

# Brewing Connections

## Evoca Sustainability Highlights 2025



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## Reporting approach

This publication summarises Evoca Group’s (Evoca’s) sustainability approach and performance from 1 January 2025 to 31 December 2025. It covers our complete brand portfolio, all 22 Evoca locations and our 1,450 employees.

In line with best practice, we focus these disclosures on the topics that most affect or are affected by our business (double materiality).

Sustainability information and disclosures	2025 Sustainability Highlights	2025 Sustainability Performance Data	Sustainability webpage
Approach	●		●
Actions and initiatives	●		
Product Carbon Footprint Calculator			●
Data and KPIs		●	
GRI disclosures		●	

# 2025 overview

Evoca is a world-leading producer of professional coffee machines and vending machines for out-of-home consumption, anchored in more than 90 years of coffee and vending heritage. Together, our broad portfolio offers a complete range of solutions to bring great coffee and vending products to our customers, serving consumers across hotels, restaurants, office buildings, public spaces and beyond.

## Message from our CEO

As I take on the role of Chief Executive Officer, I do so with a strong sense of our heritage, continuity, and purpose. Evoca has built a solid and data-driven approach to sustainability, rooted in product quality, innovation, people centricity and client proximity. Brewing Connections maps how we see our heritage evolving: bringing people, clients, technology and sustainability closer together as well-connected parts of our ecosystem.

In 2025, we strengthened these connections in tangible ways. We integrated sustainability more deeply into product development, built capability across the organisation, and reinforced governance to support consistency, accountability and clear decision-making.

This is the trajectory we will continue to pursue. We will remain transparent, listen to our stakeholders, and adapt to emerging opportunities. I welcome your dialogue and feedback as we move forward together.



Norman Rafael,  
CEO, Evoca Group

In 2025:

~€350m  
net sales

with  
10,000+  
global customers served

across  
135+  
countries

through the dedication of our  
1,400+  
employees (FTE)

#1  
Fully Automatic Coffee Player<sup>1</sup>  
in Italy, North America,  
Latin America and Spain

and  
#1  
player in the European  
Vending market<sup>1</sup>

with  
150,000  
machines sold this year

## Sustainability recognition



Sustainability is integral to our business and to providing innovative, best-in-class products for our customers. Our performance across third-party sustainability ratings and alignment with leading frameworks is testament to the strength of our approach.



1. Based on the European Vending Association Market Report.

# Value chain and material topics

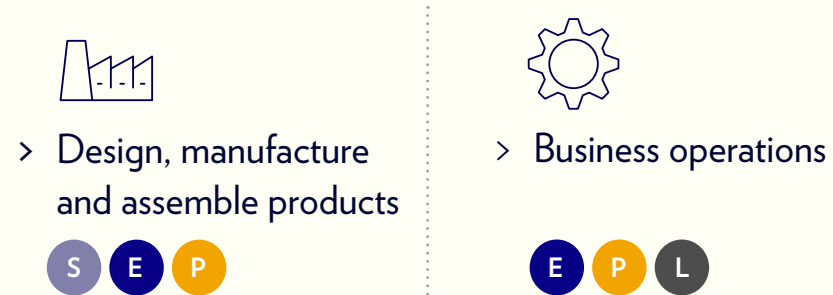
We forge and strengthen connections throughout our value chain to be able to bring great coffee to everyone, everywhere. Our passionate employees work every day to create value for our customers and consumers, and collaborate constructively with our suppliers, partners, shareholders and communities.

## Key stakeholders across our value chain

### Upstream



### Own operations



### Downstream



E = employees   C = Customers and consumers   S = suppliers   P = Academics and partners   L = Local communities

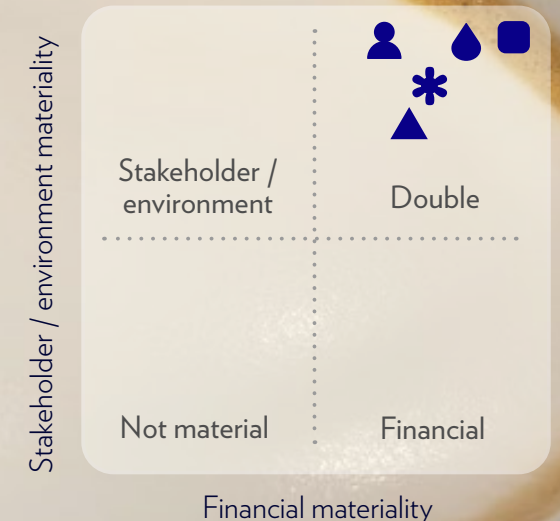
## Material topics at a glance

Our 2025 double materiality assessment reflects the sustainability topics that are the most important in creating value for our business, stakeholders and future generations. It builds on our comprehensive 2024 assessment, which involved a structured analysis of our risks, opportunities and effects on people and planet across our value chain. Our approach is in line with the Global Reporting Initiative (GRI) Standards and the EU Corporate Sustainability Reporting Directive (CSRD) double materiality principles.

This year, we refined the assessment to strengthen the connection between our business and sustainability priorities, and account for the latest regulatory and market trends.

Taking the core topics identified in 2024 as a foundation, we increased our emphasis on those most relevant to business performance, risk exposure and future opportunities. This resulted in a shorter, more focused list of material topics. Our Sustainability Committee and senior management led the process to ensure alignment with our overall strategic direction. They involved key functions across the organisation, alongside using external benchmarks, peer comparison, and insights from customer interactions to produce our updated list of material sustainability topics:

- Product performance & circularity
- 👤 People support and development
- 💧 Energy efficiency & climate transition
- ▲ Responsible sourcing
- \* Business ethics & governance



# Sustainability roadmap

Our sustainability roadmap is built around four strategic pillars and translates our material topics into concrete actions, targets and metrics. In 2025, we focused on strengthening the link between our sustainability priorities and business performance, clarifying how product innovation, people development and engagement, energy efficiency and responsible governance contribute to long-term value creation.



The roadmap guides us to identify and act on opportunities, manage sustainability-related risks, and track the business and wider benefits for customers, employees, partners and the environment.



## Product stewardship and design

Integrate sustainability into product design and lifecycle performance

- Key actions**
- Eco-design
  - Product carbon footprint based on life cycle assessment methodology

**Key target** **75%**  
of revenue from products meeting specified sustainability criteria by 2030

- Key metrics**
- Revenues from more sustainable products
  - Product quality and safety performance
  - Product energy performance
  - Product carbon footprint

- Business benefit**
- Improves and expands market opportunities
  - Responds to and anticipates customer needs

- Wider benefits**
- Reduces energy consumption and emissions during product use



## People

Build skills and capabilities across our business

- Training programmes
- Sales Academy and sustainability capability building
- Employee engagement and development initiatives

**Key target** **0%**  
gender pay gap by 2030

- Key metrics**
- Training hours per employee
  - Indicators of diverse skills and experiences
  - Employee development metrics

- Business benefit**
- Supports innovation and business performance
  - Drives operational quality and long-term resilience

- Wider benefits**
- Promotes employee development and wellbeing



## Climate and environment

Manage emissions through a structured and measurable approach

- Energy efficiency
- Renewable energy
- Emissions monitoring

**Key target** **-42%**  
Scope 1,2 and 3 greenhouse gas emissions by 2030 (baseline year: 2022)

- Key metrics**
- Scope 1, 2 and 3 emissions
  - % renewable energy
  - Progress vs emissions reduction targets

- Business benefit**
- Reduces cost exposure and regulatory risk
  - Improves operational efficiency
  - Responds to customer and consumer expectations

- Wider benefits**
- Contributes to climate change mitigation



## Governance

Cultivate trust through responsible and transparent business practices

- Mandatory training
- Policies and codes
- Risk assessments and audits

**Key target** **Zero**  
incidents of non-compliance, including corruption, anti-competitive behaviour, discrimination and customer privacy every year

- Key metrics**
- Compliance training completion
  - Confirmed incidents of non-compliance
  - Supplier ESG metrics
  - Whistleblowing reports and follow-up

- Business benefit**
- Builds trust with customers, partners and institutions
  - Supports business stability and resilience
  - Reduces legal, reputational and operational risk

- Wider benefits**
- Supports fair and ethical business practices for all our affected stakeholders

# Product stewardship and design

Creating innovative products that delight our customers starts with design. Sustainability is central to our approach and increasingly at the forefront of our conversations with customers. In 2025, we continued to integrate sustainability into our product design, development and improvement processes to drive both environmental performance and business value.

We conduct structured assessments of product environmental effects to enable more informed design decisions. The Evoca product stewardship framework remains the foundation of our approach, supported by the expanded use of product carbon footprint assessments across our portfolio.

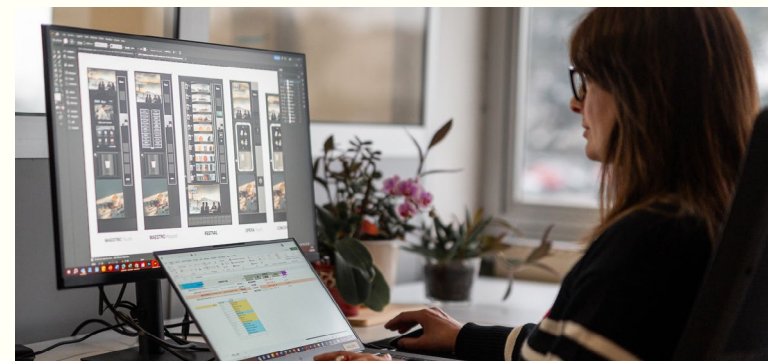
In 2025, we further strengthened our product sustainability requirements by consolidating specifications and integrating measurable criteria into our development processes. By embracing evolving carbon footprint methodologies (see [page 8](#)) we are producing more robust, consistent product-level environmental data. This supports clearer, more transparent information for our customers.

## 2025 highlights

**50%** of revenues generated by more sustainable products<sup>1</sup> (target: 75% by 2030).

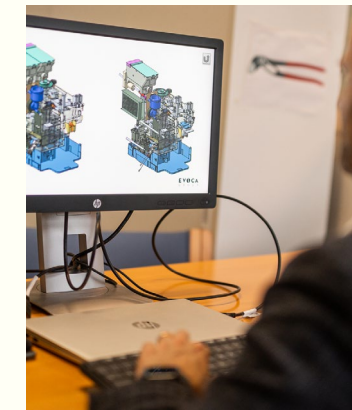


Circular business model opportunities expanded, for example we launched a recycled materials assessment programme, alongside initiatives to recover and resell spare parts from end-of-life machines.



Product carbon footprint assessments expanded across our product portfolio.

Environmental performance of legacy and new product generations measured.



Product sustainability specifications further integrated into development processes.

## Towards circular solutions

We are exploring opportunities to bring our customers value throughout the entire product lifecycle.

In 2025, we took initial steps to introduce additional circular business solutions, for example to increase recovery and reuse of components from end-of-life machines. With these initiatives we aim to enable our customers to use our products for longer and expand our machine servicing offerings — improving the cost of ownership for our customers and supporting shared environmental progress.

### On-product sustainability information

In 2025, we began introducing QR codes on new Evoca machines, which link to sustainability information, such as carbon footprint and recyclability data where available. This provides a foundation for future EU digital product passport requirements. We aim to continue improving the traceability of our materials and components to ensure we can offer comprehensive product information.



1. 'More sustainable products' are coffee machines resulting in a class equal or better than A according to the European Vending Association (EVA) Energy Measurement Protocol (EMP), and refrigerated vending machines resulting in a class equal or better than C as published in the European Product Registry for Energy Labelling (EPREL) database.

# People



We are putting people at the heart of our journey to build capacity to operationalise and advance our sustainability roadmap. In 2025, we continued to invest in skills development, including integrating sustainability into training programmes and enhancing awareness across functions and geographies. This helps to align our day-to-day efforts with our strategic priorities and accelerate progress.

Structured performance management and feedback processes remain central to employee development, promoting accountability, continuous improvement and alignment with our business goals. We also remain focused on creating an



environment where people are supported to innovate and thrive through inclusion, wellbeing and responsible employment practices, alongside regular assessments and targeted initiatives.

## Building a sustainability culture at scale

In 2025, we expanded training and local engagement initiatives to promote a shared sustainability culture that is understood, applied day-to-day and continuously improving. Our Head of Sustainability visited teams across key sites, including in Denmark, France, Germany, Spain and the UK. The aim of each visit was to build awareness and engage employees in identifying sustainability projects, fostering ownership and increasing local relevance.

## Building skills and leadership

We support our employees to develop and build their skills so we can deliver on our business priorities together. This year, we continued to focus on targeted leadership and change management trainings, alongside performance conversations and ongoing opportunities for internal dialogue.

## 2025 highlights



**52%** of employees received diversity and inclusion training.

Introduction to Sustainability programmes rolled out across five countries, alongside company-wide awareness initiatives on carbon footprint and decarbonisation.

University and local innovation collaborations supported sustainability education, entrepreneurship and skills development.

Sustainability integrated into our Sales Academy, where our sales teams build skills to support customer needs.

Manifesto Espresso promoted through training and awareness activities to strengthen respectful language and inclusive everyday behaviours.

Annual living wage assessment and human rights evaluation across Evoca.

Evoca S.p.A. maintained its UNI/PdR 125:2022 gender equality certification, supporting structured monitoring of inclusion, equal opportunities and career development processes.



**75%** of operational sites certified to the ISO 45001 Occupational Health & Safety Management Systems standard, and work-related ill health reduced to zero.

# Climate and environment

Our decarbonisation strategy is our core environmental focus, as we work to deliver our Science Based Targets initiative (SBTi)-validated commitments. In 2025, we refined both our emissions measurement and carbon footprint methodologies for more accurate, consistent and transparent calculations across our product portfolio and value chain.

We continue to measure Scope 1, 2 and 3 emissions in accordance with the GHG Protocol, providing a comprehensive view of Evoca's climate footprint and supporting informed decision-making. Our ongoing progress in reducing Scope 3 emissions is driven by our product stewardship efforts (see [page 6](#)), while energy efficiency initiatives and increasing use of renewable energy enable Scope 1 and 2 reductions.

## 2025 highlights

**-40%**  
Scope 1,2 and 3 GHG emissions  
(baseline year: 2022: target: -42% by 2030).



Renewable energy expanded, including solar panels enabling on-site generation.

Full measurement of Scope 1, 2 and 3 emissions (GHG Protocol) and continued progress in line with our SBTi-validated targets.



Carbon footprint tool aligned with the ISO 14067 Product Carbon Footprint standard developed and validated.

Systematic carbon footprint approach third-party certified according to ISO 14067.

**75%**  
of sites certified to the ISO 14001 Environmental Management Systems standard.



## From measurement to certified carbon footprint

In 2025, we developed and validated a new approach and tool to calculate the carbon footprint of each of our machines. By standardising the calculation methodology across our products and aligning it with the ISO 14067 Product Carbon Footprint standard, we can now produce third-party validated carbon calculations with more reliable and credible data. Customers and all our stakeholders can also run their own product carbon footprint simulation based on the tool, directly through our online [Carbon Footprint Calculator](#).

This represents a key step forward in enabling product-level environmental information and expanding our services to help our customers achieve their climate and circularity goals.



# Governance



In 2025, against a backdrop of evolving and uncertain regulatory requirements, we took a pragmatic approach to advancing our sustainability journey. While continuing to align with international standards and ensure transparent reporting, we strengthened the link between compliance readiness and value creation. We prioritised the integration of sustainability principles into our core policies and processes, ensuring closer alignment between our business and sustainability approach.

A key milestone was strengthening our ESG Policy Framework, which now serves as the reference structure for all our management systems, including:

- **ISO 9001:** Quality Management
- **ISO 14001:** Environmental Management
- **ISO 45001:** Occupational Health and Safety
- **ISO 27001:** Information Security
- **UNI/PdR Gender Equality Management System**

This provides a consistent, high-level governance model aligned across functions and geographies. We also continued to reinforce our ethics, risk management and supply chain oversight systems to promote responsible business practices throughout our value chain.

## 2025 highlights

# Zero

incidents of non-compliance, including corruption, anti-competitive behaviour, discrimination and customer privacy (target: 0 incidents every year).

ISS ESG  
Prime status.

88%  
of suppliers (by spend) assessed for ESG.

EcoVadis  
Platinum  
for the second consecutive year (2025 score: 86/100).

S&P Global top 10%  
in our sector.



Sustainalytics  
Low Risk  
and the top 1% in our sub-industry (3/429).

84%  
of targeted suppliers have signed our Supplier Code of Conduct.

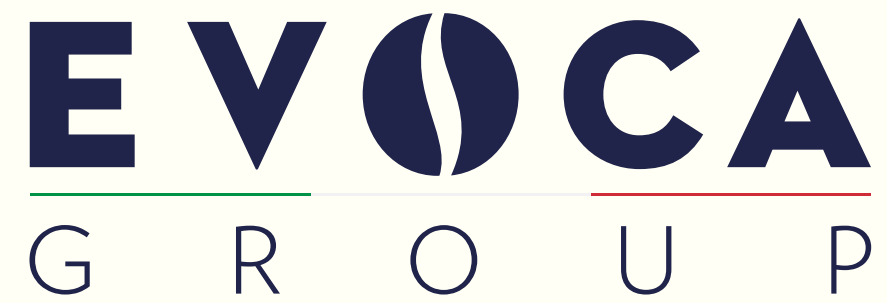
CDP Climate A-  
(Leadership level) and



CDP Supplier Engagement Leader  
(Score: A) in our first CDP submission.

## Promoting supply chain responsibility

We embed supplier ESG due diligence in our governance framework. Our supplier ESG platform, IntegrityNext, enables us to assess supplier risk exposure, monitor performance and define follow-up actions where needed. It also provides suppliers with access to training resources, while our separate third-party whistleblowing system offers them a channel to raise any business conduct concerns.



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