

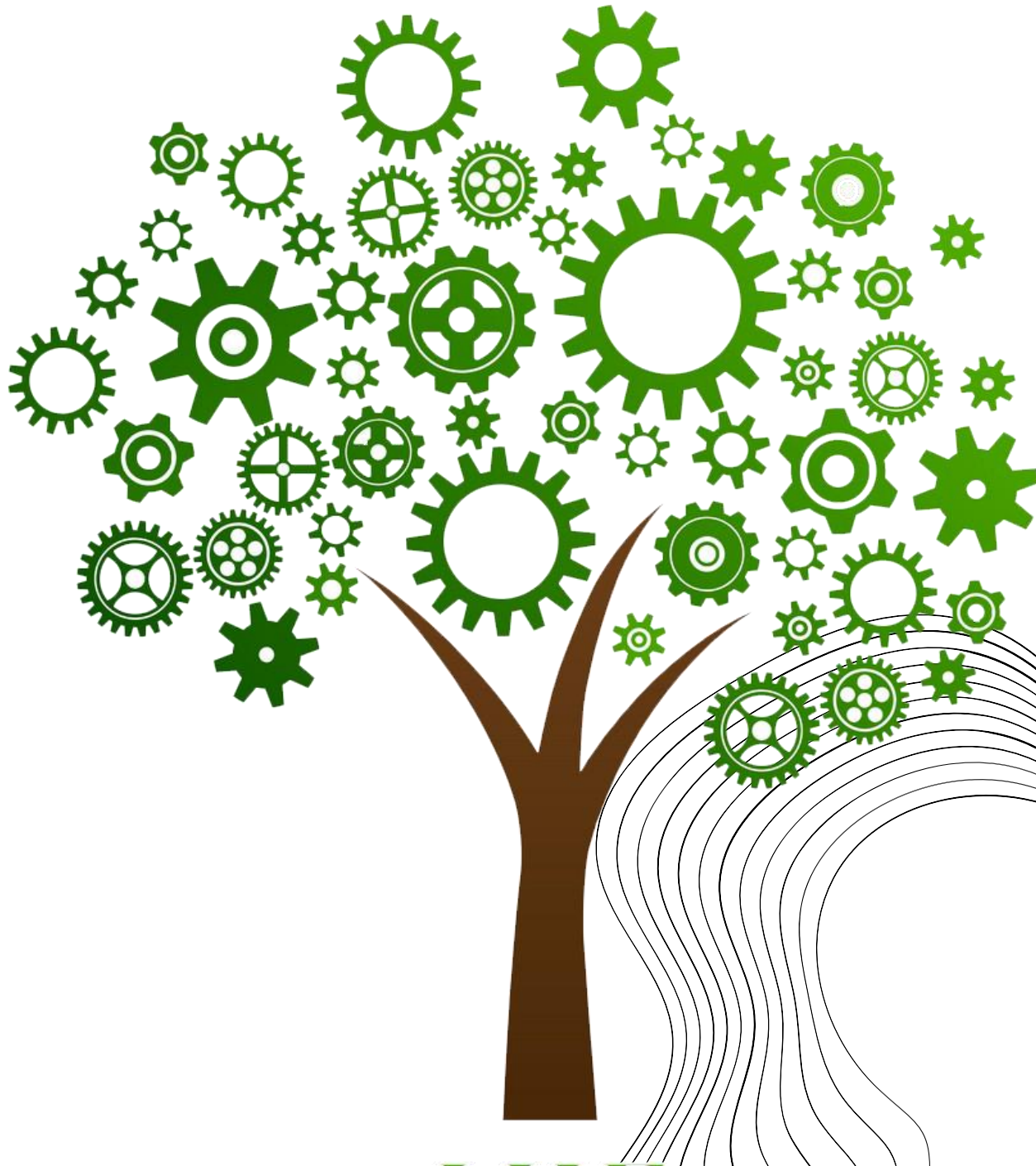


COFLE

KPI SUSTAINABILITY

REPORT YEAR 2024





INNOVATION THROUGH SUSTAINABILITY



Dear Stakeholders,
We are proud to present our KPI from 2024 Sustainability Report, highlighting our journey, since 1964, and our ongoing commitment to CSR and environmental stewardship. Since 2022, we've expanded our sustainability efforts to include our Turkish subsidiaries, Cofle TK and Tabo, underscoring our dedication to global environmental and social responsibility. Looking forward to 2025, we're excited to further our reach by incorporating our **Brazil** and **India** subsidiaries into our sustainability framework, reinforcing our vision for a globally sustainable and responsible business model.



ESG

ENVIRONMENTAL

- + 2,8% electricity from renewable sources (2024 vs. 2023).
- - 14,4% total energy consumption per revenues (2024 vs. 2023)
- 99% Raw materials used by recycling (Aluminium and Zamak) [-230 tCO₂e issued]
- 98,3% of the total waste is destined for recovery
- -329,2 tCO₂e of total greenhouse gas emissions (scope 1, 2, and 3)
- - 27,2% of packaging used (2024 vs. 2023)
- Only 1,7% dangerous waste generated per revenues in 2024

SEE OUR VIDEOS HERE

[Cofle ESG \(youtube.com\)](https://www.youtube.com/watch?v=...)



Sustainable Development Goals

ENVIRONMENTAL

7 AFFORDABLE AND CLEAN ENERGY



- Installation of solar panels at the Pozzo d'Adda plant
- Installation of electric vehicle charging stations powered by renewable energy sources

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- Study of new packaging to replace the use of plastic for all AM clients
- Replacement of single-use wooden boxes with reusable plastic boxes (66%)

13 CLIMATE ACTION



- Purchase of GO certificates to increase the share of electricity from renewable sources
- Certified GHG Report 2025

2025





ESG

SOCIAL

- 99,7%% of employees on permanent contracts
- 3.212 training hours in 2024
- Selection and evaluation of suppliers with environmental, ethical and social criteria
- 90% of suppliers from Cofle SpA have certifications
- 0% Rate of injuries with serious consequences in 2024
- Projects for the sustainability of the territory

Sustainable Development Goals

SOCIAL

3 GOOD HEALTH AND WELL-BEING



- Pursuing of the prevention project with free medical visits for employees in collaboration with LILT (Italian League for the Fight against Cancer)

5 GENDER EQUALITY



- Gender Pay Equality: Ensure equal pay for equal work across all genders and eliminate the gender pay gap by 2030

2025



ESG

GOVERNANCE

- Corporate Code of Ethics
- Adoption of "Organizational, Management, and Control Model" pursuant to Legislative Decree No. 231/2001*
- Integrated Quality and Environment Management System in compliance with UNI EN ISO 9001 and 14001 standards
- Internal Dealing procedure
- Procedure for Inside information and the Insider Registry
- Procedure for Related Party Transactions

*Model 231 is a fundamental tool for establishing guidelines and procedures aimed at preventing the commission of certain crimes, as well as for promoting a corporate culture based on ethics and compliance with current regulations

Sustainable Development Goals

GOVERNANCE

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



- Study and inclusion of ESG goals in the remuneration systems of Managers

17 PARTNERSHIPS FOR THE GOALS

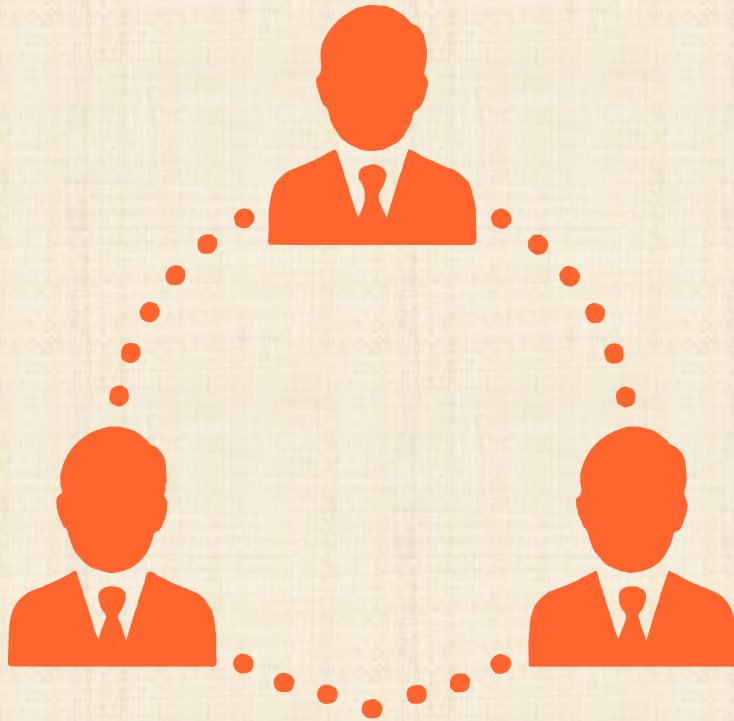


- Gradual expansion of the sustainability reporting scope to fully cover the Group consolidation

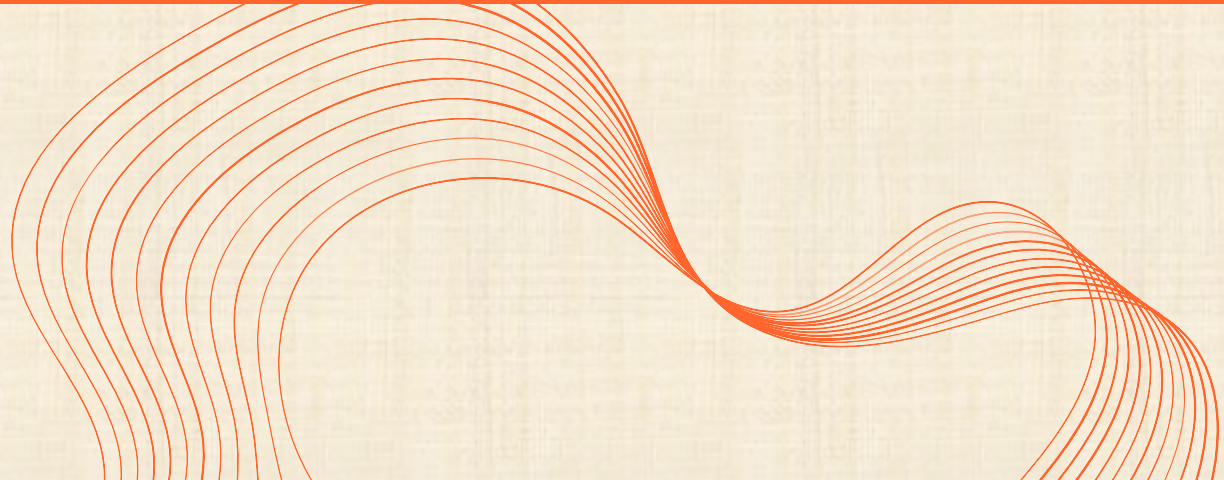
2025



Materiality Analysis



- Identification of Sustainability Issues
- Relevance of issues for Cofle
- Relevance for the stakeholders



MATERIALITY ANALYSIS



RILEVANZA PER GLI STAKEHOLDER

MOLTO ALTA
ALTA
MEDIO-ALTA



MEDIO-ALTA

ALTA

MOLTO ALTA

RILEVANZA PER COFLE

NEXT IMPORTANT STEPS

**DEFINITION OF
SUSTAINABILITY GOALS
2025-2030**

**CONSOLIDATED
SUSTAINABILITY REPORT 2025
ITALIAN AND FOREIGN PLANTS
To be published NOV 2026**

**REDUCE CARBON FOOTPRINT
ALONG THE ENTIRE VALUE
CHAIN BY 2030**

RELY ON GOOD HANDS.

Be alongside our clients in creating products and services perfect for the moment but driving to the future.

This is the Cofle Way.