man. This shows our commitment to offering equal opportunities for growth and development.

In addition to training dedicated to our employees, in 2024 we extended professional growth opportunities to non-employees, such as directors and agents, with a total commitment of 500 hours of training.

By doing this, we're showing our commitment to valuing everyone who contributes to the organisation's success, strengthening skills and promoting a shared culture of responsibility, innovation and sustainable development.

Initiatives for Employees

We are committed to promoting the well-being of our employees through initiatives aimed at enhancing the quality of working life and fostering a genuine sense of community.

Working hours are in line with European standards and the company's organisation encourages employees to take their holidays, while eliminating the need for overtime.

To protect the health of its employees, Le Piantagioni del Caffè provides supplementary healthcare and, in 2024, offered all employees a free BLSD training course.

We support work-life balance also through flexibility, the provision of common areas such as the garden with outdoor dining area, basketball hoop and ping pong table, and social events such as the monthly staff lunch.

We have also set up a Suggestion Box, a tool that encourages active communication and direct dialogue with management.

These initiatives show our commitment to having a positive impact on our employees, valuing not only their professional skills but also their overall well-being.

Health and Safety at Work

Le Piantagioni del Caffè has adopted a health and safety management system in accordance with Legislative Decree 81/2008, with the aim of ensuring a safe and secure working environment for all personnel. The company is committed to full compliance with current regulations and to the continuous reduction of risks, adopting preventive measures that go beyond the legal requirements.

All employees in the production area, for example,

- are trained in both fire emergency management and first aid;
- are provided with PPE in addition to the mandatory equipment and are trained on their use

This proves our focus on health protection and increasing individual awareness.

We have appointed a Prevention and Protection Service Manager (RSPP), a Workers' Safety Representative (RLS) and a competent doctor, who actively collaborate to monitor and improve safety conditions.

Due to this comprehensive and participatory approach, we recorded zero workplace accidents in 2024, a result that confirms the success of our prevention policies and our ongoing commitment to ensuring the well-being of our personnel.

Workers in the value chain - Green coffee sourcing

We believe that quality is not just about the product, but also about the relationships that make it possible. We have always built relationships of trust with green coffee producers, paying close attention to their methods of working and their commitment to responsible practices.

As mentioned above, in 2024 this commitment translated into a specific choice: of the 699,974.83 kg of coffee we used, 350,776 kg – more than 50% – can be traced back to the producer. If we only consider Le Piantagioni del Caffè brand products, the percentage of traceable coffee rises to 88%. This represents a significant achievement, as it allows us to know directly who produces our coffee, understand the working methods used and share improvement projects that also embrace social aspects. This approach further strengthens our commitment to generating value throughout the chain, helping to build fair, transparent and sustainability-oriented relationships.

In 2024, we explored the possibility of collaborating with Enveritas, a non-profit organisation that operates globally in the coffee sector with the aim of verifying, through independent audits, the practices adopted by producers in social (working conditions, respect for rights, inclusion) and environmental (management of natural resources, protection of biodiversity, mitigation of impacts) areas. The collaboration, which will officially begin on 1 January 2025, will allow us to

have independent guarantees not only on coffees that are already traceable to the producer, but also on those that are traceable to specific regions of origin, a level of knowledge that is already a significant distinguishing feature compared to the practices of most companies in the sector.

Supporting local communities

In 2024, we decided to strengthen our commitment to local communities, with a particular focus on initiatives for young people. We believe that raising awareness and encouraging to become attentive and responsible citizens must start at an early age.

With this in mind, we have contributed to supporting various organisations in the area:

- Meyer Foundation - an institution of excellence in the field of paediatrics, a national reference point for treatment, research and support for families. With our donation, we wanted to support the Foundation's mission, which combines healthcare and support, promoting the health and well-being of children.
- Leggermente Festival - a cultural event dedicated to promoting reading and meetings with authors, involving mainly students and schools. Through this support, we wanted to encourage the educational and inclusive value of culture, promoting intergenerational dialogue and the development of critical thinking in young people.
- Moby Prince 3.0 theatre performance - a civic theatre project for secondary schools in Livorno, which retraces and reworks the Moby Prince tragedy of 1991. By sponsoring this initiative, we have been able to contribute to a shared memory, raising awareness among the younger generation of crucial issues such as responsibility, justice and safety.

These actions express our desire to be not only a company that generates economic value, but also one that is socially committed to creating positive and long-term impacts for people and communities.

In 2025, we want to continue along this path, seeking out new initiatives to support, provided that the projects are aimed specifically at young people and children, for they are the future.

Highlights 2024

HISTORY	129 years in the coffee industry	79 years since the Arcaffè brand was founded	30 years since the IpdC brand was founded
TURNOVER	7.57 million euros in turnover	+10.62% compared to 2023	+11.06% compared to 2022
SALES DATA	39 countries supplied	Breakdown of turnover by area: ITALY 16.00% EMEA 80.00% NORTH AMERICA 2.00% ASIA 2.00%	
THE UPSTREAM SUPPLY CHAIN	Coffee traceable back to the producer	51% of coffee used 88% of Le Piantagioni del Caffè brand coffee	
GOVERNANCE	Board of Directors	4 Directors 1 Chairman 2 managing directors 1 director	50% women
	Hoshin Kanri Team	8 people 3 directors 5 employees	37.5% women
PERSONELL	16 employees 11 men 5 women	100% with open-ended contracts	87.5% with full-time contracts
	+9.63% average salary deviation from the National Collective Labour Agreement		
	business continuity: 2.07 employees per function		
TRAINING	932 hours of training provided to employees	504 hours performed by women = 100.8 hours/woman	428 hours performed by men = 38.91 hours/man
	500 hours of training provided to directors and collaborators		

