CAFFÈ
COSTADORO
TORINO 1890

2025 IMPACT REPORT

135 years of history and a love of coffee

Contents

WHO WE ARE	p.4
GOVERNANCE	p.5
ENVIRONMENT	p.6
PEOPLE	p.8
BENEFIT	p.9
BUILDING KNOWLEDGE	p.10
DIVERSITY, EQUITY AND INCLUSION	p.11
HUMAN RIGHTS: SUPERVISION AND RESPECT	p.12
YOUTH ENGAGEMENT	p.14
SYNCHRONIZING THE COMMUNITY	p.16
COLLABORATION WITH LOCAL NON-PROFIT ORGANIZATIONS	p.18
QUALITY AND EXCELLENCE FOR OUR CUSTOMERS	p.19
FUTURE OBJECTIVES 2026	p.20

Letter from the CEO

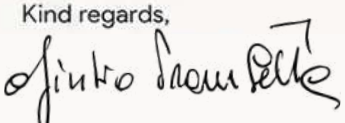
Dear Colleagues, Customers, and Suppliers,

we are pleased to present our 2025 Impact Report. Sustainability for Costadoro S.p.A. *Benefit Company* is not a buzzword, but a continuous commitment made up of conscious choices, concrete actions, and constant dedication. In a context where social and environmental responsibility is increasingly central, we firmly believe that only companies capable of combining ethics and innovation can contribute to creating real and lasting change and truly excellent results.

In 2025, we have continued and pursued the path we began, confirming our commitment, setting new goals, and strengthening our positive impact throughout the entire supply chain: from sourcing raw materials to production, from people's well-being to environmental protection. Every action stems from a shared vision: to create sustainable value for all our stakeholders. We believe that passing on values that generate value is always our driving force.

In this document, you will find the main results achieved, the initiatives we have launched, and the commitments that will guide us in the coming years, in line with our 2026 Action Plan and our JEDI Plan in the areas of Justice, Equity, Diversity, and Inclusion.

Thank you for your trust and for being part of this journey.
Kind regards,



Giulio Trombetta
CEO, Costadoro S.p.A. Benefit Company

Our history, our future.

Since 1890, we have been upholding a family tradition that looks to the future, with passion, innovation and respect for what really matters.

Why do we exist?

Costadoro exists to create values generating value: as a collective of people we are committed to raising awareness of the teachings of those who founded us and to helping society grow for the benefit of future generations, so that they too may live in a "good and beautiful" world.

Mission

Bring a smile to every customer, blending the history and the future of coffee.

How we do it

Through the use of advanced technologies and ongoing scientific research, while staying deeply rooted in a long-standing secular tradition that guides our choices today—in product quality, in people, and in attention to our customers and to what makes us distinctive.

Values

Respect: performing our operations without causing harm to people or the planet.

Excellence: pursuing excellence in our products and in our processes.

Culture: spreading the culture of coffee by combining tradition and innovation.

GOVERNANCE

Proactive sustainability management at Costadoro declines through integrated coordination of environmental and social responsibility. Costadoro's proactive commitment is reflected in its obligations, as a B Corp company, and in a solid and forward-looking corporate direction towards the environment and people.

4 Certifications

in environmental and social areas:
ISO 14001, BIO, Fairtrade, B Corp

ESG Committee

appointment of an Impact Manager supported by a dedicated working group

Sustainable hub agent

Costadoro's activity expands the creation of connections among all stakeholders involved in its processes, aiming to build a network of suppliers, partners, and conscious consumers.

Business ethics and conduct

For Costadoro, ethical conduct in business is an essential pillar, enshrined in the Code of Ethics.
The company is committed to acting with integrity and transparency in all commercial relationships, ensuring fairness and transparency as the foundation of every interaction.

Respect for people is at the heart of how Costadoro has done business for over 135 years.
Operating in more than 60 countries, the company recognizes its responsibility towards employees, commercial partners, suppliers, customers, and local communities—committing to treating every individual with dignity, fairness, and respect, without any form of discrimination.

ENVIRONMENT

Costadoro embraces circularity and the reduction of environmental impacts as key pillars for the ongoing improvement of its path. The company adopts a variety of targeted actions aimed at reusing high-value by-products from production, such as coffee grounds and packaging. Costadoro supports research and innovation as essential elements of the circular approach through collaborations with local partners and stakeholders.

Carbon Footprint Scope 1 and 2

The carbon footprint screening conducted by Up2You via the CliMax platform, validated by RINA and compliant with the GHG Protocol Corporate Accounting and Reporting Standard. Total emissions of Scopes 1 and 2 of Costadoro Caffè per year 2025 amounted to **475.25 tons of CO_2eq**.

SCOPE 1
396.72 tons CO_2eq
(83% of total)

SCOPE 2
78.53 tons CO_2eq
(17% of total)
location-based

Scope 1: 396.72 tons CO_2eq (83% of total) — direct emissions from company vehicles (owned) or in leasing over the long term, heating fueled by natural gas, refrigerant gases and carburant for the emergency generator.

Within Scope 1, the breakdown is: natural gas 72%, company vehicles 26%, refrigerant gases 2% (2024: 394.82 tons CO_2eq, 86% of total: natural gas 61%, company vehicles 28%, other direct consumptions 11%).

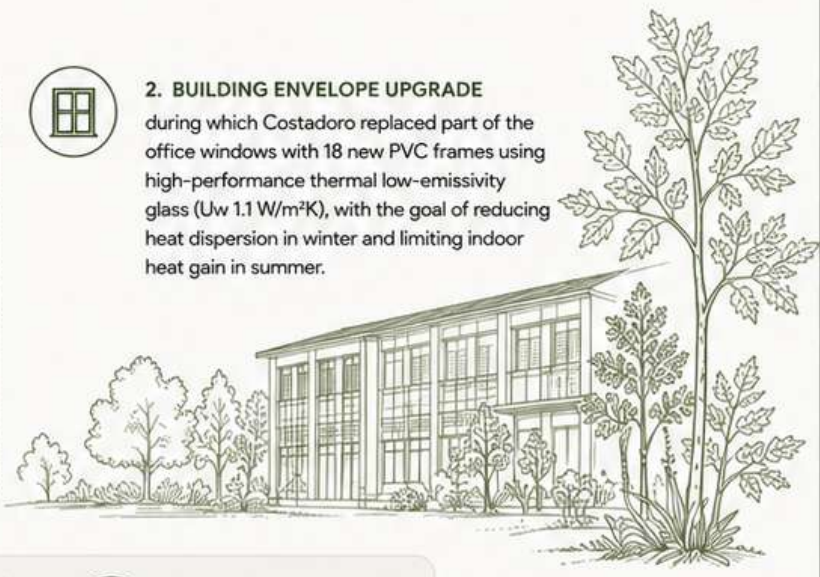
In 2025 Costadoro has the second year of carbon footprint screening of Scopes 1 and 2 according to the GHG Protocol, confirming the 2024 baseline reference for monitoring performance over time. Total emissions (+3.4%) are attributable mainly to the increase in direct emissions of Scope 2, while emissions of Scope 1 remain substantially stable.

Energy efficiency

As part of the energy investment plan defined by Plan 2026, Costadoro has implemented two interventions aimed at containing consumption and increasing efficiency at company headquarters.

1. OPTIMIZATION OF ELECTRICAL CONSUMPTION through the installation of an F200 optimizer, a series electrical device connected in series to the main general switch to stabilize the voltage supplied by the distribution grid, providing more power than necessary to the building, with the objective of limiting grid losses that are dissipated as heat in cables, motors and transformers. The system is fitted with an automatic bypass that ensures uninterrupted production even in the event of failure, without reducing the power available to the facility.
The monitoring period (August 7, 2025 – July 7, 2026), compared to a period with no optimizer installed, showed a consumption of 272,187 kWh, the monitoring dashboard registered an estimated saving of **15,135 kWh** and 3,932 kg of CO_2.

2. BUILDING ENVELOPE UPGRADE during which Costadoro replaced part of the office windows with 18 new PVC frames using high-performance thermal low-emissivity glass (Uw 1.1 W/m²K), with the goal of reducing heat dispersion in winter and limiting indoor heat gain in summer.



15,135 kWh
estimated savings

3,932 kg CO_2
estimated savings

Circular economy

C.ORTO is a circular system in which used coffee grounds and jute sacks become a resource for the environment, used in urban green spaces across the city and its metropolitan area.

The coffee grounds collected at Costadoro are provided by OrMe — an association of second-level entities that brings together social cooperatives, third-sector organizations, and engaged citizens to support urban agriculture in Turin — in urban gardens and community bike gardens, where they are used as a natural fertilizer for the growth of vegetables and compost. Rich in nitrogen, potassium, and phosphorus, they improve soil health and support plant growth.

620 kg of used coffee grounds collected in 2025 thanks to the C.ORTO project.

Cascara

Cascara is the fruit of the coffee plant that contains the seeds (beans) inside a thin silver skin, a protective layer made up of pulp and mucilage.

Although it is not yet widely known and used, cascara can also be valued: dried, it is the raw material of an infusion with a unique taste, halfway between coffee and tea.

Costadoro markets Cascara: a product that would otherwise be discarded, but whose value is not only environmental, but also a matter of awareness. By bringing Cascara to our shelves, Costadoro tells consumers about its existence, the untapped potential, and the composition of this raw material, promoting greater awareness of the value behind every cup of coffee.

Jute sacks

Since 2000, Costadoro has been reusing the jute sacks used to transport green coffee in its own processes (such as the storage of C.ORTO), progressively reducing generated waste.

Packaging and silver film

In 2025, Costadoro commissioned a study on the new packaging, aimed at reducing the use of materials and optimizing projects to enhance silver laminated film. The results of the study will guide the initiatives, which will then be launched in 2026.

PEOPLE

Promoting potential and well-being

One of the key principles of Costadoro's Statute is the creation of a work environment that promotes the potential, talent, and well-being of our employees and collaborators.

To this end, the Company is committed to ensuring respect for each individual's personal and professional characteristics and to offering an appropriate environment that supports work–life balance, thanks to ongoing monitoring of employee satisfaction through annual surveys.

The annual employee satisfaction survey recorded a significant increase in participation, with **53** responses in 2025 compared to 29 in 2024 **(+83%)**.

29 RESPONSES 2024

53 RESPONSES 2025

+83%

Among the most appreciated factors are **the results of our work and the relationships with colleagues and with management; adequate recognition and appreciation of skills**, however, is confirmed as the area with the greatest margin for improvement.

BENEFIT

Well-being is built every day

We support people through small daily actions that improve the quality of life at work.

THE COFFEE WE SHARE

33,800
coffees shared every year

5,630
hours of breaks together

≈ 8 months
of moments shared

Every year, Costadoro offers its employees around 33,800 coffees (1 kg per day, 5 days a week). If breaks last an average of 10 minutes, that adds up to about 5,630 hours shared together. The equivalent of almost 8 uninterrutped months of coffee breaks in a year: a small daily gesture that nourishes both conviviality and well-being at work.

HEALTHY NUTRITION

2,300 kg
of fresh fruit

≈ 40
sacks of green coffee (60 kg each)

Costadoro promotes healthy eating in the office: automatic fruit and snack distributors are available to employees throughout the season. In 2025, about 2,300 kg of fresh fruit were distributed, equivalent to almost 40 sacks of green coffee weighing 60 kg each: the same unit of measurement used for the coffee that our team works with every day at Costadoro.

SHARED PHYSICAL ACTIVITY AND MOVEMENT

44 hours
of physical activity

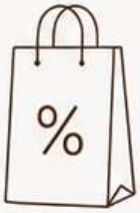
≈ 2
whole days dedicated to well-being

From April to July and from September, Costadoro offers employees postural education sessions and group outdoor activities, twice a week: around 44 hours per year dedicated to physical well-being. This includes group activities such as indoor, no-stop, and outdoor sports.

A SUSTAINABLE APPROACH EVEN IN SMALL GESTURES

To reduce the environmental impact of our products even in small gestures that benefit people, Costadoro makes This Unique available at the office: compostable absorbent wipes. This Unique, a small gesture that combines sustainability and attention to the needs of all employees.

CORPORATE AGREEMENTS



Corporate agreements offer Costadoro employees access to a wide range of exclusive offers and discounts from selected brands, increasing the tangible value of welfare in everyday life.

PEOPLE

Building knowledge

Costadoro recognizes training as a key asset within the Company, contributing to the growth of in-depth knowledge about coffee both for baristas and for consumers.

In 2025 Costadoro provided **126 training days** (882 hours), reaching a total of **930** people, including customers, partners, agents, and suppliers, for a total of **6,510** hours of training calculated based on the number of participants (2024: 6,000 hours). The activity is divided as follows:

88 days
of customized courses on-site and off-site, for customers, restaurateurs, agents and commercial partners

502 people reached

38 days
of Classic Academy courses held in our training rooms, including the Basic Barista Course, Latte Art and Brewing

428 people reached

7 days
of public events with masterclasses open to the public (including SIRHA Lyon, Horecava, Design Week, Vercelli Rice)

28 hours
of training in technical schools and institutes (Liceo Gioberti, ITS Combiatto, Enigma Nichelino)

12 days (84 hours)
of internal training for staff and our agent network

2025 TRAINING AT A GLANCE

126
TRAINING DAYS

882
HOURS OF TRAINING PROVIDED

930
PEOPLE REACHED

6,510
TRAINING HOURS CALCULATED BASED ON THE NUMBER OF PARTICIPANTS (2024: 6,000 h)

OUR PEOPLE, OUR VALUES

95%
RETENTION RATE in 2025

11
AVERAGE YEARS OF SERVICE

A sign of stability and a lasting bond between people and the Company.

CAFFÈ COSTADORO TORINO 1890

PEOPLE

Diversity, equity and inclusion

An inclusive corporate culture that values diversity is a driver of improvement for Costadoro, as it is constantly committed to maintaining an inclusive environment and guaranteeing equal opportunities.

Gender wage gap 2025: 0%

Inclusive internal communication

In line with the JEDI Action Plan, an inclusive language guide has been developed and shared for internal communications, with all employees who produce internal communications.

Project Oltre

The Project Oltre, launched on February 6, is an initiative that promotes awareness and information on infertility and the various family origins, spontaneous conception medically assisted reproduction, adoption, with the aim of fostering inclusive work environments and countering stigma and prejudices that often accompany these issues, often poorly addressed at the cultural level in professional contexts. Costadoro has adhered to the project by organizing an in-depth training program for staff to provide knowledge and practical tools on these topics and to help normalize discussion within the company.

Prevention of gender-based violence

Anti-violence and stalking hotline numbers from the Department for Equal Opportunities are available in offices and on premises, in line with the ongoing commitment expressed in the company's 2024 impact report on raising awareness about gender-based violence.

Human Rights: supervision and respect

For Costadoro, respect for people is an integral part of the way the company has done business for more than 135 years.
For 1890 the Company operates in the world believing that the quality of an excellent product is inseparable from respect for the people involved in every stage of its production. Respect for human rights is a fundamental and non-negotiable principle for Costadoro in all the areas in which it operates. Costadoro is committed to protecting human rights throughout its value chain: from fair and inclusive working conditions to the management of its supply chain, recognizing and assessing the risks, real and potential, related to human rights in order to adopt suitable measures to identify, prevent, mitigate and remedy any actual or potential negative impacts of the company on both the value chain and through its Human Rights Policy.

In the selected blend, a Fairtrade-certified product, the following commitment is translated into concrete action: in 2021 Costadoro purchased 325,042 kg of Fairtrade coffee, translating into a Fairtrade Premium of €26,592. In 2023, Costadoro received the Fairtrade Award. The Award is an important recognition of the company's commitment to Fairtrade cooperative organizations, in schools, hospitals, and to projects that benefit local communities of origin. Among the projects supported by this commitment, Costadoro Respecto: mixing 100% Arabica biological coffee with a controlled and certified supply chain or OK compost INDUSTRIAL recyclable capsules.

In 2025 Costadoro renewed its collaboration with Fairtrade Italy through various initiatives:

- **Fairtrade Week** (May 9–11, 2025): awareness-raising campaign in businesses, associations, schools and among consumers on conscious and sustainable consumption. Costadoro hosted educational activities and welcomed customers in its shops with Fairtrade-decorated windows.
- **Fairtrade Annual Meeting** (May 5, 2025, Milan): annual meeting of Fairtrade Italy with stakeholders, dedicated to presenting the impact of Fairtrade on Italian territory and the results achieved in 2024. Costadoro took part as a member company.
- **Catalogo Fuori Casa Fairtrade**: presence of Fairtrade-Certified Costadoro products in the Out-of-Home Channel catalog, to promote the spread of Fairtrade in bars and restaurants.
- **Fairtrade Fortnight** (October 2025): initiative aimed at promoting the purchase of Fairtrade-Certified products. Costadoro chose to offer a discount on the entire Fairtrade coffee line.

Gender wage gap 2025:

0%

Inclusive internal communication

In line with the JEDI Action Plan, an inclusive language guide has been developed and shared for internal communications, with all employees who produce internal communications.

Caffè Specialty 2025

Aswana — Indonesia

Notes of dried fruit, sweet tobacco, caramel.

In the Flores highlands, most of the farmers are women who have formed 14 cooperatives. They intervene in treatments, harvest, process and "drying" of semi-washed coffee, with a second fermentation process on raised beds.

Certified Slow Food Coffee Coalition.

Humura — Rwanda

Notes of apricot, orange, cinnamon.

In the green hills of the Nyamasheke district, in the west of Rwanda near Lake Kivu, since 2003 established the Humura cooperative. In 2003 the Group started a project, together with the local authorities, to train the workers to transform cherry coffee into quality lots: 80% women, Fred lavora for to transform the cherries into quality lots washed and dried.

The small farmers who supply coffee cherry to Gatare are mostly young and often grow other crops, such as coffee, mixed with other crops. Continuous training allows them to obtain the best from each single plant: that is how this Red Bourbon was born, cultivated at 1,800 meters above sea level.

Slow Food Coffee Coalition

Costadoro is part of the Slow Food Coffee Coalition, the network that brings together all the players in the coffee supply chain towards a common goal: good, clean and fair coffee.

The goal is to create new connections and improve the relationship between farmers and consumers through the first meetings visible to promote the identity and awareness of coffee.

2025 Activities with the Slow Food Coffee Coalition

- **Cheese – September 19–22, 2025, Bra (CN)**: Costadoro was Area Partner of the 15th edition of the international event dedicated to cheese producers, organized by Slow Food and the City of Bra. Costadoro was present at the Fairtrade coffee area, where visitors could learn how to brew and taste coffee while discovering a journey through biodiversity, territory and people.
- **Italy Coffee Guide 2025** — presence of Costadoro in the guide with the selection of the best specialty coffees, the criteria for their identification in Italy, a description of their territory, the information on the roastery and proximity in the Slow Food Coffee guide.
- **Palermo Coffee Festival** — June 5–7, 2025, Palermo Marina Yachting: participation in the event dedicated to Specialty Coffee with the dialogue on the supply chain between social inclusion, new jobs (chocolate), organized by Morettino and the Ocosystem. The voice of Costadoro, with the goal of spreading a culture of awareness and responsibility of quality coffee toward the public and sector professionals.

RE
SE
TO
COFFEE
COFFEE
COFFEE

Engaging young people

OVER 500 YOUNG PEOPLE INVOLVED

Costadoro believes in younger generations as a key and important resource, and it is committed to numerous projects with schools, institutes and universities.

- **United**

Costadoro has continued its collaboration with the University of Turin, with guest lectures and workshops for degree courses in Economics, Master's in Food Science, and Nutrition. Costadoro also supports the University of Turin's Master's Degree in Coffee *Science and Technology* with a second-level internship dedicated to the coffee sector. Costadoro has also provided support for research projects in Piedmont. Furthermore, we have supported several thesis projects and research work in the master's degree program in collaboration with universities, providing data, materials and opportunities for internships.

- **Inspire – Circular AgriFood Autumn School (EIT Food)**

Costadoro took part as a speaker at the Circular AgriFood Autumn School '25, an international program promoted by EIT Food in collaboration with BGI Sustainable Ventures, Food4Sustainability and Aarhus University, involving 50 researchers, students and innovators from over 50 countries. The theme "Food to Zero Waste" explored the design of sustainable food systems that can generate positive impacts across environmental, social, and economic dimensions. Costadoro shared its experience in the area of circular economy and the enhancement of by-products from the coffee supply chain (silver skin, spent grounds, jute), contributing to a concrete case study with young innovators in the agrifood sector.

- **Costadoro has delivered a dedicated lesson on the world of coffee to ITS Piemonte**

The Higher Technical Institute Piemonte offers specialized training courses in key areas for the territory, including Agriculture, Food, and Coffee. Costadoro has contributed by holding a lesson focused on the supply chain, the coffee plant, and cultivation. Costadoro also participated in the guidance orientation meetings for final-year high school students. This collaboration offers students valuable direct contact with ITS Academy Piemonte and the world of work.

- **Leader by Example 2025 Piemonte**

Costadoro participated with its own intervention in the January 30, 2025 event, "Leader by Example 2025 Piemonte", an initiative aimed at promoting and showcasing the value of female leadership. The event, organized by Range Rover in collaboration with the Unione Industriali Torino, the Centro Congressi Unione Industriali Torino, and the project dedicated to enhancing female leadership in businesses, Leader by Example Award, recognizes inspiring women entrepreneurs and their projects with an impact on the people, environment, sustainability and growth of businesses.

- **Board Member – Gruppo Giovani Imprenditori Unione Industriali Torino**

On October 30, 2025, Costadoro was elected to the Board of Directors of the Gruppo Giovani Imprenditori of Unione Industriali Torino, in an extraordinary general meeting held during "Orizzonti Aperti" and an informative session with young entrepreneurs from the territory, to share values and discuss the journey of sustainable growth of Costadoro as a Benefit Corporation.

- **Istituto Alberghiero Colombatto – Latte Art Course**

Costadoro has organized a professional Latte Art course for senior high school students at the Istituto Alberghiero Colombatto, consisting of 45 hours of training and involving approximately 50 students. The course, held in collaboration with trainer Gabriele, aims to enhance students' skills, offering an opportunity to compete, with Costadoro supporting them dvanced Latte Art courses.

Traineeship with Universities

- **ESCP Business School – International Fashion & Business Management (IFBM)**

Costadoro has launched a collaboration with ESCP Business School, involving a group of IFBM students in a new Company Project titled **"From Zero to Hero with Costadoro 100% Arabica Instant Coffee"**.

The goal of the project is to support the launch of the 100% Arabica soluble coffee from Costadoro, choosing a quality that conveys convenience without compromising on flavor. Students conducted market research and competitive analysis (Horeca and GDO), developing a target benchmarking strategy for 12–15 professionals, students and potential business partners, in order to identify practical solutions for their next steps. The research process concluded with a communication and promotion plan, presented to and discussed with Costadoro's management and subsequently analyzed in order to refine communication channels.

- **IED Torino – Illustration Triennial Program**

Costadoro has collaborated with IED Torino (Istituto Europeo di Design), involving illustration students on a journey into the world of taste, values and the ethics of food, in a creative project aimed at translating an inclusive and contemporary visual language capable of conveying the essence of a product and the idea behind it.

The work of research and design has resulted in illustrations and international interpretations of the product brand. For the students, it has been an opportunity to confront themselves with a real collaboration, with specific deadlines; for Costadoro, a new way of interpréting its identity.

- **Hamburg School of Business Administration (HSBA)**

Costadoro has launched a new collaboration with the Hamburg School of Business Administration (HSBA), involving a group of students in a go-to-market strategy project for Costadoro in the German market, with a focus on the city of Hamburg.

Synchronizing the community

Costadoro has deep roots in the local community and pursues its commitment through the promotion of initiatives with public benefit bodies and other entities in the food and beverage sector.

2025 EVENTS

- **La Va Lentino and La Va Lentino for Women**
  Costadoro was the official sponsor of the 6 km competitive races within the Valentino Park and along the Po River on July 10. An event open to all fitness levels, where walking is preferred.

- **Masterclass 2025 "Impresa Viva" — Business Culture, Unione Industriali Torino**
  Costadoro was the location partner of Masterclass 2025 "Impresa Viva", an event dedicated to Business Culture promoted by Unione Industriali Torino. The event — 5 stories, 5 entrepreneurships, from November 9 to 27, 2025 — involved participants "in the game" in real stories of companies that, through people, the territory and the environment, have succeeded in making a positive impact on the territory, learning the journey together with Piedmontese companies.

- **International Conference "Beauty and Change" — Fondazione Amendola**
  Costadoro supported the conference held on October 18 on Beauty and Change, organized by Fondazione Amendola at its headquarters, an event that is growing every year and has obtained the patronage of the Ministry of Culture, the Piedmont Region and the City of Turin.

- **13th Palio dei Quartieri**
  Costadoro supported the 13th edition of the Palio dei Quartieri, held on May 23, 2025, a soccer tournament between company teams with the aim of guaranteeing equal opportunities for sports growth and human development for young participants, in line with values of fairness, respect and teamwork that characterize youth sports.

- **Oltre la Vista... Oltre la SLA — Trofeo Piero Mallen**
  Costadoro supported the charity event "Oltre la Vista... Oltre la SLA — Trofeo Piero Mallen", organized by A.S.P.I.E. Onlus, U.I.C.I. Torino and Piero Mischetti Foundation in Turin, in memory of Piero Mallen. The event, open to all, brought together around 900 tennis players, friends and four-legged companions, in a day full of sensitivity and research in support of ALS (Lateral Sclerosis). The organization has publicly recognized Costadoro's support as a significant contribution to the success of the event.

Exclusive Brands Torino (EBT)

Costadoro is part of Exclusive Brands Torino, the entrepreneurial network promoted by Unione Industriali Torino. Through this network, Costadoro contributes along with other businesses to two ethical projects with a significant social impact covered by the Carta Etica di Torino.

- **Support for social enterprises:** EBT makes an annual contribution to social enterprises. Borgo Rubens and Itaca.
- **Collaboration with the academic world:** in agreement with the Carta Etica di Torino, EBT builds partnerships with talented businesses through partnerships with IED (Istituto Europeo di Design di Torino) and Politecnico di Torino.

EBT INITIATIVES 2025

- **Nuovi Sguardi**
  Photography exhibition inaugurated on March 19 in Subalpina Gallery. A photographic collaboration with ten Turin territories that tell the beauty of places and their entrepreneurial vocation.
- **Limited Edition for Expo Osaka 2025**
  On the occasion of Expo Osaka 2025 — the international exhibition organized by the Bureau International des Expositions from April 13 to October 13 in Osaka, dedicated to the theme "Designing future society for our lives" — Costadoro has offered its support for the realization of a capsule collection of exclusive coffees, a gesture of peace and friendship between cultures, driven by the desire to imagine the future together.
- **Open Systems of Exclusive Brands Torino**
  The third event in the "Torino fa sistema" project, held on October 23 to present the collaboration model in the innovation ecosystem of Torino and the EBT network, with the aim of promoting methods that foster industry development, sustainability and strong networks.
- **Casa Gusto — ATP Finals**
  On November 11 Costadoro was present in the dedicated area of excellence in the heart of the territory, hosted at the Chamber of Commerce of Torino. The Piedmontese roasting company brought Nitto ATP Finals guests into contact with the excellence developed by Fondazione Piemonte per la Ricerca sul Cancro di Candiolo.

Collaborations with the local non-profit associations

7
SUPPORTED ASSOCIATIONS

200+ kg
OF COFFEE DONATED EVERY YEAR

15,400+
POSSIBLE CONSUMPTIONS

MANY PROJECTS
FOR INCLUSION, SOLIDARITY AND THE COMMUNITY

THOUSANDS
OF PEOPLE INVOLVED EVERY YEAR

Associazione Rubens

It pursues support for theoretical and practical research in the field of caregiving to foster the inclusion of people with autism and neurodevelopmental disorders in the world of work, creating and developing personalized products and services. The bistrò in the heart of the neighborhoeds is more than just a place of work: it is an inclusive space where quality food and hospitality come together to support families with children with autism to achieve independence and social skills, creating opportunities for their future.

Fondazione Forma

Costadoro has supported the projects of Fondazione Forma since 2025, which collects funds for the Ospedale Regina Margherita Foundation to support research and initiatives for children's health and pediatric care, with a focus on inclusion.

- Filo Rosso — Since 2019, at Il Costadoro Social Café (Via Tolvio 14/b, Turin) and at the Ospedale Regina Margherita, the "Filo Rosso" project promotes literacy through the production of graphic books. Thanks to a partnership with Jumpy Agency and the involvement of staff, it also raises awareness about the importance of reading growth. Participants are invited to draw the "red thread" of their lives, becoming part of an ongoing story. Participation is open to anyone who wishes to achieve this through their creativity.

- Raduno dei Babbi Natale — Since 2017, Il Costadoro Social Café has once again been the starting point for the participants of the "Raduno dei Babbi Natale" on bicycles, organized by the Ospedale Regina Margherita Foundation at Piazza Polonia for the Ospedale Regina Margherita.
  Thanks to the funds collected, Costadoro has provided support to various research projects and initiatives promoted by Fondazione Forma for the hospital's clients and their families.

Fondazione Teda — Educational Treatment for Autism

It pursues inclusion initiatives to support children with autism through the S.E.R. Luna Park, for which Costadoro provides coffee for the laboratory activities.

I Bambini delle Fate

It pursues social enterprise to support families with members with autism or disabilities, through donations to support social inclusion projects managed by the association.

CPD — Consulting for People with Disabilities

Through the new partnership with CPID, Costadoro made available coffee machines to the Coffee Lab, which will be used for integration activities from November–December 2025. Training will be dedicated to the sensitization on inclusion themes and the dissemination of the conference proceedings from the talk "Agenda della Disabilità". A solidarity award will be granted to the best-performing dedicated school on themes of disability and inclusion for "disability" projects, as part of a show dedicated to families and young people.

Food Collection for Il Sermig

At the Costadoro cafés, a "Sermig's Basket" has been placed for coffee participants to donate non-perishable food items that will be distributed by Sermig to people in need. The items collected are donated to those who need them most: families in situations of difficulty, charitable organizations and soup kitchens, shelters, schools for children in poverty and first-need services for those in need.

Short Film Festival

An initiative active since 2008 that promotes social inclusion and training of people with disabilities through short films. Through the collaboration, Costadoro has supported the Festival with communication activities, by providing free location rentals and creating social media content.

Thanks to our annual donation of 100 kg of coffee, Costadoro helps create opportunities that generate

15,400
CONSUMPTIONS

in an inclusive bistro model that promotes work inclusion and community relations.

2 MONTHS OF EVENTS IN TURIN
NOVEMBER – DECEMBER 2025

FOOD ITEMS COLLECTED

COMMUNICATION, CONTENT AND SUPPORT FOR INCLUSION

Quality and excellence for customers

Excellence for Costadoro is not only a qualitatively high standard, but also a philosophy. Every day, our customers can trust that what we translate into coffee, a service and an experience is the focus of their expectations. Since 1890, the Company has always pursued excellence in our products and processes through a culture of respect.

Long supply chain quality control

Costadoro's quality control is entrusted to a team of 8 certified Q Graders who, on site in the countries of origin with the Q Coffee methodology, carry out more than 1,200 on-site checks per year, from before shipment to the arrival of the goods in our facilities up to the final blend.

1,200+
TASTINGS PER YEAR

8
CERTIFIED Q GRADERS

A QUALITY-FOCUSED PROCESS

Over 1,200 tastings per year, 8 certified Q Graders, to control every stage of the supply chain.

Food safety certifications and guarantees

In addition to environmental and social certifications of the Group, Costadoro holds IFS, Kosher and Halal certifications, ensuring food safety in line with the requirements of different markets and cultures.

Training and assistance as part of the product

Through the Costadoro Academy – over 300 hours dedicated to training – we share knowledge, recognized as a Center for Professional Education (NEI code: SCA – Specialty Coffee Association) – with baristas and professionals in the sector. An offer of training and transformation in the value chain accessible to everyone, inside and outside the company. This takes place at the Academy located in the Factory area of Costadoro Social Café or through on-site training at our customers' Coffee Lover. Each client can count on a commercial reference as a point of contact for technical and commercial assistance.

6,200+
BAR PARTNERS

500,000+
CUPS SERVED EVERY DAY

PEOPLE

Future objectives 2026

Costadoro looks to the future with the awareness that responsible growth comes from concrete, shared, and measurable choices. These objectives represent our daily commitment to creating lasting value for the environment, our people, and the communities in which we operate.

Environment — Decarbonization and waste reduction

- Reduce natural gas consumption by **15%** compared to 2025
- Achieve **5%** monthly energy savings (kWh)
- Reduce waste by **2.25%** compared to 2025
- Involve at least **50%** of suppliers in sharing data on consumption, emissions, and waste by the end of 2026

Governance — Justice, Equity, Diversity, and Inclusion

- Maintain our public commitment to JEDI principles, included in the Code of Ethics
- Continue to promote and apply the inclusive language guide in all internal communications
- Monitor and periodically update the JEDI Action Plan based on feedback from stakeholders, including employees

People — Training and connection with the community

- Costadoro aims to expand training courses for young students and professionals in the area and to pursue initiatives that support people with disabilities and the local community, as well as to strengthen awareness about gender-based violence prevention throughout 2025.

THANK YOU

To all the people who, every day, contribute to building Costadoro's sustainable future.

Torino, 1 luglio 2026

President & CEO

Head of Quality & Impact

CAFFÈ COSTADORO TORINO 1890