

2025 SUSTAINABILITY REPORT

Abstract



LAVAZZA
130

LAVAZZA
GROUP



Luigi Lavazza S.p.A.
Registered and administrative offices: Via Bologna 32 - 10152 Turin, Italy
Ph. +39 011.2398.1
Fax +39 011.2398.324
Fully paid-up share capital €25,090,000
Turin Register of Companies No.: 00470550013
Turin Economic and Administrative Index (REA): 257143
Tax Code and VAT number 00470550013
sustainability@lavazza.com

PHOTO CREDITS:
Andrea Guermani
Andrew Lee
Davide Bozzalla
Hanns R. Neumann Stiftung
International Coffee Partners
Naturaleza Secreta - Biocubacaffè
Sawa World
Save the Children
World Coffee Research

EDITORIAL SUPERVISION:
Institutional Relations & Sustainability Department,
Laura Poggio

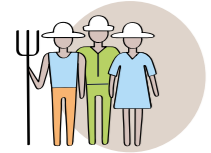
GRAPHIC CONCEPT AND DESIGN:
Visualmade, Milano

2025 SUSTAINABILITY REPORT

Abstract

THE WORLD OF COFFEE

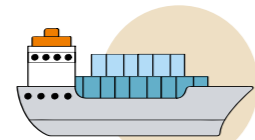
Lavazza Group operates as a roaster in the coffee supply chain, one of the most complex and fragmentary in agriculture: **95%** of the world's production stems from the work of **25 million** small producers, around **12.5 million** family-run farms on lands of under 5 hectares, spread in over **40** producing countries in the so-called **coffee belt**, between the Tropic of Cancer and the Tropic of Capricorn, where the first five countries (Brazil, Vietnam, Indonesia, Colombia and Ethiopia) account for **over 70%** of production. Daily consumption at global level is constantly growing: it is estimated that **3.1 billion** cups of coffee, equivalent to 178 million 60-kg bags of beans, are consumed every day.



25 MILLION
small producers in more than 40 countries along the equatorial belt

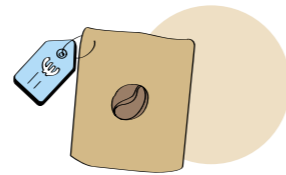


3.1 BILLION
cups of coffee consumed per day



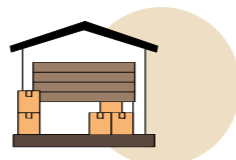
COFFEE LOGISTICS FROM THE COUNTRY OF ORIGIN

- Inland transport from plantation to the port
- Cargo shipping



MARKET PRICING

- Matching supply and demand
- Price determination based on:
 - Quality
 - Origin
 - Production costs
 - Market conditions



CUSTOMS WAREHOUSES STORAGE

- Health, quality and organoleptic conformity checks
- Transport to production plants



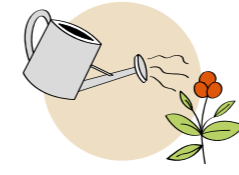
BEANS SELECTION

- Beans assessment and classification by colour, size and density
- Sample roasting
- Cupping



ROASTING

- Blending
- Roasting
- Grinding
- Quality controls of the finished product



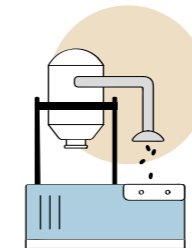
PLANTATION AND FARMING

- Plant seeding
- Nurturing growth



HARVEST

- Harvest of coffee cherries
- Cherries selection



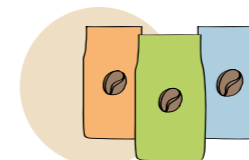
DRYING AND HULLING

- Natural or mechanical drying
- Hulling

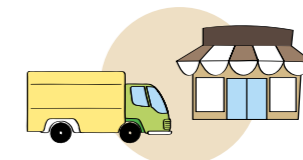


COFFEE CHERRIES PRE-PROCESSING

- Natural
- Washed
- Honey



PACKAGING



DISTRIBUTION

- Coffee shops
- Mass retailing
- Home



CONSUMPTION AND END OF LIFE

LAVAZZA GROUP

Lavazza Group was founded 130 years ago by the entrepreneurial passion of the Lavazza family, and today is one of the main protagonists of the global coffee scene as a roaster. It offers high-quality products through a responsible business model, based on innovation, passion and expertise, and structured in the **sustainability strategy "A Goal in Every Cup"** with its three pillars: **Climate & Nature, People & Community, Value Chain.**



PURPOSE



AWAKENING
A BETTER WORLD
EVERY MORNING

VALUES

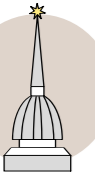
 AUTHENTICITY
  PASSION FOR EXCELLENCE
  RESPONSIBILITY
  INVENTIVENESS


OUR SUSTAINABILITY STRATEGY

a GOAL in every CUP

3 PILLARS

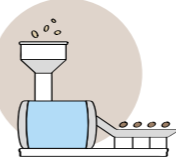
 CLIMATE NATURE
  PEOPLE COMMUNITY
  VALUE CHAIN



In Turin since
1895

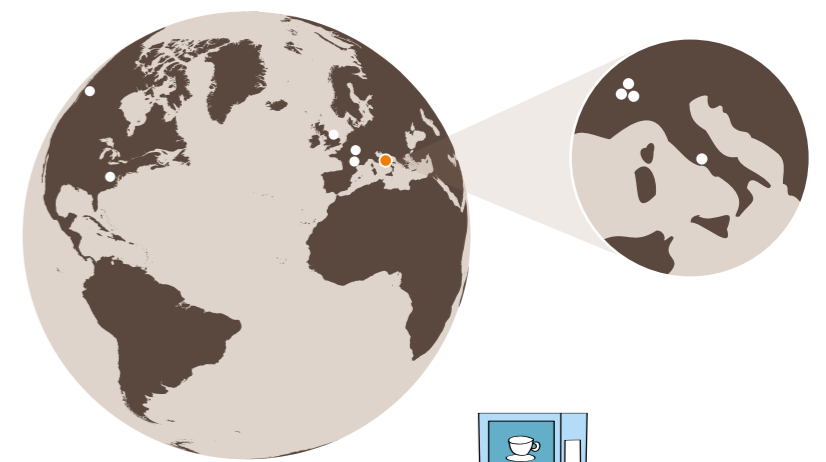


Today in over
140 countries
worldwide



9 plants

- Italy
- France
- UK
- USA
- Canada



MULTICHANNEL BUSINESS

- Retail
- E-commerce
- Food Service
- Retailing
- Office Coffee Service
- Vending



COFFEE MILESTONES: 130 YEARS IN THE MAKING



1895

Luigi Lavazza opens his first shop in Turin.



1947

The first Lavazza logo is created.



1957

Lavazza becomes the largest coffee producer in Italy.



2004

The Lavazza Foundation was born.



2016

Carte Noire joins the Lavazza Group.



2018

Acquisition of Mars Drinks business, leading to Lavazza Professional.



2022

Agreement for the acquisition of MaxiCoffee.



1927

Lavazza: a Family's Coffee Legacy Begins.

1952

The vacuum packaging method is introduced, marking the beginning of a new era in coffee blends.



1982 -1990

The expansion into key European countries.



2015

Merrild brand becomes part of our Group.



2017

Kicking Horse Coffee becomes part the Group and the integration of Nims begins.



2021

Launch of the partnership between the Group and Yum China.



2025

Launch of Tabli.



TABLİ



OUR COMMITMENT TO PEOPLE



In the Group's sustainability strategy, the pillar that includes "People" aims to ensure equal opportunities for all Lavazza people in a healthy, safe, fair and inclusive work environment that promotes personal wellbeing, professional growth and gender equality.

Care for people is expressed through an articulated welfare system, specific programs, practices and policies for: protection of workers' rights, health and safety, Diversity, Equity and Inclusion, training and professional development, and psychophysical wellbeing.



5,864 employees

of which more than **97%** with permanent contract

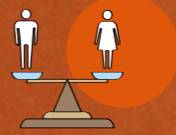
DIVERSITY, EQUITY AND INCLUSION



New **GLOBAL PARENTAL POLICY** for equal parental leave



First level **EDGE CERTIFICATION FOR GENDER EQUALITY** (Italy, UK, France, Germany)



GAP FREE PROGRAM at global level

EDGE PLUS ASSESS CERTIFICATION (Italy and USA)

TRAINING

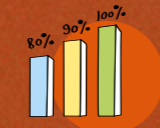


14 hours of training per capita



AMBASSADOR PROGRAMME III edition – coffee plantation experience for employees

PROFESSIONAL DEVELOPMENT



Employee performance evaluation



Incentive systems linked to ESG targets

WELLBEING



TOP EMPLOYER UK and Italy



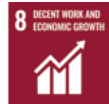
TIME TO CARE corporate welfare & wellbeing program (Italy)



GREAT PLACE TO WORK Denmark, UK, Sweden and Canada



RESPONSIBLE GROWTH



Doing business responsibly has always been an essential prerequisite for Lavazza Group. **“Value Chain”** is the strategic pillar that aims to operate responsibly, developing a value chain focused on respect for human rights, labor and the environment through: a multi-stakeholder approach and transparent governance; a solid body of procedures shared with all the actors in the value chain (Code of Ethics, Supplier Code of Conduct and Statement on human rights and children’s rights); the search for best health and safety practices, starting with the ISO 45001 multi-site management system.



€3.9 BILLION
of economic value generated



of which more than **97%**
distributed to stakeholders

ETHICAL AND TRANSPARENT GOVERNANCE



Control, Risk and Sustainability Committee



Antitrust and anticorruption training programs



Tax Control Framework



Anticorruption policy

EMPLOYEE HEALTH AND SAFETY



SMETA* ETHICAL AND SOCIAL AUDITS
in the Group’s Italian plants

SUPPLY CHAIN



Over **97%**
of green coffee** from suppliers evaluated on EcoVadis



17 ethical and social audits
in **6** countries



Multi-stakeholder partnerships in the coffee supply chains



Support to the **ILO CHILD LABOUR PLATFORM**



Project for the **PROTECTION OF CHILDREN’S RIGHTS IN VIETNAM** since 2020: active involvement of key coffee suppliers

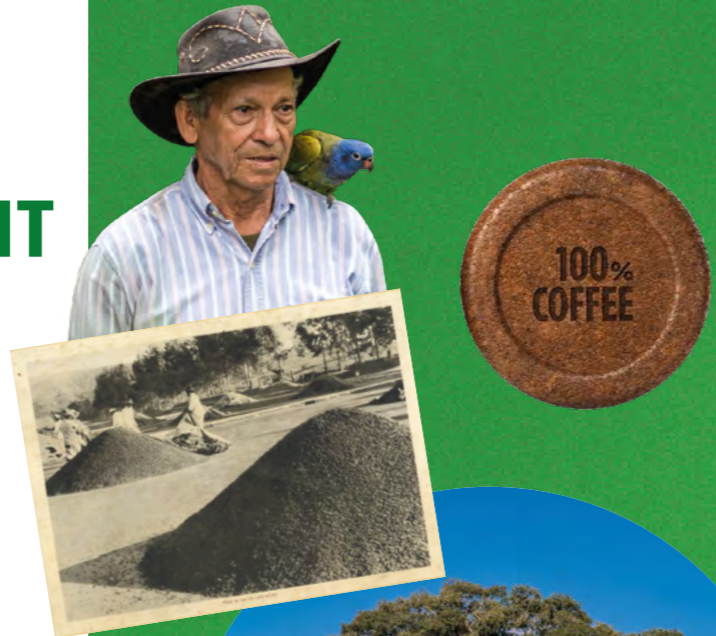
Over **6,000**
direct beneficiaries

*The SMETA audit protocol is one of the leading methodologies globally for conducting third-party audits and is the standard for inclusion in the Supplier Ethical Data Exchange (SEDEX).

** Percentage calculated on the total green coffee billed to the Group in 2025.



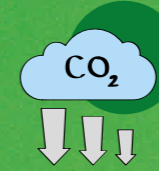
PROTECTION OF THE ENVIRONMENT AND NATURAL RESOURCES



Coffee is a product of the earth and as such, is influenced by climatic and environmental aspects,

to which the Lavazza Group has been committed since its foundation. With the “**Climate & Nature**” pillar, the goal is to contribute to the climate transition and the protection of biodiversity, reducing greenhouse gas emissions and achieving climate neutrality along the value chain, starting with the adoption of the multi-site ISO 14001 Management System and through the Group’s “Roadmap to Net Zero” to 2050, which includes plans on decarbonization, innovation and circularity and the active involvement of the supply chain.

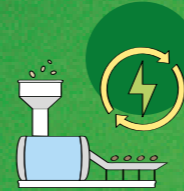
DECARBONISATION



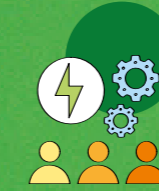
-7% CO₂eq emissions compared to 2024 thanks to reduction activities



GHG emissions inventory certified **ISO 14064-1**



95% of coffee produced in plants that use 100% renewable electrical energy



GLOBAL ENERGY MANUFACTURING TEAM for efficiency in all plants around the world



Direct and indirect emissions from electricity neutralised since 2020 (Scope 1 and 2)

CIRCULARITY



TABLÌ: first tab 100% coffee



91% recyclable packaging of the product portfolio



96% of vegetable waste from coffee production turned into fertilizer or biogas (Italy)



89% of waste recovered or recycled

BIODIVERSITY



4 regenerative agriculture projects



Research programmes on climate change resilient coffee varieties



Multi-stakeholder partnerships: **WORLD COFFEE RESEARCH**



OUR PLEDGE FOR LOCAL COMMUNITIES



The “**People & Community**” strategic pillar commits the Group to improving the social, environmental and economic development of the communities in which the company operates with its subsidiaries and plants - through the Community Care program - and of the coffee-producing communities in the countries of the coffee belt - through support for projects in collaboration with the Lavazza Foundation.

environmental and economic development of the communities in which the company operates with its subsidiaries and plants - through the Community Care program - and of the coffee-producing communities in the countries of the coffee belt - through support for projects in collaboration with the Lavazza Foundation.



COMMUNITY CARE

The extensive programme of engagement and support activities for local communities is developed in collaboration with local institutions and Non-Governmental Organisations, with a progressive geographical extension in the countries in which the Group operates.



GLOBAL: projects in **8** countries

- France
- Australia
- Canada
- Denmark
- Germany
- United Kingdom
- United States
- Italy



ITALY

10 projects
6,000 people involved

LAVAZZA VOLUNTEER PROGRAM



+1,700 working hours from 2023



15 ASSOCIATIONS: donations to support local associations



+360 participants from 2023

A CUP OF LEARNING



+800 young people professionally trained in **20** countries since 2017

LAVAZZA FOUNDATION

For over 20 years, it has promoted and financed economic, social and environmental sustainability projects through multi-stakeholder and private-public partnerships with the aim of increasing coffee yields and quality, while also promoting entrepreneurship among coffee growers and improving their living conditions, including aspects such as gender equality and the enhancement of young people.



Over **178,000** people involved



32 projects on sustainable agriculture and social inclusion

16 coffee-producing countries
3 continents

“A GOAL IN EVERY CUP”, A GLOBAL STRATEGY

Responsibility is one of the four core values of the Lavazza Group and, within the purpose “Awakening a better world every morning”, has guided the company’s choices for 130 years. Over time, a broad sustainability strategy has been structured, called “A Goal in Every Cup”, which in 2025 has been updated and integrated into the Group’s five-year strategic plan. It includes the four Sustainable Development Goals of the 2030 Agenda considered as priorities.

“A Goal in Every Cup” is based on three pillars that it aims to connect to generate shared value.

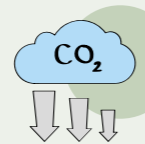


Actively contribute to the **climate transition** and **biodiversity protection** by reducing greenhouse gas emissions and achieving climate neutrality across the value chain through our **Roadmap to Net Zero** by 2050: a path based on progressive decarbonization, following a scientific approach, with a strong engagement of supply chain, innovation processes and circularity.

OBJECTIVES

CLIMATE

CO₂ equivalent emissions:

 **-37%** by 2030 compared to 2023

 **NET ZERO** for 2050

NATURE

 **BIODIVERSITY** plan



Taking care of our people as well as the communities where our coffee is produced and enjoyed around the world.


We want to ensure **equal attention and opportunities for everyone who works with us**, within a healthy, safe, and inclusive work environment that promotes equity, personal wellbeing and professional growth.

We also aim to **enhance the development of individuals and communities across the value chain**.


OBJECTIVES

PEOPLE

 **ZERO** unexplained **GENDER PAY GAP** by 2030

 **35%** women senior managers and **45%** women managers by 2030

COMMUNITY

 **COMMUNITY CARE** program and **LAVAZZA VOLUNTEER PROGRAM** in **100%** of the countries in which the Group operates by 2030



Responsibly operate by developing a **value chain that focuses on respect for labor and human rights and the environment**.

We do this adopting a multi-stakeholder approach that involves all players across the value chain, with the aim of integrating corporate values through responsible governance of all processes.

OBJECTIVES

VALUE CHAIN

 **SMETA ETHICAL AND SOCIAL AUDITS** in all Group plants

 Development of an **ESG DUE DILIGENCE** system **FOR SUPPLIERS** for the monitoring and mitigation of ESG risks in the supply chain aimed at continuous improvement



LAVAZZA
GROUP